



# UN JOINT PROGRAMME ON GENDER EQUALITY IN ALBANIA



Programme Title: \_

## Support to the Implementation of the National Strategy for Gender Equality and Domestic Violence (NSGE-DV) – Advancing Democratic Governance in Albania

### Joint Programme Outcome(s):

- National Government has capacity to more effectively monitor and implement the NSGE; (One UN Programme Development Goal 1: More transparent and accountable governance)
- Improved public sector response to women’s needs and priorities at the local level; (One UN Programme Development Goal 1: More transparent and accountable governance; Goal 3: Basic Services; and Goal 4: Regional Development to reduce regional disparities)
- Women participating in the accountability processes which impact the advancement of gender equality; (One UN Programme Development Goal 2: Greater participation in public policy and decision-making)
- Improved coordination of external support to government and civil society in advancing gender equality

Programme Duration: _____3 years_____	Total estimated budget*: _US\$3.86 Million_ (Please see note on budget in Section X)
Anticipated start/end dates: _07 2008 – 07 2010__	Out of which:
Fund Management Option(s): _____Pass through and Pooled	1. Funded Budget: 1,009,217.00 \$USD 2. Unfunded budget: 2,857,405.00 \$USD
Managing or Administrative Agent: UNDP (AA); UNIFEM (Programme Coordination)	* Total estimated budget includes both programme costs and indirect support costs
	Sources of funded budget:
	<ul style="list-style-type: none"> <li>• Government _____</li> <li>• UN Org.... _____</li> <li>• UN Org... <u>  X  </u>_____</li> <li>• Donor ... <u>  X  </u>_____</li> <li>• Donor ... _____</li> </ul>

### Names and signatures of national counterparts and participating UN organizations

UN Organizations	National Partners
<b>Ms. Gulden Turkoz Cosslett</b>  <b>UN Resident Coordinator in Albania</b>  Signature: _____  Date: _____ Seal: _____	<b>Mr. Koço Barka</b>  <b>Minister of Labour, Social Affairs and Equal Opportunities on behalf of the Government of Albania</b>  Signature: _____  <b>Date:</b> _____ <b>Seal:</b> _____
<b>Mr. Norimasa Shimomura</b> <b>UNDP Country Director</b>  Signature: _____ Date _____	
<b>Ms. Christine Arab</b> <b>UNIFEM Country Programme Manager</b>  Signature: _____ Date _____	
<b>Ms. Manuela Bello</b> <b>UNFPA Assistant Representative</b>  Signature: _____ Date _____	
<b>Ms. Carrie Auer</b> <b>UNICEF Country Representative</b>	

Signature: _____	Date _____
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## **LIST OF ACRONYMS**

AA:	Administrative Agent
BCA:	Basic Cooperation Agreement
CBOs:	Community-based Organisations
CEDAW:	Convention on the Elimination of All Forms of Discrimination Against Women
CSOs:	Civil Society Organisations
DHS:	Demographic Health Survey
DoE:	Directorate of Equal Opportunities
DSDC:	Department of Strategy and Donor Coordination
DV:	Domestic Violence
EC:	European Commission
EU:	European Union
EVAW:	End Violence Against Women
GAD:	Gender and Development
GBV:	Gender-based Violence
GEL:	Gender Equality Law
GFP:	Gender Focal Points
GoA:	Government of Albania
GRB:	Gender Responsive Budgeting
ILO:	International Labor Organisation
INSTAT:	Institute of Statistics
IPH:	Institute of Public Health
JEC:	Joint Executive Committee
JP:	Joint Programme
LSMS:	Living Standards Measurement Survey
M&E:	Monitoring and Evaluation
MDG:	Millenium Development Goal
MoE:	Ministry of Education
MoH:	Ministry of Health
MoLSAEO:	Ministry of Labor Social Services and Equal Opportunities
MPs:	Members of Parliament
NGO:	Non-Governmental Organization
NPC:	National Programme Coordinator
NSDI:	National Strategy for Development and Integration
NSGE-DV:	National Strategy for Gender Equality and Domestic Violence
OSCE:	Organisation for Security and Co-operation in Europe
SAA:	Stabilisation and Association Agreement
SBBA:	Standard Basic Assistance Agreement
SEE:	South-East Europe
TIPA:	Training Institute for Public Administration
TORs:	Terms of Reference
UN:	United Nations
UNCT:	United Nations Country Team
UNDP:	United Nations Development Programme
UNICEF:	United Nations Children’s Fund
UNIFEM:	United Nations Development Fund for Women
UNFPA:	United Nations Population Fund
UN RC:	United Nations Resident Coordinator

VAW: Violence against Women  
WHO: World Health Organisation  
YP: Youth Parliament

## **I. Executive Summary**

The overall goal of the UN Joint Programme on Gender Equality is to support the coordinated implementation of Albania's National Strategy for Gender Equality and Domestic Violence (NSGE-DV 2007-2010). Through consultation with government and civil society, building on the UN's expertise in gender equality, and with the view of aligning the work on gender equality with the broader One UN Programme, the Joint Programme will target the implementation of the following four objectives of the NSGE-DV: i) Strengthening of legal and institutional frameworks on gender equality; ii) Increasing women's participation in decision-making; iii) Improved situation of women at risk through increasing access to quality social services; and iv) Eradication of domestic violence.

The UN Joint Programme on Gender Equality reflects the framework of the One UN Programme (2007-2010) in Albania and it will draw on the expertise of the four participating agencies - UNIFEM, UNDP, UNFPA and UNICEF. The overall goals of the Joint Programme are as follows:

- National Government has capacity to more effectively monitor and implement the NSGE-DV;
- Improved public sector response to women's needs and priorities at the local level;
- Women participating in the accountability processes which impact the advancement of gender equality;
- Improved coordination of external support to government and civil society in advancing gender equality

In addition to national level initiatives, the programme will prioritise work at the local level, particularly in the areas of gender-responsive budgeting and combating violence against women, Priority regions identified are as follows: Kukes, Shkoder, Elbasan, Lezhe, Korca, Dures, and Tirana. The key partners involved in overall programme implementation will be the four participating UN agencies, the Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO), and line Ministries, INSTAT, local authorities and municipalities, international organizations working on gender in Albania, local non-profit organizations working on gender and/or good governance, media, and local branches of youth parliaments.

The Programme will be implemented utilizing the following strategies:

(a) **Strengthening capacities and systems in government on gender equality** at the national and local level so as to effectively support and monitor the implementation of the NSGE-DV, Gender Equality Legislation and legislation on Domestic Violence; and to support the improved integration of gender into core policies.

(b) **Coordination and service support at the local level** to improve the use of existing financial, human and institutional resources in government to better respond to the needs of women at the local level.

(c) **Women's participation** will be strengthened to ensure that women as a 'constituency' can demand certain services and better public sector performance. Through this strategy, women and their organizations' capacities to act as agents of change in core sectors will be built (local level policy development; Violence Against Women (VAW) and elections).

(d) **Strategic partnerships** will be fostered and developed at the local and national level, and among the donor community in support of the NSGE-DV. Participating UN agencies will provide comparative expertise in the following areas: UNIFEM will coordinate and facilitate the UN's work in gender equality and will lead the work on gender responsive budgeting, policy development, support to institutional mechanisms, and women in elections; UNDP will take the lead in the area of combating violence against women, and will also support work around institutional mechanisms and policy development; UNFPA will coordinate with UNDP in providing skills to healthcare workers to combat violence against women, and will bring expertise in the area of improving the quality and

use of sex disaggregated statistics; UNICEF will work with UNDP in the area of combating violence against women, and will take the lead in mobilizing youth around the issue of women in elections.

The total estimated budget for this three year Programme is **US\$3.866,622 dollars**.

## **II. Background and Situation Analysis**

### Gender Equality in Albania - Context and Analysis

In Albania, there is increased understanding among decision-makers about the linkages between the advancement of gender equality and the realization of democratic governance and sustainable development. In the National MDG Report to the 2005 World Summit, the Government of Albania (GOA) stated that while progress had been made in achieving the MDGs, there has been limited progress in the area of gender equality. Since 2005, the GOA has taken a number of steps to not only increase the Government's responsiveness to advancing gender equality, but to also, along with non-governmental organisations, increase society's awareness about priority issues of Violence Against Women and Women in Politics.

In 2003, in reviewing the Government of Albania's (GOA) Combined Initial and Second Periodic Report to the CEDAW<sup>1</sup>, the CEDAW's Concluding Comments highlighted the linkages between weak institutional structures on gender equality in government, and pervasive challenges to the advancement of the rights of women. The Concluding Comments stressed that there is a strong need to strengthen the scope and capacity of gender equality mechanisms in government to adequately monitor gender equality; the Committee emphasized that there remains a lack of familiarity among the Government, judiciary, parliamentarians, law enforcement personnel, and NGOs on the Convention and the opportunities for its application and enforcement; concern was expressed about the lack of clarity regarding the direct applicability of the CEDAW within the national legal order of Albania; strong attention and consideration must be given to increase women's participation in decision-making, both through special measures and advocacy efforts; the Committee urged the state to place high priority on comprehensive measures to address violence against women; and further, the Committee stressed that through the resurgence of discriminatory customary law (kanun) and traditional codes of conduct in certain regions of the country, and due to the overall lack of gender-responsive public services, the situation of women at the local level is particularly difficult and requires immediate attention.<sup>2</sup> It is and will be important that Albania fulfills its obligations as a signatory to CEDAW as this will also have a bearing on its access to the European Union.

In June 2006, Albania signed the "Stabilisation and Association Agreement" (SAA) with the EU. The SAA creates a framework of cooperation between the GOA and the EU and lays out a number of provisions and reforms which need to be met to advance this partnership. Understanding of how issues of gender equality are dealt with under the SAA need further analysis. However, it is clear that any state with aspirations to join the EU must be willing to comply with the principles of non-discrimination laid out in the EC Treaty. The Treaty incorporates articles which attempt to eliminate inequalities and promote gender equality throughout the EC, in accordance with Articles 2 and 3 (gender mainstreaming) as well as Article 141 (equality between women and men in matters of employment and occupation) and Article 13 (sex discrimination within and outside the work place). Further, the European Commission adopted the Roadmap for Equality between women and men for the period 2006-2010 in March 2006. The Roadmap combines the launch of new actions and the reinforcement of successful existing activities. It reaffirms the dual approach of gender equality based on gender mainstreaming (the promotion of gender equality in all policy areas and activities) and specific measures. The Roadmap represents the Commission's commitment to driving the gender equality agenda forward as well as reinforcing partnership with Member States, and

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<sup>1</sup> Submitted to the CEDAW in May 2002; Reviewed by the CEDAW during the 28<sup>th</sup> Session, 13-31 January 2003.

