



Short title annual work plan	Capacities for Gender Mainstreaming		
Code + full text of Outcome¹	practices and systems for effective delivery of national development priorities and international obligations		
Code + full text of Output²	1.2.5 State institutions and local governments have the technical capacity to mainstream gender issues into legislation, strategies, policies and budgetary processes, and to implement a women's economic empowerment strategy		
Implementing Partner³	MSWY, Ministry of Justice		
Responsible Parties⁴	MSWY, MoJ, School of Magistrates, Ministry of Finance, TIPa, Ministry of Agriculture, Ministry of Defense, Albanian State Police, Research Institutes, Civil Society Organisations, Local Government Units, Ministry of Health		
Participating UN agencies	UN Women, UNDP, UNFPA, UNICEF		
Donors	Coherence Fund – earmarked funding from Sida		
Year	2014		
Total Available budget	316,440		
UN core / regular funds	61,940		
Government contribution	n/a		
Donor contributions			
• Regional Projects	57,800		
• Donor B			
• Donor C			
In kind contributions			
Coherence Fund contribution	196,700		
	Title	Name	Signature
For the Implementing Partner Ministry of Social Welfare and Youth	Deputy Minister	Bardhylka Kospiri	
For the UN Agencies			
UN WOMEN	Representative	David Saunders	
UNDP	Country Director	Yesim ORUC	
UNFPA	Assistant Representative	Manuela BELLO	
UNICEF	Representative	Detlef PALM	

¹ from the Programme of Cooperation 2012-2016

² from the Programme of Cooperation 2012-2016

³ Implementing Partners, by signing the Annual Work Plan assume the responsibility for the achievement of deliverables and the appropriate use of resources provided under this agreement; appropriate responsible parties can be contracted to implement one or more activities needed for a specific deliverable.

⁴ See above.

28/04/2014

Narrative

National planning and budgeting are aligned to government priorities for social-economic development and to EU Integration which requires commitment to improving accountability and transparency of public policies and finance. Public policies and finance reforms have presented unique entry points to introduce Gender Responsive Planning and Budgeting (GRPB) and apply it as a standard policy tool.

UN support in 2014 will continue to strengthen government accountability through a) Incorporation of gender equality objectives and priorities in national plans and budgets, including the NDSI (2014-2020). This strategic intervention will ensure public policy processes are engendered in the entire cycle of planning, programming and budgeting at central and local levels. b) Increasing knowledge and capacities of civil servants in line ministries and local government units, CSOs and academia in applying GRPB remain key and complimentary to the country's policy framework. c) Support approaches that attract and build the capacity of women to leadership positions in service delivery institutions. Support the implementation of gender action plans of the Ministry of Defense and Ministry of Interior to increase women's participation in the Albanian State Police and Armed Forces, notably to increase their representation in leadership positions.

Particular focus will be given to improvement of legal initiatives in the justice system to respond to gender equality commitments, partnering with key Ministries such as Ministry of Social Welfare and Youth, Ministry of Justice, and other line ministries. Civil servants and institutions will have greater capacity to integrate gender in public policy and budgets, at the central and local levels.

In relation to rural women, an initial baseline on the situation of rural women and implications of rural development policies have on them will be built. Specific support will target the application of Rural Development policies based on European best practice in support to rural women's economic participation. These interventions will specifically target rural women as typically the most excluded group in rural areas in terms of gaining access to public services, social protection and decent employment opportunities.

Per Albanian Gender Equality Law, all public offices at the central and local level are required to mainstream gender into their legislative and policy development initiative and that implementation should be equally beneficial to men and women, by also contributing to reduction of current gaps. A key requirement for gender mainstreaming is a strong and stable national gender machinery, an administration with specific skills in gender mainstreaming and an integrated process of gender mainstreaming in all elements of governance reinforced so repeatedly that it becomes an intrinsic part of the way policy making and implementation is done everywhere in Albania. To this end, UNDP assistance in 2014 contributes to all of these three elements:

- a) Advocating for and supporting the government in completing the national gender machinery with all its elements;
- b) Building the skills of the members of the national gender machinery but also of other civil servants in mainstreaming gender both in the planning and implementation aspects of their work, resulting in more documents and processes that properly take into account gender inequalities and the differing challenges of men and women.
- c) Offer continuous support to government agencies, particularly local government in implementing their engendered legislation and strategies, with a view to produce evidence of the benefits that these bring to citizens and governance. The longer term result is that citizens and government agencies alike see gender mainstreaming as the only possible way that governance is performed.

