



UNCT SWAP-Scorecard

Assessment Results and Action Plan
United Nations Country Team, Albania

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Abbreviations and Acronyms

AWP	Annual Work Plan
BOS	Business operations strategy
CCA	Common Country Assessment
CCR	Coordinated Community Response
CF	Cooperation Framework
CSW	Commission on the Status of Women
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CSO	Civil Society Organisation
ECA	Europe Central Asia
EU	European Union
GBV	Gender Based Violence
GEEW	Gender Equality Empowerment of Women
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
GOA	Government of Albania
GTG	Gender Theme Group
GRB	Gender Responsive Budgeting
GREAT	Gender Rural Equality and Tourism
HOA	Head of Agency
INSTAT	Institute of Statistics Albania
JP	Joint Programme
LGBTI	Lesbian, Gay, Bi-sexual, Transgender and Intersex
LNB	Leave No one Behind
M&E	Monitoring and Evaluation
MAPS	Mainstreaming, Acceleration and Policy Support
MPs	Member of Parliament
NOC	National Professional Officers (5 years plus)
OMT	Operations Management Team
PoCSD	Government of Albania-UN Programme of Cooperation for Sustainable Development
RBM	Results Based Management
RC	Resident Coordinator
RCO	Resident Coordinator Office
RFSD	Regional Forum on Sustainable Development
RYCO	Regional Youth Cooperation Office
SDG	Sustainable Development Goals
SGG	Security and Gender Group
SWAP	System Wide Action Plan
ToR	Terms of Reference
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNGTRG	United Nations Gender Thematic Results Group
UNSDG	United Nations Sustainable Development Group
UPR	Universal Periodic Review
VNR	Voluntary National Review

I. Background

The UNCT SWAP-Scorecard is a globally standardised rapid assessment of UN country level gender mainstreaming practices. The framework is designed to foster adherence to minimum requirements for gender equality processes across the UN system set by the United Nations Sustainable Development Group (UNSDG). The UNCT SWAP-Scorecard focuses on the performance of the UN system as a whole, rather than the achievements of any single agency. By focusing on gender mainstreaming processes at the country level, the tool highlights the growing importance of interagency collaboration and coordination to achieve gender equality and the empowerment of women (GEEW) results at the country level.

The Scorecard was endorsed by the United Nations Development Group (UNDG), (now the UNSDG) in 2008 in response to the UN Chief Executive Board for Coordination 2006 *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2) to establish an accountability framework for assessing the effectiveness of gender mainstreaming by UN Country Teams. The UN System Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed another part of the accountability framework, focusing on the implementation of the policy at the entity level. The Scorecard was revised in 2018 in tandem with the UN-SWAP to ensure greater alignment between the tools, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. The new versions are aligned further to the Sustainable Development Goals (SDGs), recognising the importance of gender equality and women's empowerment to SDG achievement and human rights attainment.

II. Methodology

The *UNDG UNCT-SWAP Gender Performance Framework* methodology is a global methodology which has been standardised to make it possible to compare inter-agency progress on gender equality across countries and regions.¹

The scorecard exercise is an opportunity for the UNCT to internally assess progress on interagency work on gender. As the UN in Albania was one of the first One UN pilot countries, this scorecard exercise is another useful way

¹ UNDG UNCT-SWAP Gender Scorecard methodology 2018.
https://undg.org/wp-content/uploads/2018/06/UNCT-SWAP_Gender-report_Web.pdf

to track progress, across all indicators on the UNCTs commitment to gender equality. Albania last conducted a similar scorecard exercise in 2014. During the implementation of this scorecard there was an opportunity to revisit the recommendations from the previous report and discuss any improvements or challenges.

There were four key steps in implementing the scorecard:

1. Preparation
2. Planning
3. Assessment
4. Reporting

Preparation

As part of the preparation for the scorecard exercise a roadmap was developed to outline the roles and responsibilities of the Inter-Agency Team (IAT), a list of documents to be used for verification and evidence and a timeline for implementation.

Planning

UN Women in conversation with the Office of the Resident Coordinator worked to plan the assessment and the mission to Albania of an international consultant to support the exercise.

Assessment

The collection and analysis of documents for verification started in July and was ongoing up to the time of the field mission in November. The assessment of each of the seven indicator areas was led by sub-groups of the IAT. The IAT had a collective responsibility to provide evidence and analysis to justify ratings attained across all indicators. The IAT comprised 8 representatives from the RCO, UNDP, UNICEF, UNFPA and UN Women (see Annex B for a complete list of the IAT members and sub-groups).

Reporting

The international gender consultant consolidated the report and related presentation on the outcome of the scorecard exercise. The draft findings were shared with the UNCT for feedback and sent to the Global Scorecard Helpdesk at Headquarters.

III. Country Context

Since 2017, UNCT Albania has been implementing the Programme of Cooperation for Sustainable Development 2017-2021 signed in October 2016 by the Government of Albania and 17 UN agencies. This programme delivers a unified assistance (One UN) from contributing UN agencies in the country in line with

national development priorities, including the EU integration agenda and Agenda 2030.

While the scorecard exercise can be carried out at any time during the program cycle, certain indicators which seek to measure the quality of gender analysis and programming are particularly useful as part of the PoCSD review and preparation for the next Common Country Assessment (CCA) process. As Albania will begin the PoCSD review process in 2020, the results of this exercise can be used to assess and inform programming priorities, progress towards existing gender equality outcomes but also to better prepare the UNCT in terms of leadership and capacity development in preparation for the next UNSDCF.

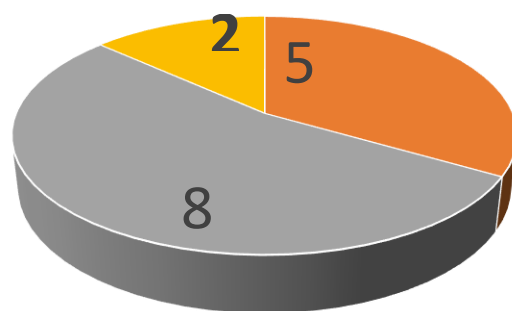
IV. Findings

The findings presented below reveal the scoring for each indicator across the seven scorecard dimension areas in Albania. The rating system consists of four levels as follows:

- o Exceeds minimum requirements
- o Meets minimum requirements
- o Approaches minimum requirements
- o Missing minimum requirements

UNCTs should be aiming to ‘meet minimum requirements’ across all indicator areas as outlined in the UNSDG guidance. ‘Meeting minimum requirements’ should be seen as a starting point from which UNCTs may work toward deepening their efforts to ‘exceed minimum standards’, thereby achieving better results and serving as leaders on gender equality globally. A score of ‘approaching minimum requirements’ is achieved to recognise effort already underway and to highlight where further action is required. The criteria for each indicator determine which score is allocated (see Annex A). If UNCTs fail to meet the criteria under ‘approaches minimum requirements’, the indicator is scored as ‘missing minimum requirements.’ An indicator may score as ‘missing minimum requirements’ in some cases where achievements have been made if it falls short of the criteria set forth in ‘approaches minimum requirements.’

Figure 1 Albania UNCT-SWAP Scorecard Results Overview 2019.



- Meets Minimum Requirements
- Exceeds Minimum Requirements
- Approaching

The overall results demonstrate that Albania has met or achieved minimum requirements in 13 of the indicators. Two indicators have been scored as approaching minimum requirements. A table summarising the scorecard results by indicator follows.

Table 1 Albania UNCT-SWAP Scorecard results by indicator 2019.

Indicator	Missing	Approaching minimum standards	Meets minimum standards	Exceeds minimum standards
1. Planning				
1.1 CCA				
1.2 UNDAF Outcomes				
1.3 UNDAF Indicators				
2. Programming and M&E				
2.1 Joint Programmes				
2.2 Comm/Advocacy				
2.3 UNDAF M&E				
3. Partnerships				
3.1 Engagement with Govt				
3.2 Engagement with GEEW CSO				
4. Leadership and organisational culture				
4.1 Leadership				
4.2 Organisational Culture				
4.3 Gender Parity				
5. Gender Architecture				
5.1 Gender coordination mechanism				
5.2 Gender Capacity development				
6. Resources				
6.1 Resource tracking				
7. Results				
7.1 Gender results				

Detailed findings by indicator follow.

Detailed findings by indicator

1. Planning

Indicator 1.1 Common Country Assessment	Score Exceeds Minimum Requirements
<p>Findings and Explanation</p> <ul style="list-style-type: none"> a) The CCA incorporates a gender analysis across all sectors (education, health, migration, governance, employment and economic empowerment, agriculture and rural development, social protection and poverty, human security, environment protection and cultural heritage), and SDG priorities including SDG5. The CCA development was informed by a dedicated gender position paper prepared as part of the UNDAF process. b) The CCA consistently includes sex-disaggregated and gender-sensitive data across all areas. The data from the Gender Position Paper has been well integrated into the CCA itself. c) The CCA contains a targeted gender analyses of those groups most at risk to lag behind such rural women, Roma and Egyptian women, women and girls with disabilities, and girls most at risk of child marriage. <p>The Regional UNDP Desk reviews of 18 CCA documents in the ECA ranked Albania's CCA with the highest score which includes effective integration of gender analysis.</p>	
<p>Evidence or Means of Verification</p> <p>CCA Albania document (2015) Gender Position Paper for the CCA and UNDAF formulation (2015) Regional UNDG (2018) Desk review of 18 UNDAFs in ECA region</p>	

Indicator 1.2 UNDAF Outcomes	Score Meets Minimum Requirements
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Findings and Explanation

a) Gender is mainstreamed in all UNDAF outcomes:

Outcome 1. State and civil society organizations perform effectively and with accountability for consolidated democracy in line with international norms and standards.

Outcome 2. All women, men, girls and boys, especially those from marginalized and vulnerable groups, are exercising their entitlements to equitable quality services, in line with human rights; and more effective and efficient investments in human and financial resources are being made at central and local levels to ensure social inclusion and cohesion.

Outcome 3. Economic growth priorities, policies, and programmes of the GoA are inclusive, sustainable, and gender-responsive, with greater focus on competitiveness, decent jobs and rural development.

Outcome 4. Government and non-government actors adopt and implement innovative, gender-sensitive national and local actions for environmental sustainability, climate change mitigation and adaptation, and disaster risk reduction.

b) Outcome 2 – Social Inclusion, although it is not a dedicated Outcome on GEEW, it contains both targeted gender-specific output while gender constitutes a significant part of all Outputs under this Outcome. This was a conscious decision by the UNCT when formulating the UNDAF to ensure gender is mainstreamed in all the Outcomes rather than confine gender into one Outcome only.

Evidence or Means of Verification

Programme of Cooperation for Sustainable Development 2017-2021
Regional undg (2018) Desk review of 18 UNDAFs in ECA region
Discussions during UNDAF prioritization workshop - Institutional memory

Indicator 1.3 UNDAF Indicators	Score Exceeds Minimum Requirements
<p>Findings and Explanation</p> <p>More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.</p> <p>Of the 25 Outcome indicators, 17 (68%) track progress towards gender equality results.</p> <ul style="list-style-type: none">- for Outcome I, 60% (3 of 5) of the indicators qualify;- for Outcome II, 90% (9 of 10) of the indicators qualify;- for Outcome III 50% (3 of 6) of the indicators qualify;	

- for Outcome IV, 50% (2 of 4) of the indicators qualify.

Of the 63 Output indicators, 41 (65%) track progress towards gender equality results.

