

REPUBLIKA E SHQIPËRISË
MINISTRIA E MIRËQENIES
SOCIALE DHE RINISË

National Strategy and Action Plan on Gender Equality

2016-2020

ISBN 978-9928-202-29-1



9 789928 202291



National Strategy and Action Plan on Gender Equality 2016-2020

Tirana, October 2016

Approved by Decision of the Council of Ministers No. 733, date 20.10.2016.

This National Strategy and its Action Plan were prepared on behalf of the Government of Albania by the Ministry of Social Welfare and Youth and line ministries, in consultation with representatives of civil society organisations, and national and international organisations which are working to achieve gender equality and to reduce gender-based and domestic violence in Albania.

ISBN: 978-9928-202-29-1

Acknowledgments

The national strategy on Gender Equality and its Action Plan 2016-2020 is prepared and coordinated by the Ministry of Social Welfare and Youth, with contribution of the Inter-Ministerial working group established with Order of the Prime Minister no. 15, date 21.01.2016 and led by Minister of Social Welfare and Youth, Mr. Blendi Klosi.

The preparation of the strategy, including its action plan 2016-2020 and costing was supported by international partners such as UN Women and UNDP, in the frame of the Programme of Cooperation between the Government of Albania and United Nations 2012-2016. Special appreciation goes to the Government of Sweden for the financial support to the preparation process of the strategy.

The Ministry of Social Welfare and Youth expresses gratitude to the technical working group for the preparation of the strategy and its action plan 2016-2020, Mrs. Merita Xhafaj, General Director of Social Policies and the team of Sector for Gender Equality, Mrs. Etleva Sheshi, Mrs. Brunilda Dervishaj, and Mrs. Irena Benussi. The Ministry thanks the team of experts and collaborators of the strategy, Mrs. Rajmonda Duka, Mrs. Monika Kocaqi, Mrs. Ani Plaku, and Mrs. Entela Lako and Mrs. Edlira Papavangjeli from UNDP and Mrs. Estela Bulku and Mr. Rezart Xhelo from UN Women.



Opening remarks

The Government of the Republic of Albania deems the aspects of gender equality, fight against violence against women, and domestic violence as closely related to the country's integration processes. The National Strategy on Gender Equality, and the respective Action Plan for 2016-2020, adopted by Decision of Council of Ministers, no.733, on 20.10.2016 represent an important document of the Government of Albania, which bring together many sectors and partners that will contribute to further advancing these issues.

The Government of Albania has had a continuous close collaboration with all stakeholders who believe that promoting gender equality, and its mission for zero tolerance against domestic violence and gender based violence is a key contribution for a democratic and emancipated society.

Concrete initiatives during the recent years have been translated into concrete actions, aimed at improving and harmonizing the Albanian legislation, to ensure gender mainstreaming in international ratified documents, with particular focus on CEDAW "Convention on elimination of all forms of discrimination against women" and the Istanbul Convention.

Launching of positive measures for increasing women representation have led to positive results in political and public decision-making. Girls and women today account for 24% of the seats in the Parliament and represent 42% of the Governmental cabinet. Levels of representation of women and girls as councilors in the municipal councils are 34, 6% while 9 women were elected as Mayors out of a total of 61 municipalities. There is increased representation of women in the public administration to 45%.

Institutional mechanisms and Referral Mechanism have been strengthened to support services for victims of domestic violence, through strengthened capacities of professionals involved in addressing these issues.

The Strategy that is in your hands represents an important working tool that aims to promoting further the current achievements, and filling in the identified gaps, through close cooperation with the civil society and the international partners, while also targeting the broad public.

The Strategy and the respective Action Plan have been drafted and coordinated by MoSWY, with the contribution of the Inter-institutional working groups established with the Order of the Prime Minister and other actors at the central and local levels, as well national and international organizations that are active in the fields of human rights and equality in Albania whose support I would like to acknowledge here today.

Special appreciation goes to international partners, such as UNWomen and UNDP, for their support in the finalization of this document, and for their continuous support in further advancing the agenda of gender equality and the fight against gender based violence and domestic violence.

“a society that appreciates gender equality as a pre-requisite towards sustainable development and which is aimed towards zero tolerance against gender based violence and domestic violence.”

is the vision of the Strategy on Gender equality

The Strategy and its Action Plan represent a commitment for 2016-2020, with concrete interventions towards economic empowerment of women and men; ensuring actual participation and engagement in political and public decision-making processes; reducing gender based violence and domestic violence; and strengthening the coordination and monitoring role of the national mechanism of gender equality.

The main principles that run through this strategy include:

- *Gender equality, as a pre-requisite for a fair, sustainable and socially and economically empowered society;*
- *Sensitivity and equal treatment of special needs of both genders:*
- *Acknowledgement, appreciation and respect for diversity;*
- *Zero tolerance in the fight against domestic violence and violence against women;*
- *Cross institutional coordination and cooperation*

Gender equality does not merely represent an objective, but it is a conditionality without which we cannot speak of sustainable development and good governance. We believe that this can be achieved faster and better, when the people working towards end start to represent the majority.

All of our shared plans and priorities for further advancing aspects of gender equality and reducing gender based violence and domestic violence require serious cooperation with the civil society, and international partners, based on mutual trust on such joint actions and initiatives for the realization de facto of gender equality in Albania.



Blendi Klosi
Minister

Table of contents

LIST OF ABBREVIATIONS	6
INTRODUCTION	7
CURRENT SITUATION	9
ACHIEVEMENTS IDENTIFIED DURING IMPLEMENTATION OF THE NATIONAL STRATEGY AND ITS ACTION PLAN ON GENDER EQUALITY, REDUCTION OF GENDER-BASED VIOLENCE AND DOMESTIC VIOLENCE 2011-2015:	15
METHODOLOGY	18
VISION	22
STRATEGIC GOALS, SPECIFIC OBJECTIVES AND MAJOR OUTCOMES	22
FINANCIAL RESOURCES, FINANCIAL GAP AND RISK MANAGEMENT	26
COMPLIANCE OF STRATEGIC PRIORITIES WITH MID-TERM BUDGETARY PLANNING	33
ACCOUNTABILITY, MONITORING AND ASSESSMENT ANALYSIS	35
BIBLIOGRAPHY	44
ANNEX 1: NATIONAL ACTION PLAN	51
ANNEX 5 : MATRIX OF COMPATIBILITY OF STRATEGIC PRIORITIES WITH MID-TERM BUDGET PLANNING AND POLICY STATEMENTS OF PROGRAMMES	92

LIST OF ABBREVIATIONS

ASPA	Albanian School of Public Administration
EU	European Union
GE	Gender Equality
DPA	Department of Public Administration
GBV	Gender-Based Violence
DV	Domestic Violence
VAW	Violence against Women
IWG	Inter-agency Working Group
LGE	Law on Gender Equality
LMDV	Law on Measures against Domestic Violence
INSTAT	Institute of Statistics in Albania
IHE	Institutions of Higher Education
IOM	International Organisation for Migration
IDE	Institute for the Development of Education
CEDAW Convention	Convention for Elimination of all Forms of Discrimination against Women
Istanbul Convention	Council of Europe Convention for Prevention and Combatting of Violence on Women and Domestic Violence
MoES	Ministry of Education and Sports
MoJ	Ministry of Justice
NRM	National Referral Mechanism
MoSWY	Ministry of Social Welfare and Youth
MoIA	Ministry of Internal Affairs
MoH	Ministry of Health
MSLA	Minister of State for Local Affairs
LSGU	Local Self-governance Units
NGO	Non-Governmental Organisation (not-for-profit)
CSO	Civil Society Organisation
UNDP	United Nations Development Programme
NAP	National Action Plan
ASP	Albanian State Police
GoA	Government of Albania
NSGE	National Strategy for Gender Equality
NSGE-GBV/DV	National Strategy for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2011 - 2015
NSDI	National Strategy on Development and Integration
PO	Protection Order
EPO	Emergency Protection Order
UN Women	United Nations Entity for Gender Equality and Empowerment of Women
DCM	Decision of Council of Ministers

Introduction

The National Strategy for Gender Equality (NSGE) 2016-2020¹ and its Action Plan, developed by the Ministry of Social Welfare and Youth with the contribution of the Inter-Agency Working Group², representatives of civil society organisations and international organisations focusing on gender equality issues and against gender-based violence and domestic violence in Albania³, as well as with the support of subject-matter experts, has been designed as guidance towards a society of equal opportunities and free of violence, in which: needs of women and men are taken into consideration and addressed equally; women are respected, protected, promoted and supported to progress equally to men; girls and boys are brought up happy and satisfied amongst principles of equality and non-discrimination, i.e. a society which is founded on a healthy family, a supportive community and consolidated institutions which enforce legislation and fulfil their duties responsibly and accordingly.

The attainment of gender equality and the reduction of gender-based violence and domestic violence are now clearly articulated amongst priorities and main directions for development, in a series of national documents and programmes, being considered as prerequisites for a sustainable development. The development and approval of the National Strategy for Gender Equality 2016-2020 has been developed in the context of planned policies covering 2016-2018, which are part of the “National Plan for European Integration (NPEI) 2016-2020”⁴.

The National Strategy for Gender Equality 2016-2020, the third of this type in Albania, is based on the objectives of the GoA programme for gender

equality and the combatting of gender-based violence and domestic violence, in the national legal framework as well as international obligations that derive from conventions and agreements ratified in this area, providing special attention to ensuring compliance with EU policies in the context of the integration process. Strategic aims, specific objectives and proposed actions are also based on the recommendations of the “Assessment Report: Implementation of the National Strategy and its Action Plan for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2011-2015”⁵.

The development and implementation of the previous two strategies⁶ have shown the GoA's increasing commitment and engagement in addressing these issues. Progress has been noticed especially in the integration of gender equality in public policies and the improvement of the legal framework for the protection of women and girls from abuse and violence. Based on these strong foundations, efforts to advance towards gender equality and zero tolerance to gender-based violence and domestic violence shall aim at further improving coordination with government partners and other interested stakeholders (especially civil society organisations engaged specifically in the treatment of and provision of services to these cases), making human and financial resources available so as to provide adequate and accessible services as well as establishing effective and sustainable oversight

1 Hereinafter referred to as NSGE 2016-2020

2 Pursuant to Prime Minister's Order no. 15, dated 21.01.2016 “On the Establishment and Functioning of the Inter-Agency Working Group for the Development of the Strategic Document on Gender Equality Issues 2016-2020”

3 Please find attached the list of national and international organisations consulted during the development process of the strategy and its action plan.

4 Planned to be completed and enacted in the first quarter of 2016. For further details, please refer to “The National Plan for European Integration (NPEI) 2016-2020”, Chapter 19, p. 591. See: <http://www.integrimi.gov.al/al/dokumenta/dokumente-strategjike/plani-kombetar-per-integrimin-europian-2016-2020&page=1>

5 “Assessment report: Implementation of the National Strategy and its Action Plan for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence”, developed by A. Plaku, M.Kocaqi and supported by the UNDP with Swedish Government funds, October 2015. The development of this report was designed as a preliminary phase to the writing of the NSGE 2016-2020 and as agreed with MoSWY, this process would not consist in an assessment per se, but in complementing the necessary information, mainly regarding implementation of the activities of the 2011-2015 Action Plan (given that in 2014 two 4-year national reports had been prepared, along some other assessment reports addressing gender equality issues as well as the situation in relation to gender-based violence and domestic violence). For further details, please refer to the information and explanations provided in the report.

6 More specifically, the National Strategy and Action Plan for Gender Equality and against Domestic Violence 2007 – 2010, as well as the National Strategy and its Action Plan for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2011 – 2015.

mechanisms. The experience and steps taken throughout the past few years have been combined with research findings and, as such, provide the foundations of the main goals of this strategy.

We live in a society where, despite positive change and achieved progress, judgemental stereotypical behaviour and models inciting violent and discriminatory actions are not lacking in our daily routine. Therefore, the steps planned to be taken in the following five years move mainly towards the further approximation of national legislation to the international one; ensuring equal and non-discriminatory treatment of all individuals; taking into consideration and treating with priority all needs of vulnerable groups (especially of single mothers, violated women, women with special needs, child mothers, Roma and Egyptian women, elderly women, LBT women); extending the range of services offered and improving their effectiveness in compliance with required standards; ensuring emergency protection and long-term treatment of all family members affected by violence; preparing a new, open-minded generation, free of prejudice and gender stereotypes, as well as entirely against gender-based violence and domestic violence.

The methodology used in the preparation of NSGE 2016-2020, as well as the structure of this document and the Action Plan are in compliance with the National Strategy for Development and Integration (NSDI) 2015-2020, approved by Council of Ministers' Decision No. 348, dated 11.05.2016, as well as in line with all other strategic sectoral documents of 2013-2020 in the context of the NSGE.

Parimet kryesore që udhëheqin këtë strategji janë:

- **Gender equality, a prerequisite for a fair and socio-economically developed society** – the recognition of and respect for gender equality; improvement of the social, economic and health statues of girls/women, especially girls/women suffering from multiple discrimination⁷; their education, advancement and political engagement, being offered equal chances to boys/men, are prerequisites for the overall development of the country.
- **Sensibility towards and equal treatment**

of special needs of both genders – girls/women and boys/men have different needs and are faced with different forms of violence and discrimination. Consequently, the planned actions should offer opportunities for the kind of treatment that is in compliance with these needs and experiences – equality must not be confused with uniformity: we are different, but should be equal, not similar.

- **Recognition, evaluation and respect for diversity** – among girls and women, boys and men, regarding age, skills, sexual orientation, gender identity, ethnical and social origin, religious practices and life choices.
- **Zero tolerance to violence against women and domestic violence** – protection of life, human dignity and integrity is a prerequisite for the development of a country: any type of violence is an assault on human dignity and a violation of human rights and should therefore not be tolerated.
- **Inter-agency coordination and cooperation** – stemming from the inter-agency characteristics and nature of issues constituting the pillars of this strategy, the state institutions, civil society organisations, the media, private sector, religious institutions, international organisations as well as all interested stakeholders and partners should work together by coordinating their actions in order to most effectively address the gender-based inequalities and injustices to girls/women and boys/men.

⁷ Meaning: women and girls with disabilities, Roma, Egyptian, elderly, immigrant women, child mothers, LBT, etc.

Current situation

The efforts of the Government of Albania towards achieving gender equality and reducing gender-based violence and domestic violence have improved the situation in the country and the attitude/perceptions related to these issues. The legal framework for the promotion of a further development of gender equality and guaranteeing respect for human rights of all Albanian citizens regardless of gender has also seen a marked improvement⁸, especially during the implementation of the NSGE-GBV/DV and its Action Plan 2011-2015.

The government created after the 2013 general elections had a considerable increase in women representation, with eight female ministers (or 42%) and ten deputy ministers (or 34.4%). The percentage of women in Parliament also rose from 18% to 22.9% in 2015 (32 women out of 140 Members of Parliament)⁹. However, the objective of raising women representation in Parliament to 30% of MPs has not yet been met. The role of women MPs was strengthened with the creation of the Alliance of Women Members of Parliament (AWMP) in 2013, a group which encourages gender integration of laws and promotion of gender equality.

The level of participation in the labour force for the male and female population of 15-64 years of age is respectively 72,2% and 51,3% (Males and Females in 2015, INSTAT). There is a gap of 20.9% between male and female populations in the labour force participation. According to INSTAT (2015 a) this means that males are more active in the labour market than females. The objective of increasing participation of women in the labour force to 65% has not been achieved as expected.

The employment structure in accordance with the employment status shows that 42.6% of the employed are employees, 31.8% are employees contributing to their families and 25.6% are self-employed (Males and Females in 2015, INSTAT). Males dominate among the self-employed and

employees by respectively 57.2% and 70.5%. Females are 1.3 times more likely than males to be employees contributing to their families, a situation which puts them under economical dependency and impairs their economical empowerment.

Approximation of national legislation with international standards and requirements is one of the commitments that the GoA has undertaken through ratification of several international conventions on human rights and especially conventions specifically addressing rights of women and girls. This process is also based on the signing of the Stabilisation-Association Agreement (SAA) in 2006. Equality is one of the objectives and duties and an integral part of the Council of Europe Treaty and the EU Charter of Fundamental Rights. Albania's obligations for the integration of gender issues also derive from the five priority areas in the "Strategy for equality between women and men 2010- 2015" of the European Commission¹⁰. Actions taken in this regard allow for a better treatment of gender needs of women/girls and men/boys in society. In this context, a series of laws, policies, strategies and sectoral programmes have been reviewed and improved from the gender perspective, as detailed in the "National report on implementation of the Platform for Action Beijing + 20"¹¹. However, further steps need to be taken for a successful implementation of improved legislation and policies. The risk of developing new policies or strategies which are insensitive to gender issues should be avoided; therefore, it is indispensable to use gender analysis as an assessment tool before making such interventions for all groups in need. In addition, regular monitoring processes/mechanisms which would help in identifying how needs of girls/women and boys/men are met are still lacking.

Integral units of the National Mechanism for Gender Equality need also strengthened and be made sustainable. The National Council of Gender Equality (NCGE) should play a more visible role in determining state policies in the area of gender equality, achievement of gender integration as well

8 Details regarding the improvement of the legal framework are provided in the "National Report on Implementation of Platform for Action Beijing + 20", April 2014, published on http://www.sociale.gov.al/files/documents_files/Raporti_Final_Pekin+20_dt_30.04.2014.pdf

9 Data for year 2015 – Source: MoSWY, Sector for Gender Equality.

10 "National Report on Implementation of Platform for Action Beijing + 20", April 2014 (fq 3-4), published on http://www.sociale.gov.al/files/documents_files/Raporti_Final_Pekin+20_dt_30.04.2014.pdf

11 April 2014. http://www.sociale.gov.al/files/documents_files/Raporti_Final_Pekin+20_dt_30.04.2014.pdf

as monitoring implementation of policies in the area of gender equality, gender-based violence and domestic violence. Furthermore, after the enactment of the Istanbul Convention, the NCGE is also the body responsible for the coordination, implementation, monitoring and evaluation of policies and measures aiming at preventing and fighting all forms of violence which fall under the scope of this Convention. The Sector for Gender Equality at the Ministry of Social Welfare and Youth¹², which also serves as the Secretariat of the NCGE cannot operate at optimal effectiveness due to limited capacities (human and financial). The Network of Gender Employees (NGE) at the central and local self-governance levels, despite being a legal requirement¹³, cannot be considered as consolidated yet: at the central level there is talk about Gender Equality Focal Points¹⁴ (i.e. employees who are not dedicated full-time to this position), whereas at the local self-governance level it is partly discussed about Gender Employees¹⁵ who also fulfil a series of other obligations and roles.

In September 2015¹⁶ a Prime Minister's Order required institutional and operational measures be taken to implement an integrated sectoral approach in the context of the Integrated Planning System, which constitutes the main decision-making system defining the strategic direction and distribution of the country's resources. The

Integrated Management Mechanism¹⁷ consists of Integrated Policy Management Groups (IPMG)¹⁸. IPMG provides a transparent and coordinated instrument to oversee the development and implementation of policies in priority sectors as well as the appropriate mechanism to access necessary funds of the state budget or foreign resources for the implementation of policy measures¹⁹. Thematic sub-groups are used by the IPMG to facilitate the implementation of the annual work programme, supporting activities for a specific theme or task. "Social inclusion (incl. Gender equality)" is the fourth Thematic Sub-group of the IPMG for "Employment and Social Sector". The IPMG piloted in this field will play a very important role regarding the monitoring of the implementation of policies and strategies not only related to employment but also to other social issues, including those of gender equality and reduction of gender-based violence and domestic violence, in coordination and close cooperation with the Gender Equality Sector of the MoSWY.

As regards the prevention and reduction of gender-based violence and domestic violence, despite improvements especially in the legal framework, Albania has to take a series of other actions to meet requirements of ratified international conventions and to show zero tolerance to violence. The current positive experiences of effective cooperation of inter-agency mechanisms are not reflected with the same degree of effectiveness in all municipalities where these mechanisms have been established. Furthermore, the creation of mechanisms and their institutionalisation is only a first step which must be followed by concrete plans aiming at improving their operations and ensuring their sustainability, keeping in mind the importance of planning for and allocating financial resources necessary in this

12 Re-organized twice, in 2013 and in 2015

13 In compliance with Law no. 9970, of 24.07.2008 "On gender equality in society" (Articles 13 and 14), published on Official Gazette no. 125 of 01.08.2008.

14 The Network of GEs at the central level consists of 18 focal points in line ministries, the Council of Ministers and the Department of Public Administration – their job descriptions have been added special duties and responsibilities related to gender equality and gender-based violence and domestic violence. Source of data: MoSWY, Gender Equality Sector, April 2016

15 44 municipalities (out of 61) have stated that they have appointed GEs who will also play the role of the local coordinator against domestic violence, as well as cover a series of obligations related to needs of persons with disabilities, Roma and Egyptian communities, LGBT community, child protection units, etc. kanë deklaruar se kanë të emëruar NGJ të cilët njëkohësisht luajnë edhe rolin e koordinatorit vendor kundër dhunës në familje, si dhe mbulojnë një sërë detyrimesh të lidhura me nevojat e personave me aftësi të kufizuara, komunitetin rom dhe egjiptian, komunitetin LGBT, njësitë për mbrojtjen e fëmijëve, etj. Source of data: MoSWY, Gender Equality Sector, April 2016

16 Prime Minister Order no. 129 of 21.09.2015 "On institutional and operational measures for implementation of sectoral approach and creation of integrated policy management groups"

17 This mechanism aims at the development, implementation and monitoring of sectoral reforms in Albania, through the development of national sectoral programs and the creation of one sole list of priority projects for strategic investments, in compliance with government priorities, the National Strategy for Development and Integration (NSDI) and sectoral strategies, the mid-term budget programme process, EU membership process and Albania's international obligations.

18 Or the Integrated Policy Management Group (IPMG). IPMGs have been established and piloted initially in four areas: (1) integrated water management; (2) employment and social sector; (3) competitiveness and innovation; (4) good governance and public administration. In 2016, IPMGs are expected to cover other sectors.

19 See: "Roadmap for establishing Integrated Policy Management Groups", Chapter 2, p. 4, September 2015

regard. Knowledge gaps of service providers about the legal framework or national standards make the management of gender-based violence and domestic violence cases more difficult. Not all service providers offer free services, in several languages, available at the national level and adapted to the specific needs of the target groups – these standards should be taken into consideration while investing in the improvement and further expansion of current services as well as in piloting new services.

The improvement of legislation in terms of gender issues and the inclusion in it of various forms of violence against women, still untreated, takes special importance in the context of the justice reform. This reform will improve a series of important laws, should guarantee gender sensitivity and compliance with international and regional standards.

Work so far

In addition to the general assessment of situation provided above, it is worth having a look at the work and continuous efforts of the Albanian government aiming at firstly identifying the needs and gaps and secondly taking the steps to address or improve them.

Especially during the recent years a series of analyzing and evaluating initiatives have been taken, including: “Analysis of legislation in the area of gender equality and domestic violence, from the gender perspective and assessment of compliance with international documents” (2013-2015)²⁰; “National Report on implementation of the Platform for Action Beijing + 20”(2014)²¹; “4rth Periodical National Report on Implementation of Convention for Elimination of all Forms of Discrimination against Women” (2014)²²; “Final Report: Analysis of the Functioning of the Community Coordinated Response to Domestic Violence at the local level in Albania” (2015)²³,

“Mechanisms against violence and trafficking: Synergies and development of synergies” (2015)²⁴; Paper “Albania – Final Report: Mapping Support Services for Cases of Violence against women and girls” (2015)²⁵; “Road map for implementation of the CoE Convention for Prevention of and Combatting Violence against Women and Domestic Violence”(2013)²⁶, Paper “Invisible violence – overview of the phenomenon of violence against women and girls with special needs in Albania” (2015)²⁷, Paper “Reducing violence against women with a focus on the LBT Community in Albania” (2015)²⁸, Paper on “Strengthening the role of women members of Municipal Councils in Albania” (2016)²⁹, Paper on “Public perceptions and attitude towards gender equality in Albania” (2016)³⁰, etc. Findings of these studies and reports, as well as of a series

[functioning-of-the-coordination-mechanism-for-referral-and-treat.html](#)

-
- 20 Accomplished with the assistance of UN Agencies and reviewed with UNDP support and funds of the Swedish Government, and in the context of the current Justice Reform.
 - 21 Developed by MOSWY on behalf of the Government of Albania. http://www.sociale.gov.al/files/documents_files/Raporti_Final_Pekin+20_dt_30.04.2014.pdf
 - 22 Submitted to the Convention Committee in November 2014. http://www.qbz.gov.al/botime/fletore_zyrtare/2014/PDF-2014/187-2014.pdf
 - 23 Developed by E. Metaj, with UNDP support and funds of the Swedish Government, 3 June 2015. See: <http://www.al.undp.org/content/albania/en/home/library/poverty/>

- 24 Developed by V. Lenja, August 2015. With IOM support, in the context of “UN Programme for Social Inclusion in Albania”, funded by Swiss Agency for Development and Cooperation, http://www.punetebrendshme.gov.al/files/priorities_files/15-08-31-07-39-24_Mekanizmat_kunder_dhunes_dhe_trafikimit_-_Raport.pdf
- 25 Developed by Prof. Dr. L. Kelly, Dr. J. Lovett, Msc. M. Kocaqi, June 2015 with support from the CoE and UN Women, as part of the continuous cooperation of the two organisations to promote the signing, ratification and implementation of the CoE Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). The report is expected to be published in 2016.
- 26 Developed by Prof. Dr. A.C.Baldry, Msc. M. Agolli, Msc. M. Kocaqi, Msc. A. Plaku, 2013. Accomplished with the technical assistance of UN Women in Albania, in the context of the Cooperation Programme between GoA and UN 2012-2016, with Swedish Government funds. See: <http://www.un.org.al/editor-files/file/Roadmap%20%20Costing%20of%20the%20CoE%20Convention.pdf>
- 27 Developed by Dr. B.Çani, Dr. N. Ballhysa, Mgr. S.Fortuzi, F.Kalemi, December 2015. Developed by the Albanian Foundation for Rights of Persons with Disabilities, with UNDP support and Swedish Government funds. See: <file:///C:/Users/user/Downloads/disabilities%20shqip.pdf>
- 28 Developed by PhD. B.Balli, November 2015. Carried out by LGBT Alliance – Albania, supported by UN Trust Fund. See: <http://historia-ime.com/wp-content/uploads/2015/12/Libri-Shqip.pdf>
- 29 Developed with UNDP support and funds of the Swedish Government, see <http://www.al.undp.org/content/albania/en/home/library/poverty/study-strengthening-the-decision-making-power-of-councilwomen-in/>
- 30 Developed by Dr. M. Dauti, Dr. E. Zhllima, Janar 2016, with UNDP support and funds of the Swedish Government. See: file:///C:/Users/user/Downloads/STUDIMI_PERCEPTIMET_SHQIP.pdf

of assessments and evaluations conducted by civil society organisations have identified the main areas on which future work will be focused.