<sup>2</sup> Concluding Comments of the Committee – CEDAW: Albania. 20/03/2003. A/58/38 (Part I), paras. 52-86.

other actors. The Roadmap outlines six priority areas for EU action on gender equality: Equal economic independence for women and men; Reconciliation of private and professional life; Equal representation in decision-making; Eradication of all forms of gender-based violence; Elimination of gender stereotypes; Promotion of gender equality in external and development policies.<sup>3</sup> The GOA is, in partnership with international organizations, working to ensure that legal frameworks are in place which align with the EC's stipulations vis a vis gender equality.

A number of significant advances have been made by the GOA to address the concerns raised by the CEDAW Committee, and to move towards a more pro-active implementation of the standards and norms laid out by the CEDAW, Beijing Platform for Action, and EC Treaty and related policies. Institutionally, the Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO) and local counterparts have taken some steps to gradually systematize the monitoring of women's rights at the local and national level. In 2004, the country's first Gender Equality Legislation (GEL) was adopted<sup>4</sup>. With a view to aligning legislation more closely with EU Standards, a review of the existing GEL is now underway and through the support of UNDP and OSCE, amendments have been prepared and are now under consideration. In 2006, the GOA adopted the country's first legislation on Domestic Violence and is now preparing related sub-legislation to ensure the Law's full implementation at the national and local level.<sup>5</sup>

In addition to the above, in a joint UN initiative in 2006/07, the GOA, in partnership with the UN and OSCE, adopted the National Strategy on Gender Equality and Domestic Violence (NSGE-DV 2007-2010)<sup>6</sup>, the first of its kind in the country. Further, the decision to include the NSGE-DV into the GOA's National Strategy for Development and Integration (NSDI) provides an important opportunity to ensure the integration of gender equality priorities into broader sectoral strategies now being implementing nation-wide.

With the change in government in 2005 (national) and 2007 (local) and the subsequent turn over of civil servants and staff, the capacity to monitor and implement gender equality commitments within the branches of government – including the Judiciary and the Parliament - is weak. The Desk for Equal Opportunities within the Ministry of Labour and Social Affairs and Equal Opportunities (MOLSAEO) – the lead government department on gender – has taken a number of steps to address these gaps but has limited resources and a mandate which allows for only limited authority to effectively coordinate and monitor the GOA's implementation of gender equality commitments. Considerable advancements must be made before a government-wide gender machinery is in place which is reflective of the standards set by CEDAW, the Beijing Platform For Action and the EU. Core to the successful implementation of the NSGE-DV is the improved capacity and coordination of the existing gender resources in government – local and national - and the development of improved monitoring strategies, tools and processes to measure the status of women.

To address this end, the GOA has identified the first action within the NSGE-DV to be the institutionalizing of systems and practices on gender equality at all levels of government, which delineate specific duties and responsibilities in this regards. The proposed amendments to the GEL, if adopted, will address many of the existing gaps in the country's legal framework pertaining to gender equality and additionally, provides for a comprehensive state mechanism on gender equality, with clear and specific duties for each institution.

Thus, considerable and broad-based technical support is needed to ensure the effective implementation of the newly adopted NGSE-DV and the recent advances in the country's legal framework. There is a need for improved coordination of the existing gender resources in government – local and national – ensuring linkages with related processes on human rights and

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<sup>3</sup> Website of European Commission, [http://ec.europa.eu/employment\\_social/gender\\_equality/gender\\_mainstreaming/roadmap\\_en.html](http://ec.europa.eu/employment_social/gender_equality/gender_mainstreaming/roadmap_en.html)

<sup>4</sup> Law No. 9198 dated 1.07.2004 "On Gender Equality in Society", amended in 2006.

<sup>5</sup> Law No. 9669 dated 18.12.2006 "On Measures Against Violence in Family Relations"

<sup>6</sup> To be adopted in December 2007.

social inclusion. For example, the UN and other international organizations have and will be supporting capacity building at the national and local level with government on issues of reproductive health, domestic violence, and child protection – it is essential to build on this previous work and to strengthen the work done, not to duplicate. Further, the continuing lack of statistics and analysis about the situation of women at the local, regional and national level has very negatively impacted both the government and civil society’s ability to adequately measure the status of women and progress towards gender equality.

In Albania, a strategic approach to good governance for women needs to go deeper than normative agreements, gender-sensitive policies, and capacity building for decision-makers. Good governance must also address the reasons for the lack of public sector responsiveness to the needs of women – for example, the absence of support for gender equality in agenda setting processes and when allocating resources; improving women’s understanding and access to existing public services at the local and national level, and a lack of gender sensitivity in accountability systems, including the courts. The place to examine the quality of good governance from a gender perspective is in the points of contact between women and the state – where the “rubber hits the road”. It is at the local level where women often have the most frequent access to the state’s response to gender equality, where the factors limiting women’s participation in public life can be most visible and readily addressed. For example, there is little understanding about the impact that social protection has in determining the scope and quality of women’s participation in public life. An integrated, coordinated and gender aware approach to social care and protection service provision is lacking – particularly at the local level, where municipalities have limited budgetary competencies and varying levels of influence over how social protection policies are implemented. Women are often unaware of their rights in this regards, and have limited understanding of what services/support are available or how to access these. Since 1978, the EC has specifically identified equality in access to social services as a priority concern through Directive 79/7/EEC which targets the progressive implementation of the principle of equal treatment for men and women in matters of social security. Support is needed to ensure that the GOA’s policies therein align with the principles laid out in this EC Directive and in the CEDAW. The current GOA’s participatory budgeting, regional development and decentralisation processes in Albania provide strong opportunities to strengthen the government’s response to women’s needs and gender equality at the local and regional level in Albania.

The process of integrating systems and principles in support of gender equality within broader policy processes is essential to the advancement of Albanian society and must be a priority. However, if asked, gender equality advocates in government and civil society would list the eradication of violence against women (VAW) and increasing women in decision making as the top two national priorities for the advancement of gender equality and women’s human rights.

While not quite systematic, different studies have shown that domestic violence is present in Albanian society. Domestic violence crosses all lines of age, gender, ethnic group, religion, economic status, disability or geography. However, most of its reported victims include women. One third of Albanian women are estimated to have experienced some form of domestic violence. This includes physical abuse, mental abuse and in some cases, abduction and trafficking by their own family members for purposes of exploitation. While empirical analysis is still limited on this issue, surveys by civil society conducted over the past ten years show that over one quarter of women report to have been victims of emotional and sexual violence (see *Refleksione*, 1995, 1996; Bregu & Gjermeni, 2003, *Aleanca Gjinore për Zhvillim* (Gender Alliance for Development) 2006). The Albanian Counselling Centre for Women and Girls (*Qendra e Këshillimit për Gratë dhe Vajzat*) reports that in 2004, it received around 6,670 phone calls from violated women. Ministry of Interior figures for 2005 show that there were 102 cases of domestic violence, of which 21 were homicide cases, and 25 others were murder threats. The numbers, however, do not adequately show the scope and breadth of the prevalence of violence against women, or the State and civil society’s response. Civil society has created networks of services for DV victims, the Albanian Parliament recently adopted a law to regulate response measures against domestic violence, and the

government is finalizing a Domestic Violence strategy. However, social debate around the issue of VAW still remains limited; social protection and referral services almost non-existent.

Despite government commitments to the contrary, women's role in public life remains largely unrecognized in Albania, and women's full and equal participation in decision-making continues to be restricted due to pervasive stereotypes and discriminatory practices. In the local elections in 2007, only 33 of the 1,073 candidates nominated for mayoral posts were women, and of these, only 9 were elected. At the national level, 7% of MPs are women, and currently, there is only one sitting female Cabinet Minister. Advances have been made – for example, the Speaker of the House is a woman, many political parties have instituted quotas within their general assemblies, and NGOs have increasingly targeted the issue of women's political participation. Despite this, women remain relatively invisible in public policy processes.

Attention to these issues would help address persistent gender biases in the "supply" of good governance to women. Equally, efforts are needed to sharpen the "demand" from women for better governance. Women must be skilled in demanding explanations from public actors for failures to prevent violations of women's rights. Women need to establish themselves as a political constituency, demanding gender equality. At present, women's civil society remains largely uncoordinated in its work on gender equality and is often fragmented in its approach, considered by many to be highly polarized due to partisan connections. Women's organizations at the local level, in particular, require significant support and capacity building to more effectively address the root causes which limit women's public participation and leadership.

The inclusion of the NSGE- DV into the GOA's National Strategy for Development and Integration (NSDI) provides an important opportunity for the UN to support a cross-sectoral approach to advancing gender equality and increasing women's participation in public life. However, despite these advances, the current lack of institutionalized processes and capacities in place in government to adequately monitor and implement the NSGE in a manner which ensures integration and linkages to the relevant sectoral policies contained within the NSDI remains a concern of the GOA. Further, given the broad-based nature of the NSGE-DV, it is important that the core actions within the strategy which are essential to support integration of gender equality into broader policies and the improved alignment with EU Standards are first prioritized.

#### The One UN Pilot in Albania – Gender as a Core Principle

In January 2007, at the request of the Government, Albania was selected as one of eight countries to pilot UN efforts to deliver as One UN. The One UN initiative builds on an existing UN Reform agenda of the UN Development System to increase coherence and effectiveness of operations at the country level. "Delivering as One UN" will be realized through the UN Country Team (UNCT)'s development of a "One Budgetary Framework", "One Office and common services", "One Leader" and, the core aspect of the pilot, the "One UN Programme" (2007-2010).

The corner stone of the One UN Pilot in Albania is the "One UN Programme" (2007-2010) which builds upon the existing UN Development Assistance Framework and aligns with the Government of Albania's (GOA) goal of European integration and with the priorities contained in the new National Strategy for Development and Integration (NSDI). The One UN Programme draws from the UN Country Team's (UNCT) experiences and unique strengths to support the Government of Albania in achieving national targets within five priority areas: more transparent and accountable governance; greater participation in public policy and decision-making; increased and more equitable access to quality basic services; regional development to reduce regional disparities; and sustainable environmental development.

The One UN Programme will work in partnership with government and civil society to advance a system of democratic governance. The One UN Programme will support the realization of this goal through supporting the development of evidenced-based policies and programmes; deepening



participation in public decision-making for all persons and facilitating social inclusion through building the representation and voice of marginalized groups; facilitating more transparent, responsive and accountable institutions at all levels of government; expanding men and women's capacity to claim rights; and facilitating equitable access to quality basic services. As such, the One UN Programme has five main goals/pillars: I) More transparent and accountable Governance; II) Greater Participation in public policy and decision-making; III) Increased and more equitable access to quality Basic Services; IV) Regional development to reduce regional disparities; and V) Environmentally sustainable development

Gender is a core principle of the One UN in Albania and to this end, the UNCT will support the advancement of gender equality in Albania using a two-pronged approach: I) Integrating gender throughout priority joint programmes developed under the One UN over the next three years and, II) Implementing the first Joint Programme on Gender Equality of the UN Country Team in Albania (2008-2010).