- for the six outputs under Outcome I, the following are the results: Output 1.1, 67% (4 of 6) of the indicators qualify; for Output 1.2, 20% (1 of 5) of the indicators qualify; for Output 1.3, 14% (1 of 7) of the indicators qualify; for Output 1.4, 100% (2 of 2) of the indicators qualify; for Output 1.5, 100% (4 of 4) of the indicators qualify; for Output 1.6, 71% (5 of 7) of the indicators qualify.
- for the five outputs under Outcome II, the following are the results: Output 2.1, 75% (3 of 4) of the indicators qualify; for Output 2.2, 67% (4 of 5) of the indicators qualify; for Output 2.3, 100% (5 of 5) of the indicators qualify; for Output 2.4, 75% (3 of 4) of the indicators qualify; for Output 2.5, 100% (4 of 4) of the indicators qualify.
- for the four outputs under Outcome III, the following are the results: Output 3.1, 100% (1 of 1) of the indicators qualify; for Output 3.2, 100% (1 of 1) of the indicators qualify; for Output 3.3, 100% (2 of 2) of the indicators qualify; for Output 3.4, 0% (0 of 4) of the indicators qualify.
- for the two outputs under Outcome IV, the following are the results: Output 4.1, 33% (1 of 3) of the indicators qualify; for Output 4.2, 0% (0 of 2) of the indicators qualify.

The analysis found significantly higher levels of gender sensitivity in Outcome II, I and with lower similar levels (similar) for Outcome III and IV, suggesting a need for greater attention to consistency in mainstreaming in the future.

The assessment qualified an indicator based on either a definition that includes disaggregation by sex or a definition that is gender specific, taking into account Means of Verification that were specific to gender (such as CEDAW reports).

Evidence or Means of Verification

UNDAF (2017-2021)

Annual Progress Report 2017, 2018 - Annex A: Progress against PoCSD results framework

Joint Work Plans 2017, 2018, 2019

2. Programming and Monitoring and Evaluation

Indicator 2.1 Joint programmes	Score Meets Minimum Requirements
<p>Findings and Explanation</p> <p>a) The 3 operational JPs are implemented under outputs of the PoCSD have been assessed using the Gender Equality Marker and received a score of 2 (LNB, RYCO) and 3 (GBV). Also, the indicator framework of these JPs, reflected under PoCSD outputs (1.3, 2.2, 2.3, 2.5) qualify highly for the gender equality (see indicator 1.3 of SWAP). Currently there are 5 JPs (LNB Programme, GBV Programme, RYCO</p>	

Program, GREAT Project, Joint SDG Fund Programme). They all visibly mainstream gender, include sex-disaggregated and gender-sensitive indicators and /or a gender strategy. Three JPs (LNB Programme, GBV Programme, RYCO Programme) are in the second year of implementation, while 2 JPs (GREAT Project, Joint SDG Fund Programme) will start implementation in 2020.

- b) The GBV Joint Programme “*End Violence against Women in Albania*” 2018-2021 is fully in support of gender work in the country. This joint programme is implemented by UNDP, UNFPA and UN Women with the support of the Government of Sweden (USD 3.5 million). It focuses on promoting GEEW and it is in its second year of implementation and fully in line with SDG 5. This project is implemented under output 2.5 Gender-based Violence, under Outcome 2 Social Cohesion of the PoCSD 2017-2021, which is gender marked 3.
- c) Elements of a quality control system to ensure gender mainstreaming for JPs exist. This system can be called upon on an *ad hoc* basis by UNCT, however, it should be more systematically implemented/operationalized.

Evidence or Means of Verification

UNDAF (2017-2021)

LNB Project Document; GBV Project Document; Joint SDG Fund Project Document; RYCO Project Document; GREAT Project Document

Annual Progress Report 2017, 2018 / Mid-Year Review 2017, 2018, 2019

UNGTRG Terms of Reference

Joint Work Plans 2019-2020

Indicator 2.2 Communication and Advocacy Campaigns	Score Exceeds Minimum Requirements
<p>Findings and Explanation</p> <p>a) In the framework of the SDG week and as a collaboration between the RCO, UN Women, UNICEF and UNHCR, and Italy as donor, one of the key themes that were promoted by focusing on SDG 5 was gender equality and women empowerment. An user producer dialogue with local stakeholders in <i>Gjirokaster</i> looked at the role of statistics in developing policies including a discussion on the violence against women survey in Albania. Several other activities took place, such as:</p> <ul style="list-style-type: none"> • Information sharing session on the rights of women from disadvantaged groups (women with disabilities, Roma women and LGBTI women); and • Discussion on gender equality and changing norms and attitudes around gender with Muslim communities. <p>b) The ‘16 Days of Activism against Gender-Based Violence’ 2018 countrywide campaign (linking to a global campaign) calling for action to increase awareness, galvanize advocacy efforts and share knowledge and innovations. The theme was #Metoo. UN Women led the 16 Days of Activism against Gender-based Violence campaign in Albania by inviting UN agencies, government, private sector, civil society and organizations to organize activities around this campaign. The impact of the 16 Days campaign on UN Women Albania social media: 63,000 people were reached on Facebook and there were 120,000 impressions and 280 retweets on Albania twitter account.</p> <p>c) The UNCT Annual Coordination Framework 2019 Output 6 includes the organization of events around days- UN days such as: UN day, International Women’s day, Environment Day, HR day, 16 Days of Activism Against gender-based violence and Output 11 which calls for a number of joint gender equality advocacy campaigns.</p> <p>d) Each year for the last 3 years OHCHR and UNDP have conducted a communications and advocacy campaign on LGBTI rights, <i>I’m your child</i>. The campaign seeks to provide information about the law, brief the media, break stereotypes and tackle the stigma surrounding LGBTI people in Albania. The campaign includes media training, production of a manual on how to report on LGBTI issues in Albania and videos (2019). The Campaign was conducted on Social media with a focus on Instagram.</p>	
<p>Evidence or means of verification</p> <p>UNCT Communication Strategy 2017-2021 SDG Communication Plan UNCT Annual Coordination framework 2019 SDG Week – 24-28 September 2019 report 16 Days of Activism against Gender-Based Violence</p>	

Violence against Women and Girls Survey in Albania 2018 (UN Women, UNDP, INSTAT)
 Knowledge products produced for the Violence Against Women and Girls Survey (UNDP, UN WOMEN)
I'm Your Child Youtube https://www.youtube.com/watch?v=wlvvPVpJEP0&list=PLINhjoc9_1n6szhO7khiAL_-DdRafCe20

Indicator 2.3 Monitoring & Evaluation	Score Exceeds Minimum Requirements
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Findings and Explanation

a) Data for all indicators, including gender sensitive indicators in the PoCSD 2017-2021 Results Matrix is gathered annually (as planned), including sex-disaggregated data. More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5 – see specific details under SWAP Indicator 1.3 on the outcome and output indicators that qualify.

- The data gathering process is guided and coordinated by UN RCO for the preparation of Annual Progress Reports (data is presented in Annex A of APR). The data is provided from UN agencies, responsible and/or lead for the outcome/output indicators through Outcome and Output Result Groups.
- In 2019, UNCT Albania rolled out the UN INFO and the data for the PoCSD results matrix is also included in the online platform.

b) UNDAF reviews and the Annual Progress Reports assess progress against all results, including gender-specific results.

Of the 63 Output indicators, 41 (65%) track progress towards gender equality results.

- for the six outputs under Outcome I, the following are the results: Output 1.1, 67% (4 of 6) of the indicators qualify; for Output 1.2, 20% (1 of 5) of the indicators qualify; for Output 1.3, 14% (1 of 7) of the indicators qualify; for Output 1.4, 100% (2 of 2) of the indicators qualify; for Output 1.5, 100% (4 of 4) of the indicators qualify; for Output 1.6, 71% (5 of 7) of the indicators qualify.
- for the five outputs under Outcome II, the following are the results: Output 2.1, 75% (3 of 4) of the indicators qualify; for Output 2.2, 67% (4 of 5) of the indicators qualify; for Output 2.3, 100% (5 of 5) of the indicators qualify; for Output 2.4, 75% (3 of 4) of the indicators qualify; for Output 2.5, 100% (4 of 4) of the indicators qualify.
- for the four outputs under Outcome III, the following are the results: Output 3.1, 100% (1 of 1) of the indicators qualify; for Output 3.2, 100% (1 of 1) of the indicators qualify; for Output 3.3, 100% (2 of 2) of the indicators qualify; for Output 3.4, 0% (0 of 4) of the indicators qualify.
- for the two outputs under Outcome IV, the following are the results: Output 4.1, 33% (1 of 3) of the indicators qualify; for Output 4.2, 0% (0 of 2) of the indicators qualify.

Gender results are tracked across all outcomes but are more “visible” under Outcome 1 and Outcome 2.
 Gender-related analysis is also highlighted in different components of the report within other focus areas/outcomes.

- The 2015 independent evaluation of Albania’s UNDAF 2012-2016 assessed on whether gender was fully or nearly fully achieved; the CCA prepared in 2015 included a comprehensive analysis on gender. Both these documents were critical in informing the planned gender related activities/outputs during the formulation of the new PoCSD 2017-2021. The Evaluation of the current PoCSD will be

conducted during January – February 2020 and the ToRs have taken into account all elements on gender that will need to be assessed during the evaluation process.

- c) The Outcome and Output Result Groups (equivalent to a M&E group for the UNCT Albania) have received a comprehensive Results Based Management training (3 days) and gender training (1 day) in 2015, conducted by the PSG as part of the preparatory process of the PoCSD 2017-2021 preparation. In addition, guidance materials on gender are continuously shared by the UNCT with Result Groups to support their work with gender issues. The Result Groups will be consulted for the upcoming evaluation of the PoCSD (January – February 2020) and, in line with evaluation TORs, these groups will be responsible for providing technical advice to strengthen monitoring, reporting and evaluation of cross-cutting issues including gender equality.

Evidence or Means of Verification

Independent 2015 Evaluation of the PoCSD 2012-2016
 Common Country Analysis (2015)
 UNDAF (2017-2021)
 Annual Progress Report 2017, 2018 - Annex A: Progress against PoCSD results framework
 Joint Work Plans 2017, 2018, 2019
 Result Groups ToRs
 RBM Training Agenda (2015)

3. Partnerships

Indicator 3.1 Engagement with Government on Gender Equality	Score Exceeds Minimum Requirements
<p>Findings and Explanation</p> <p>a) Ministry of Health and Social Protection, partnering in 3 UN JP: the Leave No One Behind project in cooperation with UNDP, UNICEF, UNFPA, UN Women; one dedicated to the eradication of GBV – in partnership with UNDP, UN Women, UNFPA and the RYCO project with UNDP, UNFPA and UNICEF.). The Ministry of Finance and Economy are involved in the GRB as well as in the employment work, the Ministry for Europe and Foreign Affairs has been strongly involved in the CEDAW, UPR, Beijing+25 reporting, all UNCT and/ or GTRG collective efforts.</p> <p>b) Members of the National Women’s Machinery (MHSP, NCGE members, Gender Focal Points in line Ministries, CSOs members of the National Council on Gender Equality) are fully engaged throughout UNDAF processes from formulation to M&E.</p> <p>c) MAPS, RFSD, VNR, B+25 review: these are all examples of collective, inclusive and highly participatory processes and joint work with the Government of Albania. In the case of the MAPS mission in Albania, based on the discussions and agreement in the UNCT, the Deputy Prime Minister and Chair of the National Inter-ministerial Committee for Sustainable Development of the Republic of Albania and Department for Development and Good Governance at the Prime Minister’s Office were involved. The mission’s agenda and deliverables were identified through consultations with the Prime Minister’s Office, Government ministries and agencies, and the</p>	

UNCT. The Albania MAPS mission on SDGs was driven by strong interest expressed by the Government of Albania to own the process of adapting the SDGs to national needs. The essential and complementary role of the UN was to ensure the inclusion of the “Leave No One Behind” agenda thus garnering support and focusing attention on the issues and concerns of the most vulnerable and marginalized, while placing emphasis on social inclusion and human rights. To quote another example, the work on the Beijing +25 National Review Process: the preparation of the national review, with support from the UN Gender Thematic Results Group, has been comprehensively guided and coordinated by the government, namely by the Ministry of Health and Social Protection (MoHSP) in co-leadership and support with the Ministry for Europe and Foreign Affairs (MoEFA). The multi-sectorial and inclusive approach was ensured through the collaboration of leading ministries within the Technical Working Group (TWG) composed of representatives of line ministries, Gender Equality Employees at central level, representatives from INSTAT, Authority of Audiovisual Media, as well as from the representative of Prime Minister Office - Department of Strategies and Well-governance.