The Government of Albania has continued its efforts to address gender stereotypes through fighting harmful traditions and practices which violate the rights of women and girls. Coordinated campaigns for public awareness are organized each year with the inclusion of state institutions at the central and local level, civil society organisations and international organisations. The engagement of men and boys as partners and allies of women and girls in efforts against gender-based violence and domestic violence is becoming a priority.

Continuous measures are also being taken to improve services and their standards for victims/survivors of gender-based violence and domestic violence. The positive experience of coordinating with many agencies/organisations (Referral Mechanism) which has not been applied in 29 municipalities³¹ should be extended further, but taking into consideration and addressing the issue of these mechanisms' effectiveness. Shelter services are also listed as a priority: a state national shelter has been opened in addition to shelters created by NGO service providers³², but EU standards on the number of available beds have yet to be met. In addition, shelter services are still unaccessible for some women groups, especially women with special needs, women with mental health issues, women addicted to various substances, elderly women, LBT women, etc. – due to the infrastructural challenges, as well as the lack of qualified staff for the treatment of these women groups in existing centers, etc. Another necessity which has been identified is the

creation of shelters for emergencies (crisis centers)³³, which again should take into consideration the need to treat cases from all women groups.

Special emphasis has been given to improving professionals' capacities, where line ministries and their subordinate institutions have also been supported by international organisations and national/local NGOs. The work has focused on improving capacities of police officers³⁴, health professionals³⁵, justice professionals³⁶, members of Inter-disciplinary Technical Teams³⁷ and employees of centers providing services³⁸ in domestic violence cases, etc.

Currently work is under progress to make operational the Counseling Phone Line for domestic violence victims³⁹; the standards for its functioning have been determined by the MoSWY, assisted by UNDP. The

31 Source: MoSWY, Gender Equality Sector, April 2016

32 The Paper: "Albania – Final Report: Mapping support services for violence against women and girls", states that: "... 9 service providers (or 12.9%) have responded saying that their service includes shelter, whereas another service provider is in the process of opening a shelter during 2015. From the total of the current nine shelters, one is solely for children with disabilities and one is solely for LGBTI persons. These existing shelters provide a total of 153 beds for women and their children victims/survivors of violence. The number of persons who can be accommodated at one time in each of them varies between 5-50 persons. In order to meet the standard required by the Istanbul Convention (1 bed available for every 10,000 inhabitants), Albania should provide 137 more beds. If we take into consideration the ten beds that may become available soon due to the opening of the new shelter in Shkodra, there remain 127 more beds to be provided".

33 Ibid.

34 Assessment Report "Implementation of the National Strategy and Action Plan for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2010-2015": 648 police officers were trained; of them, 224 were trained in January – June 2014 (62 women) with the support of the Swedish Government.

35 Ibid: 2010-2013: The Project titled "Building Capacities of Health Professionals for Effective Response to victims of GBV", implemented by NCES, in cooperation with the Ministry of Health and Public Health Departments, with the support of UNFPA trained 4,400 healthcare professionals from 12 regions (1,275 women in 2010, 730 women in 2011 and 1,067 women in 2013). Child Protection and Domestic Violence Employees have been appointed to Public Health Departments in each district.

36 Ibid: 2013 – The Magistrate School, supported by UNDP, completed a training cycle for 151 law professionals (69 judges, 27 prosecutors, 11 forensic experts and 44 others), whereas in 2012 there were trained 51 law professionals (judges and prosecutors)

37 Ibid: 2012-2014 – with UNDP support there were trained 339 members (210 women) of Inter-disciplinary Technical Teams, part of referral mechanisms.

38 Ibid: 2012 – training of 31 women employees by the National Center for Victims of DV, with UNDP support. In 2014 were trained 37 employees and National Center members (of whom 28 women). In January – April 2014, MOSWY with UNDP support trained 51 employees for gender issues and local coordinators for the digital recording of DV cases.

39 Source: MoSWY, Gender Equality Sector, April 2016

existing local phone lines⁴⁰ and counselling centers⁴¹ are also in need of improvement and support, because they are not always available 24/7, free of charge or providing services in various languages. Efforts to improve these services should take into consideration the obligation to provide information in compliance with needs of specific groups.

The Ministry of Social Welfare and Youth, with the support of UNDP, has created a national electronic system for recording domestic violence cases⁴², which are treated in a coordinated manner with members of the Referral Mechanism. In addition to good political will of the local government units – especially regarding appointment of specialists in the position of Local Coordinators and ensuring sustainability of these positions – a series of activities are needed to built capacities with a view to improve data collection and making this system efficient.

Information on progress made related to status of women and men in society has been periodically updated and published in quarterly and annual statistics prepared by INSTAT, line ministries and local government units. The last two years' editions of "Females and Males in Albania" published by INSTAT (2015 and 2016) have been updated and contain more data related to aspects which had not been covered in previous editions⁴³. The last two government reports (Pekin+20 and the Fourth Periodic Report on Implementation of CEDAW Convention, developed and submitted in 2014⁴⁴) also contain updated information on progress made in relation to status of women in society.

In parallel with the work and efforts made in the context of activities planned by the NSGE-GBV/DV

2011-2015, and the assessment of its implementation, the Government of Albania has also undertaken a series of important steps towards developing specific national strategies or action plans for various groups. These national documents aim at improving the overall lives of women, empowering women voices and roles in society, addressing needs and inequalities of various groups and allowing for their equal and non-discriminatory treatment, etc. The most important documents developed in the past two years are: "National Cross-cutting Strategy for Employment and Skills 2014 -2020"⁴⁵, "Action plan for supporting entrepreneurial woman 2014-2020"⁴⁶, "Basic package of Primary Health Care Services"⁴⁷, "Social Accomodation Strategy 2016-2025" and "Action Plan and Strategy for Shelter"⁴⁸, "Policy Document for Social Inclusion 2016-2020"⁴⁹, "National Strategy for Social Protection 2015-2020 and Action Plan for its implementation"⁵⁰, "National Action Plan for Youth 2015 – 2020"⁵¹, "National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020"⁵², "National Action Plan for LGBT Persons in the RoA 2016 -2020"⁵³, etc. All of these, together with the "National Strategy for Development and Integration (NSDI) 2015 -2020"⁵⁴ and a series of other international documents have been taken into consideration while developing the NSGE 2016-2020, in order to have a most effective

40 The Paper: "Albania – Final Report: Mapping support services for violence against women and girls", states that: ... "10 service providers (or 16.1%) state that they offer services through phone lines for women and girls victims of violence, but 5 of them are general services (public health departments or hospitals). These general services stated that the phone calls are not free... . Phone calls to these assistance lines are free only in 2 of the 5 specialized services..."

41 Ibid: "...Counselling through the phone line is offered by 19 services (or 38%) of which 8 are specialized services ... Face-to-face counselling is offered by 46 services (or 85.2%), of which 13 are specialized services..."

42 www.REVALB.org

43 <http://www.instat.gov.al/al/publications/librat/2016/femra-dhe-meshkuj-n%C3%AB-shqip%C3%ABri,-2016.aspx>

44 See references provided in previous pages of this Chapter in the Strategy.

45 Approved by DCM No. 818, of 26.11.2014

46 Developed in 2014 by the MoEDTE, with the support of UN Women, in compliance with the Strategy for Development of Business and Investments 2014-2020, approved by DCM no. 635, of 1.10.2014, as provided in http://www.ekonomia.gov.al/files/documents_files/Mars_Newsletter_shqip.pdf

47 Developed by MoH, reviewed and approved by DCM no. 101, of 04.02.2015, where the issue of violence against women and children is a priority. http://www.shendetesia.gov.al/files/userfiles/Shendeti_Publik/Paketa_e_rishikuar_e_miraturar.pdf

48 Both developed by the Ministry for Urban Development. See: <http://www.zhvillimiurban.gov.al/al/dokumente/plane-pune-dhe-strategjite>

49 Approved by DCM no.87 of 03.02.2016

50 Developed by MOSWY, Approved by DCM 1071 of 23.12.2015

51 Developed by MOSWY, Approved by DCM 383, date 06.05.2015

52 Approved by DCM no. 1072, of 23.12.2015. See: http://www.qbz.gov.al/botime/fletore_zyrtare/2015/12/241.pdf

53 Approved on 25 May 2016

54 Approved by the Council of Ministers, with DCM no. 348, of 11.5.2016 and published on the Official Gazzette no. 86. See http://www.mod.gov.al/images/PDF/strategji2016/SKZHI_FINAL_QBZ.pdf

coordination of interventions and resources and to avoid overlapping.

Last, but not least: when talking about the work conducted so far to achieve gender equality and protection from gender-based violence and domestic violence, one cannot but mention the role of civil society organisations and the support provided by international organisations operating in Albania. It is a fact now that civil society organisations, especially NGOs specialized in provision of services have and are continuing to play an important role. In a considerable part of cases they do not only fulfil obligations which belong to the state, but also forestall some of them by piloting various services or organizing informational, awareness-raising and training activities. As regards achieving gender equality, the experience of cooperating with NGOs and implementing models proposed by them has continuously facilitated state intervention, especially in the case of local government units. Whereas services offered by NGOs specialized in managing and treating gender-based violence and domestic violence cases are often the only option. Shelter, counselling, free legal aid, etc. services continue to be mostly offered by these organisations, the work of which is oftentimes risked by lack of continuous and sustainable financial support. Therefore, it is necessary that state structures at the central and local level be committed to meet their obligations regarding services, by cooperating with and supporting the activities of specialized NGOs. Such a support with resources and infrastructure would improve achievement of objectives in the area of gender equality and the fight against domestic violence.

ACHIEVEMENTS IDENTIFIED DURING THE IMPLEMENTATION OF THE NATIONAL STRATEGY AND ITS ACTION PLAN FOR GENDER EQUALITY, REDUCTION OF GENDER-BASED VIOLENCE AND DOMESTIC VIOLENCE⁵⁵:

Strategic Aim 1: Enhancement of the National Mechanism for Gender Equality to promote further development of gender equality and ensure respect of human rights of all Albanian citizens (women and men)

- Continuous efforts have been made to improve legal framework and policies promoting the further development of gender equality and ensuring respect for human rights of all Albanian citizens⁵⁶.
- Approximation of national legislation to international standards and requirements has been defined as a key process to better address gender needs of women/girls and men/boys in society.
- A comprehensive legal and institutional framework has been developed that promotes gender equality and protection of women rights; however, further steps need to be taken, especially towards a successful implementation in practice (de facto) of this framework.
- An increase in the interest of various public stakeholders has been identified in implementing recommendations provided by the CEDAW Committee, although this interest is not clearly reflected in specific work plans developed to this purpose (which should also be accompanied by clear monitoring procedures)

Strategic Aim 2: Empowering girls and women by increasing their participation in decision-making

- Women's participation in politics and decision-making has improved considerably through an increase in gender quotas from 30% to 50% for candidates in the list of municipal councils.
- Women's representation in the armed forces has also increased both in civilian and military positions; policies and regulations have been developed with the view of facilitating the promotion of women in ranks and career.
- State Police have determined a quota of 50% (women) in their recruitment policy and have launched a women-only recruitment campaign.

55 "Assessment Report: "Implementation of the National Strategy and Action Plan for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2010-2015", Developed by A. Plaku and M.Kocaqi, supported by UNDP with Swedish Government funds, October 2015.

56 As detailed in the "National report on Implementation of Platform for Action Beijing + 20", April 2014, published on http://www.sociale.gov.al/files/documents_files/Raporti_Final_Pekin+20_dt_30.04.2014.pdf

Strategic Aim 3: Ensure the economic and social empowerment of women and men by addressing gender inequalities that lead to poverty and by promoting social inclusion

- Improved employment programmes have been developed and implemented, increasing access to free vocational training for all unemployed women under 25 years of age; more attention has been paid to reforming social protection scheme, etc.
- The vocational training and employment of women and girls has been enhanced through measures supporting their participation in the labour market.
- Legal framework related to loans and women enterprises has been improved with the approval of the Action Plan for Supporting Entrepreneurial Women 2014–2020.
- In compliance with the Action Plan for Supporting Entrepreneurial Women 2014–2020, the Ministry of Economy has established a fund of ALL 26,500,000 to support entrepreneurial women, which should be spent within a four-year term.

Strategic Aim 4: Increase awareness on gender-based violence, on legal and administrative protection and support services for victims of violence and of abusers

- The legal framework has been drastically improved, but Albania has yet to work in this direction – further improvements are needed to meet requirements of ratified international conventions and to show zero tolerance to violence⁵⁷.
- Positive practices have been had in effective cooperations among many institutions/agencies (such as Referral Mechanisms); however, this level of effectiveness is not reflected in all municipalities where these mechanisms or inter-agency cooperations have been established. In addition, the latter should be extended throughout the country.
- There exist service providers which offer general services or are specialized in handling cases of violence against women and of domestic violence. However, not all service providers offer free services, in various languages, available at the national level and adapted to specific needs of target groups⁵⁸. Shortages have been identified in specialized support services, both in existing services⁵⁹ and in new ones which should be established.
- There is a very good cooperation with international donors and organisations which are also the main source of financing for many awareness-raising activities organized not only by the NGOs but also by public institutions.
- Work has been carried out towards offering services (treatment programmes)

⁵⁷ As suggested in analyses and studies cited in the Chapter “Current Situation” of this Strategy.

⁵⁸ These standards should be taken into consideration during any investment to improve existing services, as well as to create new services. For further details, please refer to Final Report: “Albania – Mapping Services for Violence against Women and Girls”, Council of Europe and UN Women, June 2015

⁵⁹ E.g. in housing: it has been identified not only a lack of necessary/adequate number of beds in our country compared to CoE standards, but also a lack of emergency services (emergency shelters) for crises. For further details, please refer to Final Report: “Albania – Mapping Services for Violence against Women and Girls”, Council of Europe and UN Women, June 2015

to crime perpetrators, but the assessment of their effectiveness requires time.

- Work has initiated to engage men and boys as partners of women and girls in achieving gender equality and reducing gender-based violence and domestic violence. However, the National Action Plan 2014-2019 developed to this purpose has remained a document without cost estimates. Specific elements of this Plan have been addressed through various activities, especially in the context of awareness-raising campaigns⁶⁰.

60 Various actions listed in this Plan have been dissolved and made part of actions provided in the NSGE Action Plan 2016-2020, as it will be detailed in the relevant chapter of this Strategy.

Methodology

The process of preparing NSGE 2016-2020⁶¹ is based on a series of international principles and on lessons learned during the implementation of NSGE-GBV/DV 2011-2015.

- The development process (and the Strategy itself) was based on EU commitments and standards, other international commitments and standards on gender equality, recently-approved strategies such as the NSDI and sectoral strategies⁶², to include economic empowerment.
- The methodology was chosen to be a participatory and comprehensive one, offering a large number of stakeholders the opportunity to contribute with ideas and comments⁶³.
- The engagement of a series of institutions makes this Strategy an ownership of the Government of Albania, not just of the Ministry of Social Welfare and Youth. Line Ministries and (where possible) Local Government Units were given the opportunity to contribute to the development of this Strategy during individual meetings or national consultation meetings. Representatives of the Inter-agency Working Group as well as of relevant ministries provided detailed feedback and reviewed the developed draft, ensuring that gender priorities of other sectoral strategies be further enhanced in the NSGE 2016-2020. Comments and suggestions were also provided by various civil society organisations as well as international organisations committed to gender equality

and reduction of gender-based violence and domestic violence.

- This Strategy is not only for women, but a strategy which promotes gender equality between men and women (regardless of specific groups to which they may belong) and engages men and women in the fight to end gender-based violence and domestic violence. The successful implementation of this strategy depends on the joint work of men and women and the serious commitment of responsible institutions. As a result, the planned actions give priority to coordination, monitoring and evaluation.
- Taking into consideration the unequal paces of development in Albania, coordinated efforts were made to also include contributions of marginalized groups, such as women and girls with special needs, elderly women, women and girls from ethnic minorities, the LGBT community, etc. through discussions with subject-matter experts and not-for-profit organisations representing these groups.

The National Action Plan accompanying the NSGE 2016-2020 was developed based on:

- a) Findings and recommendations of the Assessment Report on Implementation of the National Strategy and Action Plan for Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2010-2015,
- b) Research of a series of strategic national-level documents approved by the GoA to harmonize measures taken in relation to these issues and not to overlap,
- c) Objectives and aims or proposed measures in a series of documents and international conventions which are important in the area of gender equality and for the reduction of gender-based violence and domestic violence.

As reflected in the objectives and main activities proposed in this Strategy and its Action Plan, emphasis has been given to the importance of

61 It was preliminarily discussed with the MOSWY and later launched during the third meeting of the National Council for Gender Equality (NCGE) on July 22, 2015

62 The majority of which were also cited in the above chapter of this Strategy (in "Current Situation" and work so far).

63 During the entire development process, until preparation of the final version (January - June 2016). The proposed approach aimed at involving interested stakeholders in consultations since the beginning of the process and hold them engaged and updated. The comments and suggestions provided have been reflected in the final version of this strategy, developed in June 2016.

the coordinating and monitoring role that the Gender Equality Sector plays under MoSWY's Social Inclusion and Gender Equality Directorate. This unit should be supported with adequate resources, should be sustainable and have the necessary and sufficient capacities to monitor the implementation of all measures aimed at achieving gender equality and the reduction of gender-based violence and domestic violence as proposed in this Strategy and other national strategies in the following, non-exhaustive list:

- Cross-cutting National Strategy for Employment and Skills 2014-2020, approved by DCM no. 818, dated 26.11.2014
- Cross-Cutting National Strategy for Rural and Agricultural Development in Albania 2014-2020, approved by DCM no.709, dated 29.10.2014
- Action Plan for Supporting Entrepreneurial Women 2014-2020, in compliance with the Strategy for Development of Business and Investments 2014-2020, approved by DCM no. 635, dated 01.10.2014
- Cross-cutting Strategy for Decentralization and Local Government 2015-2020, approved by DCM no. 691, dated 29.7.2015⁶⁴
- Cross-cutting Strategy Reform in the area of Ownership Rights 2012-2020⁶⁵
- National Sectoral Strategy for Social Protection 2016-2020, approved by DCM no. 1071, dated 23.12.2015
- National Action Plan for Integration of Roma and Egyptians in the Republic of Albania, 2016-2020, approved by DCM no. 1072, dated 23.12.2015
- National Action Plan for LGBT Persons in the RoA, 2016 -2020, approved on 25 May 2016
- Law on Functioning of Local Government, dated 18.12.2015, etc.

In addition, the development of the National Strategy and Action Plan on Gender Equality 2016-2020 took into consideration obligations which the

Government of Albania has undertaken by ratifying a series of international conventions, such as:

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)⁶⁶
- Convention on Rights of Persons with Disabilities⁶⁷ (KDPAK), ratified by Albania with Law no. 108/2012.
- Beijing Platform for Action (1995) and conclusions from the implementation of this platform by member states in the context of its 20th anniversary⁶⁸
- Sustainable Development Objectives (SDO)⁶⁹
- Recommendations for Albania on Women Rights and Gender Equality, presented in the Universal Periodic Review 2014⁷⁰

Other obligations taken into consideration were those that the Albanian Government has undertaken to advance equality issues in the context of other important documents related to the European integration process, such as:

- "Stabilisation-Association Agreement between the Republic of Albania and European Communities and their Member States", approved by Law no. 9590, dated 27.07.2006⁷¹
- Directive 2006/54/EC, Directive 2002/73/EC, Council Recommendation 96/694/EC, as provided in the National Plan for European

64 http://www.qbz.gov.al/botime/fletore_zyrtare/2015/PDF-2015/147-2015.pdf

65 http://www.drejtesia.gov.al/files/userfiles/Strategjite_ndersektoriale/Strategjia_Reforma_ne_fushe_e-te-drejtave_te_pronesise.pdf

66 Resolution no. 34/180 of 18 December 1979, enacted on 3 september 1981 and ratified by Albania on 11 May 1994

67 http://www.un.org/disabilities/documents/convention/crpd_albanian.pdf, approved by the UNO General Assembly on 13 December 2006, opened for signature on 30 March 2007 and enacted on 3 May 2008

68 http://ec.europa.eu/justice/gender-equality/files/documents/141211_bpfa_cc_en.pdf

69 Objectives 5: 5.1; 5.2; 5.3; 5.4; 5.5; 5.a; 5.b; 5.c; as well as objectives 1, 2,3,4,6,8,10,11,13,16,17 which have defined gender-sensitive indicators. See <https://sustainabledevelopment.un.org/?menu=1300>

70 7 July 2014. <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G14/076/77/PDF/G1407677.pdf?OpenElement>

71 http://www.integrimi.gov.al/files/documents_files/16-02-18-12-42-07MSA.pdf

Integration 2016-2020⁷²

- Recommendation no. (2002)5 of the Council of Ministers, as provided in the National Plan for European Integration 2016-2020⁷³
- Document “Strategic Engagement for Gender Equality 2016-2019” of the European Commission⁷⁴
- National Plan for European Integration 2016-2020 (PKIE) and Roadmap for Equality between Men and Women (priority 5)⁷⁵
- The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)⁷⁶, etc.

The role and work of donors and civil society organisations, of a support and cooperation nature, is listed at the end, after the description of each institution under this column. As a result, while reading the National Action Plan, one should take into consideration that despite the fact that the role of international organisations, donors and civil society is indispensable, in no case could and should the responsibility for implementing a certain activity be left “solely” to these organisations. Ownership is of the institution listed first in the column “Responsible Unit” and it is this institution which should take relevant planning and coordinating actions for the implementation and which should be held accountable for the implementation of each measure/action (as described in relevant columns of the NAP).

All proposed measures/activities were evaluated and complemented by the Inter-ministerial Working Group responsible for developing the strategy and then further detailed during the assessment of the financial effects related to the implementation of this National Strategy and its Action Plan 2016-2020.

In order to comply with the standard format of Action Plans accompanying Strategies, in which the listing of responsible and cooperating institutions in carrying out planned actions is only represented in one column (“Responsible Unit”), the following logic was used: the first institution listed under this column has the main responsibility to implement the planned action/measure and to coordinate actions with other institutions listed below in the same column – the latter have co-responsibilities or play a support role.

72 Chapter 19, p. 590. See: <http://www.integrimi.gov.al/al/dokumenta/dokumente-strategjike/plani-kombetar-per-integrimin-europian-2016-2020&page=1>

73 Chapter 19, p. 590. See: <http://www.integrimi.gov.al/al/dokumenta/dokumente-strategjike/plani-kombetar-per-integrimin-europian-2016-2020&page=1>

74 http://ec.europa.eu/justice/gender-equality/files/documents/151203_strategic_engagement_en.pdf

75 <http://www.integrimi.gov.al/al/dokumenta/dokumente-strategjike/road-map&page=1>

76 Signed on 11 May 2011 in Istanbul, enacted on 1 August 2014. See: <http://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/210/signatures>. Albania has ratified it with Law no. 104/2012, “On ratification of the Council of Europe Convention “On preventing and combating violence against women and domestic violence”.

Vision

The vision of the Strategy, perceived as guidance for the efforts of not only the Government of Albania but also of the entire society aimed at the attainment of gender equality and reduction of gender-based violence and domestic violence, reaches beyond the timeframe of this Strategy and, of course, guides its implementation.

The vision of the National Strategy for Gender Equality 2016-2020 is:

“A society which holds gender equality as a prerequisite for sustainable development and aims at zero tolerance towards gender-based violence and domestic violence”.

The main strategic aims and their respective objectives have been developed in compliance with this vision.

STRATEGIC GOALS⁷⁷, SPECIFIC OBJECTIVES AND MAIN OUTCOMES

Strategic Goal 1: Economic empowerment of women and men.

Objective 1.1: Increased participation of women in the labour market and reduction of gender gap

Expected outcomes: (i) Increased participation of women and girls in the labour market as a result of the implementation of the National Strategy on Employment and Skills 2014-2020 under the gender perspective, based on the measures provided for in this specific objective; (ii) increased access of women and men in employment programs; (iii) calculation of the wage gender gap based on the Wage Structure Survey; (iv) more effective implementation of the objectives of the National Action Plan for Women Entrepreneurs from 2014 to 2020; (v) a particular importance is attached to the increased involvement of women in science and innovation as an opportunity for their economic empowerment.

Objective 1.2: Reduction of women's unpaid domestic work by increasing access to and quality of social services.

Expected outcomes: (i) reduction by 10% of the unpaid work of women as a result of increased access to social services, such as nurseries, kindergartens, services for the elderly (especially older women), services for women and children with disabilities; services for Roma and Egyptian women, and women from the marginalised groups. (ii) evaluation of services provided by local government units under their new powers and functions under the administrative-territorial reform.

Objective 1.3: Economic empowerment of women in rural areas

Expected outcomes: (i) Improving the lives of women in rural areas by reducing unpaid work for women in the agricultural sector; (ii) increasing the access of rural women to services, such as nurseries and kindergartens; (iii) increased formalization of jobs for women in the agricultural sector; (iv) increasing access to quality health services; (v) increasing the number of women farmers benefitting from the subsidy schemes and extension services; (vi) ensuring the enjoyment of property rights on agricultural land.