### **III. Strategies**

In light of the above realities, and in consultation with the GOA, and civil society, and based on the UNCT's technical expertise and past work on gender equality and with the view of aligning the work on gender equality with the broader One UN Programme, of the NSGE-DV eight objectives<sup>7</sup>, the UN Joint Programme on Gender Equality in Albania will target the following objectives of the Strategy: strengthening of legal and institutional frameworks on gender equality; increasing women's participation in decision-making; improved situation of women at risk through increasing access to quality social services; the eradication of Domestic Violence.

To this end, the proposed goal of the Joint Programme will be the coordinated implementation of the National Strategy for Gender Equality and Domestic Violence (2007-2010). The expected outcomes of the Joint Programme will be:

- Outcome 1: National Government has capacity to more effectively monitor and implement the NSGE-DV;
- Outcome 2: Improved public sector response to women's needs and priorities at the local level;
- Outcome 3: Women participating in the accountability processes which impact the advancement of gender equality<sup>8</sup>
- Outcome 4: Improved coordination of external support to government and civil society in advancing gender equality.

This Programme will use multiple strategies to achieve its overall stated objectives. Each programme objective will employ one or several strategies but maintain its main activities to contribute to the realization of the expected outcomes.

The Programme will adopt the following approaches: (i) provision of technical support to the Government of Albania; (ii) institutionalization and national ownership of technical support in the area of gender equality; (iii) coordination of advocacy activities on core gender equality issues – particularly in the areas of implementation of the NSGE-DV, GEL, and DV Legislation, as well as in the area of "women in elections"; (iii) strong coordination between UN Agencies in their support to the government on gender equality – particularly in the areas of NSGE-DV, GEL, DV Legislation and

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<sup>7</sup> NSGE-DV Priority areas are i) strengthening of legal and institutional frameworks on gender equality; ii) increasing women's participation in decision-making; iii) women's economic empowerment; iv) equal access to quality education; v) improved situation of women at risk through increasing access to quality social services; vi) improved gender responsive health care; vii) gender sensitive media; and viii) the eradication of Domestic Violence.

<sup>8</sup> This Outcome is cross cutting as mobilizing civil society to monitor government commitments, and to advocate for women's rights is a strategy which will be used throughout the Joint Programme

"women in elections";(iv) one UN Agency (UNIFEM) identified to work with government in coordinating implementation of the Programme with participating agencies and provide technical support therein where required.

Specifically, the Programme will use the following strategies:

(a) **Strengthening capacities and systems in government on gender equality** at the national and local level so as to effectively support and monitor the implementation of the NSGE-DV, and to support the improved integration of gender equality priorities into core policies, as per CEDAW and EC standards and norms. Through this strategy, there will be improved coordination among government at all levels on gender equality, including improved monitoring and collection of statistics on the status of women and the advancement of gender equality. Further work will be carried out to ensure that government structures and personnel tasked with upholding certain gender equality commitments – as outlined in the NSGE-DV, the draft GEL and the DV Legislation – have the network, tools and capacities to carry out their mandates. Linkages between the Judiciary, Parliament and local authorities at the commune and municipal level will also be ensured.

(b) **Coordination and service support at the local level** to improve the use of existing financial, human and institutional resources in government to better respond to the needs of women – particularly in increasing understanding around the linkages between women's public and economic engagement with the services and programmes provided in the area of social services through a gender-responsive budgeting process; and in supporting the development of referral services on VAW in four municipalities. Municipalities identified in coordination with government and civil society partners are: Kukes, Shkoder, Elbasan, Lezhe, Korca, Dures, and Tirana. The work carried out at the local level under the Programme will build on similar good governance work carried out in the area of inclusion and social protection.

(c) **Women's participation** will be sought and strengthened to ensure that women as a 'constituency' can demand certain services and better public sector performance. Through this strategy, women and their organizations' capacities to act as agents of change in core sectors will be built. Creative approaches to ensure women's dialogue with decision-makers and service providers will be utilized. Strong focus will be given to coordinate women's civil society in order to monitor government and raise awareness around issues of women's participation in local level policy processes (including budgeting), local and national elections and VAW. Through civil society, the media will be mobilized and awareness raising activities will take place, particularly on issues of VAW and women in elections.

(d) **Strategic partnerships** will be fostered and developed at the local and national level, and among the donor community in support of the NSGE-DV. The full Joint Programme on Gender Equality is based on the results of full consultations with different levels and branches of government, as well as with civil society, women's organizations, national experts and international partners. Participating UN agencies will provide comparative expertise in the following areas: UNIFEM will coordinate and facilitate the UN's work in gender equality and will lead the work on gender responsive budgeting, support to institutional mechanisms, and women in elections, and will also work on policy development in coordination with UNDP; UNDP will take the lead in the area of combating violence against women and the establishment of referral services in 4 municipalities (including the establishment of the first government-run shelter in the country), and will also support work around institutional mechanisms;; UNFPA will coordinate with UNDP in providing skills to healthcare workers to combat violence against women, and will bring expertise in the area of improving the quality and use of sex disaggregated statistics; UNICEF will coordinate with UNDP in the area of combating violence against women and the establishment of referral services therein, and will take the lead in mobilizing youth around the issue of women in elections. In the area of provision of technical support to the Government of Albania in implementing the NSGE-DV, if it is determined in the future that additional support is needed in the work with health care professionals

around the GEL and DV, or in the area of integrating the principles of the GEL into existing labour legislation, the UN Joint Programme will bring in WHO and ILO respectively to provide technical support.

### III. Logical Framework

Goal	Impact	Performance Indicators	Assumptions-Risk Indicators
<p>To support the coordinated implementation of the National Strategy for Gender Equality and Domestic Violence (2007-2010).</p>	<p>Increased coordination and effective implementation of the NSGE-DV (2007-2010)</p>	<ul style="list-style-type: none"> <li>• Resources allocated by GOA in support of implementation of the NSGE-DV;</li> <li>• Status of Women and Gender Equality Reports put out by GoA and civil society;</li> <li>• Annual narrative and financial report for the Joint Programme</li> </ul>	<p>The participating UN agencies work smoothly and effectively together</p> <p>The GoA and MoLSAEO understand and are supportive of gender equality principles</p>
Purpose	Outcomes	Performance Indicators	Assumptions-Risk Indicators
<p>To create an enabling and accountable environment to ensure implementation of the following four objectives of the NSGE-DV:</p> <ul style="list-style-type: none"> <li>-strengthening of legal and institutional frameworks on gender equality;</li> <li>-increasing women's participation in decision-making;</li> <li>-improved situation of women at risk through increasing access to quality social services;</li> <li>-the eradication of domestic violence.</li> </ul>	<ol style="list-style-type: none"> <li>1. National Government has capacity to effectively monitor and implement the NSGE-DV</li> <li>2. Improved public sector response to women's needs and priorities at the local level</li> <li>3. Women participating in the accountability processes which impact the advancement of gender equality</li> <li>4. Improved coordination of external support to government and civil society in advancing gender equality</li> </ol>	<ul style="list-style-type: none"> <li>• Structures and networks in place to implement/monitor the NSGE-DV, as per the draft GEL and NSGE-DV stipulations;</li> <li>• Number of individuals (male/female) trained in gender-sensitive policy making;</li> <li>• Coordination and referral systems established in 4 regions which combat VAW and DV;</li> <li>• Adoption of draft GEL and secondary legislation;</li> <li>• Financial planning and implementation supporting linkages to NSGE-DV and the National Strategy on Social Protection at national and local level;</li> <li>• % of politically and publicly active women at the local and national level (as voters, candidates, elected officials and in administration of elections; and in local budgeting processes);</li> <li>• Coordination/alliances established</li> </ul>	<p>Availability of financial resources and technical expertise for training, research, advocacy etc.</p> <p>Positive working relationships amongst the GoA, NPOs, CBOs and other local partners</p> <p>Positive working relationships remain between UN participating agencies, GoA and other partners involved</p>

		<p>among CSOs targeting women’s political activity and decision-makers support of human rights by 2009;</p> <ul style="list-style-type: none"> <li>• Number of media and civil society campaigns targeting holding decision-makers accountable to gender equality commitments;</li> <li>• Number of initiatives on gender equality delivered jointly between two or more UN and international partners;</li> </ul>	
Resources	Outputs	Performance Indicators	Assumptions-Risk Indicators
<p><b>Approximate Budget:</b> US\$3.5 million</p>	<ol style="list-style-type: none"> <li>1. Legal frameworks in place and monitored at all levels of government to advance gender equality.</li> <li>2. Mechanisms, resources and networks in place at the national level to effectively coordinate implementation of NSGE-DV and GEL.</li> <li>3. Improved monitoring of gender equality commitments at all levels of government.</li> <li>4. Coordinated local-level response to combat Violence Against Women (Korce, Dures, Kukes and Tirana).</li> <li>5. Incorporating women’s voices and needs into local budgetary processes (Elbasan, Kukes, Lezhe and Shkoder).</li> <li>6. Women and civil society have capacity and partnerships to hold decision-makers to account.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of capacity building, awareness raising and advocacy activities related to VAW and DV legislation</li> <li>• Number of activities in support of the adoption and implementation of GEL</li> <li>• Number of activities in support of the gender focal points, inter-ministerial working group; gender ombudsoffice</li> <li>• Number of activities in support of the application of CEDAW and other frameworks relevant to EU standards</li> <li>• Inter-ministerial working group on monitoring of gender equality set up</li> <li>• % of issue specific, broad-based national coverage of gender equality and DV issues in print, TV and radio media;</li> <li>• Development and implementation of a referral services strategy on VAW at the municipal level</li> <li>• <b>A pilot shelter for women set up and operational</b></li> <li>• Number of activities in support of</li> </ul>	<p>The government permits the UN Joint Programme on Gender Equality to function as conceived and without hindrance</p> <p>UN participating agencies and national partners plan and implement financially sound, relevant and sustainable initiatives as per approved annual work plans</p> <p>Civil society and women’s organizations and associations will participate effectively and will be allowed to operate unhindered</p>

	<p>7. Transforming discriminatory attitudes about women’s public leadership at the national and local level.</p> <p>8. Increased coordination within the UNCT on the provision of technical and financial support to government and CSOs in the area of women’s rights and gender equality.</p> <p>9. Facilitate government coordination of international support of implementation of the NSGE-DV.</p>	<p>GRB at municipal and communal levels</p> <ul style="list-style-type: none"> <li>• # of town hall and community meetings, organized with participation of CSOs and women, holding on-going dialogue with local and national Government;</li> <li>• Number of activities in support of women’s involvement in political life</li> <li>• Number of capacity building activities linked to civic education, women in leadership and women’s rights</li> <li>• Capacity building activities of young men and women on women in leadership</li> <li>• Annual coordinated and effective UNCT work plans on gender equality</li> <li>• Regular consultations between international partners on NSGE-DV implementation</li> </ul>	
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## V. Management and Coordination Arrangements

In the spirit of the One UN Pilot in Albania, and given UNIFEM's track record in promoting gender equality, the participating agencies identified UNIFEM to be the Programme Facilitator. The role of the Facilitator will include: lead in policy dialogue; represent the UN Joint Programme at the Joint Executive Committee meetings; be the focal point for information sharing on UN's work on gender with partners; report to the UN Resident Coordinator on programme implementation; provide strategic technical advice on GAD strategies to participating agencies; coordinate fundraising; oversee the Programme's Monitoring and Evaluation process (including the preparation of annual narrative and financial reports to donors and to the Administrative Agent); and identify required international and national experts for the Programme. UNIFEM will also facilitate, where required, the improved coordination of advocacy messages around combating VAW and women in elections, as well as adoption and implementation of the draft GEL.