Evidence or Means of Verification

JP documents
 MAPS report
 VNR
 National B+25 report
 UPR 3rd cycle review
 CSW preparation
 Institutional memory of UN staff

Indicator 3.2 Engagement with CSOs on GE	Score Exceeds Minimum Requirements
<p>Findings and Explanation</p> <ul style="list-style-type: none"> a) UNCT engages closely with CSOs and women’s organisations in particular for the implementation of Output 2.5 – GBV. Concrete examples include: 16-days of activism on an annual basis; UPR and CEDAW shadow reports; UNJP on EVAW; and the UNECE Beijing +25 Review meeting in Geneva. b) CSOs are part of the UNDAF consultation processes, including implementation and M&E. c) GEEW CSOs have been engaged in the SDG-week activities leading events, participating in panels. CSOs are key actors in establishing and implementing the referral mechanism on GBV at the local level. This work has also made it possible to broaden the participation of local CSOs in the work of the UNCT. Broad representation of CSOs have been invited regularly to contribute to UNCT retreats. CSOs were also instrumental in developing the CEDAW Shadow Report, UPR shadow report and Beijing +25 shadow report. 	
<p>Evidence or Means of Verification Programme of Cooperation for Sustainable Development 2017-2021 CCA</p>	

JP documents SDG week report 2019 CEDAW Shadow Report 2016, 2018 Beijing +25 Shadow report UPR Shadow report
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4. Leadership and organisational culture

Indicator 4.1 UNCT leadership championing Gender Equality	Score Exceeds Minimum Requirements
Findings and Explanation <ul style="list-style-type: none"> a) In 85% (5 out of 6) of UNCT HOAs meetings over the last 12 months, GEEW issues have been discussed. b) RC addresses GEEW regularly in public appearances, advocacy events, donor meetings in a meaningful way (INSTAT launch survey on GBV, Social Enterprise Launch, Safe Cities Launch, SDG Week, Launching of Women and Men Survey). c) The Organisational Culture survey found that 78% of UNCT staff either strongly agree or agree that Heads of Agencies in Albania demonstrate leadership and commitment to gender equality in the workplace.² d) The ARC Plan and self-assessment for 2018 reflect gender-equality related priorities under the Human Rights, Political and Security Goals (GREVIO reflections on UPR and women’s participation in elections, appointment of 3 gender security focal points) 	
Evidence or Means of Verification Assessment of Results and Competencies Plan 2018 and self-assessment 2018 RC public statements Social media activity Minutes of the UNCT meetings Gender Security Focal Points letter Staff survey 2019	
Indicator 4.2 Organisational culture	Score Meets minimum requirements

² 75 respondents out of a total of 79 respondents answered this question. The survey has a 95% confidence interval of 8.1.

Findings and Explanation

The organisational culture survey was completed by 79 respondents with a 95% response rate and a confidence interval of 8.1. Across the 10 survey questions relating to gender equality, discrimination and work life balance 73.8% of staff (68.5% of women & 85.6% men) responded positively (agreed or strongly agreed) (see Annex D for complete results of the survey).

84% of staff (76.9% women and 100% of men) believe the UNCT in Albania (17 UN resident and non-resident agencies, funds and programs) makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

49.3% of staff (50% of women and 47.83% of men) answered neutral or disagreed to Question 12, relating to the effectiveness of the package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) supports staff to achieve adequate work-life balance. For question 13, Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life 34.6% of staff answered neutral or disagreed (42.3% of women and 17.4% of men).

Evidence or Means of Verification

Staff survey 2019

Indicator 4.3 Gender Parity	Score Meets minimum requirements
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Findings and Explanation

- a) The UNCT Albania has an OMT HR working group, chaired by UN Women. For the last 2 years the OMT HR working group has collected and analysed staff data. Although this may be considered as a mechanism, there is room to strengthen the way in which the UNCT maintains the data and uses the results.
- b) Sex disaggregated data for the UNCT in 2018 and 2019 shows a positive trend towards gender parity in NO and GS categories, however gender parity has not been achieved across all categories. In 2019, gender parity was achieved in the GS category (50.9% females and 49.06% males). In the NO job category the UNCT reports a higher number of females reflecting a UNCT-wide push to empower women staff through their promotion into decision-making positions within their own organizations (this is reflected in the BOS 2017-2021). There is a large gender disparity in the international professionals activity (27.27% females and 72.73% males). These appointments are made by the Headquarters of UN agencies and are beyond the authority of the UNCT and the OMT HR working group.

2018

2019

Category	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>
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International Professionals	40	60	27.27	72.73
National Officers	80	20	78.13	21.87
General Service	54.17	45.83	50.94	49.06
Total	61.36	38.64	57.29	42.71

C) The current BOS includes a specific action under Output 3.1 '*UNCT strengthens efforts and action for gender mainstreaming*' of Human resources, hence meeting the targets and common strategy for improved gender balance and the status of women within the UNCT. The specific action is to include gender / diversity clauses in job descriptions.

Evidence or Means of Verification
 OMT human resource data 2018, 2019
 BOS

5. Gender Architecture and Capacities

Indicator 5.1 Gender coordination mechanism	Score Exceeds Minimum Requirements
<p>Findings and Explanation</p> <ul style="list-style-type: none"> a) UNGTRG chaired by UN Women Representative and has broad representation from 12 agencies (resident and non-resident). It meets regularly every quarter. b) TOR and AWP for 2019 are in place. c) 55% of GTRG members are NOC and above (10 out of 18). There are two internationals (P5 and P2). d) Gender Position Paper of the CCA is a product of the GTRG; It exists as a results group as of 2018; engages in the gender review of the AWP; has contributed to development of several products such as Gender Brief, UNCT confidential report on CEDAW, UPR UNCT report, preparation an implementation of the 16-days campaigns 	
<p>Evidence or Means of Verification UNGTRG ToRs UNGTRG AWP for 2018 & 2019 UNGTRG Membership list</p>	

Agenda and meeting minutes for past 12 months
 Gender review and scoring of the AWP (2018)
 CCA Position Paper 2015

Indicator 5.2 Gender mainstreaming capacities	Score Approaching minimum Requirements
<p>Findings and Explanation</p> <ul style="list-style-type: none"> a) The UNCT has not conducted a comprehensive capacity development initiative in the last 12 months. Ad hoc capacity building events have been undertaken. b) No capacity development plan is in place and no capacity development assessment has been conducted. <i>Ad hoc</i> capacity building events have been undertaken. c) BeSafe training and <i>I know Gender</i> self-paced module is mandatory for all personnel, in addition several agencies induction packages include gender-specific modules (UNDP, UNICEF, UN Women, UNFPA, etc.). At present the RCO does not consider an UNCT-wide induction package necessary 	
<p>Evidence or Means of Verification</p> <p>BeSafe training PSEA <i>I know Gender</i> modules (online) Agency specific induction materials</p>	

6. Resources

Indicator 6.1 Financial Resources	Score Approaching Minimum Requirements
<p>Findings and Explanation</p> <ul style="list-style-type: none"> a) The UNCT has not carried out a full capacity building event on the Gender Equality Marker during the implementation of the first three years of the GoA-UN Programme of Cooperation for Sustainable Development (PoSDC) 2017-2021. However, the GTRG has distributed the Gender Equality Marker guidelines to the PoCSD Result Groups and RCO to conduct the Gender Equality Marker exercise of the Joint Work Plans 2019-2020. The exercise was completed successfully and the four JWPs 2019-2020 feature Gender Equality Markers per each output as well as gender budgeted resources committed from UN agencies per each output/outcome. b) The UNCT has not set a target for resource allocations to GEEW. However, the GTRG has put in place a system to track and utilize country-level gender budgetary data (100% GE 3; 66% GE 2; 33% GE 1) which was applied for the first time in the preparation of the JWPs 2019-2020. From the Gender Equality Marker exercise, it resulted that the PoCSD has 2 outputs (output 1.5 GE and GRB and 	

Output 2.5 GBV) dedicated to gender - 100% gender responsive (GE3); 13 outputs (1.1, 1.2, 1.3, 1.6, 2.1, 2.2, 2.3, 3.1, 3.2, 3.3, 3.4, 4.1 and 4.2) with Gender Equality Marker 2; and 2 outputs (1.4 Access to Justice and 2.4 Child Protection) with GEM 1.

Evidence or Means of Verification

UNDAF (2017-2021)
 Annual Progress Report 2017, 2018
 Mid-Year Review 2017, 2018, 2019
 Joint Work Plans 2019-2020

7. Results

Indicator 7.1 Gender Results	Score Meets Minimum Requirements
<p>Findings and Explanation</p> <p>a) b) The UNCT has achieved or is on track to achieve all gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5. Across all UNDAF outcome indicators more than half measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5. Out of the 25 Outcome indicators, 17 (68%) track progress towards gender equality results: for Outcome I, 60% (3 of 5) of the indicators qualify; for Outcome II, 90% (9 of 10) of the indicators qualify.</p> <p>The following are the gender sensitive Outcome indicators which, according to the ‘traffic light system’ elaborated by the RCO (green, yellow, red; on track, partially on track, off track), are on track:</p> <ul style="list-style-type: none"> • Outcome 1, Governance and Rule of Law: <ul style="list-style-type: none"> - % MPs, municipal councillors, and senior positions in the public sector held by women - Rate of children in detention (per 100,000 population aged 14–17) - Out of all child-related valid complaints, proportion of complaints for which a remedial action was taken by the People’s Advocate, annually • Outcome 2, Social Cohesion: Health, education, social protection, child protection and gender-based violence: <ul style="list-style-type: none"> - Infant mortality per 1,000 live births - Maternal mortality ratio (per 100,000 deliveries) - Net enrolment rates - Schoolchildren’s learning outcomes (as measured by PISA) - Number of sector-specific policies with explicit social inclusion targets - Level of implementation of National Action Plan on Roma and Egyptian Integration 	

- Rate of children (age 0-17) in residential (public and non-public) care per 100,000 child population
- Number of national mechanisms collecting evidence and addressing violence against children
- % Women who have experienced physical violence during their lives
 - Outcome 3 - Economic Growth, Labour and Agriculture
- Ease of Doing Business distance to frontier (score)
- N° new businesses established by sex of owner
- Youth unemployment rate (young men and women (15 – 29) who are: without work; available for work; and seeking work)
 - Outcome 4 - Environment and Climate Change
- Number of farmers accessing disaster early warning system
- Gender action plan for climate change adaptation and mitigation prepared

Detailed information on gender related progress is presented annually in the Progress Report and the Mid-Year Reviews. Also, progress in the area of ending violence against women can be found in the official communication from CEDAW assessing written information on the steps undertaken to implement the recommendations contained in paragraphs 21 and 25 of the concluding observations to State Party.

The independent evaluation of the POCSO 2017-2021 (January – February 2020) will be able to assess more in depth the achievement of gender results as planned in the UNDAF outcomes and Outputs. The Evaluation ToRs has taken into account all elements on gender that will need to be assessed during the evaluation process.

- b)** While transformative change in the area of gender equality cannot be claimed at this stage of the UNDAF cycle, the UNCT Albania is on the way towards contributing to transformative results in three areas:

Women Political and Economic Empowerment

46.1% women in government; 29.3% women in Parliament (12.6% increase from 2013); 15% women mayors (13.7% increase from 2011);

31.3% share of women ownership or administration of local businesses in Albania (8.4% increase from 2005).