Objective 1.4: Reduction of poverty in women and girls

Expected outcomes: (i) Identification of the typologies of feminisation of poverty and measures for its reduction in urban and rural areas; (ii) development of concrete measures to reduce poverty among women and increase their social involvement.

This strategic objective has specific objectives to better coordinated activities by supporting all measures including gender mainstreaming, such as: (i) the Cross-sector Employment and Skills National Strategy (2014-2020), (ii) National Strategy on Social Protection (2015-2020), (iii) Action Plan on Supporting Women Entrepreneurs (2014-2020), (iv) Agriculture and Rural Development Strategy (2014-2020). All these strategies entail a number of activities and have defined a set of gender sensitive indicators and their budgeting. As a result, specific gender-based objectives are suggested to be referred to in the relevant strategies, by strengthening the support and monitoring role of the Department of Gender Equality at the MSWR. In the meantime, such strategic objective will target economic empowerment of women through specific activities for urban and rural areas.

Strategic Goal 2: Guaranteeing factual and equal participation of women⁷⁸ in the political and public decision-making.

⁷⁷ After drafting of the "Evaluation Report on: the Implementation of the National Strategy on Gender Equality, Reduction of Gender-Based and Domestic Violence 2011-2015 and of its Action Plan", four main strategic directions were proposed, which were discussed with the IWG in its meeting of 15 February 2016.

⁷⁸ Given that when above the age of 18 women are included under the "women" group, this terminology is suggested to be used instead of women and girls (so as to, in a way, change a bit the stereotypical language that is currently used. In Albania one usually refers to an individual as a "woman" when she is married (namely, based on her civil status situation).

Objective 2.1: Increased public decision-making of women in leading positions and law-making, policy making and planning processes at the central level.

Expected outcome: (i) increased participation and contribution of women by 40% in the public and political life at the central level.

Objective 2.2: Increase by 40% of women participation in policy-making processes and planning leadership level at the local government

Expected outcome: (i) increased participation and contribution of women in local decision-making by 40%, as a result of a higher number of women in the municipal councils.

This strategic objective aims to provide support and to improve the political commitments already undertaken and reflected in the legislation (or expected to be included under the new amendments in the Electoral Code in the framework of the elections in 2017). This measure will have to ensure increased decision-making of women in leadership positions and in the legislative, policy-making, planning, monitoring and evaluation processes at the central and local self-government level. A particular target would be to ensure the implementation of the 30% quota level for appointments of administrators of local self-government units, pursuant to Law “On Gender Equality and in implementation of Law no. 139/2015 “On Local Self-Government”. Similarly, the level of representation of women in decision-making in municipal councils will have to be accompanied with appointments by the Mayors of women on managing positions in the administrative units. In this regard, a special importance should be given to the increasing role of women in policy and decision making at the local self-government level, also guaranteeing the representation of women from marginalized groups, women with disabilities, Roma women, and older women. Developed policies will have to be gender responsive. Another strategic direction is the increased participation of women at management level in central government bodies, especially in planning, monitoring and evaluation processes. Such specific objectives would also indirectly effect the improvement of the situation of rural women, as the administrative units cover rural areas too.

Strategic Goal 3: Reduction of gender-based violence and domestic violence.

Objective 3.1: Awareness-raising of the society to not accept and not tolerate gender-based violence and domestic violence.

Expected outcome: By the end of 2020, number of individuals in our society believing that gender-based violence and domestic violence are unacceptable and intolerable increases by 30%⁷⁹.

Objective 3.2: Empowerment of referral mechanisms as well as addition/improvement of specialised support services for protection and treatment of cases of gender-based violence and domestic violence.

Expected outcomes: (i) By the end of 2020, the number of municipalities having an operational Referral Mechanism is increased by 52.5% (that is, from 29 municipalities having a Referral Mechanism in 2015⁸⁰, all the 61 municipalities are expected to have such mechanism in 2020⁸¹); (ii) By the end of 2020, number of specialised support services is increased by 53.8% (that is from 13 support services in 2015⁸², in 20 specialised support services in 2020).

79 There is no basis to establish this number today, or to establish what this number was in 2015, therefore, for measuring this indicator, one will first need to establish such number through a baseline study, as planned in the NAP to be implemented during the first year of implementation of the 2016-2020 NSGE. Specific Objective 3.1 will be considered fulfilled only if, at the end of 2020, from the recurrence of the same perception study, there will be an increase by 30% in the number of individuals who believe that domestic violence is unacceptable and intolerable.

80 Source: MSWY, May 2016

81 This implies an increase by 32 of the number of municipalities where the Referral Mechanisms shall be established.

82 According to the report "Albania - Mapping Support Services on Violence Against Women and Girls", drafted with the support of the Council of Europe and UN Women in June 2015, in Albania there is a total of 13 specialist support services in accordance with the requirements of the Istanbul Convention, specifically: 9 shelters, 5 counselling centres (of which two are also counted as shelters, so 3 counselling shelters shall instead be counted) and 1 program for the perpetrators. In the framework of the NAP of this Strategy, by 2020, 7 other services will be offered, namely: 2 emergency shelters, 1 free national helpline, 3 programs for perpetrators, and 1 programme for children witnessing violence. This means that from the 13 specialized support services in 2015,

Objective 3.3: Punishment of perpetrators of violations and provision of rehabilitation possibilities for them through targeted specialised programmes.

Expected outcomes: (i) By the end of 2020, criminal legislation on gender-based violence and domestic violence is harmonised with the internationally ratified documents; (ii) by the end of 2020, the number of punished and rehabilitated perpetrators increases by 30%⁸³.

This strategic objective is formulated based on the pillars and requirements of the Istanbul Convention. The planned activities are also aimed at improving legislation within the justice⁸⁴ reform. The main actions focus on three areas: a) information and prevention, b) protection, safety, rehabilitation and reintegration for the persons subjected to violence, (c) punishment, correct implementation of legislation and rehabilitation opportunities for the offenders. The safety of the victim; making the offenders accountable; provision of coordinated, consistent, available, accessible services to all individuals subjected to violence; and piloting/expansion of new programs to support or to treat victims, make up for the backbone of this strategic goal. Given that services are a very important component of achieving this Strategic Goal, there is a need for harmonizing and inter-twining them with the objectives foreseen in the National Strategy on Social Protection for 2015 - 2020 (or in other national strategic documents). Thus, this approach is going to enable not only realisation of the scope of services, but also to improve standards and their operation, aiming at meeting the needs of all persons subjected

to domestic violence, in particular women and girls from vulnerable groups who suffer from multiple discrimination and violation (as women and girls with disabilities, substance dependency, mental health problems, different sexual orientation, ethnic minorities, the elderly, migrants, etc.).

Likewise, a very important role is given to the cooperation with local government units and consideration of all changes as a result of administrative-territorial and decentralization reform in the country. In the course of development of objectives and determining the activities under this strategic goal, we should be aware that the mere fact of establishing such services and counting their numbers is not enough to declare that we are in line with the requirements and standards needed to provide the desired protection or treatment. Services must be added, but also extended and improved, becoming easily accessible to all women and girls and individuals who suffer domestic violence. They must fulfil the criteria of equality and non-discrimination, and should meet the specific needs of special groups (access and availability, especially for girls and women with disabilities, dependant on substance use, mental health problems, different sexual orientation, etc.). Meanwhile, making the perpetrators accountable (which can also be identified through monitoring of the implementation of the legal framework) as well as provision of treatment and rehabilitation programs for them, is also formulated according to the required principles and standards, in respect of international documents and national legislation. An important role in this regard will be played by further improvement of national legislation in the context of the justice reform in the country, in accordance with the Istanbul Convention and other conventions and international documents.

by the end of 2020 there will be 20 specialized support services, thus marking an increase of 53.8% of such services.

83 There is no basis to establish this number today, or to establish what this number was in 2015, therefore, for measuring this indicator, one will first need to establish such number through a baseline study, as planned in the NAP to be implemented during the first year of implementation of the 2016-2020 NSGE. Specific Objective 3.3 will be considered fulfilled only if, at the end of 2020, from the recurrence of study evaluation/counselling programmes, there will be an increase by 30% in the number of punished offenders rehabilitated through these programmes.

84 In particular, we aim to improve Law No. 9669, of 18 December 2006 "On measures against domestic violence" (as amended), or to approximate it with the Directive 2012/29/EU of the European Parliament and of the Council, of 25 October 2012: "Establishing minimum standards on the rights, support and protection of crime victims", which, as provided for in NSDI 2016-2020, is foreseen to be met within the first quarter of 2017.

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 gender equality advancing.

Objective 4.1: Improving the Gender Equality Sector, in line with its role as laid down in the legislation in force, international conventions and recommendations from international documents.

Expected outcome: (i) By the end of 2020, an empowered Gender Equality Sector at the MSWY

(with a consolidated⁸⁵ and efficient organizational structure), in line with its coordination and monitoring role;

Objective 4.2: Consolidation of the network of gender civil servants both at the central and local government level, and ensuring their sustainability.

Expected outcomes: (i) By the end of 2020, an increase by 100% of the number of full-time gender employees at central level, dedicated fully to the implementation of the legislation on gender equality⁸⁶, [i.e. from 0 full-time gender employees appointed in 2015⁸⁷ (or 0%), in 18 full-time gender employees appointed by the end of 2020 (or 100%)]. (ii) By the end of 2020, the number of full-time gender employees in local self-governments is increased by 28% [i.e. from 44 full-time gender employees at the local self-government level in early 2016 (or 72%)⁸⁸, in 61 full-time gender employees at the end of 2020 (or 100%), namely an increase of 17 gender employees by 2020 (or 28%)]

Objective 4.3: Application of gender responsive budgeting in implementation of the legislation in force, as well as gender-sensitive planning at all levels, in policy making and decision-making.

Expected outcome: By the end of 2020, gender-responsive budgeting and gender sensitive planning in policy and decision-making, applied at all levels of government.

Objective 4.4. Awareness-raising of the society to accept gender equality as a prerequisite for development.

Expected outcome: By the end of 2020, the number of individuals in our society believing that gender equality is a necessary condition for the development

of the country shall increase by 30%⁸⁹.

This strategic objective includes objectives related to the strengthening of the National Mechanism for Gender Equality and the monitoring capacity of staff in central and local government level, as well as the harmonization of the legal framework guaranteeing equal treatment and fulfilment of human rights. Constituents of the National Mechanism for Gender Equality, especially the Gender Equality Sector at the MoSWY, should be prepared to enforce accountability and coordination and monitoring functions for the areas covered by the NSGE 2016-2020. Improving the capacity of the Gender Equality Sector at the Social Inclusion and Gender Equality Directorate at the MoSWY and coordinating respective GMPI monitoring work with regard to monitoring the implementation of NSGE 2016-2020, will also directly affect the improvement of its analytical, planning and coordination capacity, thus giving a direct impact in promoting gender equality and ensuring practical implementation of equal rights and opportunities for all. Strengthening of such structure will also enable monitoring of the implementation of a series of policies and measures designed/ that can be designed for women and girls suffering from multiple discrimination (such as disability, coming from ethnic minorities, having different sexual orientations, being old, etc.). In the meantime, there is a need also to invest in strengthening the network of gender officials at the central and local government level. This means investment in human, financial and infrastructure resources. In other words, the implementation of this strategic objective is intended to provide concrete support, not only political support, but also financial support, to strengthen the gender equality mechanism and to ensure progress in provision of equal rights for all individuals in the society.

85 From a composition of: 1 Head of Sector and 3 Specialists in 2015, in a composition of: 1 Head of Sector and 4 Specialists by the end of 2020, namely the addition of one specialist.

86 Improved in the context of the reform in the judiciary and harmonised with the Acquis.

87 Currently there are only Focal Points for Gender Equality at the central level; and no full-time gender employee. Source: MSWY, May 2016.

88 Source: MSWY, May 2016.

89 There is no basis to establish this number today, or to establish what this number was in 2015, therefore, for measuring this indicator, one will first need to establish such number through a baseline study, as planned in the NAP to be implemented during the first year of implementation of the 2016-2020 NSGE. Specific Objective 4.4 will be considered fulfilled only if, at the end of 2020, from the recurrence of the same perception study, there will be an increase by 30% in the number of individuals who believe that gender equality is a precondition for country's development.

FINANCIAL RESOURCES, FINANCIAL GAP AND RISK MANAGEMENT

Cost methodology for the NAP activities

The costs necessary for the implementation of the NAP are calculated separately for each activity foreseen in this Action Plan. The methodology applied for the calculation of costs represents a combination of methods that can be used in cases of cross-cutting strategies. The main methodology used is the Activity Based Costing ABC methodology, which is a specific costing methodology identifying activities in each institution and determining the cost of each activity by allocating resources for all products and services on the basis of actual consumption for each activity⁹⁰. The budget was drafted based on the cost of each activity, as reflected in the Action Plan, timeline and frequency of its application, and the number of beneficiaries for certain activities.

The following route is followed to calculate the costs for the main activities:

- Calculating the costs for human resources is based on the estimated time for implementation of the activity/es and a daily average wage of a certain category of civil servants.
- Calculation of costs for services: For these activities, we have taken into account the costs of services of the respective institutions, based on the recently adopted standards.
- Calculation of costs for activities related to the drafting and review of legislation, monitoring and operation of permanent structures, etc. For these activities, for calculation purposes, we have taken into account the on-going occurring costs, such as, for example, wages, social security contributions, foreign expertise (as envisaged in the plan) and consumables.
- Calculation of costs for “specific activity”, or similar specific initiatives: In these cases, costing is often limited, hence it is

used only once, as in the case of studies, awareness-raising campaigns, training programs, foreign expertise, etc. Calculation of expenditure for these activities is based mainly on the nature of the activities and the market costs for such services.

- In calculating the cost for training, we have taken into account the cost of training for one person. We have used as unit costs the ASPA costs and/or costs applied for similar training in the past.
- For that share of activities where information is incomplete (as in the case of studies or awareness-raising campaigns) the analogy study method has been applied; said in other words expenditures for similar activities during 2011-2015 have been taken into account (or similar products in the MTBP).

Budget and financial resources for implementing the NAP

The Gender Equality Strategy shall be implemented in the period of 2016-2020. To facilitate its implementation, the necessary costs for the implementation of each activity, specific objectives and strategic goals are estimated.

While dealing with the budgeting exercise, we consulted the 2017-2019⁹¹ MTBP, the budget for 2016, and budgets for similar activities carried out by institutions, donors or non-profit organizations in the past.

The total budget for the implementation of the strategy is reflected in several ways:

- Total budget appropriations in years for each activity, specific objectives, strategic goals and funding sources⁹².
- Detailed budget by activity, funding sources and responsible institutions⁹³.
- The inflation rate of 2% has been taken into account during calculations.

⁹⁰ Costs for each activity are calculated in Annex 4.3.

⁹¹ Midterm Budgetary Programme 2017-2019, Official Journal No. 136, 2016

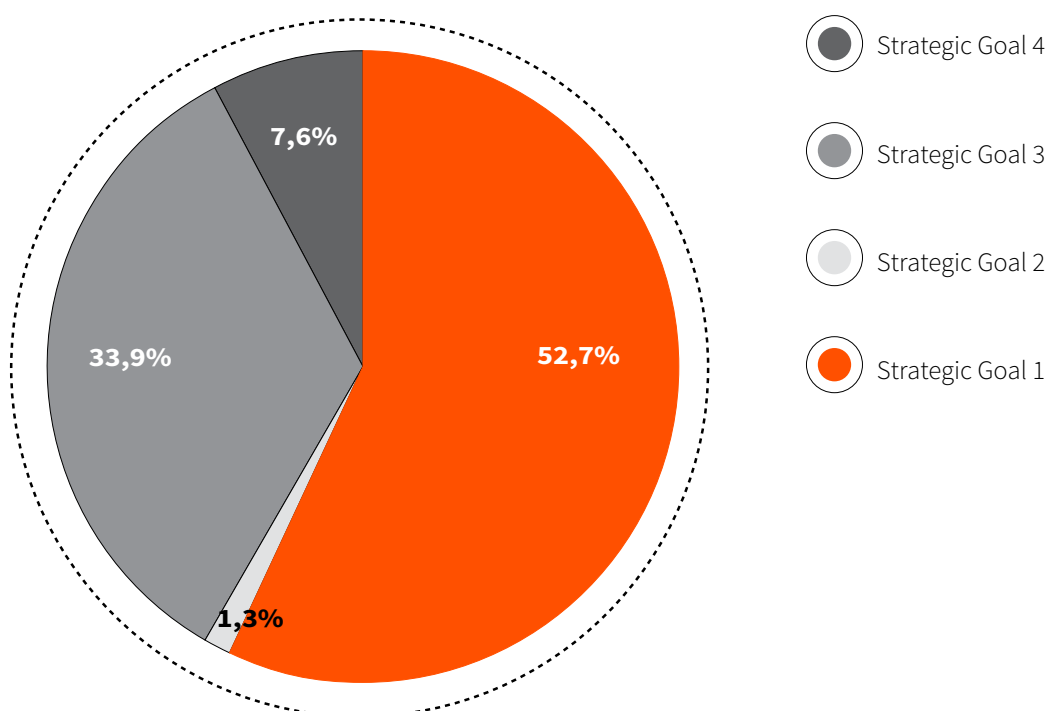
⁹² For more detailed data, please refer to Annex 2.

⁹³ For more detailed data, please refer to Annex 3.

- In the classification of funds from the budget we have included funds that the LGUs, political parties, Parliament and other institutions should allocate for the implementation of this Strategy. Most of the expenditure is required to cover the wages of the coordinators of the NRM and LGUs.
- Based on available information, we have identified the funds committed from the state budget and funds that should be raised from the bilateral and multilateral donors. There are potential donors to finance a part of the foreseen activities, but there is a need for negotiations and signing of agreements for funding certain activities.
- Figure 2 shows budget in % according to the Strategic Goals. Most of the budgeting is required by Strategic Goal "Economic Empowerment of Women and Men" (with 57.2% of the total expenditure) and Strategic Goal 3 "Reduction of Gender-based Violence and domestic violence" (with 33.9% of the total expenditure).

The costs necessary for the implementation of NAP, with resources from the state budget, the budget of local governments, donor institutions and non-budgetary sources, mount to about Albanian Lek 2,785 million, or approximately Euro 20.5 million⁹⁴.

Figure 2: Budget in % according to strategic goals

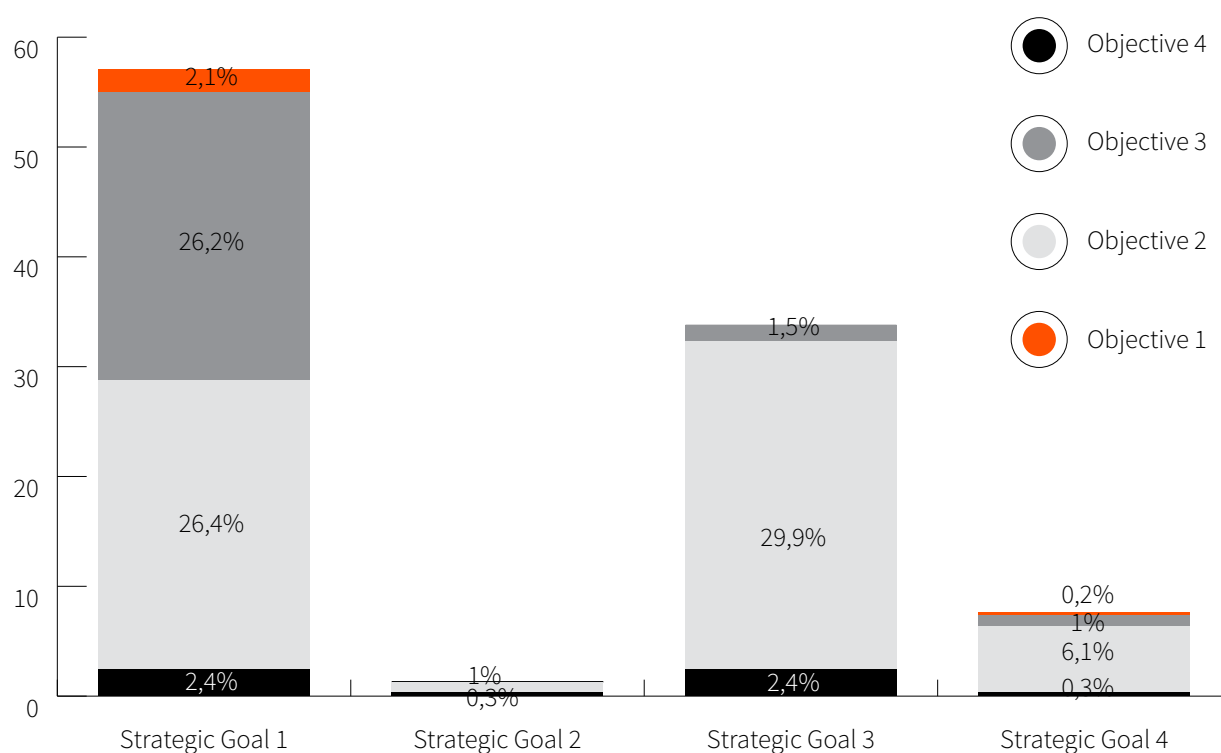


⁹⁴ Exchange rate 1 Euro=ALL136.0

Figure 2 represents the expenditures necessary for the implementation of the NAP, according to the goals and specific objectives all over 2016-2020.

with fight against domestic violence”. Costs for this activity are covered by the budget of the LGUs.

Figure 2. Expenditure according to strategic goals and specific objectives



- 82.5% of total expenditure is allocated for 3 specific objectives. Highest expenditure will be used by objective 3.2 “Strengthening of the referral mechanisms, and of specialized support services in the protection and treatment of cases of GBV & DV”. The costs for this objective cover 29.9% of total NAP expenditures. Expenditures are targeted primarily to two activities: 63.59% of expenditure is targeted to activity 3.2.7 “Expanding the range of specialized support services in accordance with the requirements of the Istanbul Convention and their extension nationwide”.
- Another activity entailing a considerable part of the overall expenditure is Activity 3.2.2 “The appointment of national coordinators in 61 municipalities in the country, who will work full-time and have a job description adapted in accordance
- Strategic Goal 1 does also include 2 objectives which require 52.6% of expenditures for their implementation: Objective 1.2: “Reducing the unpaid domestic work of women by increasing access in and quality of social services, with 26.4% of total expenditures, and objective 1.3: “Economic empowerment of women in rural areas” with 26.2% of total expenditures.
- Most of the expenses relate to the implementation of two activities: Activity 1.2.4 - nurseries and kindergartens built in the most needed areas, by 42.2% 5 of the costs of the Objective, and Activity 1.2.8 - measures for the provision of social services for children with disabilities with 38.1% of total expenditure of Objective 1.2.

Table 2 presents the budget needed for the implementation of NAP, from all sources and by fiscal years. The budget required for implementing the Strategy is spread more or less uniformly for the period of from 2017 to 2019 (Fig. 2.1), while the budget for 2016 is calculated based on funds allocated from the budget and donors for this fiscal year. The funds required for the implementation of the NAP in 2020 are slightly more than 1/4 of total expenditures.

as much as 39.3% of the funded activities. While the financial cost covered by LGUs' budget is about Lek 1.3 billion, or 47.4% of funded activities.

Table 2: Costs, financial sources and funding gap

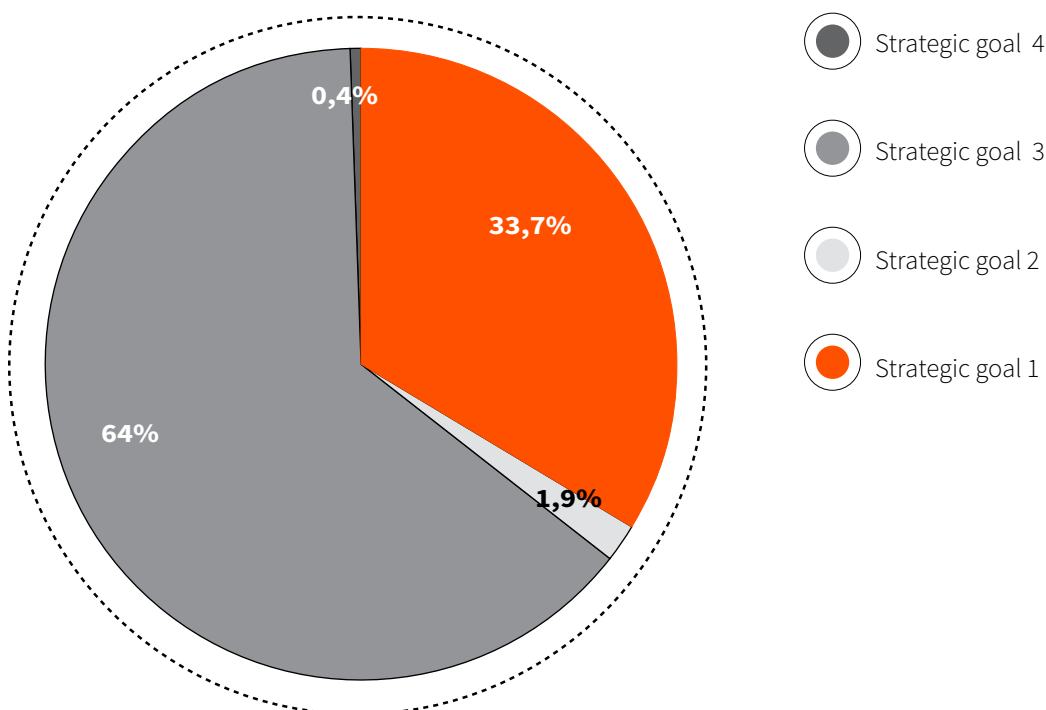
DESCRIPTION	OVERALL COST						FUNDED BY			FUNDING GAP (IN ALL)		
Objectives	Year 2016	Year 2017	Year 2018	Year 2019	Year 2020	TOTAL	Budget	Donors	Total	Total	Budget	Donors
Total - Strategic Goal 1	96, 537, 530.50	316, 867, 133.71	355, 684, 809.21	383, 775, 473.64	440, 648, 802.62	1, 593, 513, 749.68	1, 332, 538, 875.68	0.00	1, 332, 538, 875.68	260, 974, 874.00	103, 670, 654.00	157, 304, 220.00
Total - Strategic Goal 2	7, 412, 915.80	8, 722, 383.38	7, 268, 346.31	6, 176, 638.62	6, 470, 219.74	36, 050, 503.86	20, 112, 430.90	1, 101, 600.00	21, 214, 030.90	14, 836, 472.96	4, 183, 153.28	10, 653, 319.68
Objektivi 3.2: Fuqizimi i mekanizmave të referimit, si dhe i shërbimeve mbështetëse të specializuara për mbrojtjen dhe trajtimin e rasteve të DHBGJ&DHF	104, 666, 590.00	153, 944, 874.00	168, 644, 281.20	190, 079, 156.70	216, 302, 665.36	833, 637, 567.26	420, 381, 432.00	0.00	420, 381, 432.00	413, 256, 135.26	69, 380, 797.11	343, 875, 338.15
Total - Strategic Goal 3	119, 780, 082.40	169, 863, 476.05	193, 176, 291.23	214, 097, 490.08	246, 081, 258.55	942, 998, 598.32	447, 046, 150.35	0.00	447, 046, 150.35	495, 952, 447.97	83, 604, 397.11	412, 348, 050.86
Total - Strategic Goal 4	20, 704, 677.43	29, 921, 843.28	38, 010, 859.97	50, 058, 205.15	73, 533, 951.25	212, 229, 537.08	207, 095, 087.08	1, 690, 000.00	208, 785, 087.08	3, 444, 450.00	1, 592, 460.00	1, 851, 990.00
TOTAL (1+2+3+4)	244, 435, 206.13	525, 374, 836.42	594, 140, 306.73	654, 107, 807.49	766, 734, 232.17	2, 784, 792, 388.94	2, 006, 792, 544.01	2, 791, 600.00	2, 009, 584, 144.01	775, 208, 244.93	193, 050, 664.39	582, 157, 580.54
Budget in years against the total in %	8.8%	18.9%	21.3%	23.5%	27.5%	100.0%	99.9%	0.1%	72.2%	27.8%	24.9%	75.1%

- NAP activities will be mainly funded by the state budget and the LGUs' budget. Calculations show that 72.2% of total expenditure for the implementation of the NAP will be covered by the budget, with available sources. 51.0% of the budget is needed for the implementation of activities in the years 2019-2020.
- The financial cost covered by the state budget, which includes funding from the Ministries responsible for implementing the Strategy and some other budgetary institutions (like the Parliament, political parties, CSSA, INSTAT, religious communities, etc.) is about Lek 1 billion, or

Funding gap and risk management

The funding gap for the implementation of activities is about Albanian Lek 775 million, or 27.8% of the funds needed for the implementation of the NAP. Figure 3 presents the funding gap according to the strategic goals.