Each participating UN agency will develop and be accountable its specific annual work plan in relation to the Joint Programme Implementation Plan (see below) and will be responsible for implementing and monitoring its activities. The agencies will manage their own allocated budget, as per agreements with the JEC and the Administrative Agent (UNDP) and will be involved with UNIFEM and the UN RC in fundraising for the Programme. Each agency will prepare activity level reports as per the Monitoring and Evaluation plan (see below) and will participate in the Steering Committee as well as the Gender Working Group<sup>9</sup> when required.

For each planned activity listed in the Joint Programme Implementation Plan, a lead agency was identified based on core competency. The role of the lead agency will be to steer and coordinate the specific activities, and it will be accountable for overall implementation of that component. The lead agency will monitor results achieved and will report to the Steering Committee on progress. The lead agency will also ensure harmonization of the technical aspects of activities.

Strategic guidance to ensure that the Joint Programme responds effectively to the national priorities of Albania, and to ensure effective coordination of implementing partners will be provided by the establishment of the Joint Programme **Steering Committee** and the inter-agency Gender Working Group. The Steering Committee will be comprised of representatives from the UN Resident Coordinator's Office, the four participating UN agencies, two representatives from the MoLSAEO, including the Directorate for Equal Opportunities, and a representative from the Council of Ministers' Department for Strategy and Donor Coordination - DSDC) and ex-officio members (two members from civil society – with at least one representative coming from the local level). The Steering Committee will oversee implementation and monitor progress (Please see below the TORs for the Steering Committee). The Committee's responsibilities will also include: approving annual priorities and reports, providing guidance at the substantial and political levels, guide in resource mobilization, and oversee mid-term reviews, evaluations and strategic reviews. In the area of partnership selection, the Steering Committee will also be involved in the evaluation process of partnership selection for contracts totaling US\$30,000 or above. The Steering Committee will meet once a quarter. (Please see Annex II for Terms of Reference)

A Programme Coordinator (NPC) will be hired and will be housed in the UNIFEM offices, with cost sharing of the salary being provided by UNIFEM for the first year (please see attached TORs in Annex). The primary task of the NPC will be to facilitate the coordination among participating agencies in implementing the JP, and to take the lead in ensuring the provision of coordinated capacity building and technical support to the Government of Albania in strengthening the state's gender equality mechanism. More specifically the Coordinator will assume the following functions: facilitate the participating agencies in the development of annual work plans, facilitate the effective

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<sup>9</sup> An inter-agency Gender Working Group (GWG) will be set up at the onset of the Programme, will meet once a month and its members will be the UN participating agencies. The main purpose of the GWG will be to ensure smooth and timely implementation of planned activities.

and regular two-way information exchange between the agencies, manage the secretariat for the Joint Programme, coordinate technical support to the participating agencies as required, assist in developing training and compiling of knowledge products, ensure harmonization of advocacy messages and of provision of technical support to the Government of Albania, act as information focal point with the Directorate of Equal Opportunities on the Implementation of the JP, oversee the monitoring and evaluation of the JP in line with One UN's overall M&E framework, compile progress reports in coordination with participating agencies, and be the focal point for harmonized Programme strategies. In addition the NPC will ensure the effective implementation of UNIFEM-led activities under Outcome 1 of the JP (as per Annex III – TORs for NPC).

In terms of selecting partners and consultants to implement Programme activities, the participating agencies – to the extent possible – will harmonise procedures to be used, as well as on the tendering process, criteria and service selection. However, each agency will be responsible for selecting, contracting and monitoring its contractors, partners and collaborating NGOs.

### ***Partnership Arrangements***

The JP will be implemented in partnership amongst the four participating UN agencies with key government and non-government partners both at the central and local levels. The main Government partner responsible for coordination of the planned actions will be the Ministry of Labour, Social Affairs and Equal Opportunities – with the focal point being the Directorate of Policies for Equal Opportunities taking the lead in coordinating the work with the other government agencies. More specifically the main government partners for the JP will undertake the following:

**The Ministry of Labor, Social Affairs and Equal Opportunities (MOLSAEO)**, being a key institution in covering both gender equality and domestic violence, will be the main partner for the implementation of several components of Outcome 1 and Outcome 2 of the JP and will also support aspects of Outcome 3 and Outcome 4 (specified in the Annual Work plans and in Annex I). MOLSAEO will be the primary government partner in supporting the development and strengthening of institutional mechanisms and policies on gender as outlined in the JP and related legal frameworks (NSGE-DV and the draft GEL); and will be the main body responsible for systematizing the monitoring of the status of women and gender equality, as outlined in the JP. Further, MOLSAEO take the lead on behalf of the Government of Albania in locating appropriate premises for government shelter for victims of domestic violence, supporting participation in training sessions of social services, labor inspectors etc. Based on agreed upon Annual Work plans between MOLSAEO and the UN, MOLSAEO will both directly implement and technically partner in supporting the above. UNIFEM, on behalf of the participating agencies, will release funds to the MOLSAEO as per the agreed upon annual work plans and signed Letters of Agreement. However, the lead agencies stipulated in the Gov/UN annual work plan will be responsible for substantive follow up and implementation. Please see Annex I for more details on MOLSAEO's responsibilities and role in the implementation of the Joint Programme on Gender Equality.

**The Ministry of Health - MOH** will have the overall leading and supervising role over the whole process of Albanian DHS implementation and the training of health care providers on GBV/VAW. The MOH will facilitate communication with relevant partners in other line ministries and will regularly convene the meetings of related technical/management bodies in these two areas.

**The Ministry of Education** in collaboration with Local Regional Directories will organize a national school based campaign against domestic violence.

**The local branches of central government** as well as **local government** representatives will be key partners in the implementation of actions regarding combating VAW and gender-responsive budgeting. They will be responsible for setting up coordinated teams of professionals, who will function as a referral and response service for female victims of violence. They will be responsible to



administratively host the unit which will be responsible for development of such referral mechanisms at the local level for the women victims of DV. Additionally local government partners will work in integrating gender into key policies and budgets through the use of gender-responsive budgeting..

**The Institute of Public Health - IPH** will be one of implementing agencies for DHS. It will conduct the survey and will collaborate with technical experts in the areas of methodology design, field work, data processing, and preparation of the report. IPH will provide qualified technical personnel who will meet the required professional qualifications to implement the Survey. IPH will offer the physical facilities required for the Albanian DHS survey. IPH will communicate on a regular basis with UN agencies and all international partners involved in DHS. UN agencies will support increased partnership with the IPH and Directorate of Equal Opportunities on the DHS.

**INSTAT** – will be a key implementing partner in systematizing the monitoring of the status of women and gender equality, in partnership with MOSLAEO. Further, INSTAT will be one of implementing agencies for DHS and other surveys/statistics; it will conduct the DHS and collaborate with technical experts in the areas of methodology design, sampling, field work, data gathering, data processing and report writing. INSTAT will provide qualified technical personnel who will meet the required professional qualifications to implement the DHS. INSTAT will provide the necessary physical facilities required for the Albanian DHS. INSTAT will communicate on a regular basis with UN agencies and all international partners involved in DHS, Census and all other surveys and/or statistics collection. INSTAT, together with IPH, will be responsible to recruit external personnel maintaining the highest standards of efficiency, competence, and integrity.” In addition INSTAT will organize and carry out the second national survey on DV.

**The Parliamentary Sub-Committee on Equal Opportunities and Juvenile Issues** will be a key partner of MOLSAEO and the UN in supporting monitoring of implementation of the NSGE-DV and the draft GEL (once adopted). Further, the Sub-Committee will take the lead in increasing parliamentarians’ understanding of gender equality issues, such as the use of gender responsive budgeting as a tool for mainstreaming gender.

**The State Police** will be mainly responsible to organize and ensure participation of police officers at the training sessions and workshops on domestic violence.

**The Magistrates School’s** responsibility involves organization and participation of judges at the training sessions on DV law and in the UN’s planned work on improving implementation of the CEDAW via capacity building of judiciary and court officials.

**The Training Institute of Public Administration - ITAP** will play a role in organizing training sessions on DV law and GEL and ensure participation of civil servants at the trainings.

**Youth Parliament (YP)**, a national wide network of young people 14 - 18 years old will be responsible for organizing awareness campaigns in promoting the importance of voting among first time voters. This network will also promote positive models of young girls in leadership positions. Local branches of YP in the selected prefectures will be responsible for administrative management.

**Civil Society organizations** will be key partners in service provision as part of the JP as well as targeted beneficiaries for capacity building in areas of monitoring government commitments, domestic violence, GRB and women in elections. The four UN implementing agencies will work to the extent possible to harmonize the selection of implementing partners from civil society ensuring open and competitive processes. Partnership selection will be done on a case by case basis. For contracts meeting and above USD 30,000 the Joint Programme’s Steering Committee will participate in the evaluation of proposals received in response to calls for proposals.

**Media** will be a partner for the JP especially in conducting the advocacy campaigns on “women in elections” and against DV, reflecting the monitoring of government’s commitments to gender equality and DV.

## **VI. Fund Management Arrangements**

The Joint Programme will draw resources from the Participating Agencies as well from the One UN Coherence Fund, for which UNDP is the Administrative Agent.

Each Participating UN Agency assumes complete programmatic and financial responsibility for the funds disbursed to it by the Administrative Agent (AA).

Each agency establishes a separate ledger account for the receipt and administration of the funds disbursed to it by the AA. Participating Agencies are requested to provide certified financial reporting according to the budget template provided by AA and are entitled to deduct their indirect costs on contributions received not exceeding 7 per cent of the Joint Programme budget in accordance with the finalized budget.

For funds other than the One UN Coherence Fund, the Joint Programme will be financed through parallel funding brought by participating agencies (please see attached budget for break down).

Implementation of the activities under the responsibility of the different agencies, and achievement of results will be independent and linked to that specific agency in line with the agreed joint programming document.

