

UNCT-SWAP Progress Report 2021

UNCT Albania

INDICATOR 1.2 | GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities including SDG 5.</p>	<p>a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.</p> <p>or</p> <p>b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.</p>	<p>a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities including SDG 5.</p> <p>and</p> <p>b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.</p>

Indicator 1.2 UNSDCF Outcomes	Score 2021: Exceeds (2019: meets)
<p>Findings and Explanation:</p> <p>a) <i>Met.</i> In 2021, UNCT Albania finalized the last year of implementation of the current UNDAF/POCSD 2017-2021 as well as signed the new UNSDCF 2022-2026. Gender equality and the empowerment of women are visibly mainstreamed across all UNDAF/POCSD outcome areas in line with SDG priorities including SDG 5. Across all UNDAF outcome indicators (25) more than half (16) measure changes in gender equality and empowerment of women - Outcome I, 40% (2 of 5); Outcome II, 90% (9 of 10); Outcome III, 50% (3 out of 6 indicators qualify); and Outcome IV, 50% (2 out of 4 indicators qualify). Detailed information on gender related progress is presented in UNCT Annual and Mid-Year Progress Reports. Also, 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 marker 2.</p> <p>b) <i>Met.</i> The new UNSDCF 2022-2026 has gender equality and the empowerment of women visibly mainstreamed across all outcome areas as well as it includes a specific outcome targeting gender equality, i.e. <i>Outcome C2: By 2026, gender responsive governance strengthens equality and non-discrimination, promotes women's empowerment and human rights, and reduces violence against women and children.</i> Also, across all UNSDCF outcome indicators (37) more than half (22) measure changes in gender equality and empowerment of women - Outcome I, 36% (4 of 11); Outcome II, 64% (7 of 11); Outcome III, 55% (5 of 9); and Outcome IV, 100% (6 out of 6 indicators qualify).</p>	
<p>Evidence or Means of Verification:</p> <ul style="list-style-type: none"> ● Programme of Cooperation for Sustainable Development 2017-2021 	

- [United Nations Sustainable Development Cooperation Framework 2022-2026](#)
- [Annual Progress Report 2020](#)
- [Mid-Year Review 2021](#)
- [Joint Work Plans 2020-2021](#)

INDICATOR 2.1 | JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p>or</p> <p>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 SDG 5.</p>	<p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p>and</p> <p>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 SDG 5.</p>	<p>Meets minimum requirements</p> <p>and</p> <p>c) A system is in place to ensure gender mainstreaming in JPs.</p>

Indicator 2.1 Joint Programmes	Score 2021: Exceeds (2020: exceeds)
<p>a) <i>Met.</i> GE is visibly mainstreamed in all nine operational JPs (LNB1, LNB2, GBV, PBF/Ryco, GREAT, 2 Joint SDG Fund Programmes, GE Acquis Implementation, GE/Earthquake response). Three JPs (LNB1, GBV, PBF/Ryco) are in the final year of implementation, 2 JPs (Joint SDG Fund Projects - Call 1 & 2) are in penultimate year, while four remaining JPs are in their first year of implementation. Since the UNCT SWAP 2019 assessment, there have been 5 new JPs in place.</p> <p>b) <i>Met.</i> All nine JPs are operational under current UNDAF/POCSD period, implemented under outputs (1.3, 1.5, 2.2, 2.3, 2.5, 3.3 and 4.3) gender marked, as per approved/signed JWPs. Four JPs - GBV Joint Program "End Violence against Women in Albania" 2018-2021, GREAT, GE Acquis Implementation and GE/Earthquake Response - are fully in support of gender work in the country, focusing on promoting GEEW, and fully in line with SDG 5.</p> <p>c) <i>Met.</i> Although a UNCT quality control system is not yet institutionalized, elements of a quality control system to ensure gender mainstreaming for JPs exist and have been practiced and reinforced continuously by UNCT. For example, it has become practice (reinforced continuously) for the UNCT to (i) call upon the Gender Result Thematic Group to ensure gender work is mainstreamed and supported during UNDAF implementation, planning, monitoring and reporting, including for all preparatory phases of current UNDAF 2017-2021 and UNSDCF 2022-2026, annual JWPs, joint project documents; (ii) ensure JWPs include information on gender marker at the output level, since introduction of these gender elements in 2019 JWPs; (iii) ensure gender is mainstreamed in UNCT SERP. The increased focus and expertise of UNCT in gender work is</p>	

evident by the agreement to design a stand-alone gender outcome in the next UNSDCF 2022-2026.