Outstanding advancement in gender-budgeting

National accountability on spending for gender-equality results has increased - 118% growth in the engendered annual state budget to specifically close gender gaps or advance gender equality from 2018 to 2019.³ The Albanian Financial Management Information System is being engendered to link strategic policy planning more broadly with budget planning and

³ ALL 32.7 billion (6.3% of the total budget) are the planned GRB budget funds for 2019, and ALL 15 billion (2.4% of the total budget) in 2018. In the Medium-Term Budget Programme (MTBP) 2019–2021, 33 budget programmes, 50 percent of all the budget programmes of the line ministries, are compliant with a Gender Results Budgeting review process, compared to 28 (35%) of the MTBP 2018–2020 and 9 MTBP in earlier cycle.

public financial management. The software will provide a tracking tool for GRB and include gender KPIs as a mandatory requirement, as stated in the New Budget Preparation Instruction of the Minister of Finance and Economy (February 2018). GRB was introduced as a transformative mechanism, linking gender-equality policy objectives with the necessary resource allocation for their implementation in the Standard Budget Preparation Instruction of February 2018. This consolidated application of GRB into the Medium-Term Budget Programme by Minister of Finance and Economy at both the central level and local level enables planned expenditures to be linked with Key Performance Indicators. This approach enables better analysis of the impact of engendered budgets in the lives of women and men in Albania. Although it is still too early to analyse such impact, we can see the first spill-over effects at the central and local levels.

Established/consolidated local multi-sectorial response to GBV and data collection system (REVALB)

39 CCRs are active across 61 municipalities (64% country coverage);

increased level of awareness on GBV – 4,951 reported cases to police in 2018 compared to 94 in 2005.

Albania's first sexual assault centre established at Albanian State Police; SOPs developed for Multi-sectorial response to GBV.

2018 establishment of the first pilot centre Liliun in Tirana, offering 24/7 emergency socio-medical support to all victims of sexual violence, irrespective of age, gender or sexual orientation.

First time in Albania, CSOs to act as watchdogs to monitoring the implementation of Gender Responsive Budgeting.

Extensive awareness raising campaigns to challenge gender stereotypes - reached more than 10,000 people in person; 1,000,000 through social/local media; produced over 1,000 awareness-raising materials; and more than 10 video reportages.

Evidence or Means of Verification

Independent 2015 Evaluation of the PoCSD 2012-2016

Common Country Analysis 2015

UNDAF (2017-2021)

Annual Progress Report 2017, 2018 - Annex A: Progress against PoCSD results framework

Joint Work Plans 2017, 2018, 2019

Result Groups ToRs

V. Action Plan

The following Action Plan was developed by the IAT as part of the assessment phase. The Action Plan was then endorsed by the UNCT HOAs. Actions have been included primarily for those indicators scored as approaching or meeting minimum requirements.

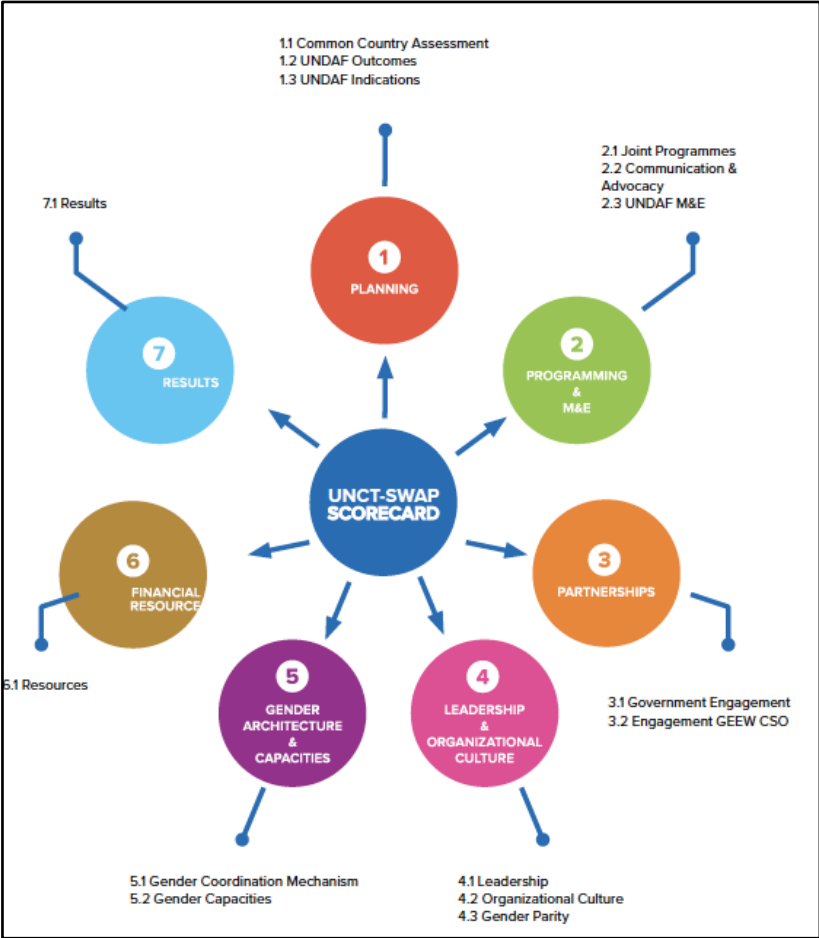
Table 2 Action Plan.

Action	Responsibility	Resource implications	Timing	Explanation and links to SWAP scorecard assessment
1. In the context of the new programme cycle ensure that a dedicated gender analysis is prepared as part of the CCA.	RCO	YES - TBD	TBD	1.1
2. Institutionalise a quality control system to ensure that all joint programmes systematically and adequately mainstream gender equality considerations (checklist, peer review or screening).	RCO UNGTRG	NO	TBD	2.1
3. Inclusion of non-traditional GEEW communications or advocacy campaign in the UNCT Communications Plan 2020 such as gender and environment, gender and ICT and to support areas directly related to CF programme.	RCO Communications UNCTRG	NO	TBD	2.2
4. Conduct two trainings on monitoring and evaluation specifically related to gender equality and women's empowerment for results groups during the next CF cycle.	UNDAF Results Groups	YES - TBD	TBD	2.3
5. UNCT and partners to identify ways to advocate to strengthen the National Gender Machinery in Albania.	UNCT	NO	TBD	3.1
6. Review and refine existing database to systematically track staff parity.	OMT HR Working Group	TBD	2021	4.3
7. Incorporate targets and monitoring disaggregated data on male and female led / employed companies in the BOS under procurement.	OMT HR Working Group	NO	2021	4.3
8. Review and harmonise agency specific staff induction packages to include gender equality and the empowerment of women commitments and relevant development challenges of Albania and the UN delivering as one.	OMT RCO Communications UNGTRG	NO	TBD	5.2
9. Integrate a gender capacity assessment into the inter-agency capacity assessment or learning needs assessment across the SDGs or CF priorities.	UNCT	YES - TBD	TBD	5.2

	Capacity assessment to identify gender equality and women's empowerment knowledge and capacity gaps.				
10.	Develop an innovative inter-agency capacity plan including activities (beyond traditional training), resources and a timeline.	UNGTRG	YES - TBD	TBD	5.2
11.	In the context of UNINFO roll out, conduct training on the Gender Equality Marker and reporting on actual expenditures.	UN agencies	TBD	TBD	6.1
12.	Set a gender equality and empowerment of women financial target in the 2021 CF.	UNCT	NO	TBD	6.1

Annex A. UNCT SWAP-Scorecard Indicators

Figure 2 Indicators as per the June 2018 Technical Guidelines.



1. Planning

1.1 COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS

Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirement
<p>CCA or equivalent includes:</p> <ul style="list-style-type: none"> a) Gender analysis across majority of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5; b) Some sex-disaggregated and gender sensitive data. 	<p>CCA or equivalent includes:</p> <ul style="list-style-type: none"> a) Gender analysis across all of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5; b) Consistent sex-disaggregated and gender sensitive data. 	<p>CCA meets minimum requirements and includes:</p> <ul style="list-style-type: none"> c) Targeted gender analysis of those furthest behind.

1.2 GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirement
<ul style="list-style-type: none"> a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG5. 	<ul style="list-style-type: none"> a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG5. <p>Or</p> <ul style="list-style-type: none"> b) One UNDAF outcome specifically targets gender equality in line with UNDAF theory 	<ul style="list-style-type: none"> a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG5. <p>and</p> <ul style="list-style-type: none"> b) One UNDAF outcome specifically targets gender equality in line with UNDAF theory

of change and SDG priorities including SDG5.

of change and SDG priorities including SDG5.

1.3 UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY

Approaches minimum requirements

Between one-fifth and one-third (20-33%) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG5.

Meets minimum requirements

Between one-third and one-half (33-50%) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG5.

Exceeds minimum requirement

More than one-half (50%) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG5.

2. Programme and M&E

2.1 JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

Approaches minimum requirements

a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.

Or

b) A joint program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG5.

Meets minimum requirements

a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.

And

b) A joint program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG5.

Exceeds minimum requirement

Meets minimum requirements

And

c) A system is in place to ensure gender mainstreaming in JPs.

2.2 COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER EQUALITY

Approaches minimum requirements

a) UNCT has contributed collaboratively to at least one joint communications activity over the last year.

Meets minimum requirements

a) UNCT has contributed collaboratively to at least one joint advocacy campaign on GEEW during the last year.

And

b) Interagency communications group annual workplan or equivalent visibly includes GEEW communication and advocacy.

Exceeds minimum requirement

Meets minimum requirements

And

c) UNCT has contributed to communication or advocacy in at least one non-traditional thematic area during the last year.

2.3 UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS

Approaches minimum requirements

- a) UNDAF results matrix data for gender sensitive indicators gathered as planned.
- b) UNDAF reviews and evaluations assess progress against gender specific results.

Meets minimum requirements

- Meets 2 of the following:
- a) UNDAF results matrix data for gender sensitive indicators gathered as planned.
 - b) UNDAF reviews and evaluations assess progress against gender specific results.
 - c) The M&E group or equivalent received technical training on gender sensitive M&E at least once during the UNDAF cycle.

Exceeds minimum requirement

- Meets all of the following:
- a) UNDAF results matrix data for gender sensitive indicators gathered as planned.
 - b) UNDAF reviews and evaluations assess progress against gender specific results.
 - c) The M&E group or equivalent received technical training on gender sensitive M&E at least once during the UNDAF cycle.

3. Partnerships

3.1 UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches minimum requirements

- a) The UNCT has collaborated with at least one government agency

Meets minimum requirements

Meets 2 of the following:

Exceeds minimum requirement

Meets all of the following:

on a joint initiative that fosters gender equality within the current UNDAF cycle.

- a) The UNCT has collaborated with at least two government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.
- b) The national women's machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E.
- c) The UNCT has made at least one contribution to substantively strengthen government participation and engagement in gender related SDGs localization and or implementation.

- a) The UNCT has collaborated with at least two government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.
- b) The national women's machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E.
- c) The UNCT has made at least one contribution to substantively strengthen government participation and engagement in gender related SDGs localization and or implementation.

3.3 UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/ GENDER EQUALITY CSOs

Approaches minimum requirements

- a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least one joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.

Meets minimum requirements

Meets 2 of the following:

- a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that fosters gender equality within the current UNDAF cycle.
- b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E.
- c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and or implementation.

Exceeds minimum requirement

Meets all of the following:

- a) The UNCT has collaborated with GEEW CSO and women's rights advocates on at least two joint initiatives that fosters gender equality within the current UNDAF cycle.
- b) GEEW CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation and M&E.
- c) The UNCT has made at least one contribution to substantively strengthen GEEW CSO participation and engagement in gender related SDGs localization and or implementation.

4. Leadership and organisational culture

4.1 UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY

Approaches minimum requirements

Meets 2 of the following:

- a) Gender equality is a regular topic at HOA meetings in last 12 months.
- b) RC demonstrates public championing of gender equality during last 12 months.
- c) HOAs are seen by personnel as being committed to gender equality in the last 12 months.
- d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) in last 12 months.