## **VII. Monitoring, Evaluation and Reporting**

As an integral part of the UN Joint Programme on Gender Equality which fosters transparency and credibility of achieved results, the monitoring and reporting processes will involve gathering of information to make timely informed judgment and assessment of progress including among others the identification of strengths and weaknesses of the Programme.

During the consultations for the Programme, partners and stakeholders agreed on the following elements and steps related to monitoring, evaluation and reporting:

- baseline data and indicators for the Programme will be established at the beginning of the Programme (to be done by a consultant)
- a performance monitoring framework for the Programme (at output level) will be developed by the Gender Working Group within the first six month period and will reflect the ONE UN Program Framework and its indicators
- a comprehensive output result and impact report on progress will be produced on an annual basis using the format provided by the Administrative Agent of the Coherence Fund (UNDP)
- an annual strategic review of the Programme will be conducted jointly by the participating UN agencies, the GoA and other key partners, and the findings will be used to fine tune the upcoming annual work plan and activities
- an external mid and end term evaluation of the Programme will be conducted

The following performance monitoring plan indicates how the outcome level results of the Programme will be measured, the sources of information, frequency and responsibility attribution. The information collected through this process will be rolled up into the Programme’s Annual Narrative Progress Report.

<b>Outcome Results</b>	<b>Performance Indicators</b>	<b>Means of Verification</b>	<b>Collection Methods</b>	<b>Frequency</b>	<b>Responsibility</b>
1. National Government has capacity to effectively monitor and implement the NSGE-DV	<ul style="list-style-type: none"> <li>• New capable structures and bodies in place to implement/monitor the NSGE-DV</li> <li>• Number of individuals (m/f) trained in gender-sensitive policy making</li> </ul>	Annual work plans Annual reports Terms of reference Monitoring reports Review reports Evaluation reports Lessons learned reports Field visits	-interviews -document reviews -gender review -case studies - questionnaires	Annually	Programme Coordinator, and UNIFEM and UNDP as lead agencies
2. Improved public sector response to women's needs and priorities at the local level	<ul style="list-style-type: none"> <li>• New and amended laws, policies and programs that are gender sensitive, reflect women's priorities and the NSGE-DV</li> </ul>	-same	-same	Annually	Programme Coordinator, and UNIFEM and UNDP as lead agencies
3. Women participating in the accountability processes which impact the advancement of gender equality	<ul style="list-style-type: none"> <li>• Number of women in government, political parties and civil society involved in decisions that impact gender equality</li> </ul>	-same	-same	Annually	Programme Coordinator, and UNIFEM and UNDP as lead agencies
4. Improved coordination of external support to government and civil society in advancing gender equality	<ul style="list-style-type: none"> <li>• Number of initiatives on gender equality delivered jointly between two or more UN and international partners</li> <li>• Number of monitoring exercises conducted jointly between key partners</li> </ul>	-same	-same	Annually	Programme Coordinator and UNCT

Feasibility, Risk Management and Sustainability

The table below indicates the risks to the UN Joint Programme, the level assigned to the risk (5 being the highest risk – 1 being the lowest risk), the mitigation strategy proposed and whether the risk is internal or external.

<b>Risks</b>	<b>Level</b>	<b>Internal or External</b>	<b>Mitigation</b>
The working relationships amongst the UN participating agencies, GoA, NGOs and CBOs are not smooth and transparent	3	Internal and external	The partnership architecture that will be set up will address effectiveness and transparency of relationships between all partners
There is lack or limited availability of financial resources and technical expertise for the planned Programme activities	3	Internal	UN agencies are experienced in fundraising and UNIFEM will be able to access expertise through its roster of consultants
UN participating agencies and national partners do not plan and implement financially sound, relevant and sustainable initiatives as per approved annual work plans	2	Internal	The roles and responsibilities of each partner will be clearly indicated in the work plan and the lead agency will monitor closely all the steps leading to implementation of sound initiatives
The government does not fully allow the Joint Programme to function as conceived	2	External	Memorandum of Understanding signed with the government  Policy dialogue
Civil society and women’s organizations and associations do not participate effectively due to limited capacity or government interference	3	External	The Programme will provide technical and financial support to civil society organizations  Policy dialogue

**VIII. Legal Context or Basis of Relationship**

The Government of Albania (hereinafter referred to as “the Government”) and the United Nations Children’s Fund (UNICEF); the United Nations Development Programme (UNDP); the United Nations Population Fund (UNFPA), and the United Nations Development Fund for Women (UNIFEM), hereinafter referred to as the participating UN Agencies, mutually agree to the content of this document and their responsibilities in the implementation of this Joint Programme on Gender Equality (hereinafter referred to as the Joint Programme).

The Basic Cooperation Agreement (BCA) concluded between the Government and UNICEF dated 23 July 1993 provides the basis of the relationship between the Government and UNICEF. The

Government and UNDP entered into the Standard Basic Assistance Agreement (SBAA), signed on 17 June 1991 which governs UNDP's assistance to the country and which applies, *mutatis mutandis* to UNFPA and UNIFEM.

The programme described herein is agreed jointly by the Government and participating UN Agencies. This Joint Programme together with annual work plans concluded hereafter constitute the project document and plan of operations as referred to in the SBAA and BCA respectively. Other existing agreements with the government such as cost-sharing agreements for current projects and programmes and 2007 work plans will not be affected.

**IX. Implementation Plan (below)**

<b>Goal of UN Programme on Gender Equality:</b> Coordinated implementation of the National Strategy for Gender Equality and Domestic Violence (2007-2010) <b>One</b>				
<b>Outcome 1:</b> National Government has capacity to more effectively monitor and implement the NSGE ( <b>UN Development Goal:</b> More transparent and accountable governance)				
<b>Expected Results</b>	<b>Output</b>	<b>Key Indicative Activities</b>	<b>Indicative Time Frame</b>	<b>Implementing UN Agencies (with lead) and Partners</b>
1.1 Legal frameworks in place and monitored at all levels of government to advance gender equality	1.1.1 Technical support provided in implementing the legislation and sub- legislation on Domestic Violence, at the national and local level	<ul style="list-style-type: none"> <li>Capacity building of professionals working on and around DV at the local level, targeting 12 regions of Albania (State Social Services, Prefectures, Police, Health officials, judges, NGOs, education system);</li> <li>Raising awareness about the protocols of prevention and treatment of VAW in the health sector (including development of VAW curricula tailored for health workers)</li> <li>Advocacy, lobbying with line ministries for endorsement and implementation of sub-legal acts to DV legislation;</li> </ul>	2008 - 2010	Lead: UNDP;  Participating Agencies: UNDP; UNFPA (targeting health care sector);
			2008 to 2009	Partners: MOLSAEO, Ministry of Interior, Ministry of Justice, Ministry of Health, School of Magistrates, local authorities, UN Trust Fund Grantees on Actions to Eliminate Violence Against Women, international organizations working on GBV
			2008	Lead: UNDP; Agencies involved: UNDP  Partners: MOLSAEO, Ministry of Interior, Ministry of Justice, local authorities, UN Trust Fund Grantees on Actions to Eliminate Violence Against Women, international organizations working on GBV;

1.1.2 Advocate for and support the adoption and implementation of the Law on "Gender Equality in Society"(GEL)	<ul style="list-style-type: none"> <li>Coordinated advocacy activities and campaigns (support for ads, talk shows, round tables etc.) to support adoption and implementation of the GEL;</li> </ul>	2008 - 2009	<p>Lead: UNDP and UNIFEM – Participating Agencies: UNIFEM, UNDP, UNFPA</p> <p>Partners: MOLSAEO, Sub-Committee on Gender Equality and Juvenile Issues, Austrian Cooperation (Equity in Governance Programme), Ministry of Education, School of Magistrates, etc. Lead: UNDP</p>
	<ul style="list-style-type: none"> <li>Support implementation of institutional mechanisms/systems stipulated in revised GEL (i.e. gender focal points, inter-ministerial working group; integration of gender issues into Ombudsoffice (Please see 1.2);</li> </ul>	2008-2010	<p>UNDP</p> <p>Partners: MOLSAEO, Ministry of Finances, Council of Ministers, parliament, ombudsperson Ministry of Finances, Council of Ministers, ombudsperson, INSTAT, OSCE</p>
	<ul style="list-style-type: none"> <li>Develop secondary legislation on the basis of and for the implementation of new GEL;</li> </ul>	2008	
	<ul style="list-style-type: none"> <li>Training and capacity building for GEL's implementation to national professionals within government, including labour inspectorate, Ombudsoffice, judges, prosecutors, statistics offices in ministries;</li> </ul>	2008-2009	<p>UNDP</p>
	<ul style="list-style-type: none"> <li>Support TIPA with</li> </ul>	2009 - 2010	

		<p>training programmes for civil servants (pre-entry and ongoing) on the law's implementation;</p> <ul style="list-style-type: none"> <li>• Assessment of two-year implementation of GEL and provision of technical assistance in revising GEL, as required;</li> <li>• Support integration of principles of GEL into priority legislation, particularly those dealing with maternity and paternity leave and benefits for both employed and unemployed persons;</li> </ul>	2009 - 2010	<p>UNIFEM</p> <p>Partners: MOLSAEO, Ministry of Health, UNFPA, UNDP Council of Ministers, parliament.</p>
1.2 Mechanisms, resources and networks in place at the national level to effectively coordinate implementation of NSGE-DV and GEL.	1.2.1. Coordinated capacity development of the mechanisms responsible for gender equality at all levels of government to integrate the commitments under the NSGE	<ul style="list-style-type: none"> <li>• Re-activate the gender equality focal point network at line Ministry level and support coordination of network;</li> <li>• Support establishment and functioning of mechanisms under GEL and development of training and information tools in this regards (see Output 1.1.2);</li> <li>• Institutionalize and systematize provision of advanced gender equality trainings for</li> </ul>	<p>2008 - 2009</p> <p>2008 - 2009</p> <p>2008 - 2010</p>	<p>Lead: UNIFEM;</p> <p>Participating Agencies: UNIFEM, UNDP, UNFPA, UNICEF [ Technical Focus: UNIFEM: GRB, CEDAW, GEL, and Monitoring/Statistics; UNDP: DV, GEL; UNFPA: DV targeting health care workers; Monitoring/Statistics; UNICEF: DV targeting education sector]</p> <p>Lead Partner: MoLSAEO</p>