Annual Work Plan (with examples)

Output 1.2.5

State institutions and local governments have the technical capacity to mainstream gender issues into legislation, strategies, policies and budgetary processes, and to implement a women's economic empowerment strategy

Indicator	Baseline	Target 2016	Annual Target 2014
1 No. of national policy documents with gender specific objectives and indicators	4	8	2
2 No. of state institutions and LGUs that have incorporated gender responsive planning and budgeting	0 budgeting, 4 LGUs with DV costing	10 out of which 4 are LGUs	2
3 No. of legal proposals containing reference to different potential effects for men and women in their explanatory report (mandatory per the Gender equality legislation)	Two legislative changes in 2010	At least five legislative proposals	1
4 % of total budget for the implementation of WEE strategy effectively mobilized from state budget	0	50%	

Code deliverable	Description deliverable	To be completed in Quarter	Responsible Party	UN Agency	Available budget in USD	Source of Funds	Budget description
1.2.5 a	increased women's access to property through better access to information, legal counselling and awareness	Q1-Q2	Ministry of Justice (MoJ), Ministry of Social Welfare & Youth (MoSWY)	UN Women	15,800	Coherence - Swedish	Printing and consultancy services
1.2.5 b	Follow up support and technical assistance to building institutional capacities for notaries and IPRO's staff with regards to the implementation of new legal amendments on property registration	Q4	MoJ & MoSWY	UN Women	12,000	Coherence - Swedish	Consultancy services
1.2.5 c	Study on women's property rights launched	Q2	MoJ & MoSWY	UN Women	2000	Coherence - Swedish	Consultancy services
1.2.5 d	Capacity building for Government officials and institutions (MoD and ASP) to implement Gender Equality Action Plan	Q1-Q2	Council of Minister (CoM) & DSDC	UN Women	15,000	Coherence - Swedish	National consultants, workshops

1.2.5 e	Facilitate dialogues between CSOs and security sector to increase women's role and leadership	Q1-Q2	Ministry of Defence (MoD)	UN Women	3,000	Coherence - Swedish	Editing and printing
1.2.5 f	Support the consultative process of the Government in finalizing the NSDI and mainstreaming in the national sector and cross sector Strategies ensuring gender specific objectives and indicators	Q1-Q2	CoM, DSDC, MoSWY	UN Women	16,000	Core	Consultancy services
1.2.5 g	Support Ministry of Finance, MoARDWA, METE, MoUPT, and MoSWY to implement the CoM Decision no. 465 on gender mainstreaming in the MTBP	Q1-Q4	Ministry of Finance (MoF), MoSWY, line Ministries	UN Women	20,800	GRB Funds	Consultancy services, workshops, travel
1.2.5 h	Capacity building and exchange for parliamentarians on budget hearing and budget debate with a gender perspective	Q1-Q4	Assembly, MoF, MoSWY, line Ministries, CSOs	UN Women	37,900	GRB Funds	Consultancy services, workshops, travel
1.2.5 i	In depth analysis and research to inform policy implementation (legal initiatives, laws and codes) in line with gender equality commitments in the justice system; (unpaid care work; mapping of property; Civic code; Family Code, Labour Code, etc	Q1-Q2	MoJ, MoSWY	UN Women	15,000	Coherence - Swedish	Consultancy services
1.2.5 j	Pilot GRB intervention and GRB trainings and coaching at municipal level with staff and councilors, especially with municipalities collaborated with in 2012-2013	Q1-Q2	Municipalities, MoF, MoSWY	UN Women	1,640 45,000	Core Coherence - Swedish	Consultancy services, travel, translation
1.2.5 k	National Study on Albanian Rural Women and economic diversification in Rural Areas concluded	Q1-Q4	MoARDAW	UN Women	16,300	Core	Institutional Contract Consultancy
1.2.5 l	Training provide for key line ministries on Gender Equality in Development Effectiveness	Q2	MoSWY, DDPFFA; MoF, MoA	UN Women	5,000	Coherence - Swedish	Travel, Training fee
1.2.5 m	Supported GoA (MoSWY) participation in the CSW in 2014	Q1	MoSWY	UN Women	4,000	Core	Travel
1.2.5 n	Technical Assistance provide to Social Inclusion and Gender Equality Department of MoSWY for the implementation of GE agenda in 2014	Q2-Q4	MoSWY	UN Women	15,500	Coherence - Swedish / Core	Consultancy
1.2.5 o	Guidelines on gender mainstreaming in legislation and the pertinent normative act	Q2	MoSWY, MoJ	UNDP	10,000	Coherence - Swedish	Technical assistance and logistics for part