- The funding gap for activities to be funded from the state budget is about Lek 413 million or 37.2%. This gap is projected to be funded to the extent of 38.3% from the state budget and 61.7% from donor funds. The gap planned to be funded by donors

Figure 3: Funding gap according to strategic goals

covers mainly expenses for training and technical assistance, studies, evaluation reports, building and expanding the range of services for victims and survivors of GBV & DV, etc. Potential donors for funding these activities are United Nations agencies, such as UNDP, UN Women, Swiss Cooperation, etc.

- The funding gap for activities to be financed from the budget of LGUs is about Lek 335 million, or 21.4%. This gap is projected to be funded at 100% by donor funds of agencies working at the local government level on issues of gender equality and GBV & DV. Donor funding is needed mainly for monitoring services at the local level, for establishment of new services, organization of awareness campaigns, capacity building for women councillors, etc.
- Most of the funding gap is identified under Strategic Goal 3 “Reducing gender-based violence and domestic violence” with 64.0%. The funds are needed primarily for Objective 3.2 (53.3% of total expenses): “Strengthening the referral mechanisms, and specialized support services in the protection and treatment of cases of

GBV & DV”. 63.59% of the expenses are needed for Activity 3.2.7 “Expanding the range of specialized support services in accordance with the requirements of the Istanbul Convention and their extension nationwide”. This activity is implemented by LGUs and funds for financing this activity for the period of 2016-2018 will be sought from donors.

- The funding gap for the implementation of the Strategic Goal 1: “Empowering women in the labour market” is 33.67% of the total budget. Objective 1.3: “Empowering women in rural areas” is the one requiring most of the budget. The share of 29.56% of budget expenditures needed for this Objective is not covered.

Table 2 presents the funding gap by strategic goals and specific objectives. The biggest gap is in the Strategic Goal 1, objective 3 and the Strategic Goal 2, objective 2.

- In Objective 1.3 the needs not covered with funds amount to about ALL 216.6 million, or 27.95% of the total needs for additional

Table 2: Funding gap according to Strategic Goals and objectives

	Objective 1	Objective 2	Objective 3	Objective 4	Total
Goal I	3.10%	2.59%	27.95%	0.03%	33.67%
Goal II	0.57%	1.35%			1.92%
Goal III	7.04%	53.31%	3.63%		63.98%
Goal IV	0.03%	0.02%	0.00%	0.40%	0.45%

funds. Most of the additional funds for Objective 1.3 are needed for Activities on “Programmes encouraging reduction of unpaid work in the agriculture sector for women” (11.61% of the total) and “Programmes encouraging diversification of employment of women in the rural areas” (9.67% of the total).

- Needs for additional funds are as well present in Objective 3.2: Ensuring the Referral Mechanism (53.31%). Under Objective 3.2, the activity most in need for funds is “Expanding the range of specialized

support services in accordance with the requirements of the Istanbul Convention and their extension nationwide” (40.70% of the total).

Table 3 presents the funding expenses, financial sources and funding gap according to budget item lines.

The successful implementation of the NSGE 2016-2020 and of its Action Plan can be faced with challenges due to the existence of certain risks, which should be taken into consideration so as not to create

Table 3. Costs, funding sources and financial gap according to budget item lines

DESCRIPTION	OVERALL COST						FUNDED BY:			FINANCIAL GAP (IN ALL)		
Implementing institutions	Year 2016	Year 2017	Year 2018	Year 2019	Year 2020	TOTAL	Budget	Donors	Total	Total	Budget	Donors
Political parties	908,600.00	1,106,800.00	827,232.00	652,832.64	478,617.29	3,974,081.93	0.00	1,101,600.00	1,101,600.00	2,872,481.93	2,872,481.93	0.00
Budgetary institutions (INSTAT, SCSA, the Assembly, Religious Communities, the School of Magistrates, the Judicial Administration Office)	6,539,157.80	66,258,583.62	7,471,592.56	3,664,997.07	21,362,689.68	105,297,020.72	89,037,860.72	0.00	89,037,860.72	16,259,160.00	15,191,160.00	1,068,000.00
ASPA/DoPA	1,645,000.00	2,355,200.00	2,445,904.00	2,065,847.20	2,132,464.14	10,644,415.34	6,345,000.00	0.00	6,345,000.00	4,299,415.34	1,310,671.34	2,988,744.00
LGUs	136,451,780.00	288,222,124.00	349,684,820.00	406,183,803.28	486,396,770.35	1,666,939,297.63	1,310,944,441.95	0.00	1,310,944,441.95	355,994,855.68	32,000,000.00	323,994,855.68
Ministries (MoSWY, MEDTTE, MoH, MoJ, MARDWA, MoES)	98,590,668.33	166,152,903.80	232,788,153.17	240,611,214.70	255,427,940.35	993,570,880.36	599,156,341.34	1,690,000.00	600,846,341.34	392,724,539.02	141,676,351.11	251,048,187.91
Others	300,000.00	1,279,225.00	922,605.00	929,112.60	935,750.35	4,366,692.95	1,308,900.00	0.00	1,308,900.00	3,057,792.95	0.00	3,057,792.95
Total	244,435,206.13	525,374,836.42	594,140,306.73	654,107,807.49	766,734,232.17	2,784,792,388.94	2,006,792,544.01	2,791,600.00	2,009,584,144.01	775,208,244.93	193,050,664.39	582,157,580.54

real difficulties in the process of implementation. The main risks that may affect the successful implementation of the Strategy are related to the two tiers of government: Central Government (Ministries responsible for the implementation of NAP) and Local Self-Government Units (mainly municipalities).

59.9% of the costs of the NAP should be covered by the LGUs. These costs are covered to the extent of 78.6% of the budget of the LGUs and the Regional

Risks at the central government level mainly related to the commitment of all relevant institutions involved in this Strategy and to supporting of the NAP implementation with the necessary funds to enable the implementation of planned activities.

Lack of funds from the state budget and the inability to obtain additional funds from donors does not jeopardize the implementation of the action plan in general, since most needs are primarily related with

Table 4. Budget and funding budget in %

	TOTAL COSTS	FUNDED EXPENSES	FUNDING GAP
Implementing institutions			
Political parties	3,974,081.9	27.7%	72.3%
Budgetary institutions (INSTAT, SCSA, the Assembly, Religious Communities, the School of Magistrates, the Judicial Administration Office)	105,297,020.7	84.6%	15.4%
ASPA/DoPA	10,644,415.3	59.6%	40.4%
LGUs	1,666,939,297.6	78.6%	21.4%
Ministries (MoSWY, MEDTTE, MoH, MoJ, MARDWA, MoES)	993,570,880.4	60.3%	39.5%
Others	4,366,693.0	30.0%	70.0%
Total	2,784,792,388.9		

Development Fund, meaning that the general financial gap is 21.4% and is projected to be covered to the extent of 91.0% by potential donors, like UNDP, Swiss Cooperation, Cooperazione Italiana, etc. Cooperation with national and international NGOs will also be seen as an instrument for the implementation of some activities.

Local government related risks are mostly related to the LGUs' commitment to implement activities that are part of the NAP and their commitment to contribute with their income in funding the planned activities and/or services.

State budget funding is classified into 3 groups: Ministries, budgetary institutions and ASPA/ DoPA. 62.8% of their expenses are funded at 99.8% by the state budget. The funding gap for budget spending is 37.2%. This gap is planned to be covered by donor funds at 61.7% and the rest will be covered by the state budget. The funding gap to be covered by the budget belongs mainly to years 2019-2020.

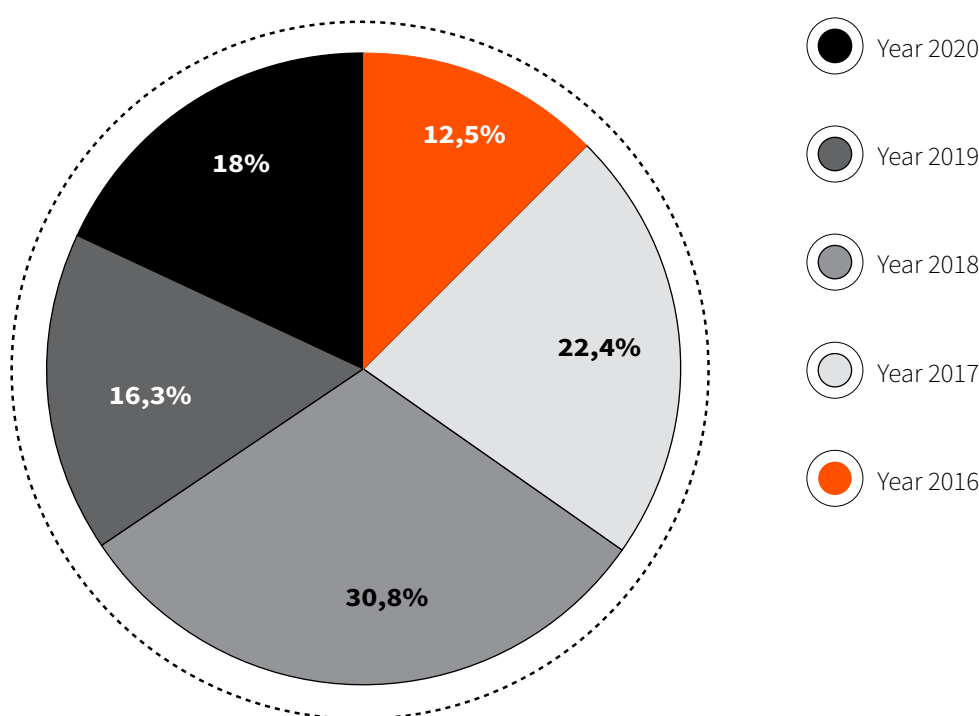
the activities contained in two strategic objectives.

The MoSWY has met with donors, but there are yet no concrete agreements. Due to this reason the costs are considered as a gap seeking donor funding.

The funding gap of activities to be implemented by the Ministries is 39.5%. About 63.9% of this gap is projected to be funded by potential donors. The gap to be covered by the state budget is planned mainly for the period of from 2019 to 2020, to enable ministries to reflect the activities and costs in the MTBP after the adoption of this document.

Costs of activities of the political parties cover about 0.14% of total expenditures. The funding gap is 72.3%. Given their small costs, implementation of these activities is not jeopardized.

The funding gap in the years is given in Figure 4. The largest funding gap is in 2018. This gap is projected to be mainly covered by donor funds. While in the years 2019-2020, a part of the gap is to be covered by the budget funds (state budget and LGUs' budget).

Figure 4: Funding gap distributed in years

COMPLIANCE OF STRATEGIC PRIORITIES WITH MID-TERM BUDGETARY PLANNING

The NSGE is a crosscutting strategy and its NAP's implementation is related with several budgetary programmes. The Strategy is implemented by line ministries (8 Ministries)⁹⁵, budgetary institutions (7 institutions)⁹⁶, political parties, and religious communities that are funded by the state budget. An important role in the implementation of NAP is to be played by the LGUs, which are financed from the budget of LGUs. Under these circumstances, the MTBP is not the only reference for compliance of strategic priorities with the medium-term budget plan. The LGUs' budget covers some of the activities provided, as they have obligations to fulfil under the applicable legal framework.

The measures provided in the NAP do not arise and/or are not all connected as separate products in the MTBP (because there are measures that are specific activities, projects) and an outcome may be related to more than one measure.

In general, there is a line between strategic priorities and the medium-term budget plan. NAP compatibility, according to the MTBP, is as follows:

Strategic Goal 1 has four specific objectives, for which achievement 35 activities are foreseen to be implemented. Five ministries, INSTAT and LGUs are charged with the implementation of the activities under this Objective⁹⁷.

The activities of Specific Objective 1.1 are related to 4 budget programs: MoSWY (Code 01110 Planning, Management and Administration and Code 10550 - Labour Market); MEDTTE (Code 04130 Support for Economic Development) and INSTAT (Code 01320 - Statistical activity - INSTAT). The two activities that are financed by the Labour Market Program do not appear as separate products in the MTBP, but are

⁹⁵ MoSWY, MES, MoH, MoJ, MEDTTE, MARDWA, MoF, MUD.

⁹⁶ ASPA, DoPA, CSSA, INSTAT, School of Magistrates, Office of the Judicial Budget Administration, the Assembly of Albania).

⁹⁷ MoSWY (10 activities), MEDTTE (1 activity), MARDWA (7 activities), MoJ (1 activity), MoH (3 activities), MUD (1 activity), INSTAT (7 activities) and LGUs (8 activities).

activities within the program products.

Activities of the Specific Objective 1.2 are related with 3 budgetary programs: MoSWY (Code 01110 Planning, Management and Administration and Code 10220 - Social Insurance); INSTAT (Code 01320 - statistical activity -INSTAT) and the LGUs' budget. The activities funded by the LGUs' budget are foreseen as part of their budgetary programs under Education and Social Care. Activities implemented by the MoSWY should be funded mainly by donor funds and serve achievement of the objectives of two budgetary programs. The LGUs' activities are envisaged to be funded by the LGU budget, the Regional Development Fund and donor funds.

The activities of Specific Objective 1.3 are related to 8 programs budget: MoSWY (Code 10550 labour market, Code 04170 - inspection at work, Code 09240 - secondary education (vocational), MARDWA (Code 04860 - Agricultural Advice and Information; Code 04250 - rural development by supporting agricultural, live stock production, agro-industry and market; Code 05470 - Sustainable management of agricultural land), MoH (Code 07220 - primary care services, Code 01100 - planning, management and administration); in the meantime, 5 activities are not related to specific budgetary programs and their implementation for the period of 2016-2019 is foreseen to be enabled from donor funding.

The activities of Specific Objective 1.4 are related to 2 budgetary programs: INSTAT (Statistical activity - Code 01320) and MoSWY (Code 10430 - Social Care).

Strategic Goal 2 has two specific objectives further subdivided into 20 activities. Implementation of these activities will be covered by the MoSWY, 2 budgetary institutions (DoPA/ASPA and CSSA), Political Parties and LGUs. Under this strategic goal, only the activities implemented by the MoSWY are related to a budgetary program (Code 10460 - Social Inclusion). The other activities are implemented and financed in accordance with the mission of the responsible institutions or entities. Most of the activities carried out by political parties, Parliament and DoPA/ASPA are envisaged to be covered with donor funds.

Strategic goal 3 has 3 Specific Objectives, which will see light via implementation of 27 activities. 4 Ministries, INSTAT, LGUs, School of Magistrates and the Judicial Administration Office are charged with the implementation of the activities under this Goal.

Activities under Specific Objective 3.1 are related to 5 budgetary programs: MoSWY (Code 10460 - Social Inclusion), INSTAT (Code 01320 - Statistical Activity), MoH (Code 07220 primary care services, Code 07450

- public health services) and MAS (Code 09120 - Basic Education). Two activities of this Objective are not related with budgetary programs and are planned to be realized through non-budgetary funds.

The activities of Specific Objective 3.2 are related to 4 budgetary programs: MoSWY (Code 10460 - Social Inclusion, Code 10430 - Social Care) MUD (Code 06180 - Urban Planning and Housing), MoJ (Code 01110 - Planning, Management and Administration). The budget for some activities is missing and funding shall be required from donors.

The activities under Specific Objective 3.3 are related to 4 budgetary programs: MoJ (Code 03490 - Probation Service, Code 01110 - Planning, Management and Administration); MoSWY (Code 10460 - Social Inclusion), Office for Judicial Budget Administration (Code 01110 - Planning, Management and Administration). The activities under this Objective are mainly funded from the state budget.

Strategic Goal 4 has four specific objectives entailing implementation of 14 activities. Charged with the implementation of these activities are the MoSWY, ASPA and the LGUs, and all the line ministries for two activities (4.2.2 and 4.3.1). Under this strategic goal, only the activities implemented by the MoSWY are related to two budgetary programs (Code 10460 - Social Inclusion and Code 01110 - Planning, Management and Administration). The other activities are implemented and financed in accordance with the mission of the responsible institutions or entities.

ACCOUNTABILITY, MONITORING AND ASSESSMENT ANALYSIS

The NSGE 2016-2020 and its Action Plan are in full compliance with all sector-based strategies under the umbrella of the National Strategy for Development and Integration 2015-2020 (NSDI). In this context, the process of monitoring the implementation of activities envisaged under NAP will be a cross-sector exercise.

The evaluation and monitoring framework will foster policy orientation within the Integrated Planning System (IPS), which is the main decision-making system determining the strategic direction and allocation of sources in the country. The Monitoring and evaluation framework of NSGE 2016-2020 will serve to monitor the progress of implementation of the objectives and measures of this Strategy. Attached to the Strategy shall be the standard formats for collecting indicators according to their source every 6 months, as drafted by the MoSWY, Gender Equality Sector. This sector will be monitored through an annual progress report and a 6-month action plan on the objectives based on relevant performance indicators. The Annual Progress Report will describe the main achievements on activities implemented and planned for implementation under the Action Plan. The report will also contain a Policy Statement explaining the context of the activities, including the activities already implemented and those that will be implemented based on the Action Plan. Evaluation on whether the plan should yet be implemented, or should instead be changed according to a new context is an important process too. The Progress Report will be discussed in the Thematic Groups, but shall also be subjected to on-going work to be carried out by the GMPI on social sector employment, in coordination and cooperation with the Gender Equality Sector at the Ministry of Social Welfare and Youth. The Progress Report will include a subsection on performance indicators of objectives and metadata, as described below. Their measurement will serve to monitor any outcome contained in this Strategy. Metadata/indicator passports, referred to in the section below, will be developed as part of this process.

A novelty for the Progress Report is the fact that implementation of the budget program activities related to the implementation of the NAP on a sector-based approach will be collected and analysed for the first time ever. The source of information are all line ministries or institutions responsible for their

implementation. The link between NAP and budget programs is presented in this Strategy according to the compliance of strategic priorities with the medium-term budget planning.

The responsible ministries will have to answer the MoSWY according to the metadata of indicators forming part of this Strategy, seeking administrative data or data from national surveys undertaken by INSTAT, which will be collected from most of the line ministries. Also, the MoSWY will have to update all harmonized indicators for monitoring gender equality, adopted in 2010. This update must happen in view of the new Strategy after its adoption by the Council of Ministers.

A special attention in the monitoring and evaluating process for the implementation of NSGE 2016-2020 and its Action Plan will be paid to capacity building of the employees of responsible institutions at the central and local self-government level to ensure the collection of the necessary data.

The MoSWY also will coordinate the data collection process from all gender employees in Ministries, according to the sectors they cover, and the data supplied by INSTAT through the annual publication "Women and Men". INSTAT shall receive from the Gender Equality Sector at the MoSWY the full list of indicators for monitoring and evaluating this Strategy and will include it in the National Statistical Programme 2016-2020, which is under preparation. The Action Plan 2016-2020 states that the MoSWY will report on the progress and implementation of the Strategy to National Gender Equality Council. Also, other institutions and bodies can be updated on the implementation of the NSGE 2016-2020, as required.

Gender Indicator Metadata

Strategic Goal 1: Economic empowerment of women and men.

Gender Gap in Employment

Responsible institution - INSTAT

Frequency - 3-years

Method of collection - According to the Labour Force Survey, recommended by EUROSTAT

Subdivision - urban/rural

The number of women who are property owners

Responsible institution - The Immovable Property Registration Office (IPRO)

Frequency - Annual

Method of collection - % of men and women according to proportion of property (up to 25%, 26% to 50%, 51% to 75% and 100% owners).

Subdivision – urban/rural

The percentage of businesses owned/managed by women

Responsible institution - Ministry of Economy

Frequency - Annual

Method of collection - % of men and women registered as owners or managers of businesses.

Subdivision – according to regions

Percentage of women beneficiaries of AIDA funds

Responsible institution - Ministry of Economy

Frequency - Annual

Method of collection - % of men and women beneficiaries of the funds.

Subdivision – according to regions

Percentage of women beneficiaries of extension services

Responsible institution - Ministry of Agriculture

Frequency - Annual

Method of collection - % of men and women beneficiaries of services offered by the extension specialists.

Subdivision – according to regions

The percentage of women farmers benefiting from subsidy scheme funding

Responsible institution - Ministry of Agriculture

Frequency - Annual

Method of collection - % of men and women beneficiaries from all subsidy scheme funding.

Subdivision – according to regions

Employment rate for women and men

Responsible institution - INSTAT

Frequency - 3 months

Method of collection - % of employed men and women according the Labour Market Survey.

Subdivision – according to regions and urban/rural

The percentage of women employed in the tourism sector

Responsible institution - INSTAT

Frequency - 3 months

Method of collection - % of women employed in tourism according to the Labour Market Survey.

Subdivision – according to regions and urban/rural

Percentage of women and men working in the agricultural sector covered by social health insurance

Responsible institution - The Ministry of Agriculture and the Tax Department, according to administrative data

Frequency - Annual

Method of collection - % of women and men who pay health and social insurance.

Subdivision – according to regions

The percentage of unpaid work for women versus men

Responsible institution - INSTAT

Frequency – 10 years

Method of collection - % of women versus men reporting unpaid work according to the Time the Measurement Survey

Subdivision – according to regions and urban/rural

Strategic Goal 2: Guaranteeing factual and equal participation of women⁹⁸ in the political and public decision-making.

The percentage of women in Municipal Councils

Responsible institution – the CEC

Frequency – 4 years

Method of collection - % of women sitting as Advisors to Municipality Councils

Subdivision - by Municipalities

Percentage of women in Parliament

Responsible institution – the CEC

Frequency – 4 years

Method of collection - Women who are Members of Parliament in %

Subdivision – according to regions

Representation of women in the Armed Forces

Responsible institution - Ministry of Defence

Frequency - Annual

Method of collection - % of women in the Armed Forces

Subdivision - none

Representation of women in the State Police

Responsible institution - General Police Directorate

Frequency - Annual

Method of collection - % of women in the State Police

Subdivision - none

Percentage of women employed in the state sector in management levels

Responsible institution – the Public Administration Department

Frequency – Annual

Method of collection - % of women employed in the state sector in management positions

Subdivision – according to regions

⁹⁸ Given that when above the age of 18 women are included under the “women” group, this terminology is suggested to be used instead of women and girls (so as to, in a way, change a bit the stereotypical language that is currently used. In Albania one usually refers to an individual as a “woman” when she is married (namely, based on her civil status situation).

Strategic Goal 3: Reduction of gender-based violence and domestic violence.

Number of municipalities that have set up Referral Mechanisms against domestic violence

Responsible institution - Gender Equality and Domestic Violence Sector, according to reports from the local government level

Frequency - Annual

Method of collection - Number of Referral Mechanisms at municipal level

Subdivision – according to Municipalities

Number of specialised support services for victims

Responsible institution - Gender Equality and Domestic Violence Sector, according to reports from the local government level

Frequency - Annual

Method of collection - Number of services at the municipal level

Subdivision – according to municipalities

The percentage of punished perpetrators, who are latter rehabilitated

Responsible institution - Gender Equality and Domestic Violence Sector.

Frequency - Annual

Method of collection - % of perpetrators who are punished and latter rehabilitated to total abusers

Subdivision - by region and urban/rural

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 gender equality advancing.