		<p>gender focal points and key policy makers, Ombudsoffice and MPs on implementation of GEL, DV, CEDAW and GRB;</p> <ul style="list-style-type: none"> <li>• Support development of new NSGE-DV as per the schedule of adopted GEL;</li> </ul>	2010	<p>Partners: Parliamentary Sub-Committee on Equal Opportunities, TIPA, School of Magistrates, lawyers associations, women's NGOs, municipal and local governments, Austrian-supported Equity in Governance Programme, OSCE;</p>
	1.2.2. Improve the Court's application of CEDAW and relevant national legal frameworks, as per EU standards.	<ul style="list-style-type: none"> <li>• Support MoLSAEO in ensuring that the constitutionally required steps for implementation of CEDAW have been carried out (i.e. official publication of official translation, etc.);</li> <li>• Print and distribute CEDAW in Albanian to line Ministries, Judiciary, and School of Magistrates;</li> <li>• Assess the School of Magistrate's curriculum from a gender perspective and support increased training of Judges, Prosecutors and Court Officers on international and national gender equality commitments;</li> <li>• Support NGOs in</li> </ul>	<p>2008</p> <p>2008</p> <p>2009 -2010</p>	<p>UNIFEM</p> <p>Partners: MOLSAEO, School of Magistrates, Ministry of Justice</p> <p>UNFPA</p> <p>UNIFEM Partners: MOLSAEO, School of Magistrates, local NGOs, OSCE</p> <p>UNIFEM Partners: MOLSAEO, School of Magistrates, local NGOs, OSCE</p>

		monitoring Court's implementation of CEDAW;	2009-2010	
	1.2.3. Increased integration of the NSGE-DV with the national strategy on Social Protection, utilizing a national gender-responsive budgeting process;	<ul style="list-style-type: none"> <li>Assess linkages between NSGE-DV and National Strategy for Social Protection, and identify priority gender issues;</li> <li>Conduct GRB assessment of NS-SP and identify 3 pilot regions for implementation of women-specific Social Protection Interventions;</li> <li>Training of MoLSAEO, relevant line Ministries, Social Services and municipalities in 3 regions on Gender, SP and GRB linkages;</li> <li>Monitoring systems in place for performance budgeting of priority sectors in SP, and identify lessons learned for informing future NSGE-DV;</li> <li>Technical support and expertise in revising social security/assistance</li> </ul>	2008  2009  2008-2009  2009-2010  2009 - 2010	Lead: UNIFEM  Participating Agencies: UNIFEM and UNFPA  Partners: MOLSAEO, Ministry of Finance, Institute of Social Insurance, State Social Services; Parliament, local authorities, NGOs          UNDP  Partners: MOLSAEO, Institute of Social Insurance, State Social Services;

		legislation ensuring harmonization with revised GEL – with particular emphasis on supporting women’s unpaid care work in the home. (see Output 1.1.2);		
1.3 Improved monitoring of gender equality commitments at all levels of government	1.3.1. Support the creation of coordinated, systematized inter-governmental processes on the monitoring of implementation of the NSGE at all levels of government	<ul style="list-style-type: none"> <li>• Set up an inter-ministerial working group on monitoring of gender equality (made up of GFPs, Statistical focal points, key policy makers);</li> <li>• Build capacity and tools to support Government in using sex-disaggregated data and qualitative indicators in informing policy development and implementation (i.e. support in tracking implementation of the NSGE-DV);</li> <li>• Support improved coordination and capacity of NGOs to effectively monitor the gaps between de facto and de jure equality in the country; and effectively support and initiate targeted advocacy campaigns on</li> </ul>	2008  2008 -2010	Lead: UNIFEM  Participating Agencies: UNFPA and UNIFEM  Partners: MOLSAEO, INSTAT, line Ministries, Swiss Cooperation, local NGOs, Austrian “Equity in Governance Program”

		the status of women (i.e. alternative reports/shadow reports);		
	1.3.2. Support harmonization of collection and analysis of qualitative and quantitative data on the status of women and gender equality	<ul style="list-style-type: none"> <li>• Prepare check-list of required qualitative and quantitative data to monitor government's commitments to gender equality;</li> <li>• Support the government in producing an annual "Status of Women and Gender Equality" Report", expanding existing government analysis on gender and status of women;</li> <li>• Pilot a time-use survey and advocate for inclusion of partial time use in 2011 National Census;</li> <li>• Support gender analysis (including "Women's Component" of Survey) in the DHS and ensuring linkages with broader gender equality monitoring tools developed;</li> <li>• Ensure linkages with tools developed and the National Census (2011);</li> </ul>	<p>2008</p> <p>2008-2010</p> <p>2009 – 2010</p>	<p>Lead: UNIFEM</p> <p>Participating Agencies: UNFPA and UNIFEM;</p> <p>Partners: MOLSAEO, INSTAT, line Ministries, Swiss Cooperation</p> <p>UNFPA</p> <p>UNFPA</p>

<b>Outcome 2:</b> Improved public sector response to women’s needs and priorities at the local level. (One UN Development Goal 1: More transparent and accountable governance; Development Goal 3: Basic Services; Development Goal 4: Regional Development to reduce regional disparities ;)				
<b>Expected Results</b>	<b>Output</b>	<b>Key Indicative Activities</b>	<b>Implementing UN Agencies (with lead) and Partners</b>	<b>Indicative Time Frame(Yrs 1, 2, 3)</b>
2.1. Co-ordinated local-level response to combat Violence Against Women	2.1.1. Support the development of referral services at the municipal level on VAW in the pilot regions of Korçe, Durrës, Kukes and Tirana	<ul style="list-style-type: none"> <li>• Develop a strategy for referral services at municipal level to ensure lead agencies use similar strategies, tools and approaches;</li> <li>• Actual implementation of the strategy for referral services (mentioned above) at the local level – including coordinated local response in the establishment of a decision-making “District Councils” to facilitate development of Referral Services;</li> <li>• Under district councils, establish “VAW Referral Services” Working Group, or build on existing mechanisms (i.e. Child Protection Units)</li> <li>• Capacity building to offer services to victims of VAW of municipal authorities, local psychologists, teachers,</li> </ul>	<p>2<sup>nd</sup> quarter in 2008</p> <p>2008-2010</p>	<p>UNDP, UNFPA, UNICEF (Overall Lead: UNDP; Regional Leads: UNDP in Korçe, Durrës and Tirana; UNICEF in Kukes (and work on school-based campaign on combating violence against women and girls; UNFPA to target local health care worker</p> <p>Partners: MOLSAEO, MoH, MoE, municipalities, law enforcement, health care workers, CSOs, women’s organizations, youth, media, UN Trust Fund Grantees on EVAW</p>

		police, judiciary, health care workers		
	2.1.2. Pilot first government shelter for women in the country in one region and support NGOs providing services	<ul style="list-style-type: none"> <li>Government to identify a building for the national shelter;</li> <li>Support operationalising of shelter, including the establishment of referral services (See Output 2.1.1.)</li> <li>Support for provision of free legal assistance to women;</li> </ul>	<p>By the end of 2008</p> <p>2009 -2010</p> <p>2009-2010</p>	<p>UNDP</p> <p>Partners: MOLSAEO, MoH, MoE, municipalities, law enforcement, health care workers, CSOs, women's organizations, youth, media, UN Trust Fund Grantees on EVAW; Legal NGOs;</p>
	2.1.4. Coordinated local level public awareness campaigns on VAW focusing on prevalence, prevention and available support for victims	<ul style="list-style-type: none"> <li>Conduct Survey on prevalence of VAW in Albania (second DV survey); and publicize/disseminate</li> <li>Develop harmonized advocacy messages to combat VAW at the national level and to raise awareness about referral services;</li> <li>Coordinate awareness raising activities at national and local level;</li> <li>Study on the "cost" of VAW to the state;</li> </ul>	<p>2008 - 2010</p> <p>2008 - 2009</p> <p>2009 - 2010</p> <p>2009</p>	<p>Lead: UNDP</p> <p>Participating Agencies: UNDP, UNICEF and UNFPA</p> <p>Partners: MOLSAEO, MoH, MoE, municipalities, law enforcement, health care workers, CSOs, women's organizations, youth, media, UN Trust Fund Grantees on EVAW</p> <p>UNDP</p>
2.2.Incorporating women's voices and needs into local	2.2.1. Build capacities of municipalities and	<ul style="list-style-type: none"> <li>Identification of local gender priorities under NSGE-DV, in</li> </ul>	2009	<p>UNIFEM</p> <p>Partners: local government,</p>

budgetary processes (Elbasan, Kukes, Lezhe and Shkoder)	communes in GRB and develop tools to integrate gender equality in local budgets;	coordination with NGOs;	2008 - 2009	Association of Municipalities, local NGOs, women, UN Joint Programme on Regional Development 2008 and
		<ul style="list-style-type: none"> <li>Support training and capacity building of local municipal authorities to integrate gender priorities into local budgets (including participatory budgeting processes);</li> </ul>	2009 - 2010	
		<ul style="list-style-type: none"> <li>Support performance monitoring of municipal budgets, from a gender perspective;</li> <li>Support Local authorities in advocating for use of central government funds in support of local gender equality priorities;</li> </ul>	2008 - 2010	
		<ul style="list-style-type: none"> <li>Mobilize and build capacity of local NGOs to do GRB and to monitor integration of gender equality in municipal/communal budgets;</li> </ul>	2008 - 2010	
<b>Outcome 3:</b> Women participating in the accountability processes which impact the advancement of gender equality (One UN Development Goal 2: Greater participation in public policy and decision-making)				
<b>Expected Results</b>	<b>Output</b>	<b>Key Indicative Activities</b>	<b>Indicative Time Frame</b> (Yrs 1, 2, 3)	<b>Implementing UN Agencies (with lead) and Partners</b>
3.1. Women and civil society have capacity and	3.1.1.Support the improved capacity and coordination of	<ul style="list-style-type: none"> <li>Support coordination of NGOs on "women in elections" in the lead up</li> </ul>	2008	UNIFEM  Partners: local NGOs, media,

<p>partnerships to hold decision-makers to account;</p>	<p>NGOs on women's political participation at national and local level</p>	<p>to the Parliamentary Elections and local elections;</p> <ul style="list-style-type: none"> <li>Support for women's organisations to monitor the performance of elected politicians to track legislative activity, contribution to party positions, and overall performance in relation to promoting gender equality;</li> </ul>	<p>2009 – 2010</p>	<p>OSCE and Council of Europe</p> <p>UNIFEM and UNDP</p>
<p>3.2. Reducing discriminatory attitudes about women's public leadership at the national and local level</p>	<p>3.2.1. Support revision of the Electoral Code Reform and implementation of the articles in the GEL re: special measures to ensure the inclusion of women in elections as voters and as candidates</p>	<ul style="list-style-type: none"> <li>Support NGOs and gender equality advocates in government (including Parliament) to ensure Electoral Code and related legislation support women's involvement in elections;</li> <li>Link advocacy work around the 2009 elections to lead up to advocacy work in 2011 local elections (lessons learned and use of media);</li> <li>Build the capacity of NGOs to use the media more effectively to promote women's leadership, women's rights and gender</li> </ul>	<p>2008 - 2009</p> <p>2009 – 2010</p> <p>2008 – 2010</p>	<p>Lead: UNIFEM</p> <p>Participating Agencies: UNIFEM, UNDP and UNICEF</p> <p>Partners: MOLSAEO, Parliament, OSCE, Council of Europe, local NGOs</p> <p>UNIFEM</p> <p>UNIFEM and UNDP</p> <p>UNIFEM</p>