	developed						of consultation rounds	
1.2.5 p	Policy development departments of all line ministries knowledgeable of gender mainstreaming in legislation requirements	Q2	MoSWY	UNDP	7,000	Coherence - Swedish	Technical assistance and logistics	
1.2.5 q	Albanian State Police equipped with skills and tools to ensure gender equality in the ranks. Policy on harassment at workplace is developed for ASP	Q2	MoI, ASP	UNDP UN Women	8,500 7,000	Coherence - Swedish	Training on gender equality and against sexual harassment for police forces in 12 regions, revision of the Police Academy curriculum from the gender equality perspective publication/technical workshop	
1.2.5 r	Dissemination of the results of ECD and Gender Study	Q2	MSWY	UNICEF	5,000		As a follow up step based on 2013. Approved by donor. Technical assistance in the evaluation of YFS documents, Training of Health care providers and Youth; Training of the Media and Stakeholders	
1.2.5 s	Support development of policy recommendations on regulating Child Minders Profession in Albania	Q1-Q2	MOSWY, Local Authorities	UNICEF	20,000		ICT, Consultant	
1.2.5 t	Gender Mainstreaming of Youth Friendly Services within the primary health care through training and advocacy	Q1-Q4	MoH, ACPD	UNFPA	24,000	Core		
1.2.5 u	Electronic Index of International conventions on GE developed	Q1-Q2	School of Magistrate	UNFPA	10,000	Coherence - Swedish		
							316,440	

Annex 1 Total budget per Agency

UN Agency	Budget totals per UN agency	
	Agreed budget for 2014	Best estimates for 2015
	Available budget	Available budget
UN Women	231,940	175,000
UNDP	25,500	30,000
UNICEF	25,000	
UNFPA	34,000	
TOTAL in USD	316,440	205,000

Annex 2 Monitoring tool

Technical Missions	Short description	Date	Contact Person	Email
Field visits incl. visits to Responsible Parties	Short description	Date	Contact Person	Email
Regular visits based on the activities planned by Implementing partners and responsible parties				
Evaluations	Short description	Date	Contact Person	Email
Output Working Group Meetings	Short description	Date	Contact Person	Email
	AWP meeting	06-03-2014	Rezart Xhelo	Rezart.xhelo@unwwomen.org
	AWP meeting	07-07-2014	Rezart Xhelo	
	Mid-term review of PoC	05-05-2014	Rezart Xhelo	
	Annual Review and preparation for annual work-planning 2013	21-12-2014	Rezart Xhelo	
Audits	Mid-year review	25-06-2013	Contact Person	Email

Annex 3 Unfunded Deliverables (with examples)

Output 1.2.5

State institutions and local governments have the technical capacity to mainstream gender issues into legislation, strategies, policies and budgetary processes, and to implement a women's economic empowerment strategy