Evidence or Means of Verification:

- LNB1 & 2 Project Document
- GBV Project Document
- GREAT Project Document
- GE Acquis Project Document
- Earthquake Response Project Document
- Joint SDG Fund Projects
- [Annual Progress Report 2020](#)
- [Mid-Year Review 2021](#)
- [Joint Work Plans 2020-2021](#)

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>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.</p>	<p>Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.</p>	<p>Meets minimum requirements and c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.</p>

Indicator 4.3 Gender Parity among Staff	Score 2021: Exceeds (2019: meets)
--	--

Findings and Explanation:

- a) Met.** The UNCT Albania has an OMT HR working group, chaired by UN Women. For the past 4 years the OMT HR working group has collected and analysed staff data. This may be considered as a mechanism, although there is room to strengthen the way UNCT maintains data and leverages the results. In 2021, the personnel categories were expanded to include other local modalities, such as Service Contract holders. For better disaggregation, calculations were made for both 1) staff only and 2) staff and personnel altogether. UNV, UNDRR, UNIDO, UNESCO, UNECE, UNCTAD, ITU and UNEP were not surveyed as they do not have personnel in Albania.
- b) Met.** Sex disaggregated data from 2018, 2019 and 2021 show a slight but positive trend towards gender parity. In 2021, the GS category was the closest to gender parity (58.8% females and 41.2% males), although the gap has grown by 7.9 points since 2019. Gender disparity among the NO category has progressively decreased by 2.9 points since 2018. Gender disparity among

international professionals activity is persisting (35.7% females and 64.3% males), but these appointments are made by the Headquarters of UN agencies and are beyond the authority of the UNCT and the OMT HR working group. In all national job categories (NO, GS and other), 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). However, efforts can be strengthened to better balance gender parity among the UNCT.

Category	2018		2019		2021	
	Females	Males	Females	Males	Females	Males
International Professionals	40%	60%	27.3%	72.7%	35.7%	64.3%
National Officers	80%	20%	78.1%	21.9%	77.1%	22.9%
General Service	54.1%	45.8%	50.9%	49.1%	58.8%	41.2%
Other local modalities	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	67%	33%
Total	61.4%	38.6%	57.3%	42.7%	64.4%	35.6%

- c) *Met.* The current BOS (2017-2021) 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. UNDP, UNICEF, UNFPA, UNOPS and WHO have included the gender/diversity clause in the job descriptions. Whether the formulation should be unified remains an issue of discussion and solution to be sought at HQ level.

Evidence or Means of Verification:

- [UN Staff Sex-Disaggregated List \(2018; 2019; 2021\)](#)
- [Business Operations Strategy \(BOS\) 2017-2021](#)

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

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets 2 of the following</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.</p>	<p>Meets 3 of the following</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.</p>	<p>Meets all 4 of the following</p> <p>a) A coordination mechanism for gender equality is chaired by a HOA</p> <p>b) The group has a TOR and an approved annual work plan;</p> <p>c) Members include at least 50% senior staff (P4 and above; NOC and above);</p> <p>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.</p>

**Indicator 5.1
Gender Coordination Mechanism**

**Score 2021: Exceeds
(2019: exceeds)**

Findings and Explanation:

- a)** *Met.* UN Women Country Representative (P5) chairs the Gender Theme and Results Group (GTRG). 14 agencies are represented and the group meets on a quarterly basis. Three meetings were convened in 2021 (January, May and September).
- b)** *Met.* An annual work plan was finalised during the GTRG's first quarterly meeting of 2021 and reflected the objectives and key tasks listed in the GTRG ToR developed in 2018, including *strengthening the overall UNCT performance on gender equality and enhancing UN Coordination and joint interventions for gender equality and women's empowerment*. The annual work plan also includes actions needed to implement the recommendations of the UNCT-SWAP comprehensive report from 2019 and progress report from 2020.
- c)** *Met.* 50% of GTRG members are senior staff (7 out of 14) when the most senior representative is selected per agency: 12 UN agencies were represented among GTRG members in 2020 and 14 in 2021, with UNHCR and UNOPS joining.
- d)** *Met.* GTRG has contributed to integrating a gender analysis throughout the UNDAF Evaluation and CCA, as well as developed a Country Gender Equality Brief (led by UN Women) and Rapid Gender Assessment on the impact of COVID-19 on women and men lives and livelihoods (UN Women) in 2020, leading to an effective integration of a gender perspective in the new UNSDCF 2022-2026, including a standalone gender Outcome. In the new UNSDCF, 21 out of 22 Output Groups count at least one staff person with sector-specific gender knowledge (UN Women staff