		<p>equality – including the development of documentaries on women leaders in Albania;</p> <ul style="list-style-type: none"> <li>• Civic education initiatives for communities on the importance of women as voters and candidates; as well as education on the need to ensure that candidates uphold gender equality commitments;</li> <li>• Coordinated advocacy campaign on “women in elections” – using TV, radio, newspapers and mobilize creative advocacy measures for voters to push for inclusion of women in elections; and for the inclusion of gender equality priorities into party platforms;</li> </ul>	<p>2008 – 2009</p> <p>2008-2010</p>	<p>UNIFEM</p> <p>UNIFEM and UNDP</p>
	<p>3.2.2. Support potential women candidates for elections and/or integration of women’s perspectives in candidates political programmes</p>	<ul style="list-style-type: none"> <li>• Support community initiatives to nominate independent (women) candidates;</li> <li>• Build capacities of potential women’s candidates to perform professionally during election campaigns;</li> </ul>	<p>2009 - 2010</p> <p>2009 - 2010</p>	<p>UNDP</p> <p>Partners: media, NGOs, political parties</p>

		<ul style="list-style-type: none"> <li>• Support citizens groups (of equal gender representation) in preparing their own political platform (with balanced attention to gender-specific needs) and presentation of these to political candidates;</li> <li>• Support the local government and civil society partnership in joint initiatives on gender equality issues pertaining to DV and GEL;</li> </ul>	2009- 2010	UNIFEM and UNDP
	3.2.3. Targeting of young women and men within 'youth services' initiative, building their awareness on women's leadership;	<ul style="list-style-type: none"> <li>• Promote youth dialogue on non-discriminatory attitudes and women/girls leadership;</li> <li>• Support advocacy lobbying campaigns on women leadership among the young generation in two universities in the country.</li> <li>• Leadership skills building for young girls and women through Youth Parliament in selected areas (the areas to be decided with</li> </ul>	2008 – 2009	Lead: UNICEF Participating Agencies: UNIFEM, UNICEF and UNDP  UNDP  UNICEF Partners: youth centres, youth, youth parliaments media, local

		<p>UNIFEM)</p> <ul style="list-style-type: none"> <li>Support Youth Parliament into raising awareness and building capacities of Political Youth Forums into promoting women's participation in elections;</li> </ul>		authorities, schools, local NGOs
<b>Outcome 4:</b> Improved coordination of external support to government and civil society in advancing gender equality;				
<b>Expected Results</b>	<b>Output</b>	<b>Key Indicative Activities</b>	<b>Indicative Time Frame</b> (Yrs 1, 2, 3)	<b>Implementing UN Agencies (with lead) and Partners</b>
4.1. Increased coordination within the UNCT on the provision of technical and financial support to government and CSOs in the area of women's rights and gender equality	4.1.1. Coordinated work plans in providing support to government on implementing and monitoring gender equality commitments	<ul style="list-style-type: none"> <li>Coordination of technical support provided to the government in institutionalizing the gender equality mechanisms;</li> </ul>	2008-2010	<p>UNIFEM along with the Steering Committee and the Joint Programme Coordinator</p> <p>Partners: UNCT and government partners</p>
	4.1.2. Coordinate development of capacity building tools, knowledge products and advocacy messages/campaigns on gender equality	<ul style="list-style-type: none"> <li>Coordination of the development of tools, knowledge products and advocacy messages/campaigns (around VAW and "Women in Elections") and ensuring harmonization between these elements</li> </ul>	2008- 2010	<p>UNIFEM along with the Steering Committee and the Joint Programme Coordinator</p> <p>Partners: UNCT, government partners and local NGOs</p>
4.2. Facilitate government coordination of international	4.2.1. Improved collaboration among UN and international	<ul style="list-style-type: none"> <li>Support the regular consultation and dialogue with international partners</li> </ul>	2008 -2010	<p>UNIFEM and UNDP</p> <p>Partners: UNCT, MOLSAEO, DSDC, OSCE, International</p>

support of implementation of the NSGE-DV	organizations in conducting advocacy and awareness raising on gender equality and women's rights issues	and government implementation of NSGE-DV		Organizations, donors
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## **X. BUDGET (PLEASE SEE ATTACHED)**

**Note:** The total planned budget for the Joint Programme is US\$3,866,622 and will be funded through cost-sharing, with participating agencies bring parallel resources to support implementation of the JP. The donor funding received will go to the One UN Coherence Fund. At present, as resources are still being mobilized, the total budget cannot be officially adopted until resource mobilization is complete. However, the UN has prioritized implementation of the Joint Programme and as such, participating agencies have allocated core funds to support implementation, and the Coherence Fund has released seed funding to ensure activities can begin as per the agreed upon schedule.

## **ANNEX I**

### **Role and responsibilities of the Ministry of Labor, Social Affairs and Equal Opportunities (MoLSAEO) in the UN Joint Program on Gender Equality**

**The Ministry of Labor, Social Affairs and Equal Opportunities (MOLSAEO)**, being a key institution in covering both gender equality and domestic violence, will be the main partner for the implementation of several components of Outcome 1 and Outcome 2 of the JP, as well as aspects of Outcome 4 and selected activities under Outcome 3 as specified below.

MOLSAEO will be the primary government partner in supporting the development of institutional mechanisms on gender as outlined in the JP and related legal frameworks (NSGE-DV and the draft GEL); and will be the main body responsible for policy-making and systematizing the monitoring of the status of women and gender equality, as outlined in the JP.

Further, MOLSAEO take the lead on behalf of the Government of Albania in locating appropriate premises for government shelter for victims of domestic violence, arranging participation in training sessions for social services, labor inspectors etc.

Based on agreed upon Annual Work plans between MOLSAEO and the UN, and on behalf of the UN, UNIFEM will release funds under a Letter of Agreement to MOLSAEO. MOLSAEO will thus be directly accountable for the administering and monitoring these funds and the related activities. In cases stipulated in the Annual Workplan where the UN is directly implementing, MOLSAEO will remain a key leading partner in implementation

However, the lead agencies stipulated in the Gov/UN annual work plan will be responsible for substantive follow up and implementation.

MoLSAEO and the UN will ensure close coordination with the Austrian-funded "Equity in Governance" programme and in their work on developing capacities at the Prefecture level and with local level gender focal points.

Specifically, MoLSAEO's Roles and Responsibilities will focus on the following:

- With UN support, take the lead in re-activating and/or establishing the institutional mechanisms on gender as envisioned in the Gender Equality Legislation, the Domestic Violence Legislation, the NSGE-DV – including the establishment of the Inter-Ministerial Council on Gender Equality; the strengthening and activation of the Gender Focal Points at the line ministries; re-activate the GFP network at the municipal level; establish the designated focal points within MoLSAEO to monitor the DV legislation and support its implementation;
- Take the lead in policy strengthening and development as it relates to gender equality;
- Take the lead normalising the monitoring of the status of women and the advancement of gender equality through supporting the creation of coordinated, systematized inter-governmental processes on the monitoring of implementation of the NSGE at all levels of government and supporting the harmonization of collection and analysis of qualitative and quantitative data on the status of women and gender equality. This includes the establishment of a temporary body – the Inter-Ministerial Working Group on Monitoring the Status of Women and Gender equality; the production of "The Status of Women" Annual

Reports; the piloting of a Time Use Survey; and establishing linkages and inputs into the DHS, LSMS and National Census processes;

- Locate appropriate premises for government shelter for victims of domestic violence and facilitate the operationalising of this shelter;
- Ensure participation in training sessions on DV for social services staff and labor inspectors at the regional and local levels;
- Develop secondary legislation on the basis of and for implementation of new GEL;
- Take a leading role for advocating with line Ministries for endorsement and implementation of sub-legal acts to DV and GEL;
- As stipulated in the NSGE-DV, establish a technical secretariat within the Directorate for Equal Opportunities (DoE) tasked with monitoring implementation of gender equality commitments (CEDAW, NSGE-DV, GEL, DV legislation, related legislation) and responsible for systematizing capacity building of Gender Focal Points in line ministries and at the local level. As such, it has been agreed that, as per Terms of References developed in cooperation with the UN, MOLSAEO will recruit two staff to operate the technical secretariat (one focused on institutionalizing the training of GFPs, the other focused on systematizing the monitoring of gender equality and the status of women). Until the end of 2009, the cost of these staff will be covered by UN funding via a MOLSAEO/UN Agreement and as per UN rules in regulations in this regards, with the stipulation that starting in 2010, MoLSAEO will cover the cost of these two staff from the state budget. Therefore, the two staff recruited in 2008 will formally become part of DoE structure and reflected in the official DoE organigram.
- By 2010, take the lead in organizing and delivering the training sessions on GEL, DV law, CEDAW, GRB, monitoring statistics for gender focal points in line Ministries, prefecture and local government levels;
- Support a national gender-responsive budgeting exercise linking the NSGE-DV and the National Strategy on Social Protection, ensuring coordination and cooperation with relevant departments in MoLSAEO and at the local level. This process will prioritise addressing women's needs in the area of social protection at the local level in two to three municipalities, with particular emphasis on supporting women's unpaid care work in the home;
- Take the lead in convening the Sectoral Donor Coordination Working Group on Gender, as per DTS and Government of Albania stipulations, with support from UNDP, OSCE and UNIFEM;
- Support the UN in identifying government focal points for carrying out the UN Joint Programme's Implementation Plan (2008-2010);
- Administer and monitor and the budget that will be allocated to MOLSAEO for the targeted activities in accordance with the approved annual work-plans and as per Government of Albania and UN policies and procedures.

## ANNEX II

### Terms of Reference – Steering Committee for the Joint Programme on Gender Equality in Albania

#### Background

Gender is a core principle of the One UN in Albania and to this end, the UNCT will support the advancement of gender equality in Albania using a two-pronged approach: I) Integrating gender throughout priority joint programmes developed under the One UN over the next three years and, II) Implementing the first Joint Programme on Gender Equality of the UN Country Team in Albania (2008-2010).

The overall goal of the UN Joint Programme on Gender Equality is to support the coordinated implementation of Albania's National Strategy for Gender Equality and Domestic Violence (NSGE-DV 2007-2010). Through consultation with government and civil society, building on the UN's expertise in gender equality, and with the view of aligning the work on gender equality with the broader One UN Programme, the Joint Programme will target the implementation of the following four objectives of the NSGE-DV: i) Strengthening of legal and institutional frameworks on gender equality; ii) Increasing women's participation in decision-making; iii) Improved situation of women at risk through increasing access to quality social services; and iv) Eradication of domestic violence.