Meets minimum requirements

Meets three of the following:

- a) Gender equality is a regular topic at HOA meetings in last 12 months.
- b) RC demonstrates public championing of gender equality during last 12 months.
- c) HOAs are seen by personnel as being committed to gender equality in the last 12 months.
- d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) in last 12 months.

Exceeds minimum requirement

Meets all of the following:

- a) Gender equality is a regular topic at HOA meetings in last 12 months.
- b) RC demonstrates public championing of gender equality during last 12 months.
- c) HOAs are seen by personnel as being committed to gender equality in the last 12 months.
- d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) in last 12 months.

4.2 ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Approaches minimum requirements

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64%.

Meets minimum requirements

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80%.

Exceeds minimum requirement

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of more than 80%.

4.3 GENDER PARITY IN STAFFING IS ACHIEVED

Approaches minimum requirements

- a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.

Meets minimum requirements

Approaches minimum requirements

And

- b) The UNCT can demonstrate positive trends towards achieving parity commitments.

Exceeds minimum requirement

Meets minimum requirements

And

- c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operations Area to foster gender equality and women's empowerment.

5. Gender architecture and capacities

5.1 GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEEW

Approaches minimum requirements

Meets 2 of the following:

- a) A coordination mechanism for gender equality is chaired by a HOA
- b) The groups has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above)
- d) The group has made substantive inputs to the UNDAF including country analysis, strategic prioritization, M&E, results framework.

Meets minimum requirements

Meets 3 of the following:

- a) A coordination mechanism for gender equality is chaired by a HOA
- b) The groups has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above)
- d) The group has made substantive inputs to the UNDAF including country analysis, strategic prioritization, M&E, results framework.

Exceeds minimum requirement

Meets all of the following:

- a) A coordination mechanism for gender equality is chaired by a HOA
- b) The groups has a TOR and an approved annual work plan.
- c) Members include at least 50% senior staff (P4 and above)
- d) The group has made substantive inputs to the UNDAF including country analysis, strategic prioritization, M&E, results framework.

5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches minimum requirements

- a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.

Meets minimum requirements

Meets 2 of the following:

- a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.
- b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.
- c) UNCT induction materials include GEEW commitments and related development challenges of the country.

Exceeds minimum requirement

Meets all of the following:

- a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.
- b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.
- c) UNCT induction materials include GEEW commitments and related development challenges of the country.

6. Resources

6.1 ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED

Approaches minimum requirements

- a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.

Meets minimum requirements

Approaches minimum requirements

And

- b) The UNCT has established and met a financial target for program allocation for gender equality and the empowerment of women.

Exceeds minimum requirement

Meets minimum requirements

And

- c) The UNCT has established and exceeded a financial target for program allocation for GEEW.

7. Results

1.1 RESULTS

Approaches minimum requirements

- a) The UNCT has achieved or is on track to achieve **some** GEEW

Meets minimum requirements

- a) The UNCT has achieved or is on track to achieve **all** GEEW results

Exceeds minimum requirement

Meets minimum requirements and:

results as planned in the UNDAF outcomes in line with SDG priorities and SDG5.

as planned in the UNDAF outcomes in line with SDG priorities and SDG5.

b) At least one outcome level UNDAF result has contributed to transformative change in relation to GEEW.

Annex B. Inter-Agency Team and sub-groups

IAT membership	Responsibility for Indicator/s
<p>1 representative from the Resident Coordinator Office</p> <p>Fioralba Shkodra, Team Leader, RCO Froniga Greig, International Consultant (recruited by UN Women) Colette Donadio, Programme Analyst, UN Women (supporting UNDAF related-work)</p>	<p>Overall coordination across all indicators</p>
<p>4 Members of the GTRG (with expertise on joint programmes, CCA and UNDAF processes and counterparts, UNCT capacity building, advocacy and communications),</p> <p>Estela Bulku, Programme Specialist, UN Women Albania Entela Lako, Programme Specialist, UNDP Emira Shkurti, Child, Youth & Family Protection Specialist, UNICEF Elsona Agolli, Youth & Gender Programme Analyst, UNFPA</p>	<p>1.1 CCA 1.2 UNDAF 2.1 Joint Programmes 3.1 Engagement with government 3.2 Engagement with CSOs 4.1 Leadership 5.1 Gender Coordination 5.2 Gender Capacity</p>
<p>1 member with knowledge on the UNDAF M&E indicators and results</p> <p>Azeta Collaku, RBM Analyst, RCO Colette Donadio, Programme Analyst, UN Women</p>	<p>1.3 UNDAF indicators 2.1 UNDAF M&E 6.1 Resource tracking and allocation 7.1 Results</p>
<p>1 member from the Communications Group / typically residing in the RCO</p> <p>Guri Daco, Communication Specialist, RCO</p>	<p>2.2 Communications and advocacy</p>
<p>1 member of the Human Resources / Operations management team with knowledge on staffing and who can implement the Organisational Culture Survey.</p> <p>Irma Halimi, Operations Manager and OMT Chair, UN Women</p>	<p>4.2 Organisational culture 4.3 Gender parity</p>

Sub-group composition

Estela Bulku, Programme Specialist, UN Women Albania
Elsona Agolli, Youth & Gender Programme Analyst, UNFPA

- 1.1 CCA
 - 1.2 UNDAF
 - 2.1 Joint Programmes
 - 5.1 Gender Coordination
-

Emira Shkurti, Child, Youth and Family Protection Specialist, UNICEF

Entela Lako, Programme Specialist, UNDP

- 3.1 Engagement with government
 - 3.2 Engagement with CSOs
 - 4.1 Leadership
 - 5.2 Gender Capacity
-

Azeta Collaku, RBM Analyst, RCO

Colette Donadio, Programme Analyst, UN Women

- 1.3 UNDAF indicators
 - 2.1 UNDAF M&E
 - 6.1 Resource tracking and allocation
 - 7.1 Results
-

Guri Daco, Communication Specialist, RCO

- 2.2 Communications and advocacy
(Support for indicator 3.1 and 3.2)
-

Fioralba Shkodra, Team Leader, RCO

Irma Halimi, Operations Manager and OMT Chair, UN Women

- 4.2 Organisational culture
- 4.3 Gender Parity

Annex C. Analysis of Albania UNDAF Indicators

COLOUR CODE: green, on track; yellow, partially on track; red, no progress

Outcome 1—Governance and Rule of Law State and civil society organizations perform effectively and with accountability for consolidated democracy in line with international norms and standards National Development Goals: Accession to the European Union; Good Governance, Democracy and the Rule of Law EU Integration Chapters & Priority Areas: 5, 10, 18, 22, 23, 24 SDGs: 5, 10, 16, 17					
Participating Agencies	Indicator	Baseline 2016	Outcome Target (2021) Output Target (2018)	Means of Verification	Value of Indicator, 31 December 2018
UNFPA UN Women UNICEF UNDP UNODC IOM UNHCR UNESCO	% MPs, municipal councillors, and senior positions in the public sector held by women	MPs 21% Municipal Councillors, 35% Public Sector, 44.6%	MPs, 30% Municipal Councillors, 50% Public Sector, no less than 30%	Parliament Central Elections Commission Department of Public Administration	MPs – 29% (2017) Municipal Councillors – 37% (2017) Public Sector – 44.6%
	Annual rating of democratic change in Albania (composite)	4.14/7	3.9	Albania Democratic Governance Country Report , Freedom House	4.11 (2018)
	Perceptions of performance of public institutions	CEC, 8% Parliament, 10% Government, 14% Local Government, 13%	CEC, 20% Parliament 25% Government 35% Local Government 50%	MOV: Periodic citizen survey undertaken in the framework of Open Government Partnership	Not measured any longer 2017 latest information: Central Elections Commission 20% Parliament 13% Government 28% Local Government 32%
	Rate of children in detention (per 100,000 population aged 14–17)	179	105	Ministry of Justice Records	108
	Out of all child-related valid complaints, proportion of complaints for which a remedial action was taken by the People's Advocate, annually	65% (2014) - 65 out of 100 cases	5% points increase, annually	People's Advocate Office records	57% (68 out of 119 cases)
Output 1.1 Human Rights - Constitutional, ministerial and independent mechanisms are reinforced to identify and report human rights violations and enable evidence-based policy making and response.					

UNFPA UN Women UNICEF UNDP UNODC UNHCR IOM	Number of networks of CSOs that monitor and prepare shadow reports/submission on the implementation of international instruments on women's rights and gender-based violence	0	1	Stakeholder reports	The Monitoring Network against Gender Based Violence – a coalition of 15 CSOs- established with support of UN Women. GADS and AWEN developed the monitoring methodology of the National Strategy on Gender Equality at the local level in six municipalities (Elbasan, Korce, Shkoder, Durres Vlore, and Tirane) and finalized six monitoring reports for 2017 for each municipality with key findings and recommendations ⁴ to be used as advocacy tools by CSOs to increase government accountability at both central and local levels in relation to their obligations on promoting gender equality and ending violence against women.
	Number of national reports monitoring the implementation of international instruments with gender equality indicators, age and sex-disaggregated data and analyses	0	At least 1 (CRC); At least 1 (UPR); At least 2 (UPR and CEDAW mid-term review)	National Gov. Institutions' websites	UNCT Albania report to UPR, 5th periodic report of the Republic of Albania to the Committee on the Rights of the Child has been compiled by the Government (with UNICEF support). The Report will be officially submitted to the CRC Committee in 2019; UN Women supported the government to prepare the CEDAW mid-term review
	Percentage of population who believe women are capable political leaders	46% of population believe that women don't compare to men on leadership qualities (31% women, 58% men)	65% of population believe that women are capable political leaders	Project Data/Surveys	Results of the Freedom of Vote and Family Voting survey 2017 (UN Women, IDRA) 80% of respondents agree with the statement that "women and young women have the required capacities to decide on political issues" 47% of the respondents (55% of men and 40% of women) "strongly" or "somewhat" agree than men are better political leaders than women.
	Number of border monitoring reports	1	1	Project Data	2 - Yearly UNHCR standard report; UN Assessment on the asylum and mixed migration situation in Albania (December 2018 by UNHCR, IOM, UNICEF, UNFPA, WHO, UN Women)

⁴ The reports pointed out several challenges affecting local referral mechanisms in charge of dealing with domestic violence, including lack of regular meetings of the members, lack of proper enforcement by bailiffs of emergency barring orders and protection orders, inadequate responses from the courts' system and an insufficient implication of healthcare professionals, including forensic experts. Furthermore, these mechanisms deal primarily with cases of domestic violence, as there is no legal framework for their involvement and management of cases of women and girls experiencing other forms of violence.