or GTRG member). The responsibility for the GTRG AWP could be shared more widely amongst agencies for even stronger commitment and capacity to advance GEEW across the UNCT.

Evidence or Means of Verification:

- [GTRG Terms of Reference](#)
- [GTRG Annual Work Plan 2021](#)
- [GTRG Annual Work Plan Q3 Progress Tracker](#)
- [GTRG Membership - 2020 Update](#)
- [GTRG Membership - 2021 Update](#)
- [Albania UN Common Country Analysis 2020](#)
- [Albania Country Gender Equality Brief 2020](#)
- [Albania Rapid Gender Assessment COVID-19 2020](#)
- [Government of Albania United Nations Sustainable Development Cooperation Framework 2022-2026](#)
- [GTRG 2021 First, Second and Third Quarterly Meeting Minutes](#)

INDICATOR 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets 2 of the following 3:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>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.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets all of the following:</p> <p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p>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.</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>

Indicator 5.2 Gender Mainstreaming Capacities	Score 2021: Approaches (2020: approaches)
Findings and Explanation:	
<p>a) <i>Met.</i> UN Women and RCO conducted a training on applying the Gender Equality Marker (GEM) in the new Joint Work Plans, including a practical coding exercise. 26 UN staff members attended the training and the recording was shared with 60 UN staff members involved in the JWP development process.</p>	

- b) *Not met.* UN Women is in the process of hiring a Consultant to conduct a gender equality capacity and learning needs assessment to determine the current state of knowledge and skills of the UNCT staff and inform the gender equality capacity development plan which will be created based on identified learning needs. The report shall be made available by February 2022, first year of the new UNSDCF (2022-2026).
- c) *Not met.* The *BeSafe* Training and *I Know Gender* self-paced modules are mandatory for all UN personnel. In addition, several agencies' induction packages include gender-specific modules (e.g. UNICEF, UNDP, UNFPA, UN Women). However, OMT has not yet finalised a UNCT-wide induction package reflecting gender equality and women's empowerment commitments.

Evidence or Means of Verification:

- [UNCT-SWAP Scorecard Action Plan 2020, Albania](#)
- [Gender Capacity Assessment Consultancy ToR 2021](#)
- [JWP Gem Training Slide Deck \(Nov 2021\)](#)
- BeSafe Training (online)
- PSEA Training (online)
- UN Women Training Center, I Know Gender Series (online)

Table: Indicators' score progress based on the last UNCT-SWAP Comprehensive Assessment (2019) and UNCT-SWAP Annual Assessment (2020)

Indicator/Assessment Year	Misses minimum standards	Approaches minimum standards	Meets minimum standards	Exceeds minimum standards
1. Planning				
1.2 UNDAF Outcomes (2019)	Meets minimum standards			Exceeds minimum standards
1.2 UNSDCF Outcomes (2021)	Approaches minimum standards			
2. Programming and M&E				
2.1 Joint Programmes (2020)	Approaches minimum standards			
2.1 Joint Programmes (2021)	Approaches minimum standards			
4. Leadership and organisational culture				
4.3 Gender Parity (2019)	Meets minimum standards			Exceeds minimum standards
4.3 Gender Parity (2021)	Meets minimum standards			
5. Gender Architecture				
5.1 Gender coordination mechanism (2019)	Approaches minimum standards			
5.1 Gender coordination mechanism (2021)	Approaches minimum standards			
5.2 Gender Capacity development (2020)	Misses minimum standards		Approaches minimum standards	Exceeds minimum standards
5.2 Gender Capacity development (2021)	Misses minimum standards		Approaches minimum standards	Exceeds minimum standards