Number of gender equality structures at the central level

Responsible institution - Gender Equality and Domestic Violence Sector, according to reports from the central government

Frequency - Annual

Method of collection - Number of gender equality structures in each ministry

Subdivision - none

Number of gender equality structures at the local government level

Responsible institution - Gender Equality and Domestic Violence Sector, according to reports from the local government

Frequency - Annual

Method of collection - Number of gender equality structures in each municipality

Subdivision - none

The number of ministries and central institutions to implement gender budgeting

Responsible institution - Gender Equality and Domestic Violence Sector, according to reports from the central government

Frequency - Annual

Method of collection - Number of Institutions implementing gender budgeting

Subdivision - none

The proportion of women treated with housing bonus

Responsible institution - Ministry of Urban Development

Frequency - Annual

Method of collection - % of women versus the total of individuals treated with housing bonus at the local government level

Subdivision - by municipalities and location of the woman who has benefited housing bonus

Indicator [1]	Responsible institution	Base year	Target 2017	Target 2020	Source	Frequency
			Amount	Amount		
Strategic Goal 1: Economic empowerment of women and men.						
Gender gap in employment	INSTAT	2014 (14.7)	13,7	12,2	Labour Force Survey	Annual
Number of women owners according to proportion of property	Ministry of Justice & ZRPP	67,559 women owners in urban areas following % of ownership 13,053 - 100% 11,447 - 50% 3828 - 25% 39231 – other	With a growing trend, in implementation of the Property Registration Law (2012)	With a growing trend, in implementation of the Property Registration Law (2012)	IPRO	Annual
Percentage of businesses owned/managed by women	Ministry of Economy	2014 (31%)	32,5%	34,5%	INSTAT	Annual
Percentage of women benefiting AIDA funds	Ministry of Economy & AIDA	2015 (3,3%)	6,9%	Not established	AIDA	Annual
Percentage of women benefiting extension services	Ministry of Agriculture	2015 (10%)	13%	15%	Ministry of Agriculture	Annual
Percentage of women farmers benefitting subsidy scheme funds	Ministry of Agriculture	2015 (10%)	10%	11% (2018)	Ministry of Agriculture	Annual
Percentage of employment of women and men	INSTAT & LFS	37,6%	Increase by 50% for women and 50% for men vis-à-vis the standard referred to in the National Employment and Skills Strategy 2014-2020 which is 54,5%	Increase by 50% for women and 50% for men vis-à-vis the standard referred to in the National Employment and Skills Strategy 2014-2020 which is 60%	INSTAT	Annual

Percentage of women employed in the tourism sector	INSTAT	2013 (30%)	33%	35%	INSTAT	Annual
Percentage of women and men working in agriculture and having health and social insurance	Ministry of Agriculture and Tax Directorate according to the administrative data by comparing with the National INSTAT Surveys	2012 (5,5% women and 12,8% men)	25% women and 15% men	35% women and 25% men	Tax Directorate	Annual
Percentage of unpaid labour for women versus men ⁹⁹ .	INSTAT according to TUS 2010	2010 (91% women versus 40% men)		Reduction y 10 %	INSTAT The Time Use Survey	10 years
Strategic Goal 2: Guaranteeing factual and equal participation of women ¹⁰⁰ in the political and public decision-making.						
Percentage of women in Municipal Councils	CEC	2015 (34,5%)		50%	CEC	Every 4 years
Percentage of women in Parliament	CEC	2014 (23%)	30%	30%	CEC	Every 4 years
Representation of women in the Armed Forces (%)	Ministry of Defence	2014 (9%)	13%	15%	MM	Annual
Representation of women in the State Police (%)	General Police Directorate	2014 (6.7%)	12,5%	19%	Police Directorate	Annual
Percentage of employed women in the state sector in management levels	DAP	2013 (29%)	29%	30%	DAP	Annual
Strategic Goal 3: Reduction of gender-based violence and domestic violence.						
Number of Municipalities having a Referral Mechanism against Domestic Violence	Local Self-Government Units and MoSWY	29 (2016)	40	61	Self-local Government Units	Annual

Number of specialized support services for victims	MoSWY	2015 (13 services)	15 services	20 services	State Social Service and service providers	Annual
% of perpetrators who are punished and latter rehabilitated	MoJ/ MoSWY and HSSH	Will be complemented by the activities in implementation of this Strategy	To be increased by 10%	To be increased by another 20%	MoSWY	Annual
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 gender equality advancing.						
Number of gender equality structures at the central government level	Line ministries and central institutions	2016 (18)	100%	100%	MMSR	Annual
Number of gender equality structures at the local self-government units' level	Local Self-Government Units	(2016) 44 structures	49	61	NJVQV	Annual
Number of central ministries and institutions implementing gender budgeting	MF	2016 (9)	12	18	PBA (MF)	Annual
The proportion of women treated with housing bonus	Ministry of Urban Development	2016 (20 women from 80 until 2019)	100%	100%	Ministry of Urban Development	Annual

99100

99 One of the main findings of the Time Use Survey in Albania is that "Women carry out unpaid work in a much higher rate than men (91% versus 40%)".

100 Given that when above the age of 18 women are included under the "women" group, this terminology is suggested to be used instead of women and girls (so as to, in a way, change a bit the stereotypical language that is currently used. In Albania one usually refers to an individual as a "woman" when she is married (namely, based on her civil status situation).

BIBLIOGRAPHY

- “Social Inclusion Policy Document 2016-2020”, approved by the CoMD No. 87, of 03 February 2016.
- *Domestic violence in Albania: national population-based study, 2013*, <http://www.instat.gov.al/en/publications/books/2013/domestic-violence-in-albania-2013.aspx>
- “Invisible violence – an overview on the phenomenon of violence against women and girls with disabilities in Albania” (2015) <file:///C:/Users/user/Downloads/ëbilities%20shqip.pdf>
- *Women and Men in Albania*; <http://www.instat.gov.al/al/publications/librat/2016/femra-dhe-meshkuj-n%C3%AB-shqip%C3%ABri,-2016.aspx>
- Hakim, Catherine. “Women, careers, and work-life preferences.” *British Magazine of Guidance and Advice* (Routledge) 34, No. 3 (2006): 279-294
- *INSTAT Quarterly Labour Force Survey: quarterly report of 2015*. Tirana: INSTAT, 2015.
- *INSTAT. Albanian Time Use Survey, 2010-2011*. Tirana: INSTAT, 2011.
- *INSTAT. Women and Men in Albania*. Tirana: INSTAT, 2015 a.
- *Electoral Code of the Republic of Albania*
- *Criminal Code of the Republic of Albania* <http://www.legislationline.org/documents/section/criminal-codes>
- Law No. 9970, of 24.07.2008 “On Gender Equality in the Society”, published in the official Journal No. 125, of 01.08.2008.
- Law No. 9690, of 18.12.2006 “On Measures against Domestic Violence” (as amended);
- Law No. 10221, of 4.2.2010 “On Protection from Discrimination”;
- Law No. 10.399, of 17.3.2011 “On Social Assistance and Social Services (as amended); http://www.partnersalbania.org/skedaret/1323943210-law_nr_9355_on_social_assistance_and_services.pdf
- *Mechanisms against violence and trafficking: Synergies and development of synergies* http://www.punetebrendshme.gov.al/files/priorities_files/15-08-31-07-39-24Mekanizmat_kunder_dhunes_dhe_trafikimit_-_Raport.pdf
- *International Election Observation Mission. Declaration of Preliminary Findings and Conclusions: The Republic of Albania – Local Elections, 21 June 2015*. Tirana: OSCE ODIHR, 22 June 2015.
- “Basic Package of Primary Health Care” “Basic Package of Primary Health Care”. Drafted by the MoH, reviewed and approved by DoCM No. 101, of 04.02.2015, which gives priority to the issues of violence against women and children. http://www.shendetesia.gov.al/files/userfiles/Shendeti_Publik/Paketa_e_rishikuar_e_miraturar.pdf
- *National European Integration Plan (NEIP) 2016-2020* <http://www.integrimi>.

gov.al/al/dokumenta/dokumente-strategjike/plani-kombetar-per-integrimin-europian-2016-2020&page=1

- “Action Plan for Supporting the Entrepreneur Women 2014-2020”, drafted in 2014 by MEDTE with the support of UN Women, in compliance with the Business and Investment Development Strategy 2014-2020, approved by CoMD No. 635, of 1.10.2014, http://www.ekonomia.gov.al/files/documents_files/Mars_Newsletter_shqip.pdf
- “National Action Plan on Youth 2015 – 2020” approved by CoMD No. 383, of 06.05.2015
- “National Action Plan for Integration of the Roma and Egyptians in the Republic of Albania 2016-2020”, approved by CoMD No. 1072, of 23.12.2015. See: http://www.qbz.gov.al/botime/fletore_zyrtare/2015/12/241.pdf
- “Action Plan for the LGBTs in the Republic of Albania 2016 -2020”, approved on 25 May 2016
- “Public perceptions and stances against gender equality in Albania” (2016) file:///C:/Users/user/Downloads/STUDIMI_PERCEPTIMET_SHQIP.pdf
- “Evaluation report: Implementation of the National Strategy Gender on Equality, Reduction of Gender-Based Violence and Domestic Violence 2011-2015 and its Action Plan”, prepared by A. Plaku, M. Kocaqi and supported by the UNDP with funds from the Swedish Government, October 2015.
- National Report on the Implementation of the Action Platform of Beijing + 20”, April 2014 http://www.sociale.gov.al/files/documents_files/Raporti_Final_Pekin+20_dt_30.04.2014.pdf
- “Forth National Periodic Report on the Implementation of the Convention for the Elimination of all Forms of Discrimination Against Women” (2014) http://www.qbz.gov.al/botime/fletore_zyrtare/2014/PDF-2014/187-2014.pdf
- Final report: Analysis of operation of the community coordinated reaction against domestic violence at the local level in Albania <http://www.al.undp.org/content/albania/en/home/library/poverty/functioning-of-the-coordination-mechanism-for-referral-and-treat.html>
- National Strategy for Development and Integration (NSDI) 2015-2020”, approved by the Decision of the Council of Ministers No. 348, of 11.05.2016 http://www.mod.gov.al/images/PDF/strategji2016/SKZHI_FINAL_QBZ.pdf
- The Strategy on Gender Equality between Women and Men 2010-2015” – European Commission, September 2010. <http://ec.europa.eu/social/BlobServlet?docId=6568&langId=en>
- “Cross-Sector National Strategy on Employment and Skills 2014 -2020”, approved by DoCM No. 818, of 26.11.2014.
- “Social Housing Strategy 2016-2025” and “the Housing Strategy Action Plan”, both drafted by the Ministry of Urban Development. See: <http://www.zhvillimiurban.gov.al/al/dokumente/plane-pune-dhe-strategjite>

- *National Strategy on Social Protection 2015-2020 and its Action Plan*, approved by CoMD No. 1071, of 23.12.2015
- *Guidelines of gender Equality Harmonised Indicators and Status of Women in Albania*. http://www.un.org.al/editor-files/file/Harmonized_Indicators_ENGLISH.pdf
- *Roadmap for the implementation of the Council of Europe Convention "On Preventing and Combating Violence Against Women and Domestic Violence" (2013)*, see <http://www.un.org.al/editor-files/file/Roadmap%20%20Costing%20of%20the%20CoE%20Convention.pdf>
- CoMD No. 465, of 16.7.2012 on gender integration in the context of mid-term expenditures. <http://www.unifem.sk/index.cfm?Module=articles&Page=ArticleShow&ArticleID=216>
- Wittberger, Dolly, Ani Plaku, Valbona Jaupllari, and Juna Miluka. *National Report on the Status of Women and Gender Equality*. Tirana: MoLSAEO and UN Women, 2012. <http://www.un.org.al/editor-files/file/news/National%20Report-Status%20of%20Women%20and%20Gender%20Equality%20ENG.pdf>
- "Reducing Violence against Women, Focusing on the LBT community in Albania"; (2015) <http://historia-ime.com/wp-content/uploads/2015/12/Libri-Shqip.pdf>

ANNEX

LIST OF MEMBERS OF THE INTER-INSTITUTIONAL WORKING GROUP DRAFTING THE NSGE 2016-2020 AND ITS ACTION PLAN

The Inter-institutional Working Group, set up by the Order of the Prime Minister No. 15, of 21.01.2016 “On the establishment and functioning of the inter-institutional working group for drafting the gender equality strategic document for 2016-2020” consists of the:

- a. Representative of the Ministry of Defence
- b. Representative of the Ministry of Interior
- c. Representative of the Ministry of Foreign Affairs
- d. Representative of the Ministry of European Integration
- e. Representative of the Ministry of Finance
- f. Representative of the Ministry of Transport and Infrastructure
- g. Representative of the Ministry of Urban Development
- h. Representative of the Ministry of Economic Development, Trade and Entrepreneurship
- i. Representative of the Ministry of Education and Sports
- j. Representative of the Ministry of Justice
- k. Representative of the Ministry of Culture
- l. Representative of the Ministry of Innovation and Public Administration
- m. Representative of the Ministry of Health
- n. Representative of the Ministry of Energy and Industry
- o. Representative of the Ministry of Environment
- p. Representative of the Ministry of Agriculture, Rural Development and Water Management
- q. Representative of the Ministry for Local Government
- r. Representative of INSTAT
- s. Directorate of Strategic Planning at the Prime Minister’s Office

THE INSTITUTIONS AND ORGANIZATIONS PARTICIPATING IN THE CONSULTATIONS HELD DURING THE PROCESS OF DRAFTING OF THE NSGE 2016 - 2020 AND OF ITS ACTION PLAN ARE:

Ministries

1. The Ministry of Culture
2. The Ministry of Transport and Infrastructure
3. The Ministry of Urban Development
4. The Ministry of Justice
5. The Ministry of Agriculture, Rural Development and Water Management
6. The Ministry of Education and Sports
7. The Ministry of Interior

Central Institutions answerable to the Ministries:

1. The State Social Service
2. The National Centre of Treatment of Victims of Domestic Violence
3. State Police

Independent institutions

1. The Commissioner for Protection from Discrimination
2. The Ombudsman

Municipalities

1. Municipality of Vlora - Domestic Violence Unit
2. Municipality of Gjirokastra - Domestic Violence Coordinator
3. Municipality of Tirana - Office for Gender Equality and Protection from Discrimination
4. Municipality of Lezhë- gender specialist
5. Municipality of Vau i Dejës - gender specialist and DV local coordinator
6. Municipality of Kurbin – gender specialist and DV local coordinator

NGOs

1. “Centre for Development of Rural Women”, Tirana
2. The Association “Voice of the Child Calling for Us”, Tirana
3. The Association “For women and children”, Tirana
4. Counselling Line for Women and Girls in Tirana
5. Albanian Centre for Population and Development (ACPD)
6. Cultural Centre “New Horizons”, Tirana
7. ARSIS, Tirana
8. The Association “Useful to Albanian Women”, Tirana

9. The Association of Women with Social Problems, Durres
10. Centre of “Different and Equal”, Tirana
11. Centre of “Human rights in democracy”, Tirana
12. “Women’s Forum Elbasan”, Elbasan
13. Children’s Human Rights Centre of Albania (CRCA)

International organizations

1. Swedish Embassy
2. Council of Europe
3. ILO
4. UNDP
5. UNICEF
6. UN Women

Annexes

National Action Plan

ANNEXE 1: National Action Plan

NATIONAL STRATEGY ON GENDER EQUALITY 2016-2020 ANNEX 1: NATIONAL ACTION PLAN									
STRATEGIC GOAL 1: Economic empowerment of women and men									
Activities	Indicators	Reference base	Data source	Responsible entity	Monitoring and reporting	Shared goals strategies	Timeframe	Funding	
								Cost estimates	Possible resources
Objective 1.1: Increased participation of women in the labor market and reducing the gender gap									
Objective Indicator: By end of 2020, ensuring proper coordination of all measures that foster increased participation of women in the labor market									
1.1.1.1. adoption of legal acts on working hours, in line with EU directive 2003/88	Adoption of DCM	Situation in 2015	MSWY	MSWY	MSWY which reports to KKBGJ		In 2018 and 2019	Total 750,823.50 Lek	Total 750,823.50 Lek 2018 375,411.75 Lek 2019 – the same amount
1.1.1.2. Organization of informational activities with women and girls on services that are provided by employment officers regarding employment promotion programs and job counseling and professional orientation programs	No. Of organized activities No of informed women and girls	None	MSWY	MSWY	MSWY reports to KKBGJ		2016-2020	Total 8,243,199,61 Lek	Total 8,243,199,61 Lek 2016 1,584,000.00 Lek Each year 2% more than the previous year
1.1.1.3. formulation of programs for reducing gender equality in the economic sectors of ICT and Tourism	No of women employed in ICT and Tourism sectors	2016	MZHETTS	MZHETTS	MZHETTS forwards data to MSWY which reports to KKBGJ	National action plan for women entrepreneurs 2014-2020	2016-2020	Total 24,000,000.00 Lek	Total 24,000,000.00 Lek 2017-2020 6,000,000.00 Lek each year

1.1.4. Calculation of salary gender gap in line with Earning Structure Survey recommended by EUROSTAT	Report	None	INSTAT	MSWY & INSTAT	INSTAT forwards the data to MSWY which reports to KKBGJ	Employment and Skills Strategy 2014-2020 (strategic objectives A and C)	2017-2020	Total 7,626,000.00 Lek	Total 7,626,000.00 Lek 2017-2018 50% annually	
1.1.5. Improvement of NES indicators from the gender perspective	No of gender indicators	First semester of 2016	NES	NES	NES forwards the data to MSWY which reports to KKBGJ		2016-2020	Total 25,337,500.00 Lek	Total 25,337,500.00 Lek 2016-2020 Annually 5,067,500.00 Lek	
Objective 1.2: Reduction of unpaid labor of women in their households, by increasing access and improving quality of social services										
Objective indicator: By end of 2020, reduction of unpaid labor of women by 10 %, according to the time use survey										
1.2.1. A study on the issues of women outside the labor force and their needs for improving access to social services (kindergarten, nursery)	Study	None	Donors	MSWY	MSWY which reports to KKBGJ		2017-2020	Total 1,610,000.00 Lek	Total 1,610,000.00 Lek 2017	
1.2.2. Time use survey	Survey	2010	INSTAT and Donors	INSTAT and Donors	INSTAT forwards the data to MSWY which reports to KKBGJ		2020 ¹⁰¹	Total 15,191,160.00 Lek	Total 15,191,160.00 Lek in 2020	
1.2.3. Organization of awareness raising campaigns to promote care from fathers for their children and parental leave of care after birth of the child	No of organized campaigns and no of beneficiaries according to gender	None	MSWY	MSWY	MSWY which reports to KKBGJ		2016-2020	Total 5,073,727.73 Lek	Total 2,516,407.73 Lek 2019 1,245,746.40 Lek 2020 2% more	Total 2,557,320.00 Lek 2017 1,266,000.00 Lek 2018 2% more

1.2.4. A study that would establish the number of nurseries and kindergartens, according to areas where these care institutions would be more needed	Number of new kindergartens and nurseries, according to the areas and capacities, according to the evaluation of the Evaluation Report	None	Local self-governance	Local self-governance	MSWY which reports to KKBGJ	National Decentralization Strategy 2015-2020	2017-2020	Total 310,530,000.00 Lek	Total 310,530,000.00 Lek 2017 50,000,000.00 Lek 2017-2018-50% more 2020 Double	
1.2.5. Local self-governance to take measures to ensure improved quality of services for nurseries and kindergartens	Ratio of one educator per number of children	2016	Local self-governance	Local self-governance	Local self-governance forwards the data to MSWY which reports to KKBGJ		2017-2020	Total 63,489,289.95 Lek	Total 63,489,289.95 Lek 2016 12,200,000.00 Lek Annually 2% more	
1.2.6. Improved criteria that enhance possibilities to register children in kindergartens and nurseries when the parent is unemployed/mother is unemployed, based on a needs assessment study/ mothers with disabilities	No of improved criteria according to categories (unemployed mothers, mothers with disabilities etc.; Evaluation report	2016	MSWY and Local self-governance	MSWY and Local self-governance	Local self-governance forwards the data to MSWY which reports to KKBGJ		2016-2020	Total 1,896,490.00 Lek	Total 1,896,490.00 Lek 2017 466,350.00 Lek Next years based on the number of local units of local self-governance	
1.2.7. Taking measures for delivery of social services for the elderly to community centers by Local self-governance.	No of measures ; Number of community centers established at the local level	None	Local self-governance	Local self-governance	Local self-governance forwards the data to MSWY which reports to KKBGJ		2017-2020	Total 56,250,000.00 Lek	Total 56,250,000.00 Lek In 2017 8,500,000.00 Lek Every year a new center is established	

1.2.8. taking measures for delivery of social services to children with disabilities, women and girls with disabilities, mothers with disabilities	Number of measures Number of services provided according to the categories of beneficiaries (children with disabilities, women and girls with disabilities, mothers with disabilities)	None	Local self-governance	Local self-governance KMD	Local self-governance forwards the data to MSWY which reports to KKBGJ	2017-2020	Total 280,000,000.00 Lek	Total 280,000,000.00 Lek In 2016 25,000,000.00 Lek Every year there is an increase in the number of local governance units	Total 742,500.00 Lek 2017
1.2.9. Monitoring of services delivered by Local self-governance	Annual monitoring formats	None	Local self-governance	Local self-governance & MSWY	Local self-governance forwards the data to MSWY which reports to KKBGJ		Total 1,499,850.00 Lek	Total 757,350.00 Lek 2019	Total 742,500.00 Lek 2017
Objective 1.3: Economic empowerment of women in the rural areas									
Objective indicator: By end of 2020, improved life of women in the rural areas, by increasing by 11% the number of beneficiaries from subsidiary schemes, by increasing by 15% the number of extension service beneficiaries, by increasing with 35% the number of women working in the agriculture sector, with health and social insurance; and by increasing the number of women enjoying property rights on agriculture land, in line with the law on registration of immovable properties.									
1.3.1. Promotional programs for reducing unpaid labor of women in the agriculture sector	Number of women beneficiaries in the rural areas	2016	NES	MSWY & SHPK	NES conveys it to MSWY which reports to KKBGJ	National action plan for women entrepreneurs 2014-2020	2017-2020	Total 45,000,000.00 Lek 2018-2020 15,000,000.00 Lek annually	Total 45,000,000.00 Lek 2018-2020 15,000,000.00 Lek annually
1.3.2. Promotional programs for diversifying employment of women in rural areas	Number of women that have benefited from these programs	2016	NES	MSWY & SHPK	NES forwards the data to MSWY which reports to KKBGJ	National action plan for Women Entrepreneurs for 2014-2020 Employment and Skills Strategy 2014-2020	2017-2020	Total 37,500,000.00 Lek 2018-2020 12,500,000.00 Lek annually	Total 37,500,000.00 Lek 2018-2020 12,500,000.00 Lek annually

1.3.3. Organization of media campaigns to promote formal employment in the agricultural sector	Number of campaigns (1 campaign annually) and number of women targeted by the campaigns (5000 women and girls)	None	Ministry of Agriculture and Local self-governance	Ministry of Agriculture and Local self-governance	Ministry of Agriculture and Local self-governance submit it to MSWY which reports to KKBGJ	National action plan for Women Entrepreneurs 2014-2020	2017-2020	Total 8,058,682.94 Lek	Total 4,079,282.94 Lek 2020 2,049,788.94 Lek	Total 3,979,400.00 Lek 2017 1,970,000.00 Lek Annually 1-2% more than the previous year
1.3.4. Organization of Information Days for women that are part of cooperatives or farms, for increasing the quality of their products	No. Of information days ; number of women farmers beneficiaries and the number of cooperatives where training has taken place	None	Ministry of Agriculture and Local self-governance Donors	Ministry of Agriculture and Local self-governance Donors	Ministry of Agriculture and Local self-governance forwards the data to MSWY which reports to KKBGJ	National action plan for Women Entrepreneurs 2014-2020	2017-2020	Total 1,561,212.05 Lek	Total 1,561,212.05 Lek 2016 300,000.00 Lek Annually 2% more than the previous year	
1.3.5. Awareness raising on dissemination of information about support programs with public or other funds for women farmers	Number of campaigns; number of women with raised awareness; number of financial resources for which information has been provided to women farmers	Number of beneficiaries, according to data of AZHBR, gender disaggregate	Ministry of Agriculture and AZHBR Local self-governance	Ministry of Agriculture AZHBR and Local self-governance	Ministry of Agriculture and AZHBR forward to MSWY which reports to KKBGJ		2016-2020	Total. 182,141,405.60 Lek	Total 182,141,405.60 Lek 2016 35,000,000.00 Lek Annually 2% more than the previous year	
1.3.6. Establishment of manufacturing groups, associations and cooperatives, with women only	Number of such groups established	None	Ministry of Agriculture	Ministry of Agriculture	Ministry of Agriculture forwards to MSWY which reports to KKBGJ		2017-2020	Total 10,000,000.00 Lek	Total 3,500,000.00 Lek 2020 Grant 500,000.00 Lek for each association	Total 6,500,000.00 Lek 2017-2019

1.3.7. Enhanced formalization of women that work in the agriculture sector through awareness raising campaigns	2016	Tax office	Labor Inspectorate; Ministry of Agriculture	Labor Inspectorate forwards the data to MSWY which reports to KKBGJ	National Strategy on property rights, 2012-2020 National action plan for Women Entrepreneurs 2014-2020	2017-2020	Total 2,532,000.00 Lek	Total 2,532,000.00 Lek 2017 50% of the amount 2020 50% of the amount
1.3.8. Improved legislation on agriculture land property, by guaranteeing joint ownership of women and girls	2016	Ministry of Agriculture and Ministry of Justice	Ministry of Agriculture and Ministry of Justice ; KMD	Ministry of Agriculture and Ministry of Justice forward it to MSWY which reports to KKBGJ	National Strategy on property rights, 2012-2020 National action plan for Women Entrepreneurs 2014-2020	2017-2020	Total 1,448,946.38 Lek	Total 1,448,946.38 Lek 2016 473,450.00 Lek Next years 2% more
1.3.9. Training of staff of local offices of Immoveable Property Registration Offices (IPRS) to guarantee registration of joint ownership of women and girls	2016	Ministry of Justice and Donors	Ministry of Justice & MSWY, gender equality sector	IPRO forwards the data to the Ministry of Justice and the latter forwards them to MSWY which reports to KKBGJ	National strategy on property rights, 2012-2020	2017-2020	Total 295,000.00 Lek	Total 295,000.00 Lek 2017