Indicator	Baseline	Target 2016	Annual Target 2014
1 No. of national policy documents with gender specific objectives and indicators	4	8	2
2 No. of state institutions and LGUs that have incorporated gender responsive planning and budgeting with DV costing	0 budgeting, 4 LGUs with DV costing	10 out of which 4 are LGUs	7
3 No. of legal proposals containing reference to different potential effects for men and women in their explanatory report (mandatory per the Gender equality legislation)	Two legislative changes in 2010	At least five legislative proposals	at least 3
4 % of total budget for the implementation of WEE strategy effectively mobilized from state budget	0	50%	TBD

Code deliverable	Description deliverable	To be completed in Quarter	Responsible Party	UN Agency	Available budget in USD	Source of Funds	Budget description
1.2.5 a	Support women's access to property through increased access to information and legal counselling and awareness	Q3	Ministry of Justice (MoJ), Ministry of Social Welfare & Youth (MoSWY)	UN Women	55,000	Unfunded	Printing and launching workshop
1.2.5 b	Capacity building for Government officials and institutions (MoD and ASP) to implement Gender Equality Agenda	Q1-Q2	Council of Minister (CoM) & DSDC	UN Women	10,000	Unfunded	Learning costs, national consultants, workshop
1.2.5 c	Facilitate dialogues between CSOs and security sector to increase women's role and leadership	Q1-Q2	Ministry of Defence (MoD)	UN Women	6,000	Unfunded	Editing and printing
1.2.5 d	Conduct consultative meetings between municipal authorities and citizens	Q4	Municipalities, MoF, MoSWY	UN Women	34,000	Unfunded	Consultancy services
1.2.5 e	National Study on Albanian Rural Women and economic diversification in Rural Areas	Q1-Q3	MoA	UN Women	30,000	Unfunded	Institutional Contract Consultancy

1.2.5 f	Technical support to MoA to design a results based National Rural Women's Empowerment Strategy and Action Plan	Q3-Q4	MoA	UN Women	40,000	Unfunded	Contract for Professional Services
1.2.5 g	Provided technical assistance to MOSWY for improvement of Labour Code	Q2-Q3	MoSWY	UN Women	15,000	Unfunded	Contract for Professional Services
1.2.5 h	Two reports, on Beijing +20 and CEDAW prepared and submitted with technical assistance of UN Women	Q2-Q3	MoSWY	UN Women	40,000	Unfunded	
1.2.5 i	Municipalities of Durrës, Korça, Fier, Permet and Burrel supported in implementation of selected project fiches contained in their newly developed (engendered) local development strategies or gender equality action plans	Q3-Q4	Municipalities	UNDP	70,000	Unfunded	LoAs with Municipalities, technical assistance, travel, NGO contracts
1.2.5 j	A perceptions study on Albanian public attitudes on gender equality and women's involvement in business and career conducted	Q4	NGOs	UNDP	20,000	Unfunded	NGO contract
1.2.5 k	Ministry of Urban Development and Tourism and Ministry of Interior have the capacities and skills to implement gender equality legislation and ensure gender mainstreaming in their planning, implementation and monitoring processes. Ministry of Urban Development and Tourism implements Strategy of Tourism Development by promoting women's stronger involvement in the sector and conducts legalisations process in full awareness of spouses and former spouses contributions to the informal buildings.	Q4	MoUDT	UNDP	30,000	Unfunded	LoAs, technical assistance, public-private partnerships
1.2.5 l	Reorganised Department of Social Inclusion Policies has the capacities to influence internal policy making of MoSWY and to provide technical assistance to other Ministries on gender mainstreaming	Q3-Q4	MoSWY	UNDP	25,000	Unfunded	Technical assistance, capacity building, publications
1.2.5 m	Legal package from gender equality perspective is further updated and enriched in light of the new government strategic priorities and is fully integrated into MoI and other line Ministries legislative proposals	Q3-Q4	MoSWY, MoI, Line Ministries	UNDP	15,000	Unfunded	Technical assistance, logistics for consultative and lobbying sessions
1.2.5 n	Gender Mainstreaming of Youth Friendly Services within the primary health care through training and advocacy	Q3-Q4	MoH, ACPD	UNFPA	20,000	Unfunded	Training, Technical Assistance
TOTAL in USD – unfunded deliverables						410,000	