	Gap analysis of the legal framework linked to statelessness	0	1	Project Data	Mapping of persons at risk of statelessness report (launched June 2018); Law "on Civil Status" approved by the Albanian Parliament on October 11, 2018 and decreed by the President of Albania with decree No. 10916, October 19, 2018
	Number of civil registrars and pro-bono lawyers trained on prevention and reduction of statelessness	143	400	Project Data	UNHCR in collaboration with General Directorate of Civil Status Office conducted 10 trainings in Fier, Vlora, Durres, Tirana, Korca, Elbasan, Lezha, Shkodra, Berat and Gjirokastra to empower the Civil Status officials and other local actors, benefitting 391 persons.
Output 1.2 Anti-corruption and Rule of Law - National public administration has greater capacity to improve access to information, address corruption and organized crime, and engage CSOs and media in efforts to strengthen monitoring of reform efforts.					
UNDP UNESCO UNODC IOM UNFPA	Improved sex disaggregated database on potential victims of trafficking (PVoTs) and collection of sex disaggregated data with regards to victims of trafficking.	existing VoTs database	database populated and sex disaggregated data available	Annual report of ONAC	Country Database is operational and populated 2018 official statistics: 2 victims of trafficking (VOT); 92 potential victims of trafficking (PVOT); 26 adults and 68 children; 59 female and 35 males; 93 Albanians and 1 foreigner
	Number of ADISA CSCs and LGU colocations for customer-care service delivery (cumulative)	1	10	Physical, MIPA/ADISA	5
	No. of legal and policy measures and operational tools defined and activated against the illicit trafficking of cultural objects	0	4 (data base, new law, bilateral agreements, national platform)	UN and Partners Reports; Project data	4: database, new law, bilateral agreements, national platform Achievement of the target is in process and expected to be reached fully by 2021
	Number of events and activities to strengthen media accountability and MIL in Albania.	N/A	At least 3 events/activities	Platforms establishment documents; UN & platform reports	3 events - capacity building activities, activities with media and journalists on ICPD, SRH, youth issues
	No. of seizures by PCU increased	60%	80%	Report on seizures produced	In February 2018, 613.35 kg of cocaine were seized by the PCU, in coordination with other agencies, at the Port of Durres. This is the largest seizure in Albanian history and the most successful operation to date of the Durres PCU. Additionally, in August 2018, the Durres PCU seized 6.1 kg of <i>Cannabis sativa</i> . The PCU

					continues to conduct and report seizures on an ongoing basis.
Output 1.3 Local Governance - Local Government Units (LGUs) are able to deliver equitable, quality services and strengthen influence of citizens in decision-making.					
UNDP UNFPA	No. LGUs operating OSS for service delivery	3	16	Physical, LGUs, MSLI	15 (2018)
	Benchmarking System established at national level and 61 Municipalities use it.	System Not in Place/ 0 Municipalities using it	System in Place / 0 Municipalities using it	Local Governance Mapping LGUs Project data	0 (2018)
	No of municipal action plans that have a budget line for youth, including education and SRH.	0	12	LGUs	6 LGUs
	61 Municipalities have in place a physical archiving system and have increased their capacities, legal knowledge and skills on physical archiving.	0	61	Project report & data General Directorate of Archives LGUs	61 (2018)
	Number of municipalities with web pages meeting transparency legal requirements	21	32	Commissioner for the Right to Information Platform establishment documents	48 (2018)
	Number of municipalities implementing the transparency performance measurement system	0	20	Data from online platform vendime.al Project assessment reports	0 (2018)
	Number of municipalities publishing Council Decisions on line	27	47	Data from online platform vendime.al Project assessment reports	61 (2018)
Output 1.4 Access to Justice - Children and vulnerable adults/groups have equitable access to a friendlier justice system, and juvenile justice is administered per the international standards					
UNICEF UNDP UNHCR	Existence of legislation that recognizes children's right to be heard in civil and administrative proceedings that affect them (in line with Article 12 of the CRC)	1 Law (Family Code)	2 Laws (Family Code; Child Rights and Protection Law) - Secondary legislation on the basis and for the implementation of the Child Rights and Protection Law (guaranteeing the right of the child to be heard) is drafted.	Parliament website; Official Gazette	3 laws: (Family Code, Child Rights and Protection Law and the Criminal Justice for Children Code) – Sub-legislation of the Child Rights and Protection Law and the Criminal Justice for Children Code drafted, consulted and partially adopted. The remaining part is scheduled for adoption in 2019.
Output 1.5 Mainstreaming Gender and GRB - State institutions have capacities and mechanisms to mainstream gender in policy-making and planning processes.					

UN Women UNDP UNICEF UNFPA	No. GoA draft policies, strategies and plans engendered	2 (NSDI, NSGE)	2	Annual reports	2: NSDI, NSGE (both approved)
	Extent of gender mainstreaming in the central budgeting process (MTBP)	24 MTBPs	30 MTBPs	Policy Document Action Plans	33 MTBs or 50% of all the budget programmes of Line Ministries, are compliant with a Gender Results Budgeting review process
	No. of fiscal laws, by-laws and policies reflecting compliance with gender-responsive budgeting.	2 OBL, GEL	2	Draft laws By-laws	Annual Budget Instruction for central level Annual Budget Instruction for local level Instruction for Monitoring of Budget at local level Instruction for Monitoring of Budget at central level
	A consolidated monitoring system for data collection & dissemination for service delivery.	Existence of an unconsolidated monitoring system	Consolidated monitoring system in place (1 monitoring framework of NSGE; 2 Templates of onset data collection)	National Statistical reports and bulletins	The publication Women and Men 2018 has been finalized. The publication includes all indicators reflected on Albanian national monitoring frameworks and international reporting obligations on gender equality and the status of women. The document includes a large list of gender indicators which are harmonized with related gender indicators of SDGs, Gender indicators proposed to NSDI II 2015-2020, gender indicators of the monitoring framework of National Gender Strategy 2016-2020. Statistical framework on Child Rights and Protection developed, consulted and approved through Council of Ministers Decision In parallel an online platform (http://www.instat.gov.al/publikimi) and a video on the publication have been produced and launched
Output 1.6 Migration and Asylum - Government authorities have strengthened capacities to enhance effective migration and asylum management.					
UNHCR IOM UNICEF	Migration Governance Policy available and endorsed, including gender-specific provisions	No	Yes	Council of Minister's Decision on the endorsement of the Policy	Yes. National Strategy on Migration Governance developed. Endorsement expected in the first half of 2019.
	Extent to which Asylum Procedures are compliant with international refugee law and the EU acquis	60%	65%	Gap analysis (legal/institutional/practice) Systematic border monitoring. Monitoring of RSD procedures	65% As Albania is still perceived as a transit country, the vast majority of the persons who seek asylum abandon procedures even before their application is formally lodged. Capacity building for the caseworkers/specialists of Directorate for Asylum and Citizenship is needed during 2019. A permanent presence of governmental officials at the centre to interview new arrivals both identifying specific needs, and providing sufficient information

				for the analysis of their asylum claim, needs to be explored
Reception capacities at the border increased, with a differentiated approach for women and children at risk.	Capacity 90 persons/ 1 centre for women and children at risk (15 persons)	capacity 150 persons / 2 centres for women and children at risk (30 persons)	Ministry of Internal Affairs reports; Monitoring of border situation.	Increased capacity with 200 notably the Caritas a reception facility in Shkodra for 120 persons, which is now managed under an agreement with UNHCR, rehabilitated the facilities at the Kapshtica Border Crossing Point (Korce) to enable the temporary accommodation of 13 persons. In addition, through its partner RMSA, the rehabilitation of the Border and Migration Police facilities in Tirana was completed to enable an adequate interviewing space.
Assessments of the current legal framework and IT infrastructure for the introduction of API	no	yes	Council of Minister's Decision on the endorsement of the Policy	Yes. Assessment concluded and validated.
Mapping of Albanian Diaspora, including sex-disaggregated data	0	3 (Italy and two other countries)	Gap analysis (legal/institutional/practice) - Systematic border monitoring. -Monitoring of RSD procedures	Mapping methodology and tools under development.
Diaspora mechanisms for skills transfer and investment boosting in place	no	yes	Ministry of Interior reports; Monitoring of border situation. -Systematic monitoring of National Centre for Asylum seekers and closed centre for irregular migrants	Yes. Fellowship mechanism for skills transfer developed. Implementation expected during 2019-2020. Investment boosting mechanism is under development. Implementation expected during 2019-2020.
SOPs for case management of unaccompanied refugee and migrant children developed	0	1	ONAC reports	Notable progress has been recorded with the development of draft decision of Council of Ministers, on "foreign unaccompanied children in Albania". The aim of this draft decision is to improve the case management procedures for foreign unaccompanied children who arrive in Albania.

Outcome 2— Social cohesion: Health, education, social protection, child protection and gender-based violence
All women, men, girls and boys, especially those from marginalized and vulnerable groups, are exercising their entitlements to equitable quality services, in line with human rights; and more effective and efficient investments in human and financial resources are being made at central and local levels to ensure social inclusion and cohesion.

National Development Goals: Accession to the European Union; Investing in People and Social Cohesion; Good Governance, Democracy and the Rule of Law
EU Integration Chapters & Priority Areas: 19, 23, 24, 32
SDGs: 1, 3, 4, 5, 10, 16

Participating Agencies	Indicator	Baseline 2016	Outcome Target (2021) Output Target (2018)	Means of Verification	Value of Indicator, 31 December 2018
WHO UNICEF UNFPA UNAIDS IOM UNESCO UNDP UNW FAO IAEA	Private household out-of-Pocket expenditure as a proportion of total health expenditure	55%	40%	World Bank reports INSTAT	55%
	Infant mortality per 1,000 live births	Total 26 Female 12 Male 14	Total 9 (30% reduction) Female 8.5 (30% reduction) Male 10 (30% reduction)	UN IGME https://data.unicef.org/resources/levels-trends-child-mortality/	IMR 8 per 1,000 live births U5MR 9 per 1,000 births https://childmortality.org/reports
	Maternal mortality ratio (per 100,000 deliveries)	29 (UN IGME) 32 (2016 INSTAT)	20 (30% reduction)	UN IGME	9.7 (2018 INSTAT)
	Net enrolment rates	<u>Pre-Primary</u> Total 81.34% Girls 80.6% Boys 82% Roma Children 55% <u>Primary 2013</u> Total 95.92% Girls 94.8% Boys 96.2% Roma Children 61.4% <u>Children with Disabilities Basic Education 2014</u> 3,201 students	<u>Pre-Primary:</u> Total: 98% Girls: 98% Boys: 98% Roma: 75% <u>Primary 2021</u> Total: 100% Girls: 100% Boys: 100% Roma: 80% <u>Children with Disabilities Basic Education 2020:</u> 25% increase	MoE reports INSTAT UNESCO Institute for Statistics UNHCR Annual Reports OECD Biannual report of MoSWY	<u>Pre-Primary</u> n/a <u>Primary (latest 2017)</u> Total 96.9% Girls 96.2% Boys 97.5% Roma children: n/a <u>Children with disabilities (latest 2017) basic education</u> 3,252 students (16% increase)
	Schoolchildren's learning outcomes (as measured by PISA)	Reading 394 Math 394 Science 397	Reading 494 Math 496 Science 501	OECD Biannual report of MoSWY	Reading 405 Maths 413 Science 427
	Number of sector-specific policies with explicit social inclusion targets	4	24	INSTAT Biannual report of MoSWY Line ministries policy documents, NSDI 2015-2020 monitoring framework	21 out of 24
	Level of implementation of National Action Plan on Roma and Egyptian Integration	Rated "2"	Rated at least "3" (based on estimated rating from 1 to 5) ⁵	UN, EU and stakeholders' qualitative assessment(s), sector and country progress reports MoSWY and SSS records	Rated 3 (rating of 0 to 5)

⁵ "1" – no progress or steps towards achieving the target are made; "2" – some limited and/or fragmented measures towards achieving the target are taken; "3" - regular progress is made at systems level towards achieving the target; "4" – advanced progress is made at systems level towards achieving the target; "5" - critical systemic changes are in place to ensure the target will be met.