The UN Joint Programme on Gender Equality reflects the framework of the One UN Programme (2007-2010) in Albania and it will draw on the expertise of the four participating agencies - UNIFEM, UNDP, UNFPA and UNICEF. The overall goals of the Joint Programme are as follows:

- National Government has capacity to more effectively monitor and implement the NSGE-DV;
- Improved public sector response to women's needs and priorities at the local level;
- Women participating in the accountability processes which impact the advancement of gender equality;
- Improved coordination of external support to government and civil society in advancing gender equality

The Programme will be implemented at the national level, but in the areas of gender-responsive budgeting and combating violence against women, will also prioritise the following regions: Kukes, Shkoder, Elbasan, Lezhe, Korca, Durres, and Tirana. The key partners involved in the overall programme implementation will be the four participating UN agencies, the Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO), and line Ministries, INSTAT, the Parliament, international organizations working on gender in Albania, local non-profit organizations working on gender and/or good governance, media, and local branches of youth parliaments.

Strategic guidance to ensure that the Joint Programme responds effectively to the national priorities of Albania, and to ensure effective coordination of implementing partners will be provided by the establishment of Joint Programme **Steering Committee** and the Joint Programme Inter-Agency Gender Working Group (UN)<sup>10</sup>.

#### **Membership:**

The Steering Committee will be comprised of the UN Resident Coordinator's Office, four UN participating agencies, two representatives from the MoLSAEO, including the Directorate for Equal Opportunities, and a representative from the Council of Ministers' Department for Strategy and Donor Coordination - DSDC and rotating ex-officio members (two from civil society).

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<sup>10</sup> <sup>10</sup> An inter-agency Gender Working Group (GWG) will be set up at the onset of the Programme, will meet once a month and its members will be the UN participating agencies. The main purpose of the GWG will be to ensure smooth and timely implementation of planned activities.



**UN Resident Coordinator's Office – 1 member**

**UNIFEM** – 1 member

**UNDP** – 1 member

**UNICEF** – 1 member

**UNFPA** – 1 member

**MOLSAEO (including DEO)** – 2 Members – the Deputy Minister of MOLSAEO and the Head of the Directorate for Equal Opportunities;

**DSDC** – 1 member

**Civil Society** – 2 members (one from local level)

**Tasks and Responsibilities:**

The Steering Committee will meet with every quarter and will be responsible for the following:

- ✓ Oversee implementation of JP and monitor progress, providing guidance to overcome bottlenecks and challenges;
- ✓ Approve annual priorities and reports;
- ✓ Provide guidance at the substantial and political levels;
- ✓ Guide in resource mobilization;
- ✓ Oversee mid-term reviews, evaluations and strategic reviews;
- ✓ Participate in the evaluation process of partnership selection for contracts totaling US\$30,000 or above.
- ✓ Share information on contractor selection and performance results.

**Duration:**

The Steering Committee will be functional for the duration of the JP and through its final evaluation. The duration of membership from each agency and Government is permanent while the persons from civil society will have an annual rotation of representatives.

The Steering Committee will meet on a quarterly basis and will be facilitated by the UNIFEM representative with the support of JP National Coordinator. The meetings will be held during the first week of each quarter and with full participation of all the members or their designates. The minutes of the Steering Committee will be shared after each meeting and the JP Coordinator will ensure follow up of decisions and actions to be taken.

## ANNEX III

### Terms of Reference

#### **National Programme Coordinator (NPC) – Support to the UN Joint Programme on Gender Equality**

##### **Background and Justification:**

In January 2007, at the request of the Government, Albania (GoA) was selected as one of eight countries to pilot UN efforts to deliver as One UN. The One UN initiative builds on an existing UN Reform agenda of the UN Development System to increase coherence and effectiveness of operations at the country level. Advancing gender equality is a core principle of the One UN in Albania and it is cross-cutting throughout.

As the One UN Programme highlights, from both a management and programmatic perspective, it is no longer "business as usual" for the UN in Albania. Increased collaboration and alignment of programme interventions will be ensured through the One UN Programme, which will be implemented through a series of thematically-specific inter-agency joint programmes. In this context, the UN Country Team (UNCT), under UNIFEM coordination, has recently developed a Joint Programme on Gender Equality for Albania (2008-2010).

Developed in consultation with the GoA and civil society, and building on the UN's national experience and technical expertise in this area, the overall goal of the Joint Programme on Gender Equality is the coordinated implementation of the National Strategy for Gender Equality and Domestic Violence (2007-2010) (NSGE-DV). Specifically, the Joint Programme will support the realization of the following objectives within the NSGE-DV:

- strengthening of legal and institutional frameworks on gender equality (with particular focus on implementation of the legislation on Domestic Violence and Gender Equality and related sub-legislation);
- increasing women's participation in decision-making;
- improved situation of women at risk through increasing access to quality social services;
- the eradication of Domestic Violence.

The expected outcomes of the Joint Programme will be:

- Outcome 1: National Government has capacity to more effectively monitor and implement the NSGE - DV;
- Outcome 2: Improved public sector response to women's needs and priorities at the local level;
- Outcome 3: Women participating in the accountability processes which impact the advancement of gender equality;
- Outcome 4: Improved coordination of external support to government and civil society in advancing gender equality.

As the lead agency on gender with the UN Country Team, UNIFEM is tasked with supporting the UNCT's work on gender equality. As such, UNIFEM will be responsible for coordinating the implementation of the Joint Programme on Gender Equality and providing technical support to participating agencies where required.

To support the above, UNIFEM Albania is recruiting a National Programme Coordinator (NPC).

##### **Duties and Responsibilities:**

Under the supervision of the UNIFEM Country Programme Manager and in collaboration with the participating agencies of the Joint Programme (JP) on Gender Equality, the primary task of the NPC

will be to facilitate the coordination among participating agencies in implementing the JP, and to take the lead in ensuring the provision of coordinated capacity building and technical support to the Government of Albania in strengthening the state's gender equality mechanism.

Specifically, the NPC will:

#### Support to the overall Joint Programme

- Facilitate participating agencies in the development of the JP's annual work plans, ensuring alignment with the agreed upon Implementation Plan, Results Matrix and JP Budget;
- Support the coordinated development of inter-agency strategies on Violence Against Women and Women in Elections, as per the agreed upon Implementation Plan, and in coordination with the lead agencies in these areas;
- Facilitate effective and regular two-way information exchange among the participating agencies of the JP;
- Take the lead on behalf of the participating agencies in ensuring the coordinated provision of technical support to the Government of Albania in strengthening the gender equality mechanisms in government (Outcome 1 of the Joint Programme), including the development of an inter-agency annual work plan on this issue;
- Support the participating agencies of the JP in developing harmonized advocacy messages on select issues;
- Facilitate the coordinating launching of inter-agency advocacy campaigns on select issues within the JP;
- Act as information focal point for the Directorate of Equal Opportunities on the implementation of the JP;
- Provide technical support and/or identification of national/international experts to the participating agencies of the JP as required;
- Oversee the monitoring and evaluation of the JP, in line with the One UN's overall M&E framework;
- Support the coordinated identification and contracting of programme partners under the JP, aligning participating agencies' administrative and contractual processes where possible;
- Act as the secretariat in supporting the convening and follow up on decisions made by the JP's Steering Committee;
- Compile progress reports in coordination with participating agencies on the implementation of the JP, as per the schedule agreed to with the One UN Team, the One UN's Administrative Agent and donors;

#### Support to UNIFEM-lead components under Outcome 1 of the JP

- Ensure the effective implementation of UNIFEM-led activities under the JP focused on strengthening the GoA's gender equality mechanisms, implementation of the law "On Gender Equality in Society", and supporting improved implementation of the CEDAW (Outcome 1 of JP);
- Leads the identification and mapping of UNIFEM's programme partners (government, civil society, international organizations) under Outcome 1 of the Joint Programme, including the development of a national technical experts roster;
- Develop and continuously update the implementation plan for the UNIFEM-lead actions under Outcome 1 of the JP and ensure their timely execution, in coordination with programme partners, and on the basis of work already initiated;
- Undertake continuous monitoring and evaluation of the UNIFEM-lead components of the JP under Outcome 1 at the national and local levels, preparing progress reports and correspondence as necessary (in conjunction with relevant staff and consultants);
- Support UNIFEM's implementing partners under Outcome 1 of the JP to achieve results in a timely manner through provision of technical guidance and support for capacity development;

- Participate in relevant UN, government, donor and CSO meetings on behalf of UNIFEM and on behalf of the UN JP on Gender Equality;
- Ensure timely information exchange with government, NGO, UN and international programme partners, as necessary, as well as seek/strengthen partnerships with partners;
- Facilitate partnership building between CSO and government partners under the UNIFEM-lead components of Outcome 1 of the JP;
- Ensure linkages are made to relevant UNIFEM South Eastern Europe Programmes, supporting information exchange and the development of SEE Region-wide activities and knowledge products;
- Identify experts (national and international) to support implementation of the UNIFEM-lead components of Outcome 1 of the JP;
- Report to the Country Programme Manager on a regular basis on JP developments and activities;
- Monitor political trends in the country that may affect the implementation of the JP, appraise the Country Programme Manager of developments and plan for changes;
- Support information collection & dissemination, documentation, preparation of reports for UNIFEM and donors, and capturing of lessons learned, outreach and advocacy;
- Undertake missions, as needed.

**Key Competencies of the Assignment:**

- Substantive knowledge of gender and governance processes in Albania and/or in the region.
- Experience in coordination and programme management, particularly in the areas of human rights, sustainable development and/or gender equality;
- Ability to work in an independent manner, set priorities and organize the workflow efficiently;
- Excellent ability to process, analyse and summarize a wide range of materials for presentation and sharing.
- Ability to coordinate team work and to inspire and motivate others to achieve established goals;
- Ability to work in a supportive manner in a multicultural and diverse environment;
- Willingness to travel, including but not limited to all geographic areas within UNIFEM's Central European Regional Portfolio.
- Familiarity with the UN system, in particular with UNIFEM and its mandate.
- Excellent communications skills and ability to work in a team
- Initiative and sound judgment;
- Fluent in written and spoken Albanian and English.

**Minimum Requirements, Qualifications, and Experience:**

- Advanced degree in economics, international law, development studies, and/or gender studies and/or international relations, or similar.
- A minimum of 2 years of relevant professional experience. Previous employment experience with international organisations is an asset as is previous work on gender and/or human rights.
- Experience in programme management and/or project coordination;
- Demonstrated interest and/or experience in gender work;
- Demonstrated initiative and sound judgment, dedication to the UN principles and demonstrated ability to work harmoniously with persons of different nationalities and cultural background.
- Demonstrated ability to work in a team.
- Strong analytical, writing and communication skills in both Albanian and English.
- Fluency in English (written and spoken).
- Good computer skills in Windows environment, knowledge of internet communications and command of MS Office applications (Word, Excel, Power Point)