1.3.10. Training with notaries of all municipalities in the country, with specific focus on those servicing the rural areas. Training focused on marriage, cohabitation, inheritance and property rights	Number of training sessions delivered; number of municipalities; number of participants according to gender	Situation of trainings according to the data from the Chamber of Public Notaries	National chamber of notary public	National chamber of notaries of public and donors	National Chamber of Notaries forwards the data to MSWY which reports to KKBGJ	National strategy of Property rights 2012-2020	2017-2020	Total 363,000.00 Lek	Total 363,000.00 Lek 2017
1.3.11. Taking measures for increasing access of women and girls in the rural areas to primary health care, with specific focus on women with disabilities, women from the Roma and Egyptian communities, LGBT, elderly women	Number of measures; Number of women beneficiaries from the primary health care service, and those that have had the check-up (40-65 years old)	2016	Ministry of Health	Ministry of Health	Ministry of Health forwards the data to MSWY which reports to KKBGJ		2017-2020	Total 84,870,000.00 Lek 2017 18,450,000.00 Lek Each year 10% more than the previous year	Total 84,870,000.00 Lek 2017 18,450,000.00 Lek Each year 10% more than the previous year
1.3.12. Introduction and organization of primary health care providers (a group of specialized doctors in a given rural area.	Number of patients that are covered by the service, according to gender; number of field visits	None	Ministry of Health	Ministry of Health Institute of Public Health (IPH), DRSH/DSHP	Ministry of Health forwards the data to MSWY which reports to KKBGJ		2017-2020	Total 100,050,000.00 Lek 2017 21,750,000.00 Lek Each year 10% more than the previous year	Total 100,050,000.00 Lek 2017 21,750,000.00 Lek Each year 10% more than the previous year
1.3.13. Introduction and organization of free transportation for the inhabitants of rural areas for the check-up	Number of municipalities that provide free of charge transportation, in support of out-patient mobile service provided by MoH, number of beneficiaries, gender disaggregate	None	Ministry of Health and Local self-governance	Ministry of Health and Local self-governance	Ministry of Health forwards the data to MSWY which reports to KKBGJ		2016-2020	Total 136,796.00 Lek	Total 2017 136,796.00 Lek

1.3.14. Availability of nurseries and kindergartens in the rural areas	Number of nurseries and kindergartens built in the rural areas	The data for 2016, according to local self-governance	Local self-governance	Local self-governance	Local self-governance forwards the data to MSWY which reports to KKBGJ		2017-2020	Total	Total	Total
								80,000,000.00 Lek	48,000,000.00 Lek 2019-2020 24,000,000.00 Lek/annually	48,000,000.00 Lek 2017-2016 16,000,000.00 Lek/annually
1.3.15. Growing number of girls registered in VET schools through awareness raising campaigns	Number of girls registered in vocational education in the agriculture sector; number of campaigns	Data regarding the situation in 2016	MSWY	MSWY	MSWY which reports to KKBGJ	Employment and Skills Strategy 2014-2020	2017-2020	Total	Total	Total
								2,532,000.00 Lek	2,532,000.00 Lek 2017 1,266,000.00 Lek 2019 1,266,000.00 Lek	
1.3.16. Organization of fairs focused on products of women in the agricultural sector, by Local self-governance and Ministry of Agriculture	Number of women entrepreneurs in rural areas that participate in the fairs; Number of fairs according to areas	Data regarding the situation in 2016	Ministry of Agriculture and Donors	Ministry of Agriculture and Donors	Ministry of Agriculture forwards the data to MSWY which reports to KKBGJ	National action plan on women entrepreneurs, 2014-2020	2017-2020	Total	Total	Total
								40,545,977.97 Lek	40,545,977.97 Lek 2016 6,333,320.00 Previous years 1 or 2 more fairs	
1.3.17. Training of extension staff at the local level, and ensuring involvement of women and girls in these programs	Number of beneficiaries according to gender: number of training sessions	2016	Ministry of Agriculture	Ministry of Agriculture	Ministry of Agriculture forwards the data to MSWY which reports to KKBGJ	National Strategy for Rural Development, 2014-2020; National action plan on women entrepreneurs, 2014-2020	2017-2020	Total	Total	Total
								52,360,000.00 Lek	52,360,000.00 Lek 2016 10,472,000.00 Lek Annually 2% more	
1.3.18. Monitoring implementation of the subsidy program and extension service, from the gender perspective	annual monitoring report, according to the program	Data regarding the situation of 2016	Ministry of Agriculture	Ministry of Agriculture	Ministry of Agriculture forwards the data to MSWY which reports to KKBGJ	National strategy of rural development, 2014-2020	2017-2020	Total	Total	Total
								558,187.95 Lek	558,187.95 Lek 2016 107,260.50 Lek Annually 2% more	

1.3.19 Monitoring/evaluation of the Rural Development Strategy from the gender perspective, in order to identify its impact on the lives of rural women	Annual monitoring/evaluation report	Data regarding the situation of 2016	Ministry of Agriculture	MSWY and Donors	Ministry of Agriculture forwards the data to MSWY which reports to KKBGJ	2017-2020	Total 450,000.00 Lek	Total 450,000.00 Lek 2020
Objective 1.4: Reducing poverty among girls and women								
Objective indicator: By end of 2020, identification of typologies of feminizimit of poverty and taking measures for reducing it								
1.4.1. Study of poverty in Albania on individual level, according to gender, with data of national SILC survey	% of women below the relative poverty line according to LEAKAN indicators	None	INSTAT	MSWY & INSTAT	INSTAT forwards the data to MSWY which reports to KKBGJ	2018	Total 58,700,000.00 Lek 2017	Total 58,700,000.00 Lek 2017
1.4.2. Formulation of an action plan for women living in poverty, linking it with all social services that are delivered at the LGU units	Number of women below the relative poverty line and the number of women beneficiaries from the action plan	None	MSWY	LGU MSWY	MSWY which reports to KKBGJ	2019-2020	Total 412,500.00 Lek	Total 187,500 Lek 2019 - 2020 225,000.00 Lek 2019-2020
STRATEGIC GOAL 2: ENSURING EQUAL PARTICIPATION OF WOMEN IN POLITICAL AND PUBLIC DECISION- MAKING								
Activities	Indicators	Reference base	Data source	Responsible body	Monitoring/ reporting	Shared goals strategies	Funding	
							Cost estimate	Potential funding
							State budget	Donors
Objective 2.1: Increased decision-making of women at decision making levels in public processes								
Objective indicator: By end of 2020, increasing by 40% the number of women and girls that are part of the legislative power and policy-making								
2.1.1. Lobbying and support activities for changes to the Electoral Code in the parliamentary elections of 2017, to introduce the quota of 50% in the lists for MP candidates	Number of round tables and meetings held for lobbying with the Alliance women MPs, number of political fora of women in the political parties	Changes in the Electoral Code, 2 April 2015	Central Elections Committee (CEC) and the Albanian Parliament	The Assembly; Alliance of women MPs; civil society	The Assembly; Alliance of Women MPs; civil society forwards to MSWY which reports to KKBGJ	2016	Total 348,000.00 Lek	Total 348,000.00 Lek 2016

2.1.2. Initiative to improve the legislation in order to introduce a quota of at least 40% women represented in the boards of directors – at managerial and supervisory positions in public institutions and entities	Legal changes to ensure gender mainstreaming	With reference to the law on Gender Equality	The Albanian Assembly	MSWY KMD	The Assembly forwards to MSWY which reports to KKBGJ	2016-2020	Total 385,026.00 Lek	Total 385,026 Lek 2016 73,98658.00 Lek Annually 2% more than the previous year	
2.1.3. Legal initiative to ensure a minimum of 40% representation of women in all advisory boards and elected bodies, with significant representation from vulnerable groups (Persons with disabilities, Roma community, etc.)	Number of amended legal instruments; number of women in these positions, according to categories of women	With reference to the law on gender equality	Ministries KM	Ministries KM KMD	MSWY which reports to KKBGJ	2016-2020	Total 1,245,810.79 Lek	Total 1,245,810.79 Lek 2016 239,393.00 Lek Every year 2% more than the previous year	
2.1.4. Initiative for ensuring women participating in all cabinets of Ministries for advice, expertise in all decision-making processes	Number of initiatives; Number of women that are part or work as advisers, experts in the central government;	With reference to law on gender equality	Line ministries	Line ministries	Line ministries convey it to MSWY which reports to KKBGJ	2016-2020	No cost		
2.1.5. Modules for gender mainstreaming in the policy-making, planning and monitoring processes at the central level as part of the training curricula for ASPA for senior and middle level officials	number of modules that are part of trainings organized, and the number of beneficiaries, according to gender	Reference to training organized by ASPA for training local advisors	DoPA	DoPA & ASPA	DoPA and ASPA forwards the data to MSWY which reports to KKBGJ	2016-2020	Total 1,168,744.00 Lek	Total 1,168,744.00 Lek 2016-2018	

2.2.1. Support and establishment of capacities for women advisors in the municipal councils	Number of training in support of strengthening their analytical skills and ensuring gender mainstreaming regarding local policies; Number of women beneficiaries	Reference to training in the ASPA (Albanian school of public administration) for training of local advisors	Local self-governance	Local self-governance	Local self-governance & forwards to MSWY which reports to KKBGJ		2016-2020	Total 2,197,415.68 Lek		Total 2,197,415.68 Lek 2016 180,000.00 Lek
2.2.2. Comparative study on the role of women advisors in local decision-making	Study (conducted twice during the time of the implementation of this Strategy)	Previous studies of UNDP	Donors	Donors & MSWY	Donors forward it to MSWY which reports to KKBGJ		2017-and 2020	Total 2,258,360.00 Lek		Total 2,258,360.00 Lek 2017 1,118,000.00 Lek
2.2.3. Urging women advisors/councilors at the local level to form the Alliance of Women Councilors at the local level	Number of Alliances established; number of women councilors that are members	Alliance of Tirana municipality	Secretariat of Municipal Councils	Municipal councils	Local self-governance units convey to MSWY which reports to KKBGJ		2016-2020	Total 153,520.00 Lek	77,520.00 Lek 2018	Total 76,000.00 Lek 2017
2.2.4. Awareness raising meetings regarding the importance of gender approach of coordinators of transparency in the self-governance units, according to Law no.139/2015 on local self-governance	Number of awareness raising meetings and the number of beneficiaries, gender disaggregate	None	Local self-governance	Local self-governance	Local self-governance & forwards to MSWY which reports to KKBGJ		2016-2020	Total 1,819,200.00 Lek		Total 1,819,200.00 Lek 2016 Total 454,600.00 Lek
2.2.5. Modules on gender equality and gender mainstreaming aspects for senior and middle positions in local administration	Number of modules that are part of training and number of beneficiaries, gender-disaggregated	None	Local self-governance	DAP and Local self-governance	Local self-governance MSWY which reports to KKBGJ		2016-2020	Total 1,670,671.34 Lek		Total 1,670,671.34 Lek 2016 360,000.00 Lek

2.2.6. Initial and continuous training Modules for staff of local administration, in line with civil servants status regarding aspects of gender equality and gender mainstreaming	Number of training modules; and number of beneficiaries, gender-disaggregated	None	DoPA and ASPA	DoPA and ASPA	DoPA forwards to MSWY which reports to KKBGJ	2016-2020	Total 2,745,000.00 leke 2016 305,000.00 Lek	Total 2,745,000.00 leke 2016 305,000.00 Lek	
2.2.7. Initiative for guaranteeing public participation of women and girls in decision-making processes, in line with Point 1. article 16 of law no. 139/2015 "On local self-governance"	Number of projects supported for civic initiatives; number of beneficiaries, gender disaggregated	Reference to donor-funded projects for civic initiatives at the local level	Agency for support of civil society (AMSHC)	AMSHC	ASHMC forwards to MSWY which reports to KKBGJ	2016-2020	Total 93,270.00 Lek 2017	Total 93,270.00 Lek 2017	
2.2.8. Initiative to ensure involvement of women and girls in the formulation of local development strategic plans, according to Point 1 article 28 of law. 139/2015 "On local self-governance"	Number of meetings and events held during the consultation process, gender-disaggregated	Reference to donor-funded projects for civic initiatives at the local level	AMSHC	AMSHC	AMSHC forwards to MSWY which reports to KKBGJ	2016-2020	Total 12,516,834.00 Lek 2016 2,503,366.80 Lek	Total 12,516,834.00 Lek 2016 2,503,366.80 Lek	
2.2.9. Training for the staff and board of AMSHC regarding gender mainstreaming and gender integration, considering inclusion of gender equality among the criteria and objectives for funds allocated to the civil society	Number of trainings organized for the staff; number of participants, gender-disaggregated	None	AMSHC	MSWY	MSWY which reports to KKBGJ	2016-2020	Total 779,400.00 Lek	Total 779,400.00 Lek 2017 389,700.00 Lek	
2.2.10. Drafting of local procedures (rules) to ensure appointment of at least 40% women administrators at the local level, according to letter (e), article 64 of Law no. 139/2015 "On local self-governance"	Number of administrators appointed at the local level, gender disaggregated	None	Local self-governance	Local self-governance	Local self-governance forwards to MSWY which reports to KKBGJ	2016-2020	Total 1,896,490.00 Lek	Total 1,896,490.00 Lek 2016	

2.2.1.1. Awareness raising meetings of local administrators regarding gender integration	Number of meetings organized according to local self-governance units; number of beneficiaries, gender disaggregated	None	Local self-governance	Local self-governance	Local self-governance forwards to MSWY which reports to KKBGJ		2016-2020	Total 2,425,600.00 Lek	Total 2,425,600.00 Lek 2017 606,400.00 Lek
2.2.12. Initiative to guarantee enforcement of election of at least 40% women and girls as members of the regional councils, according to letter (b) article 77 of Law no. 139/2015 “On local self-governance”	Number of initiatives already taken place; number of members of the elected regional councils, gender disaggregated	None	Regional council	Regional council	Regional council forwards to MSWY which reports to KKBGJ		2016-2020	Total 373,080.00 Lek	Total 373,080.00 Lek 2016
STRATEGIC GOAL 3: REDUCING GENDER-BASED VIOLENCE AND DOMESTIC VIOLENCE									
Activities	Indicators	Reference base	Data source	Responsible unit	Monitoring/ reporting	Shared goals strategies	Timeframe	Funding	
								Cost estimates	Potential resources
									State budget
Objective 3.1: Raising awareness of society at large not to accept and not tolerate gender based violence and domestic violence									
Objective indicator: By end of 2020, number of individuals in our society that believe that gender based violence and domestic violence cannot be tolerated has increased by 30%.									
3.1.1.1. Inclusion of a module on measuring perception of society regarding (non) acceptance and (non)tolerance in the exercise of GBV&DV ¹⁰²	% of individuals that agree with “zero tolerance against GBV/DV” (according to gender, age, residence, status etc.)	None. It will be identified from the survey	Report published by INSTAT which includes these data (for e.g. ADHS)	INSTAT donors	KKBGJ (MSWY forwards the data to INSTAT to KKBGJ)	Reflected in NSDI 2015-2020 (point 11.8 - objective 4.1);	2016 – 2017 ¹⁰³	Total 5,000,000 Lek	Total 5,000,000 Lek 2016 2,500,000 Lek

3.1.2. National Awareness raising campaigns in support of international campaigns ¹⁰⁴	Number of coordinated national campaigns that have taken place annually; % of budget allocated and spent from the budget of ministries for the conduct of these campaigns; Number of central institutions, local self-governance institutions and civil society organizations involved in these campaigns; number of joint messages used; number of activities organized in the framework of these campaigns; number of individuals involved etc.	There is already a positive experience of coordination of the 16 days campaign by MSWY (an assessment of the results of this campaign for 2015 can be run and it could serve as reference base for other campaigns)	Data on the activities are published in the webpage of MSWY, line ministries, municipalities, NGOs and donors; activities are broadcasted by the social media, activities posted in the websites of international organizations such as: UNITE, HeforShe, MenEngage...etc.	MSWY, line ministries, KMD, AP local self-governance units, NGOs, Donors	Line ministries and local self-governance units report to MSWY, MSWY reports to KKBGJ; MSWY finds ways for collecting data from NGOs (at least from those that will get donors funds, as planned under this activity of the strategy)	(same as above)	2016-2020 ¹⁰⁵	Total 20,000,000.00 Lek	Total 4,000,000.00 Lek	Total 16,000,000.00 Lek
--	---	---	--	--	---	-----------------	--------------------------	----------------------------	---------------------------	----------------------------

3.1.3. Improving school curricula in pre-university education based on their gender analyses, aiming at inclusion/involvement of boys and men in the prevention of GBV&DV ¹⁰⁶	Number of proposals submitted by the working group and adopted by MoES (IZHA) for improved curricula; Number of extra-curricular hours dedicated to this topic; number of new drafted and included modules, disaggregated according to education level and % of students that will work on them; etc.	There are some steps for dedicated extra-curricular hours for information purposes and involvement of boys against GBV&DV but only in the cities – hence, there is no accurate reference base at the national level	Webpage of MoES which demonstrates improved programs; instructions for extra-curricular hours, IZHA, etc.	MoES (IZHA), MoSWY, KMD, donors	The working group established to this end reports to MoES; MoES exchanges information with MoSWY which forwards it to KKBGJ	National action plan for engagement of boys and men, strategic goal 2.4	2016-2017	Total 2,242,500.00 Lek	Total 2,242,500.00 Lek 2016 747,500 Lek
3.1.4. Improving professional capacities of teachers and psychologists in the schools, for the application in practice of improved curricula, to ensure engagement of boys and men against GBV&DV	Training module drafted and unified based on acknowledged credits; number of trained teachers and psychologists	No reference base	The webpage of MoES where the instructions about credits, modules are published. Lists of trained teachers, etc.	MoES (IZHA)	MoES, forwards the information to MoSWY and KKBGJ	National Education Strategy and National action plan quoted in 3.1.3	2017-2019	Total 19,620,000.00 Lek	Total 19,620,000.00 Lek 2016 180,000.00 Lek

3.1.5. Adding specific content on awareness rising on aspects of GBV&DV and engagement of men and The webpage of the Public University and private universities where programs, subjects and credits are published; programs submitted to MoES, etc. The webpage of the Public University and private universities where programs, subjects and credits are published; programs submitted to MoES, etc. The webpage of the Public University and private universities where programs, subjects and credits are published; programs submitted to MoES, etc.	Number of faculties that have added these disaggregate subjects, according to hours and credits; number of Social Science lecturers that teach these subjects in other Faculties;	It could be possible to calculate the number of teaching hours and subjects dedicated to GBV & DV in the universities where they are currently applied/taught	The webpage of the Public University and private universities where programs, subjects and credits are published; programs submitted to MoES, etc.	Higher education institutions (IAL), MoSWY, donors	MoES monitors the number of new added subjects, to this end, in the university programs and forwards the information to MoSWY which in turn reports to KKBGJ	National action plan for engagement of men and boys, National Education Strategy	2016-2017	Total 1,308,900.00 Lek	Total 1,308,900.00 Lek 2017 327,225.00 Lek
--	---	---	--	--	--	--	-----------	---------------------------	---

3.1.6. Improving capacities of representatives of religious communities to spread the message against GBV&DV, through religious ceremonies, and to organize dedicated activities to this end	Number of representatives of religious communities trained to this end, gender disaggregated, as well as in terms of position, age, etc.; Number religious ceremonies dedicated to this aspect; messages conveyed etc.	One can start with the activities in the context of 16 Days in 2015 and the work that is supported by UN through NGOs	Webpage of religious communities; topics of religious ceremonies that are published; information that they forward to MoSWY; reports of donor support projects, social media etc.	Religious communities that are active in Albania, MoSWY, donors	MoSWY is in charge of monitoring based on the cooperation agreement signed with the religious communities, to this end, and reports to KKBGJ	Cooperation agreement signed on 25.11.2015; National action plan for boys and men, Goal 4.1	2016-2017 (improving capacities) and organizes activities until 2020	Total 720,000.00 Lek	Total 720,000.00 Lek	Total 720,000.00 Lek 2016 180,000.00 Lek
--	--	---	---	---	--	---	--	-------------------------	-------------------------	---

3.1.7. Improving capacities of media professionals for a fair address of issues, and to foster zero tolerance against GBV&DV	Number of training modules prepared and unified; number of training sessions provided annually, data disaggregated by the number of journalists involved, gender, editions, medias that they represent etc.	No reference base (training so far has been ad hoc and there are no unified modules country wide – during 2014-2015 work with the media focused on improving their capacities for addressing cases of trafficking of human beings by the Ministry of Interior (Mol) with the support of UN Women – This experience may be used as model and replicated/piloted regarding issues addressed in the strategy)	Training reports, data base that will be developed with trained journalists	Media Institute, Faculty of Journalism, KMD, donors, civil society organization (CSOs)	MoSWY monitors activities that have taken place and reports to KKBGJ		2016-2020 ¹⁰⁷	Total 1,260,000.00 Lek	Total 1,260,000.00 Lek 2016 180,000.00 Lek
--	---	--	---	--	--	--	--------------------------	---------------------------	---

3.1.8. Improving capacities of health, education and police professionals to identify potential cases of GBV&DV (in the context of prevention and information)	Number of training modules prepared and unified; number of training provided annually for each group of professionals, disaggregated with data about the number of professionals involved in these trainings, gender, position etc.)	Up to a certain level, it could be useful to use the number of professionals already trained by the MoEs, MoH, Mol and PSHSH in cooperation with NGOs and donors, even when training was simply focused on prevention, and not on the phenomenon as an overall	Annual monitoring reports in line with this strategy; data published in specific reports of each Ministry	MoH, regional health directorates; MoES, IZHA; Mol, PSHSH (each institution is responsible for each group of professionals part of this activity) supported by donors and CSOs	MoSWY monitors activities and reports to KKBGJ	Health Strategy, National Education Strategy, Law on State Police	2016-2020 ¹⁰⁸	Total 7,020,000.00 Lek 2016 560,000.00 Lek	Total 7,020,000.00 Lek
3.1.9. Mobilization and establishment of the national youth movement on gender equality and against GBV&DV	Number of meetings, training and youth alliances established in partnership with Youth Directorate at the MoSWY, country wide (disaggregated with specific data about the number of youth involved, education, employment etc.)	No reference base	Reports drafted by Youth Directorates at MoSWY, data forwarded to MoSWY by gender officials and local coordinators in the context of formulation of annual monitoring reports	MoSWY through the General Directorate of Social Policies (DPPS) (in particular Youth Directorate and Gender Equality Unit)	The Directorate and specific sector report to DPPS at MoSWY which in turn reports to KKBGJ	Youth National Strategy, National action plan for men and boys; strategic goals 2.1, 2.2 and 2.3	2016-2020 ¹⁰⁹	Total 4,653,452.71 Lek 2016 894,200.00 Lek Annually 2% more than the previous year	Total 4,653,452.71 Lek

3.2.1. Extending the Referral Mechanism (RM) to all municipalities in the country, and improving their effectiveness	Number of signed Cooperation Agreements in all municipalities for the established RMs; number of revised agreements, and new institutions involved as part of RM- for e.g. Probation Service); Number of joint training organized with RM members for improving efficiency of cross-disciplinary services; % of budgets in LGUs dedicated to operation of national RMs; number of success stories address from a cross-disciplinary angle etc.	RM is established in 29 municipalities of the country; number of agreements signed and other data to introduce a full reference base may be taken from the on-line system (directly from MoSWY)	On-line web-based system installed in the MoSWY; the data are regularly conveyed to local coordinators of LGUs	LGU,	LGUs convey the data to MoSWY which reports to KKBGJ	Reflected in NSDI 2015-2020 (point 11.8 – ensuring gender equality, objective 4.2); partially in the National Decentralization Strategy, and Social Protection Strategy	2016-2020 ¹¹⁰	Total 51,503,450.00 Lek	Total 50,947,200.00 Lek 2016 6,368,400.00 Lek	Total 556,250.00 Lek
3.2.2. Appointment of Local Coordinators in 61 municipalities in the country, full time, with detailed job description in line with LDV	Number of appointed local coordinators at LGU; improved and adopted job description; % of annual budget of LGUs based on the sustainability of this position; etc.	So far, 44 municipalities countrywide have submitted to MoSWY the list of persons that are appointed as Gender officials and local coordinators	Data base for Local Coordinators updated and prepared at MoSWY; data according to annual monitoring reports	LGU, MoSWY, donors, CSOs	MoSWY forwards the information collected from LGUs to KKBGJ	Same as under 3.2.1	2016-2020 completion of appointment and continue with their support ¹¹¹	Total 133,167,276.00 Lek 2016 10,924,848.00 Lek The budget increases every year, since there is a growing number of municipalities and time that they work only as coordinators	Total 133,167,276.00 Lek 2016 10,924,848.00 Lek	Total 133,167,276.00 Lek

3.2.3. Improving capacities of Local Coordinators in all LGUs for an efficient functioning of the national referral mechanism, including as well as module for handling of cases, according to specificities of vulnerable groups	Number of local coordinators trained annually; unified module drafted and adopted by ASPA (containing special topics about acknowledgment of specific cases according to categories of group's victims of abuse, such as persons with disabilities, minorities, LGBT); etc.	Data from monitoring reports; data base of local coordinators prepared by the Gender Equality unit; etc.	Monitoring reports or data published by LGUs regarding improved capacities of their staff	ASPA, MoSWY LGUs, donors specialized CSOs	MoSWY reports at the KKBGJ through data they get from LGUs and ASPA	The same as para. 3.2.1	2016-2017 preparation of the module and training schedule; needs assessment of the Local Coordinators and training for 2017-2020 which should be periodical, and at least twice per year ¹² .	Total 1,340,000.00 Lek	Total 1,340,000.00 Lek 2016 325,000.00 Lek
---	---	--	---	---	---	-------------------------	--	---------------------------	---