	Rate of children (age 0-17) in residential (public and non-public) care per 100,000 child population	84	42	UN, EU and stakeholders' qualitative assessment(s), sector and country progress reports MoSWY and SSS records	83 (2017)
	Number of national mechanisms collecting evidence and addressing violence against children	4 (police, Child Protection Units (CPUs), schools, helpline)	at least 6 (police, CPUs, schools, helpline, health centres, online and web-based platform)	State Agency for Child Rights Protection annual reports	At least 6: police, CPUs, schools, helpline, health centres, online and web-based platform
	% Women who have experienced physical violence during their lives	23.7%	21%	INSTAT	18%
Output 2.1 Health - There is increased access to quality, inclusive, equitable, and affordable health care services and community demand is increased.					
UNFPA UNICEF WHO IAEA FAO IOM	Monitoring and evaluation reports on comprehensive national health policies/ action plans on UHC, NCD control, RH, HIV and TB	1	3	Reports produced by MoHSP	Comprehensive Assessment of PHC in Albania; Mapping evidence for the implementation of Albanian national Health Strategy 2016-2020; Assessment of Sexual, reproductive, maternal, new-born, child and adolescent (SRMNCA) health services in the context of universal health coverage
	No. of health care institutions that have conducted self-assessment on the compliance to the approved Quality of Care Standards	5 hospitals	12 hospitals and 20 Primary Health Care Centres	Reports produced by the National Centre for the Quality, Safety and Accreditation of Health Institutions	11 Regional Hospitals, 4 University Hospitals, 3 Services at Mother Theresa University Hospital Centre, 10 Primary Health Care Centres in Tirana; 5 Primary Health Care Centres in Durres
	N° of patients diagnosed with cancer using imaging nuclear medicine techniques and treated with radiation therapy in public hospitals	20%	+40% by 2021; Therapy +40% by 2021; 1302 (Cobalt and Therapax) of which 225 breast cases	Reports produced by the University Hospital Centre "Mother Theresa".	+17%
	No. of health professionals with capacity to identify and refer potential victims of trafficking (PV/VoT)	0	120 (10/each of 12 qarks)	Yearly reports produced by MoI, ONAC	70 health professionals from 12 counties of Albania have been capacitated in implementation of indicators to identify and refer victims of trafficking and potential victims of trafficking
Output 2.2 Education - Education policies, mechanisms, community partnerships and actions are strengthened for quality, inclusive education					

UNICEF UNESCO UNFPA IOM	Availability of inclusive mechanisms for prevention and response towards out of schoolchildren and children at risk of drop out for all relevant actors.	Mechanism for preventing drop-out developed	Mechanism for prevention of school drop- out enter into force and used in at least three regions in Albania.	MoES policy documents Approval letter from Minister of Education, MOE reports	Mechanism in place, approved by MoESY and in use in 10 schools in four counties of Albania
	Presence of Comprehensive Sexuality Education in all schools at all levels, private and public including 10-18 years of age	20%	50%	MOES policy documents Approval letter from Minister of Education, MOE reports	30%
	No. of schools and children reached with Trafficking in human beings' prevention and education interventions	not available from statistics	12 schools *100 children/each= 1200	Agreements, report from the project and MoES	6 schools, 180 teachers, 200 students reached
	Extent to which Global Citizenship Education (GCED) is mainstreamed in the national education policy, curricula, teacher education and student assessment"	GCED not mainstreamed in curricula	GCED part of the curricula	Reports for project, MoES etc.	Pilot project on testing new curriculum related to Global Citizenship Education implemented in 20 schools Indicator target will be reached by 2021
	Situation analysis report of the implementation of SDG4 in Albania, based on documentary analysis and available data (including data disaggregated by	Education Policy Review completed and recommendations presented.	Situation analysis used to inform the VNR process and reflections on the alignment of the education strategy with SDG4.	Reports for project, MoES etc.	Situation Analysis of Education in Albania prepared, feeding to Albania's Voluntary National Report presented in 2018 High Level Political Forum on Sustainable Development, convened in July under the auspices of the UN Economic and Social Council, and Albania's MAPS mission report (conducted during 16-21 April in Tirane)

	sex, ethnicity, etc.).				
Output 2.3 Social Inclusion & Social Protection - Social protection measures and mechanisms at national and local levels are strengthened with budgets and clear targets that reflect equity and social inclusion standards					
UNDP UNFPA UNICEF UNWOMEN IOM	Inter-sectoral monitoring and coordination mechanism established and performing per its mandate/TOR	0	1 (SIIG)	GoA / MoSWY Social Inclusion annual reports	Statistical Indicators and Integrity Group (SIIG) established in cooperation with line ministries to ensure alignment and integrity of data for measuring, monitoring and reporting on national policies and programmes outlined in the Social Inclusion Policy Document
	Policy and/or budgetary framework that explicitly addresses child poverty and disparities available	No	Yes	NSDI implementation report	Work is under way with INSTAT to introduce new ways of measuring and reporting on child poverty. UNICEF supported INSTAT to collect data in 2018 as per the EUROSTAT child deprivation module.
	Coordination mechanisms for social protection systems established countrywide	0	7 municipalities	GoA / MoSWY Social Inclusion annual reports	7 municipalities have in place costed social care plans and clear guidelines and workflows on how the social welfare departments will implement social protection policies effectively to harmonize cash and care. The secondary legislation is also in place.
	The number of Roma and Egyptian women and men with improved access to basic social protection services is increased.	357 R/E benefited from integrated community based social services; 112 R/Es included in reintegration programmes; 184 R/Es benefited from employment measures	450 R/E benefited from integrated community based social services; 150 R/Es included in reintegration programmes; 250 R/Es benefited from employment measures	GoA / MoSWY Social Inclusion annual reports	664 R/E benefited from integrated community based social services; 609 R/Es included in reintegration programmes; 359 R/Es benefited from employment and income generation measures.
	Number of municipalities with improved capacities, organisation development and quality management of service providers, and effective planning and budgeting.	Five municipal public service providers	8 Municipalities	Record of participatory planning and budgeting of services at local levels	3 Municipalities
Output 2.4 Child Protection - Child protection systems are strengthened to prevent and respond to cases of violence, abuse, exploitation and neglect of children, with a particular focus on vulnerable children and families.					

UNICEF WHO IOM	No. of instruments facilitating implementation of legal framework for Child Protection is in place	0	10 DCMs	Parliament records Council of Ministers' records	Target fully achieved: 5 DCMs, 5 instructions and 1 order drafted and submitted by 2018.
	% of Child Protection Units that perform case management of children at risk and need for protection	26%	40%	State Agency on Child Rights and Protection annual report	26% (2016) 35% (2017) 2018 Data from the State Agency on Child Rights and Protection will be available in the second half 2019
	A National Action Plan for Child and Family Social Services (De-institutionalisation Plan) available in the country	Policy drafted	policy reviewed and costed	Parliament records	One-year action plan of is enacted, covering the full assessment of 9 public child care institutions.
	No. of (potential) Victims of Trafficking identified by Child Protection Units	26	36	Yearly reports produced by Office of the National Anti-Trafficking Coordinator (ONAC)	36
Output 2.5 Gender-based Violence - Capacity of institutions and service providers to implement legislation and normative standards on Elimination of Violence against Women (EVAW) and other forms of discrimination is strengthened.					
UNDP UN Women UNFPA WHO UNICEF IOM	No. of laws and by-laws adopted/amended related to GBV to align with the international and regional standards	2	3	Parliament website CM Website	4 (DV Law and three by-laws)
	No. Municipalities with functional CCR	27	39	Yearly reports produced by MoIA, ONAC	39
	No of cases of gender based violence addressed through CCR	312	450	MoSWY report REVALB, MoSWY	668
	Existence of improved knowledge on child marriage	No	Yes	UNICEF reports	Yes
Outcome 3— Outcome 3 - Economic Growth, Labour and Agriculture Economic growth priorities, policies, and programs of the GoA are inclusive, sustainable, and gender-responsive, with greater focus on competitiveness, decent jobs and rural development. National Development Goals: Accession to the European Union; Growth Through Increased Competitiveness; Investing in People and Social Cohesion; Growth Through Sustainable Resources & Territorial Development EU Integration Chapters and Priority Areas: 8, 11, 13, 18, 19, 20, 26 SDGs: 1, 2, 5, 8, 9, 11, 12					
Participating Agencies	Indicator	Baseline 2016	Outcome Target (2021) Output Target (2018)	Means of Verification	Value of Indicator, 31 December 2018

UNDP UNWOMEN FAO UNECE UNCTAD ILO UNESCO IOM UNIDO	Ease of Doing Business distance to frontier (score)	60.5	72.13	World Bank: Doing Business Report	68.7
	№ new businesses established by sex of owner	Total 16,731 Female 1,947 Male 14,784	Annual 10% increase	National Registration Centre – Annual reports	Total: 19,041 Female: 11,021 Male: 8,020
	Youth unemployment rate (young men and women (15 – 29) who are: without work; available for work; and seeking work)	Total 34.2% Female 35.9% Male 33.3%	Total 20.5% Female 21% Male 20%	INSTAT Labour Force Survey	Unemployment rate for 15+ is 12.2 % or 1.4 % points lower than in the third quarter of 2017. Employment rate for 15 - 64 is 59.7 % or 2.3 % higher than in the same quarter of 2017: male - 67.3 % (2.6%p increase), female - 52.1 % (1.6% points increase). Youth unemployment rate declined to 22.3 % or 2.3 % points lower than in 2017 Youth employment rate is 40.8 % Minimum wage increased from 22,000ALL to 26,000 ALL
	Growth of agriculture sector 2016 - 2020	2.25%	5%	INSTAT	3.15%
	Agriculture Export – Import ratio in 2020	1:4.5	1:3	INSTAT	1:4.1
	Global Innovation Index Rank	87	75	MoV: (Cornell, INSEAD, WIPO) www.globalinnovationindex.org/	83
Output 3.1 Economic Development - Central and local governments are able to deliver effective economic support services and implement urban development policies that promote gender equality, the green economy and inclusive and sustainable industrial development.					
UNDP UN Women FAO UNECE UNCTAD	Number of Corporations that endorse Women Empowerment Principles	2	5	Tirana Municipality, UN Women CO annual reports	11
Output 3.2 Labour - Labour market governance, tripartite dialogue, and collective bargaining are strengthened and reduce informal employment, improve occupational health and safety and enhance the employability of youth, women and other vulnerable groups.					
UNDP UN Women ILO IOM FAO	Number of trainings for MC staff	1	3	MoSWY reports	2
Output 3.3 Agriculture and Rural Development - There is increased capacity to design and implement policies and strategies for sustainable rural development and modernization of the agricultural sector that are gender sensitive and empower rural women.					

FAO UN Women UNDP UNIDO	Number of actions that raise awareness on rural women role and rights in agriculture and rural economy	1	One nationwide implemented campaign in rural areas that disseminate information on rural women's.	Source: UN Women CO Annual Report	At least 2 nationwide campaigns implemented in rural areas that disseminate information on rural women's rights
	Women's share among beneficiaries of agriculture extension service	11%	13%	Ministry of Agriculture and Rural Development	28%
Output 3.4 Culture - State institutions have inclusive and equitable policies to foster cultural and creative resources, improve access to cultural markets, improve gender balance in the tourism workforce, protect cultural diversity, and improve the management of cultural heritage as drivers and enablers for sustainable development					
UNESCO	Inter-institutional mechanisms in place for cultural and natural heritage management, including for sustainable tourism	No mechanism in place	Mechanism in place	Laws adopted, reports on implementation of conventions, decisions of the government	Inter – institutional mechanism created within the Ohrid project, with the involvement of main governmental stakeholders, as well as local communities and CSOs sector. Ministry of Environment, Ministry of Culture, Ministry of Agriculture, NAPA, Municipality of Pogradec), Nomination file for the extension of the WH property Natural and Cultural heritage of Ohrid Region submitted to the World Heritage Centre.
	Culture mainstreamed within development programmes at all levels, by means of providing an evidence base on the impact of culture for development and implementing a national strategy for culture	No	Yes	Laws adopted, reports on implementation of conventions, decisions of the government	The New Law on Cultural Heritage and Museums is adopted by the parliament.
Outcome 4 – Environment and Climate Change Government and non-government actors adopt and implement innovative, gender-sensitive national and local actions for environmental sustainability, climate change mitigation and adaptation, and disaster risk reduction.					
National Development Goals: Accession to the European Union; Growth Through Sustainable Resources & Territorial Development; Investing in People and Social Cohesion; Good Governance, Democracy and the Rule of Law (Strengthening Public Order and Emergency Preparedness) EU Integration Chapters and Priority Areas: 15, 27 SDGs: 6,7,8,9,11,12,13,14,15,16					
Participating Agencies	Indicator	Baseline 2016	Outcome Target (2021) Output Target (2018)	Means of Verification	Value of Indicator, 31 December 2018
UNDP UNICEF UNEP UNESCO FAO	Extent to which comprehensive measures - plans, strategies, policies, programmes and budgets - are being implemented to	Current RES in energy portfolio (34.22%)	38% RES in energy mix (Energy Community Treaty Target)	EU report, National communication to UNFCCC, MoE State of Environment report, GEF tracking tool	34.9% share of energy from RES, above the third indicative trajectory of 34.3%

WHO UNECE UNIDO UN Women	achieve low-emission and/or climate-resilient development objectives				
	Number of hectares of land that are managed sustainably as protected areas under a conservation, sustainable use or access- and benefits-sharing regime	9,424 ha	73,219 ha	National Agency for Protected Areas, local environmental inspectorates and agencies, environmental departments in local government units. CBD reports	9,424 ha.
	Number of farmers accessing disaster early warning system	0% Female 30%	20% 2018	MOARD - Early Warning Platform to be established during 2016	10% Female 30%
	Gender action plan for climate change adaptation and mitigation prepared	No plan	Action plan prepared	Ministry of Environment reporting	Albania Third National Communication to UNFCCC provides for gender mainstreaming in climate change from the policy perspective
Output 4.1 DRR and Climate Change - Scaled up action on DRR and climate change ⁶ mitigation and adaptation across sectors					
	N ^o of sites, including World Heritage sites, with costed DRR plans/ interventions, that are gender-sensitive	0 (UNESCO) sites	3 (UNESCO) sites	Ministry of the Interior report World Heritage management plans	0
UNDP UNICEF UNIDO UNEP UNESCO FAO WHO	N ^o Financial mechanisms and 'pipelines' developed to access climate finance, including GCF	0	3	Quantitative information from Ministry of Environment EPR report	0
	Number of partnerships at local level for improved energy efficiency and/or sustainable energy solutions, including businesses, targeting also underserved communities/groups and women	5 partnerships 11 factories No related CO2 emissions	10 partnerships 15 demonstration plants 53,000 tCO2eq direct Emissions	Ministry of Energy reports, Min of Local Government reports, Project documents EPR report	13 partnerships for solar water heating application. Total installed cumulative area of solar panels for water heating 209,745 m2, annual sales 21,701 m2 resulting in 1,160,452 tCO2 reduction
Output 4.2 Natural Resources - Central and local institutions and communities are strengthened to ensure the conservation and sustainable use of natural resources					
UNECE UNDP UNICEF	Categories of Protected areas and Biosphere reserves with working,	0	2 plus Prespa Lakes Zone	NAPA, CBD. UNECE Committee on Housing, Land Management & Population. Ministry of Urban	Nomination file for the extension of the WH property Natural and Cultural heritage of Ohrid Region submitted to the World Heritage Centre

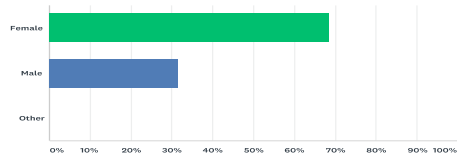
⁶ As defined under the UNFCCC.

UNIDO UNEP UNESCO FAO WHO	sustainable financial and legal mechanisms			Development. Joint Commission for the protection and rational use of water resources. Ministry of Agriculture, water basins commissions	
	Public school grades implementing the new curriculum on environmental education and sustainable development	Implemented in Grades 1 and 5	Implemented in other Grades	Reports from Ministry of Environment and Ministry of Education, Youth and Sports	Implemented in Grades 1, 2, 3, 6, 7, 8

Annex D. Organisational Culture Survey Results

Q1 Select your gender:

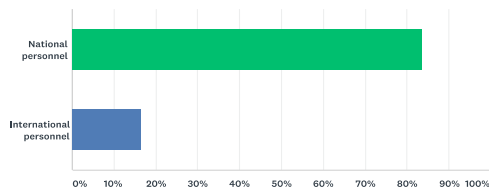
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	68,25%	54
Male	31,65%	25
Other	0,00%	0
TOTAL		79

Q2 Select below:

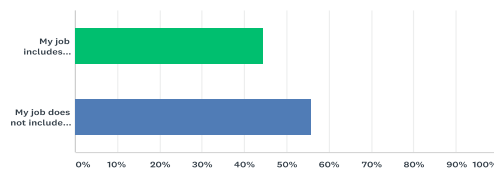
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
National personnel	83,54%	66
International personnel	16,46%	13
TOTAL		79

Q3 Select below:

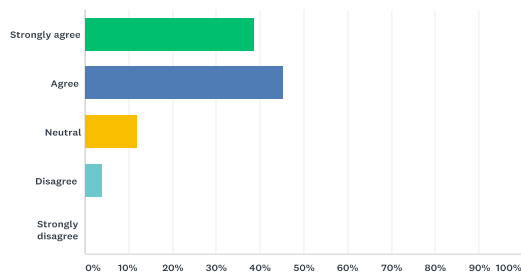
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
My job includes personnel supervisory functions	44,30%	35
My job does not include personnel supervisory functions	55,70%	44
TOTAL		79

Q4 I believe the UNCT in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels. (Note - UNCT refers to all 17 UN resident and non-resident agencies, funds and programmes in Albania.)

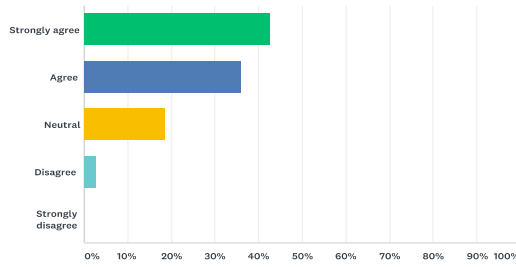
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	38,67%	29
Agree	45,33%	34
Neutral	12,00%	9
Disagree	4,00%	3
Strongly disagree	0,00%	0
TOTAL		75

Q5 Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

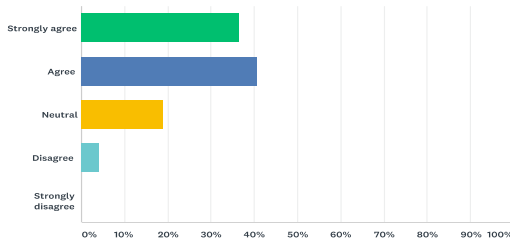
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	42,67%	32
Agree	36,00%	27
Neutral	18,67%	14
Disagree	2,67%	2
Strongly disagree	0,00%	0
TOTAL		75

Q6 UN personnel in this country demonstrate commitment to gender equality in the workplace.

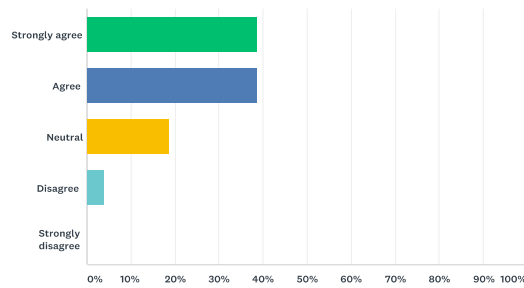
Answered: 74 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	36,49%	27
Agree	40,54%	30
Neutral	18,92%	14
Disagree	4,05%	3
Strongly disagree	0,00%	0
TOTAL		74

Q7 UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

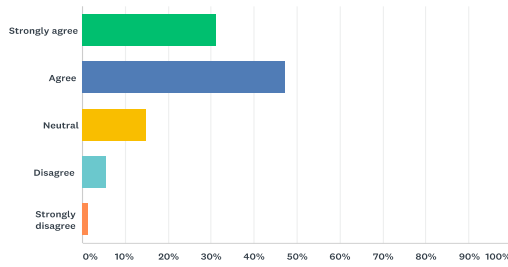
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	38,67%	29
Agree	38,67%	29
Neutral	18,67%	14
Disagree	4,00%	3
Strongly disagree	0,00%	0
TOTAL		75

Q8 The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.

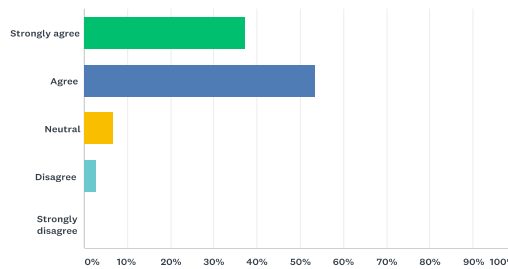
Answered: 74 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	31,08%	23
Agree	47,30%	35
Neutral	14,86%	11
Disagree	5,41%	4
Strongly disagree	1,35%	1
TOTAL		74

Q9 The UN system in this country has adequate procedures in place to protect my personal safety and security.

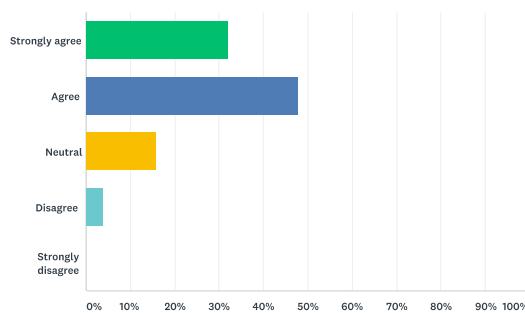
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	37,33%	28
Agree	53,33%	40
Neutral	6,67%	5
Disagree	2,67%	2
Strongly disagree	0,00%	0
TOTAL		75

Q10 The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

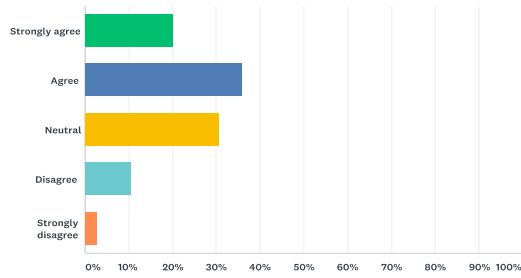
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	32,00%	24
Agree	48,00%	36
Neutral	16,00%	12
Disagree	4,00%	3
Strongly disagree	0,00%	0
TOTAL		75

Q11 The package of entitlements (e.g. maternity, paternity, breastfeeding) support staff to achieve adequate work-life balance.

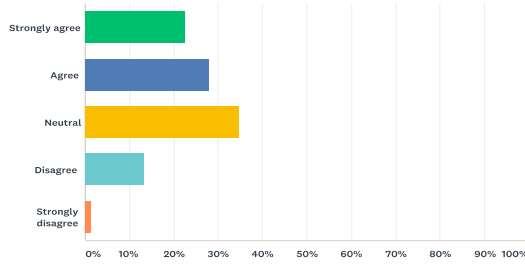
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	20.00%	15
Agree	36.00%	27
Neutral	30.67%	23
Disagree	10.67%	8
Strongly disagree	2.67%	2
TOTAL		75

Q12 The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support staff to achieve adequate work-life balance.

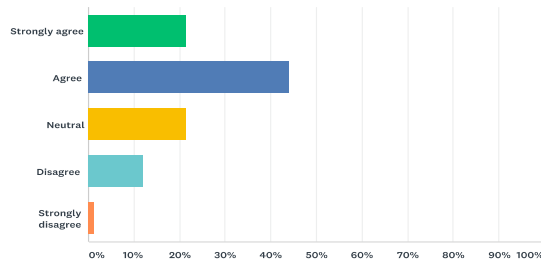
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	22.67%	17
Agree	28.00%	21
Neutral	34.67%	26
Disagree	13.33%	10
Strongly disagree	1.33%	1
TOTAL		75

Q13 Heads of Agencies are supportive of staff to establish an adequate relationship between work life and home life.

Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	21.33%	16
Agree	44.00%	33
Neutral	21.33%	16
Disagree	12.00%	9
Strongly disagree	1.33%	1
TOTAL		75