3.2.4. Ensuring full efficiency of the data base system installed at the LGU for case registration and management for GBV&DV, in a cross-disciplinary fashion ¹¹³	Drafted and signed protocol between the police and the municipalities about the exchange of data (in particular about personal data of cases that are not handled from a multi-disciplinary perspective); Number of local coordinators trained to use the system; number of monthly reports that they share with members of national Referral mechanism; % of municipalities that make regular use of the system and update data according to relevant items	Can be directly taken from the system at MoSWY; data about training may be obtained received from LGUs, from the updated data base for local coordinators at the Gender Equality unit at MoSWY, by organizations/donors that will support training; The data for the signed protocol may be introduced within the data-base system	Updated reports and evaluation of performance of national referral mechanism at each LGU, according to data extracted from the system	LGU, MSWY donors, PSHSH and the municipality for the protocol)	MoSWY through the data from the system reports to KKBGJ	Same as in para. 3.2.1.	2016-2017: drafting the protocol for the exchange of information and putting the system to efficiency ¹¹⁴ 2016-2017 – training all local coordinators about its use; 2018-2020 regular update of the system ¹¹⁵	Total 1,855,846.00 Lek	Total 1,434,956.00 Lek	Total 420,890.00 Lek
--	--	--	---	--	---	-------------------------	---	---------------------------	---------------------------	-------------------------

3.2.5. Ensuring efficiency of the national counseling line, free of charge, and regular delivery of the service in line with the standards (in line with the requirements of the Istanbul Convention)	Green line launched and introduced nationwide; measuring performance of service delivered through number of cases handled and referred (disaggregated according to gender, age and other specificities, and reference institutions), number of trainings of staff of green line, annually; % of state budget allocated to this service; etc.	There is already a draft of service standards that should be delivered by the green line, and there are first procedures with AKEP for the green line, work is underway with the center that will provide the service (tender is required)	Frequent reports for the green line will be submitted to the center contracted by MSWY	Service provider, MoSWY, SSS, donors	The service provider will report to SSS and MoSWY, which will forward the information to KKBGJ	Reflected in NSDI 2015-2020 (item 11.8 – ensuring gender equality, objective 4.3)	2016-2020 ¹⁶	Total 90,748,052.31 Lek	Total 37,380,797.11 Lek Period from 2019-2020	Total 53,367,255.20 Lek Period from 2016-2018
3.2.6. Improving capacities of professional service providers (in particular specialized support services) for victims/survivors of GBV&DV, about information and raising awareness regarding standards and requirements in line with Istanbul Convention	Number of programs/training modules drafted and adopted; number of staff of service centers involved in training; disaggregated according to type of services, position etc.; % of budget planned to improve capacities of dedicated professionals, in annual budgets of line ministries; performance reports for delivered services, etc.	National study on mapping of services on violence against women, in line with Istanbul Convention contains data on existing services and training provided, and needs on further training	Annual monitoring reports of the strategy with data that will be forwarded from each Ministry, depending on established services (for e.g. Department of social protection at MoSWY, MoH, MoJ, MoI, etc.)	MoSWY (SSS) LGU for services that will be established. MoSWY is also responsible for specialized support services that are delivered by CSOs	All line ministries and LGUs or service providers convey the data to MoSWY (the activity of these services should also be monitored by SSS); MoSWY reports at KKBGJ All line ministries and LGUs or service providers convey the data to MoSWY (the activity of these services should also be monitored by SSS); MoSWY reports at KKBGJ	Social Protection Strategy	2016-2020 ¹⁷	Total 1,680,000.00 Lek	Total 750,000.00 Lek 2019-2020	Total 930,000.00 Lek 2016-2020

3.2.7. Expansion of the range of specialized support services, in line with the requirements of the Istanbul Convention, and their piloting country-wide ¹⁹ .	Number of additional specialized staff in existing service centers, to enable services for all vulnerable groups (meaning women with disabilities, LBT, ethnic minorities etc.); number of new services established in the country, in line with EU standards (reference to activities quoted for this service); number of success stories; % of dedicated budget for these services and spent annually; etc.	National report about mapping of services in line with Istanbul Convention contains data about the services that are part of this activity, and the need for their improvement or adding new services)	Annual monitoring reports of this Strategy with data that will be conveyed from each Ministry depending on established services (for e.g. Social Protection Directorate at MoSWY; MoH, MoJ, MoI, etc.)	LGU MSWY CSOs; donors	LGUs or service providers forward the data to MoSWY (activity of these services should be monitored by SSS as well); MoSWY reports to KKBGJ	Social Protection Strategy	2016-2020 ¹⁹	Total 530,074,000.00 Lek	Total 214,542,000.00 Lek 2019 103,572,000.00 Lek	Total 251,532,000.00 Lek (2017-2020) 64,000,000.00 Lek Project expenditure
3.2.8. Provision of free legal aid for victims/survivors of GBV&DV, through implementation of Law on Free Legal Aid, by making available trained lawyers to this end	List of lawyers trained by the Legal Aid State Commission (LASC) and the Bar Association, for specialized support to victims of GBV&DV; cases of victims of GBV&DV assisted pro bono by this service (disaggregated according to age, residence, ethnicity, education, status, employment etc.);	Data so far indicated a limited number of individuals that received free legal aid	Reports or websites of MoJ, LASC, Bar Association;	MoJ, LASC, Bar Association	The data that LASC will forward to MoJ, MoI in turn will forward to MoSWY which reports to KKBGJ	Justice Reform and the proposal of Euralius for the revision of Law on free legal aid	2016-2020	Total 9,819,500.00 Lek	Total 9,540,000.00 Lek Budget depending on the number of cases that seek the service	Total 279,500.00 Lek 2016

3.2.9. Training and reporting of data regarding addressing cases of domestic violence or issues related to gender equality through mediation (with due respect to standards and requirements of Istanbul Convention regarding mediation and zero tolerance against violence)	List of mediators that will be trained and will provide redress to addressing conflicts through mediation by the National Chamber of Mediators (NCM)	Mediation is a relatively new institution and quite successful, because of its impact in reducing financial costs, and time for settling disputes	Reports or website of NCM	NCM	The data that NCM will forward to MoSWY will be reported to KKBGJ		2016-2020	Total 1,434,792.95 Lek	Total 1,434,792.95 Lek 2016 120,000.00 Lek 2017 319,000.00 Lek Annually 2% more than the previous year
3.2.10. Obtaining experience for establishment of new services for other forms of violence against women, that have not been specifically addressed so far - focusing on establishment of specialized services for sexual violence	No of staff trained and specialized to provide this service through study visits or international expertise that could come to Albania, and training to this end;	National report on service mapping, in line with Istanbul Convention contains data regarding this service	Annual monitoring reports of this strategy, with data that will be submitted by line ministries under which the service will be provided, for e.g. MoH	MSWY, Donors	MSWY will report to KKBGJ		2017-2020 ²⁰	Total 2,014,650.00 Lek	Total 2,014,650.00 Lek 2017 1,078,400.00 Lek
3.2.11. Support with social housing of single mother households/women victims of domestic violence	Number of women that have received bonus subsidies	No reference base	LGU reports	LGU, Ministry of Urban Development (MoUD)	MSWY which reports to KKBGJ	Housing Strategy and Action Plan for 2015-2025, Decentralization strategy	2016-2020	Total 10,000,000 Lek	Total 10,000,000 Lek 2016 2,000,000 Lek

Objective 3.3: Punishment of perpetrators and giving them options for their rehabilitation, through specialized programs									
Objectives indicators: (i) By end of 2020, criminal law on gender based violence and domestic violence should be harmonized with international harmonized instruments									
(ii) By end of 2020, number of perpetrators punished, and then rehabilitated should increase by 30%.									
3.3.1. Improving legislation in general regarding aspects of GBV&DV, in line with studies performed, and its harmonization with EU Acquis, Istanbul Convention etc.	Number of legal and by-legal acts adopted regarding harmonization of the legal framework	Legal framework evaluation report recently drafted in the context of the justice reform, with support of UN organizations	Official gazette editions with published acts	MoSWY, line ministries, donors	MSWY which reports to KKBGJ	Justice reform	2016-2018	Total 976,850.38 Lek	Total 976,850.38 Lek 2016 187,710.00 Lek Annually 2% more than the previous year
3.3.2. Annual reporting of statistical data from first instance and appellate courts regarding judicial ruling, domestic violence data	Statistical data regarding number of decisions and persons tried and punished	Statistical data published in the Annual Statistics book of the Ministry of Justice (MoJ)	Court statistics	Courts, MoJ	MSWY which reports to KKBGJ		2016-2020	Total 1,601,756.72 Lek	Total 1,601,756.72 Lek 2016 307,791.00 Lek Annually 2% more than the previous year
3.3.3. Monitoring due respect for legal procedures during trials on domestic violence	Inspection report on fact finding and concrete recommendations for improving the situation	Exercise of inspection in first instance and appellate courts	Statistics and summary information regarding ensuring observation of due legal process	Inspection in the judiciary	MSWY which reports to KKBGJ		2016 - 2020	Total 6,229,053.93 Lek	Total 6,229,053.93 Lek 2016 1,196,965.00 Lek Annually 2% more than the previous year

3.3.4. Improving professional capacities of judges and prosecutors through continuous training provided by the School for Magistrates	Number of trainings organized focusing on domestic violence and gender equality	No. of participants trained	Webpage of the School for Magistrates	School for magistrates, KMD	MSWY which reports to KKBGJ		2016 - 2020	Total 3,500,000.00 Lek	Total 3,500,000.00 Lek	Total 3,500,000.00 Lek	Annual budget for training on violence and gender equality 700,000 Lek
3.3.5. Evaluation of the service for Counseling boys and men and the possibility for piloting it to 3 major municipalities in the country	Recommendations for extending further the service; standards in place for the delivery of this service at the national level; % of budget allocated to line ministries for this services, and piloting it to 3 new (additional) municipalities; etc.	No reference base, evaluation of the service will service as a bases for future reference	Published evaluation report	SSS and service delivery organizations (QKD&B)	MSWY which reports to KKBGJ		2016-2017 for service evaluation, 2017 drafting of standards; 2018-2020 piloting to 3 municipalities in the country	Total 28,282,960.00 Lek	Total 9,487,960.00 Lek	Total 18,795,000.00 Lek	2016 300,000.00 Lek
3.3.6. Improving the role of the Probation office in the identification of needs and referral of concrete cases of offenders, depending on the type of violence, in line with the legislation in effect	Number of cases referred of offenders that have been addressed by the Probation service; etc.	The Probation Service cooperates with institutions and different NGOs, based on Memorandums of Cooperation, for referral of cases, depending on their specificity	Reports forwarded by the Probation Service to the MoJ, of the webpage of the General Directorate of Probation Service	Probation Service	Probation Service forwards the information to MoJ, which submits it to MoSWY which in turn reports to KKBGJ		2016-2020	Total 902,037.31 Lek	Total 902,037.31 Lek	Total 902,037.31 Lek	2016 177,566.40 Lek
Strategic goal 4: Strengthening the coordination and monitoring role of National Mechanism of Gender Equality and raising awareness of society regarding advancement of gender equality											
Activities	Indicators	Reference base	Data source	Responsible body	Monitoring/ reporting	Shared goals strategies	Timeframe	Financing			
								Cost estimates		Potential sources	
								State budget	Donors		

Objective 4.1: Improving Sector of gender equality, in line with its role according to the legislation in effect, and the recommendations of international conventions and documents									
Objective indicator: (i) By end of 2020, empowerment of Gender Equality Sector at MoSWY (consolidated and efficient structure), in line with its coordinating and monitoring role; (ii).									
4.1.1.1. Improving gender equality sector, in line with its role, according to the legislation in effect and recommendations of international conventions and documents	Strengthened structure of the GE Sector; job description of all staff updated; % of specific budget for the sector in annual budget of MoSWY increased annually by 3 % of the amount, etc.	Currently the gender equality sector is composed of 4 staff: 1 head of sector and 3 specialists (one is a recent addition in the framework of the new initiative of MoSWY for introducing interns in the state institutions and ensuring their sustainable employment)	Organizational chart of MoSWY; job descriptions deposited with the respective Directorate; % of budget added for this sector in the annual budget of MoSWY	MSWY donors	KKBGJ (MoSWY will report at KKBGJ)	Reflected in NSDI 2015-2020 (point 1.8 – ensuring gender equality, objective 3);	2017 (; 2018-2020 increase of budget % for MoSWY for this sector)	Total 2,511,976.32 Lek 2018 820,800.00 Lek	Total 2,511,976.32 Lek
4.1.2. Launching and coordination of processes for monitoring the law on gender equality and the law on domestic violence etc.	Drafted monitoring reports (regarding implementation of law on gender equality);	The Sector in cooperation with donors has initiated processes for the evaluation of the legislation, and its harmonization with international legislation, and for drafting periodical reports, in line with ratified instruments	Webpage of MoSWY and line ministries where monitoring reports are published	MoSWY, line ministries, specialized NGOs in the area of monitoring, and donors	MSWY reports at KKBGJ	(same as above)	2016-2017, monitoring of law on gender equality; ¹²¹	Total 5,533,629.37 Lek 2016 1,063,333.33 Lek Annually 2% more than the previous year	Total 5,533,629.37 Lek

4.2.1. Improving capacities of gender officials ²²	Number of trainings and qualifications delivered by ASPA; training will focus on gender mainstreaming in policy-making and decision-making in terms of gender budgeting, gender equality, GBV/DV, M&E regarding gender integration in implementation, monitoring and evaluation policy-making processes, in line with enforcement of legal duties, unified tried modules, etc.	Network of NGJQ is composed of 18 gender officials in the line ministries, DoPA and the Council of Ministers. MoSWY has time and again provided training, but there has been a frequent change in the persons appointed as gender officials	Updated data base of NGJQ drafted by gender equality sector	ASPA, MSWY and donors	ASPA forwards the information to MoSWY which in turn reports to KKBGJ	Reflected in NSDI, 2015-2020 (point 11.8 – ensuring gender equality, objective 3.3.)	2016 - 2020 ²³	Total 1,170,000.00 Lek	Total 1,170,000.00 Lek 2016 90,000.00 Lek Annual budget based on the number of persons trained	
4.2.2. Appointment of full time gender officials (NGJQ) (ensuring sustainability of the network of NGJQ, moving from focal points to gender officials, according to the requirements of the law)	Number of full time NGJQ appointed at the central level; updated job descriptions, in line with the legislation in effect; % of budget reflected in the respective budgets of line ministries, in supporting the sustainability of this network; etc.	Network of NGJQ is composed of 18 gender equality focal points of line ministries, DoPA and the Prime Minister's office, but none full time	Data that each ministry submits to MoSWY; state budget data (respective budgets of line ministries), etc.	Line ministries	MSWY through monitoring data reports at KKBGJ	Same as above	2017-2020	Total 39,432,960.00 Lek	Total 39,432,960.00 Lek 2016 4,224,960.00 Lek	

4.3.1. Enforcement of respective decisions of Council of Ministers (DCM) for gender budgeting in all ministries in the country	Improved state-ments of budget plans in all line ministries; increased % of budgets reflecting equal address of needs for both genders, and fosters empowerment of women and girls; % of budgets in line ministries dedicated to implementation of this strategy, etc.	MoF and line ministries have been working for some time for the enforcement of DCMs, with the support of donors	Statement of state budget (medium term budget framework and annual budgets)	MoF and all line ministries	MSWY reports the data of MoF at KKBGJ	Reflected in NSDI, 2015-2020 (point 11.8, objective 3.1); in line with the existing legal framework	2016 - 2020	Total 6,857,392.10 Lek	Total 5,167,392.10 Lek 2016 107,260.50 Lek	Total 1,690,000.00 In 2016
4.3.2. Improving capacities of local public administration for acknowledging and using gender responsive budgeting through utilization of the integral curricula of training about local finance management	Number of staff trained; number of trainings carried out with unified modules acknowledged by ASPA, etc.	MSWY with support from UN has ensured interventions in different municipalities in the country, for improving capacities in this direction (for more accurate data please refer to UN office)	Data will be forwarded from LGUs to MoSWY through gender officials; training reports, etc.	LGU, MSWY, donors and specialized organizations to this end	LGU forwards the information to MSWY which reports to KKBGJ	Reflected in NSDI 2015-2020 (point 11.8, objective 3.1); in line with the legislation in effect	2016 - 2018 (full cycle of training, in all municipalities countrywide)	Total 1,800,000.00 Lek	Total 1,800,000.00 Lek Annual budget depending on the number of persons trained	

4.3.3. Implementation of gender responsive budgeting in the process of drafting LGU budgets	Additional/improved budget lines, based on the results of the application of gender responsive budgeting	There are municipalities in the country that already have this experience	The data are forwarded from the LGUs to MoF and MSWY, document of processes of gender responsive budgeting etc.	NVQV, MF	LGU conveys the data to MSWY, which reports to KKBGJ	Same as above	2016 – 2020 ²⁵	Total 19,031,350.00 Lek	Total 19,031,350.00 Lek Budget assigned on the number of public hearings
Objective 4.4. Raising awareness of broad public about acknowledgment of gender equality, as a prerequisite for the country's development									
Objective indicator: By end of 2020, number of individuals in the society that believe in gender equality as a prerequisite for the country's development increased by 30%.									
4.4.1. National periodical study about measuring perception of the society regarding gender (in)equality and its role in a country's development	% of individuals that agree that gender equality is a must for a country's development (gender, age, residence, status disaggregate, etc.)	It will be identified by the national study	Published report of national study; it could be complemented/ supported by INSTAT Females and males (following the first study)	MSWY INSTAT and donors	KKBGJ (MSWY will report at KKBGJ)	Reflected in NSDI 2015-2020 (point 11.8 – ensuring gender equality, objective 3); all strategies of line ministries provide for awareness raising actions (MA, MoJ, MoH, MoI, MoC, etc.)	2017 and 2020	Total 3,096,450.00 Lek	Total 3,096,450.00 Lek In 2017 1,503,990.00 Lek In 2020 1,592,460.00 Lek

4.4.2. Coordination of awareness raising campaigns and activities, that aim at reducing gender stereotypes and discrimination practice for groups of women victims of multiple discrimination ¹²⁶	Number of coordinated campaigns or activities carried out each year, % of dedicated and spent budget from the budget of line ministries for conducting these campaigns; Number of central, and local institutions, and CSOs involved in these campaigns; number of joint messages used; number of organized activities in the framework of these campaigns; number of individuals involved, etc. Number of coordinated campaigns or activities carried out each year, % of dedicated and spent budget from the budget of line ministries for conducting these campaigns; Number of central, and local institutions, and CSOs involved in these campaigns; number of joint messages used; number of organized activities in the framework of these campaigns; number of individuals involved, etc.	The gender equality Sector has experience in the coordination of such campaigns (this will be similar for the campaigns foreseen in strategic goal no 3 of this strategy)	Data about activities published in the website of MoSWY, line ministries, NGOs, municipalities and donors; activities published in the social media, etc.	MSWY MoES, MoH, MoC, other line ministries, LGU, CSO and donors	Line ministries and Local self-government report at MoSWY, MSWY at reports at KKBGJ;	(Same as above), national education Strategy, national health Strategy, PKV for Roma and Egyptian communities, PKV for LGBT, etc.	2016-2020 ¹²⁷	Total 893,100.72 Lek	Total 893,100.72 Lek In 2016 171,616.80 Lek Annually 2% more than the previous year	
--	---	---	---	--	--	---	--------------------------	-------------------------	---	--

4.4.3. Updating data that enable gender analyses of the situation, and proposal of measures that address inequalities among different groups of women	Results/reports from cross-national gender analyses conducted regarding these groups; consolidated and updated data system regarding this gender analyses; etc.	There are study initiatives about these groups of women, but not at the national level	Website where the findings will be published; publication Females and Males of NSTAT (that could be updated), national periodical reports, etc.	MSWY INSTAT line ministries	MSWY reports at KKBGJ		Starting from 2016, gender analyses and studies should be periodical	Total 1,690,614.67 Lek	Total 1,690,614.67 Lek In 2016 324,865.80 Lek Annually 2% more than the previous year
---	---	--	---	-----------------------------	-----------------------	--	--	---------------------------	---

101. According to INSTAT's suggestions, this survey will be conducted in 2020, as a must, in a periodicity of 10 years.

102. As part of one of national surveys of INSTAT (part of ADHS 2016-17

103. (ADHS) dhe i njëjti modul të replikohet në anketën kombëtare që do ndërmarrë INSTAT në vitin 2020

104. Such as: 16 days of activities against violence against women; HeForShe, MenEngage/MenCare, etc. (Special focus on the activities as part of these campaigns will be given to activities that encourage victims/survivors of DV/GBV to report their cases – this will take place through information about their rights, protection that is provided to them, specific measures, specific structures etc.

105. Every year (25 November - 10 December, 16 days; flexible, but it is better for them to be defined by MoSWY for organization of other campaigns)

106. In parallel with specific topics such as: gender equality issues, GBV and DV

107. 2016-2017 – preparing unified training modules; 2017 – 2020 annual training

108. 2016 – 2017: drafting/unification of modules for each group of professionals from respective ministries; 2017 – 2020: annual training

109. 2016-2017- youth mobilization meetings; 2018-2020 – joint activities and trainings as a cross-country movement
110. Ongoing activity, since the establishment of national referral mechanisms in 32 municipalities is not complete yet, it meets the criteria for the establishment of the mechanisms, but not for their efficient functioning. Joint trainings and a number of other elements (reflected under Indicators) meet this criterion. Joint trainings should be planned starting in 2016 and should be periodical, at least twice a year, for each established National referral mechanism. Number of training participants varies from 15-25, since it includes social administrators, in addition to members of the national referral mechanism
111. Kjo nënkupton që deri në fund të vitit 2020, Koordinatorët Vendorë duhet të jenë tërësisht pjesë e strukturave të bashkive.
112. Training will start with 44 Local coordinators that have already been appointed
113. In line with efficiency of data base system, there is need to introduce a specific protocol for the exchange of personal data of victims of domestic violence through local representatives of police and local coordinators of domestic based violence
114. There are municipalities that due to the change in the local coordinators do not have access to the system. In addition, the system which is in www.revalb.org may need to undergo improvement of some items, for it to be complete – this is done by the field experts, in cooperation with the local coordinators that update the system
115. The data will be introduced following training, for those municipalities that have not done so earlier
116. 2016 – lancimi i nr dhe fillimi i punës së linjës, trajnimi bazë i punonjësve të mbyllet brenda vitit 2016 (kupto trajnimi në përputhje me Konventën e Stambollit) dhe të planifikohet çdo vit nga një trajnim për përmirësimin e shërbimit, vlerësuar sipas nevojave të stafit, raportimi i rasteve të referuara të jetë i përvitshëm, matja e performancës së shërbimit çdo dy vjet
117. 2016-2017 drafting of training modules – to this end can be used the support that UNDP provided to the National Shelter during 2015; modules should be drafted for all specialized services (at least: housing, counseling, green line, services for children witnesses of violence, services for victims of sexual violence, programs for offenders); 2017-2018 delivery of trainings; 2019 measuring performance of provided services (comparative base- study for mapping of services, 2015); 2020 – measuring % of budgets of respective ministries allocated to improvement of capacities of staff of these services)
118. Specifically, this activity will focus on services such as shelters – emergency and long-term, counseling centers, i.e long term service; services for children witnesses of violence; specialized services for women from vulnerable groups, women disabilities,
- women from Roma community, LBT, elderly, etc.
119. During 2016 there is a plan to increase the number of specialized staff in the existing centers; 2017-2020 extending necessary services, and establishment of new ones
120. During 2017 will be defined the methodology for conveying this experience countrywide; a group of professionals needs to be set up, and they will be trained; during 2018 and on, this service will continue to be provided until the establishment of specific centers
121. Koordinimi për përgatitjen e raporteve sipas Konventave, në përputhje me afatet e raportimit të kërkuara nga Komitetet specifike, apo të shpallura nga MPJ
122. In particular, as regards improvement of their skills for addressing properly interventions for reducing discrimination among vulnerable groups that are victims of multiple discrimination)
123. The suggestion is for a round of trainings to start in 2016, following preparation of updated modules and acknowledged by ASPA. Further on, with the implementation of activity 4.2.2, training should be annual, with repeated cycles at least twice annually.
124. The suggestion is for a round of trainings to start in 2016, following preparation of updated modules and acknowledged by ASPA. Further on, with the implementation of activity 4.2.2, training should be annual, with repeated cycles at least twice annually
125. If with introduction of fiscal law for local units of self governance, gender budgeting becomes mandatory, then this deadline may be expedited.
126. The focus might also include practices such as: early marriage, choosing the sex of the child before it is born, etc
127. Annually, duration and period should be determined based on planning by respective ministries, and based on specific PKV for groups victims of multiple discrimination, such as PKV for Roma and Egyptian communities, PKV for LGBT, etc.

Annexes

Table of Compatibility of Strategic Priorities with Mid Term Budget Planning And Programme Policies' Statements

ANNEX 5: TABLE OF COMPATIBILITY OF STRATEGIC PRIORITIES WITH MID TERM BUDGET PLANNING AND PROGRAMME POLICIES' STATEMENTS

No.	Objective	Ministry / Ministries	Budgetary programs	Statements of budgetary programs	Budget foreseen in the strategy	Budget foreseen in the budgetary programs (2016-2019)	% of budget against the total strategy budget
I	Strategic aim 1 ECONOMIC EMPOWERMENT OF WOMEN AND MEN						
1.1.1	Objective 1.1 Increase participation of women in the job market and reduce gender gap	MoSWY	01110 Planning, management and administration	Effective completion of MoSWY obligations and programs as they are described in the government's program and at the community level in order for our institution to meet the requirements of the SAA and IPA, as well as other international agreements where the Albanian Government is party to.	375,411.75	5,984,000.00	0.01%
1.1.2		MoSWY	10550 Job market (Activities under product A: Mediation by the employment offices)	Greater opportunities and better jobs for all women and men through policies which will encourage quality jobs and opportunities for acquiring skills for all women and men throughout their life cycle. Coherent active policies coordinated with the demand and offer for employment which bring about elimination of obstacles in social inclusion. Promote a comprehensive job market for both males and females though job market active programs (promotion programs for employment, training, retraining, internships, or other measures which generate employment).....	8,243,199.61	1,526,306,000.00	0.30%

1.1.1.3		MEDTTE	04130 Support for Economic development Product J-Subsidized entrepreneur women Product K-Subsidized start-up entrepreneurs	Increase funding for SMEs through funds and programs with the contribution of the government and donors; create tools and support programs for productive sectors of SMEs that represent competitive advantages for drafting policy, legal and institutional framework to support the development of entrepreneurship and investment, growth and expansion of activities in the field of training and education.	24,000,000.00	80,000,000.00	0.86%
1.1.4		INSTAT	01320 Statistical Activity -INSTAT		7,626,000.00	1,884,785,000.00	0.27%
1.1.5		MoSWY	10550 Job market	Greater opportunities and better jobs for all women and men through policies which will encourage quality jobs and opportunities for acquiring skills for all women and men throughout their life cycle.	25,337,500.00	1,526,306,000.00	0.91%
1.2.1	Objective 1.2 Reduction of unpaid labor of women at home by increasing access to and the quality of social services	MoSWY	10550 Job market	Greater opportunities and better jobs for all women and men through policies which will encourage quality jobs and opportunities for acquiring skills for all women and men throughout their life cycle.	1,610,000.00 (with donors)	1,526,306,000.00	0.06%
1.2.2		INSTAT	01320 Statistical Activity -INSTAT		15,191,160.00 (2020)	1,884,785,000.00	0.55%

1.2.3	MoSWY	10220 Social insurance	a) Improve the efficiency of SSI's management of social security supplementary, mandatory and programming funds. b) Continue work the on administrative consolidation of SSI, to upgrade it and make it capable of integrating and implementing EU standards. c) Put the insured person and quality services to them at the heart of its activity. d) Comply with applicants' requests no later than 30-35 days from the application date. e) Collect the incomes from the contributions of farmers and voluntary insurance, efficient management of temporarily free funds and the reserve fund. f) Improve infrastructure, continue work for the completion of the consolidated archiving of documentation for the insurance periods and their digitalization.	2,516,407.73 Budget (2019-2020) 2,557,320.00 (donors 2017-2018)	206,090,000,000.00 (there is no specific product)	0.18%
1.2.4- 1.2.9 1.2.4 1.2.5 1.2.6 1.2.7 1.2.8 1.2.9	LGUs Donors	LGU-unconditioned transfer + own income + Fund for Regional Development. The source is the same.	These activities are the obligation of LGUs in the budgetary programs of Education and Social Care (Activities 1.2.4 up to 1.2.9)	712,923,129.95 742,500.00 (donors 2017) 310,530,000.00 63,489,289.95 1,896,490.00 56,250,000.00 280,000,000.00 1,499,850.00 Nga të cilat 742,500.00 (donatorë 2017)		25.63%

1.3.1	Objective 1.3 Economic empowerment of women in the rural areas	MoSWY/NES	10550 Job market Product B-Employed/ trained through the employment encouragement program (there is a need to initiate promotional programs in the rural areas)	Greater opportunities and better jobs for all women and men through policies which will encourage quality jobs and opportunities for acquiring skills for all women and men throughout their life cycle.	45,000,000.00(Buxheti) 45,000,000.00 (Donors)	1,420,000,000.00 (there is no specific program for this category)	3,23%
1.3.2		MoSWY/NES	10550 Job market Product B-Employed/ trained through the employment encouragement program (there is a need to initiate promotional programs in the rural areas)	Greater opportunities and better jobs for all women and men through policies which will encourage quality jobs and opportunities for acquiring skills for all women and men throughout their life cycle.	35,000,000.00(Buxheti) 35,000,000.00 (Donors)	1,420,000,000.00 (there is no specific program for this category)	2.69%
1.3.3		MARDWA/NJVQV	MARDWA-there is no program covering this activity; LGUs-there is no information		4,079,282.94 (Budget 2019-2020) 3,979,400.00 (Donors 2017-2018)		0.29%
1.3.4		MARDWA	04860 Agricultural counselling and information Product D-Informed women through the counselling service structure	The program aims at consolidating the knowledge on agriculture among agriculture stakeholders in the country who compete in a global market, through the distribution of agricultural and farming technologies, in support of farmers and agribusiness.	1,561,212.05	6,000,000.00	0.06%

1.3.5		MARDWA/ARDA	04250 Rural development by supporting agriculture, farming, agroindustry and market Product D-Number of farmers, man and women, beneficiaries of national schemes	The fundamental aim of the program's policy is to ensure a mechanism for the EU pre-accession instrument, in order to have a gradual approximation of standards in agriculture and agriculture marketing. Improve the quality of life in the Albanian rural communities through increase of income and employment for women and men due to the increase of products' productivity and competitiveness.....	182,141,405.60	9,168,317,000.00	6,54%
1.3.6		MARDWA	This measure is not included in the budgetary program.		3,500,000.00 (Budget 2020) 6,500,000.00 (Donors 2017-2019)		0.36%
1.3.7		MoSWY/PHI	04170-Inspection at work. This measure is not included in the budgetary program	Improve the working conditions in order to reduce the rate of occupational accidents at 8% comparable with the level of the EU, and increase the quality of life, aimig at increasing the life expectancy of employees by two years as of 2012 and beyond 2018. (EU community strategy vision).	2,532,000.00 Year 2017 50% of the amount Year 2020 50% of the amount (with donors)	17,500,000.00	0.09%
1.3.8		MARDWA/MD/ KMD	05470 Sustainable management of agricultural land	Sustainable management of agricultural land through the improvement of the information system and the functioning of a multi-purpose cadastre. Development of policies and programs for a better use of agricultural land.	1,448,946.38	110,000,000.00	0.05%
1.3.9		MD/MoSWY	This measure is not included in any budgetary program		295,000.00 Donors 2017		0.01%
1.3.10		DHKN/Donors	This measure is not included in any budgetary program		363,000.00 Donors 2017		0.01%

1.3.11	MoH	07220 Primary healthcare services Product E – Individuals of the basic medical check-up-Description of the product – Completion of the basic medical check-up for the population between 40-65 years old The indicator at the NAP: Number of women benefiting from the primary healthcare service and the check-up as per categories (40-65 years of age)	Universal coverage of the population needs for primary health care through the provision of free visits from the family doctor, basic medical check-up and prevention programs. Fulfilling the approved national quality standards of primary health care institutions through the accreditation process. Improvement of health care for mothers and children. Reduction of the burden of morbidity and prevention of premature fatalities caused by chronic diseases among the adult population. Increase the number of medications and treatment materials in the reimbursement list, to increase access of the population in the scheme.	84,870,000.00	3,591,000,000.00	3.05%
1.3.12	MoH/RDH/PHI/PHD	07220 Primary healthcare services Product B – Visits performed at the primary healthcare Description – visits performed at the health centers and at the ambulances. In this case, this is about establishing a mobile team in the rural areas	Universal coverage of the population needs for primary health care through the provision of free visits from the family doctor, basic medical check-up and prevention programs	100,050,000.00	29,093,000,000.00	3.59%

1.3.13		MoH/LGUs	01100-Planning, management and administration Product A- Policy documents produced. The description of the product at the PBA is: Initiation and realization of legal and sublegal acts in the field of healthcare. In this case this is about initiating a sublegal act. R	100% fulfillment of national and international commitments in the field of health by 2020; 100% completion of a legal framework in line with EU directives by 2020; improvement of managerial capacity to 50% by 2020.	136,796.00	1,045,000,000.00	0.00%
1.3.14		LGUs	LGU-unconditioned transfer+own income + Fund for Regional Development		48,000,000.00 (Budget 2019-2020) 32,000,000.00 (Donors 2017-2018)		2.87%
1.3.15		MoSWY	09240 High school education (vocational) Product I-Suppliers of VET ho promote the offer of AFP	To enable the acquisition of skills by all, throughout the whole lifecycle, through policies that would reform the VET system, in order to increase the quality of Vocational Education and Training (VET), promoting an all-inclusive VET. Improvement of the VET management system as a whole. Increasing the involvement of specific groups in the VET system. Increase participation by 25% of the men and women who follow VET, 25% of employed after graduating from the VE be girls, out of the 40% of employed after graduation at the VE, increase to 4% the number of adults participating in lifelong learning.	2,532,000.00	54,990,000.00	0.09%

1.3.16		MARDWA/MoSWY	04250- Rural development supporting agriculture and farming production, the agroindustry and the market Product B- Promotion of Albanian products in agriculture, farming, and agro-processing	The fundamental aim of the program's policy is to ensure a mechanism for the EU pre-accession instrument, in order to have a gradual approximation of standards in agriculture and agriculture marketing. Improve the quality of life in the Albanian rural communities through increase of income and employment for women and men due to the increase of products' productivity and competitiveness. The program policy also aims to affect the growth of specialization nationwide (regionalization) and specialization of farms to increase production and promote the development of agricultural trade, increase the level of industrial processing of agriculture and farming products as well as improve their marketing	40,545,977.97	74,500,000.00	1.46%
1.3.17		MARDWA	04860 – Counselling and information on agriculture Produkti B – Farmers contacted and extension services offered	The program aims at consolidating the knowledge on agriculture among agriculture stakeholders in the country who compete in a global market, through the distribution of agricultural and farming technologies, in support of farmers and agribusiness.	52,360,000.00	190,900,000.00	1.88%
1.3.18		MARDWA	04860 - Counselling and information on agriculture. There is no specific product.	The program aims at consolidating the knowledge on agriculture among agriculture stakeholders in the country who compete in a global market, through the distribution of agricultural and farming technologies, in support of farmers and agribusiness.	558,187.95	803,000,000.00	0.02%
1.3.19		MoSWY/Donors	This measure is not included in any budgetary program		450,000.00 (Donors2020)		0.02%

1.4.1	Objective 1.4 Reduction of poverty among women and girls	INSTAT MoSWY	01320 Statistical activity-INSTAT	It is not a shared activity	58,700,000.00	442,000,000.00 (total budget)	2.11%
1.4.2		LGUs	10430-Social Care Product C-Legal and sublegal acts on social care	Through policies of social care, it is aimed: 1) by 2020 to have an impact on alleviating extreme poverty through targeting and better coverage of poor families in the scheme of welfare; 2) by 2020, every child, and / or adult with disabilities to benefit from the scheme of payments in cash and necessary and integrated social services 3) by 2020, every child and / or adult, Albanian families, women and girls at risk of being trafficked and violated has equal access and benefits from a functional and inclusive system of social care services based on the principle of decentralization, de-institutionalization and diversification of social services.	187,500.00 (Budget) 225,000.00 (Donors)	77,094,000.00	0.01%
II	Strategic aim 2: Guaranteeing equal participation of women in political and public decision-making						
2.1.1	Objective 2.1 Increase the decision making in public process of women in decision making levels	Assembly/Alliance of Women MPs	Is not covered by the Assembly's budget		348,000.00 (Donors 2016)		0.01%
2.1.2		MoSWY KMD	10460- Social inclusion This measure is not linked with any specific product Product C- Effective national mechanism for gender equality	Social Inclusion Programme aims to achieve gender equality as a necessary condition for the development of the country through: increasing participation and women's social empowerment, especially in rural areas; increasing society's awareness against gender based violence and violence and strengthen the mechanisms for referral of cases of domestic violence, according to the provisions of NSDI 2015-2020	385,026.00		0.01%

2.1.3		Ministries CoM/KMD	Measures to be implemented by several institutions	Is not linked to any specific budgetary program	1,245,810.79		0.04%
2.1.4		Ministries			No cost		0.00%
2.1.5		DAP & ASPA	Measure to be implemented by ASPA with donors' funds		1,168,744.00 (Donors)		0.04%
2.1.6		Political Parties	Measure to be implemented by the political parties		1,101,600.00	760,000,000.00	0.04%
2.1.7		Political Parties	Measure to be implemented by the political parties		1,000,000.00 2016-2017)		0.04%
2.1.8		Political Parties	Measure to be implemented by the political parties		1,872,481.93 2016-2020)		0.07%
2.2.1	Objective 2.2 Increase at 40% participation of women in public process among women in decision making levels at the local government	LGUs	Measure to be implemented by the LGUs		2,197,415.68 (Donors)	x	0.08%
2.2.2		Donors & MoSWY	Measure to be implemented by the donors		2,258,360.00 (Donors)		0.08%
2.2.3		Municipal councils			76,000.00 (Donors) 77,520.00 (LGUs)		0.01%
2.2.4		LGUs			1,819,200.00 (Donors)		0.07%
2.2.5		2.2.1			1,670,671.34 (Donors)		0.06%

2.2.6		2.2.2	Unspecified in the total of operational expenses (602)	ASPA in training programs for LGUs	2,745,000.00		1.00%
2.2.7		AMSHC	Unspecified in the total of operational expenses (602)		93,270.00	5,000,000.00	0.00%
2.2.8		AMSHC	Unspecified in the total of funds for transfers to third parties (604)		12,516,834.00	404,000,000.00	0.45%
2.2.9		MoSWY			779,400.00		0.03%
2.2.10		LGUs	LGU-unconditioned transfer+own incomes		1,896,490.00		0.07%
2.2.11		LGUs	Beneficiaries of donors' funding		2,425,600.00 (Donors)		0.09%
2.2.12		Regional Council	Unconditioned transfer		373,080.00		0.01%
III	Strategic aim 3: Reduction of gender based violence and domestic violence						
3.1.1	Objective 3.1 Continuous awareness raising among the society to reject and not tolerate gender based violence and domestic violence	INSTAT donors	01320 Statistical activity-INSTAT	It is not a shared activity	5,000,000	100,774,000.00 (buxheti total)	0.18%

3.1.2		MoSWY&other ministries	10460- Social inclusion Product D and J-Public awareness raising against gender based violence and domestic violence through coordination at local level, training and (unfinished)	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women	4,000,000.00 (Budget) 16,000,000.00 (Donors)	34,090,000.00	0.72%
3.1.3		MES (IZHA)	09120 Basic education (including pre-school education)	Quality and all-inclusive education aiming at meeting the European standards. Increased access to VE, 100% involvement of 5-year olds in preparatory classes; increase years of schooling. Increase autonomy of schools; reduce the number of drop-outs in basic education. Attract Roma and Egyptian children in basic education and vocational education. Rehabilitation/construction of kindergartens and schools according to the standards. Increase the quality of teaching, train the teachers, equip schools with science and IT laboratories, set up digital libraries for basic education. Extend and improve the service provided by the social workers and the psychologists according to the standards comparable with those of developed countries.	2,242,500.00 Donors		0.08%

3.1.4		MAS (IZHA)	09120 Basic education (including pre-school education) Product –Training of teachers	Quality and all-inclusive education aiming at meeting the European standards. Increased access to VE, 100% involvement of 5-years olds in preparatory classes; increase years of schooling. Increase autonomy of schools; reduce the number of drop-outs in basic education. Attract Roma and Egyptian children in basic education and vocational education. Rehabilitation/construction of kindergartens and schools according to the standards. Increase the quality of teaching, train the teachers, equip schools with science and IT laboratories, set up digital libraries for basic education. Extend and improve the service provided by the social workers and the psychologists according to the standards comparable with those of developed countries	4,860,000.00 Budget 2020 14,760,000.00 Donors		0.70%
3.1.5		HEI	Grant for HEI Review of curricula and syllabus is a functional task of of te HEI departments. This task is part of the academic staff. The HEI recieve a grant from the government to comply with such obligations. We have anticipated 20 of these, thus 5 per each year.		1,308,900.00		0.05%
3.1.6		Religious communities	Not covered by the budget		720,000.00 Donors		0.03%

3.1.7		Media Institute, Faculty of Journalism	Not covered by the budget		1,260,000.00 Donors		0.05%
3.1.8		MoH, MES, PHI,DRSH	07220 Primary care service 07450 Public health service	Universal coverage of the population needs for primary medical care through the provision of free visits from the family doctor, basic medical examination and preventive programs. Protection of health and the promotion of healthy lifestyles through control of infectious diseases; strengthening of the immunization program; supply at 100% of the vaccines as per the vaccination calendar and vaccine coverage of over 95%; strengthening epidemiological surveillance;....	7,020,000.00 Donors		0.25%
3.1.9		MoSWY	10460- Social inclusion	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social- economic empowerment of women.....	4,653,452.71 Donors		0.17%
3.1.10		INSTAT donors	01320 Statistical activity-INSTAT	It is not a shared activity	3,021,760.00 Donors 2016 3,021,760.00 Budget 2020		0.22%
3.2.1	Objective 3.2 Strengthening of referral mechanisms, as well as specialized support services for the protection and treatment of cases of GBV & DV	LGUs	It is not a budgetary program at the PBA (LGUs grant)	LGUs budget. Number of LGUs changes with years	556,250.00 Donors 50,947,200.0 Budget	x	1.85%
3.2.2		LGUs	It is not a budgetary program at the PBA (LGUs grant)	LGUs budget	133,167,276.00		4.78%

3.2.3		ASPA, MoSWY LGUs		ASPA in training programs for the LGUs	1,340,000.00 Donors		0.05%
3.2.4		LGUs, MoSWY	LGUs budget- mandays for data entry)Grant+own income There is a database installed at the LGUs for entering violence cases. Training and drafting of protocols is foreseen as a gap with the donors' money, while data entry will be carried out by the LGUs staff. Their work has been calculated as LGUs budget.	Budget distributed to all LGUs which use the system	1,434,956.00 Budget 420,890.00 Donors		0.07%
3.2.5		Service provider MoSWY, SIS	10460 Social inclusion is not a separate product at the PBA	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social- economic empowerment of women.....	53,367,255.20 Donors 2016-2018 37,380,797.11 lekë Viti 2019-2020		3.26%
3.2.6		MoSWY/ SIS	10430 Social care Capacity building from the SIS is not indicated as a separate product at the PBA A	It is aimed that by 2020 through policies of social care, every child and / or adult, Albanian families, women and girls at risk of being trafficking and violated has equal access and benefits from a functional and inclusive system of social care services based on the principle of decentralization, de- institutionalization and diversification of social services.	930,000.00 Donors 750,000.00 Buxheti 2019-2020		0.06%

3.2.7		LGUsMoSWY OSHC	10430 Social care	It is aimed that by 2020 through policies of social care, every child and / or adult, Albanian families, women and girls at risk of being trafficked and violated has equal access and benefits from a functional and inclusive system of social care services based on the principle of decentralization, de-institutionalization and diversification of social services.	214,542,000. Buxheti 251,532,000.00 Donors	257,558,000.00	19.03%
3.2.8		MoJ/SCLA	01110 Planning management and Administration Product E-Legal aid for beneficiary individuals.	SCLA performance improvement, increase the effectiveness of legal aid, the protection of the fundamental rights and individual freedoms, legal interests throughout the territory of the Republic of Albania and the interests of vulnerable groups.	279,500.00 (Donors) 9,540,000.00	73,200,000.00	0.35%
3.2.9		DHKnd	DHKnd is not funded by the budget	Support project for the DHKnd	1,434,792.95 (Donors)		0.05%
3.2.10		MoSWY, Donors	10460 Social inclusion 10430 Social care	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women. It is aimed that by 2020 through policies of social care, every child and / or adult, Albanian families, women and girls at risk of being trafficked and violated has equal access and benefits from a functional and inclusive system of social care services based on the principle of decentralization, de-institutionalization and diversification of social services.	2,014,650.00 (Donors)		0.07%

3.2.11		LGUs, MUD	06180-Urban planning and Housing Product E-Single parent family/divorced women with childred who benefit housing allowance	Sustainable and balanced territorial development through mitigation of regional disparity by 30% by the end of 2019, to guarantee the balance between public and private interests in land development and execution of the process on urban regeneration through pilot projects of urbanization and integration for 3 urban areas during the years 2017-2019; 116000 legalizations of remaining informal buildings and urbanization and integration of informal areas with the rest of the urban territory by conducting support assessment studies and analysis of informality in the territory; provision of suitable accommodation for vulnerable and isolated groups and rehabilitation of housing for the purpose of efficient use of energy for about 6,500 families for the years 2017 to 2019.	10,000,000	10,000,000	0.36%
3.3.1	Objective 3.3 Punishment for the perpetrators and providing them the opportunity for rehabilitation through specialized programs	MoSWY	01110 Planning, management and administration Product J- Draft-acts and legal and sublegal acts	Effective completion of MoSWY obligations and programs as they are described in the government's program and at the community level in order for our institution to meet the requirements of the SAA and IPA as well as other international agreements where the Albanian Government is party to.	976,850.38	17,952,000.00	0.04%
3.3.2		The office for the administration of judiciary budget, MoJ	01110 Planning, management and administration-	Budget distributed to all spending units	1,601,756.72		0.06%

3.3.3		MoJ	01110 Planning, management and administration - Product C-Inspections in the judiciary, prosecution and subordinated institutions. Description of product C: Thematic and sporadic inspections at the courts, the prosecution, and the subordinate institutions to increase the efficiency in their performance. Anticipated activity: Monitoring of observance of legal procedures during the trial of court cases involving domestic violence Indicator: Inspection report on findings and concrete recommendations for improving the situation	Harmonization and reform of the Albanian legislation, as well as the approximation of legislation with EU standards. Improve necessary services related to the judiciary and penitentiary system and improvement of services in subordinate institutions, according to EU standards.....	6,229,053.93	219,184,000.00	0.22%
3.3.4		School of Magistrates	Budget for continuous training (current expenses)		3,500,000.00	27,240,000.00	0.13%

3.3.5		MoSWY	10460 Social inclusion Product A- Monitoring mechanism for social inclusion Description of Product A: Improve data quality for the indicators of social inclusion with coordinating mechanisms (monitoring reports) Piloting at the municipalities with donors' funds Assessment of service and preparation of standards from the MoSWY	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women.....	18,795,000.00 (Donors) 9,487,960.00 (Budget)	124,360.00	1.02%
-------	--	-------	---	--	---	------------	-------

3.3.6		MoJ-	03490 Probation service Product A-Supervised convicted persons Product description: Review of requests, interviews, assessment report, representation in the court and monitoring of the convicts during the probation period Indicator: Number of cases of offenders receiving treatment with probation service programs, etc. We cannot find any other link with the probation service.	Continuous performance improvement of the Probation Service through: 1. Proper implementation of the effective legal framework for the alternative sentencing and higher international standards in the area. 2. Complete the probation service with human resources and provide periodic staff training	902,037.31	639,200,000.00	0.03%
IV	Strategic aim 4. Strengthening the coordinating and monitoring role of the National Mechanism on Gender Equality						
4.1.1	Objective 4.1 Guarantee sustainability of a consolidated and efficient gender equality sector, in compliance with its coordinating and monitoring role	MoSWY Donors	10460 Social Inclusion Product B+C- Effective national mechanism on gender equality	Social Inclusion Programme aims to achieve gender equality as a necessary condition for the development of the country through: increasing participation and women's social empowerment, especially in rural areas; increasing society's awareness against gender based violence and violence and strengthen the mechanisms for referral of cases of domestic violence, according to the provisions of NSDI 2015-2020.	2,511,976.32	48,220,000.00	0.09%

4.1.2		MoSWY, Ministries, NGOs	10460 Social inclusion Product A- Monitoring mechanism for social inclusion	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women.....	5,533,629.37	26,610,000.00	0.20%
4.1.3		MoSWY, Ministries	01110 Planning, management and administration Product J- Draft- acts and legal and sublegal acts	Effective completion of MoSWY obligations and programs as they are described in the government's program and at the community level in order for our institution to meet the requirements of the SAA and IPA as well as other international agreements where the Albanian Government is party to. .	750,840.00	23,936,000.00	0.03%
4.1.4		MoSWY	10460-Social inclusion Product C- Effective national mechanism on gender equality	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women.....	228,000.00 (Donors) 119,283.90 Buxheti	12,650,000.00	0.01%
4.2.1	Objective 4.2 Consolidate Gender Employees' network at the central and local self-government and ensure their sustainability	ASPA	Unspecified at the PBA	ASPA in training programs for the ministries	1,170,000.00		0.04%
4.2.2		Line ministries	Distributed to 18 ministries (salary in % of the time worked)		39,432,960.00		1.42%
4.2.3		ASPA, LGUs	Unspecified at the PBA	ASPA in training programs for the LGUs	120,000.00 (Donors) 2,430,000.00 (Budget)		0.09%

4.2.4		LGUs	Distributed to LGUs depending on number and salaries in % of the time worked. (Covered by the grant+own incomes)		126,563,940.00		4.54%
4.3.1	Objective 4.3 The application of gender-responsive budgeting in the legislation in force, as well as gender-sensitive planning at all levels, in policy and decision making.	MoF and all line ministries	Planning, management and administration Description: Effective administration of human resources, financial resources. UN Women has offered assistance for MoF and some line ministries for the implementation of the CoM decision. The ministries have engaged their staff for the implementation of CoM decision. Their dedicated work has been translated into financial value.	Distributed among the line ministries	1,690,000.00 (Donors) 5,167,392.10 (Budget)		0.25%
4.3.2		LGUs, ASPA	Unspecified at the PBA	ASPA in training programs for the LGUs	1,800,000.00		0.06%

4.3.3		LGUs, MoF	Planning, managing and administration at the municipality (Covered by the grant+own incomes) Budget is linked with resources management. For the LGUs this activity is included in this budgetary program.		19,031,350.00		0.68%
4.4.1	Objective 4.4 Raise awareness in the society on the acceptance of gender equality as a prerequisite for the country's development	MoSWY INSTAT the Donors	10460-Social inclusion Product C- Effective national mechanism on gender equality. Description: Effective national mechanism on gender equality, coordinating and awareness-raising. Anticipated indicator: reports.	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women.....	3,096,450.00 1,503,990.00 (Donors 2017) 1,592,460.00 (Budget 2020)		0.11%
4.4.2		MoSWY	10460-Social inclusion Product J- Public awareness raising against gender based violence and domestic violence through coordination at the local level and training.	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women.....	893,100.72	25,290,000.00	0.03%
4.4.3		MoSWY	10460-Social inclusion Product A-Monitoring mechanism for social inclusion	Social inclusion program aims at achieving gender equality as an indispensable condition for the development of the country through: increased participation and social-economic empowerment of women.....	1,690,614.67	26,790,000.00	0.06%