

# GENDER MAINSTREAMING IN THE NDC IMPLEMENTATION IN ALBANIA







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# ACRONYMS

<b>4NC</b>	Fourth National Communication of Albania to UNFCCC
<b>BPfA</b>	The Beijing Declaration and the Platform for Action
<b>CEDAW</b>	Convention on the Elimination of Discrimination Against Women
<b>COP26</b>	26th United Nations Climate Change Conference (2021)
<b>CSO</b>	Civil Society Organization
<b>EEC</b>	Energy Efficiency Centre
<b>EIGE</b>	European Institute for Gender Equality
<b>GBA</b>	Gender-based Analysis
<b>GEE</b>	Gender Equality Employee
<b>GIZ</b>	German Development Cooperation
<b>GR37</b>	General Recommendation no. 37 of the Committee on the Elimination of Discrimination against Women (CEDAW)
<b>ICT</b>	Information and Communication Technologies
<b>IMWGCC</b>	Inter-Ministerial Working Group on Climate Change
<b>INSTAT</b>	National Institute of Statistics
<b>MARD</b>	Ministry of Agriculture and Rural Development
<b>MHSP</b>	Ministry of Health and Social Protection
<b>MIE</b>	Ministry of Infrastructure and Energy
<b>MTBP</b>	Medium-Term Budget Program
<b>MoTE</b>	Ministry of Tourism and Environment
<b>NANS</b>	National Agency of Natural Sources
<b>NAPA</b>	National Agency for Protected Areas
<b>NDC</b>	Nationally Determined Contributions
<b>NECP</b>	National Energy and Climate Plan
<b>SDG</b>	United Nations Sustainable Development Goals
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change

# INTRODUCTION

# 1.

Climate change is a global threat which becomes more daunting when intertwined with gender inequality. Limited women access to natural resources, denial of property rights, limited mobility and under-representation at the policy level, make them highly vulnerable to climate change. This guide is prepared with the intention to contribute to gender mainstreaming in implementation of the Albanian Revised Nationally Determined Contributions (NDC). The purpose is to practically guide its users, and to serve as a capacity building tool for gender mainstreaming. Sustainability concerns ought to be tackled through the balance between gender and environmental concerns. The integration of gender issues within the climate change initiatives is the only way to develop sustainable policies that uphold government initiatives to the highest European standards.

In the agricultural sector, women in rural areas are the main food producers, a sector that is highly exposed to the risks posed by droughts and decreasing precipitation levels. Nowadays, women contribute to most of the unpaid work in order to cope with climate risks through land and water conservation and through flood protection embankments. Although women are the most affected by the negative effects of climate change, they play an important role in supporting their families and communities in mitigating and adapting to climate change. They know how to take care of the family and natural resources. This guide argues why it is necessary to include women's voices, needs and expertise in climate change policy and programming; and will serve policymakers and implementers as a guideline towards gender equality and climate change to meet the Sustainable Development Goals. Through this guide, we aim to encourage policymakers to insist on making women and girls part of policy roundtables and to involve them in decision-making. It is imperative that women contribute and are equally represented in this global challenge.

The guide promotes gender mainstreaming within the existing system of climate change policy implementation focusing on the NDC implementation and gender mainstreaming in the operational mechanism. Furthermore, it aims to initiate an institutional and organizational change process of the NDC implementation. The methods and exercises in this guide have been drawn from different international practices.

## Why this Guide?

Gender equality is a goal on its own, but it is also crucial to the achievement of other development goals, such as poverty reduction and environmental sustainability. To ensure that men and women, boys and girls, can equally access, participate and benefit from climate change mitigation and adaptation measures, gender inequality needs to be addressed during the entire NDC implementation process. While the Ministry of Tourism and Environment (MoTE) has a specific mandate to work on the NDC implementation, the responsibility to integrate a gender perspective in NDC interventions rests with other ministries and other partner institutions. Lack of a comprehensive gender approach in the NDC implementation imposes structural obligations to guide officials and responsible institutions and national partners to find a path to engender NDC implementation, and to understand how and where gender issues are relevant to fulfilling NDC.

This Guide aims at facilitating gender mainstreaming and providing practical guidance on how to systematically reflect gender equality considerations in climate change related interventions.

## Who is this Guide for?

The Guide aims at helping the public officials mostly, who run errands to implement NDC, to apply a gender perspective into their work and, more specifically, to mainstream gender throughout the NDC implementation process.

The Guide can also be useful for national and local counterparts, agencies, international and private-sector partners, and individual experts who work closely with the MoTE, Ministry of Infrastructure and Energy (MIE), Ministry of Agriculture and Rural Development (MARD), Ministry of Health and Social Protection (MHSP), and play a role in the course of NDC implementation.

## How to use this Guide

The Guide consists of four chapters, in consecutive guidance flow and it should be read as a whole. The first chapter provides a general background and context of NDC in Albania. The second chapter provides an overview of gender dimensions of climate change and how gender is intertwined with climate change actions. The third chapter provides a step-by-step approach of gender mainstreaming in the NDC implementation process. The fourth chapter provides guidance to the increase gender responsiveness of NDC means of implementation.

Given the comprehensive approach to climate change mitigation and adaptation measures the application of this Guide may be adjusted. Therefore, the Guide must be taken as indicative and applied accordingly. Ideally, this Guide helps its users start NDC implementation with a gender perspective and be able to adjust ongoing and future measures and actions and make them more gender-responsive.



2.

## GENDER DIMENSIONS OF CLIMATE CHANGE

Climate change is the most critical challenge humankind is facing nowadays. Climate change impacts are not only economic and physical, but also social. Women and men, girls and boys, experience climate change implications differently depending on where they live, what resources they use to support their living, how they contribute to social and economic development, and the roles they play in their families and communities.

Climate change is not gender neutral and climate action needs gender responsive action. “Gender and climate are profoundly intertwined. The impact of climate change affects women and girls disproportionately” (Alok Sharma, COP26 President)

During the 26th United Nations Climate Change Conference (COP26) experts and policy makers raised the alarm about the climate crisis with increasing concerns across countries. Clearly, urgent actions are needed such as: to reduce greenhouse gas emissions, and to adopt clean-energy innovation, leading the world to zero carbon emissions by 2050.

Addressing the rapidly changing climate is a matter of justice and equality with the most vulnerable and most affected groups, including women and girls. Considerable differences exist in the ways that climate change affects men and women in the areas of agricultural production, food security, human health, natural resources, conflict and migration, and naturally induced disaster. (International Food Policy Research Institute, GIZ, 2015)

In the last 10 years Albania, has suffered from the effects of extreme weather events such as flooding, droughts and heat waves. Almost every year, floods have devastated the regions of Shkodra, Tirana, Vlorë and Fier, posing a significant threat to Albania’s economy, ecosystems and people’s health. The cost of recurring floods is estimated USD 218 million between 1997 and 2017, affecting directly more than 550,000 inhabitants. According to the European Environment Agency, Albania shows the highest level of drought severity per decade in Europe. The country ranks highest among European countries in terms of exposure and vulnerability to natural hazards and extreme events. (NAP Global Network, 2019)

*“Climate change is a reality that now affects every region of the world. The human implications of currently projected levels of global heating are catastrophic. Storms are rising and tides could submerge entire island nations and coastal cities. Fires rage through our forests, and the ice is melting. We are burning up our future – literally<sup>1</sup>.”*

*“While it is absolutely critical that we mitigate climate change, it is not enough. We need to adapt.” The international community must unite to scale-up action on loss and damage and support vulnerable communities to build resilience” (COP26.)*

## 2.1

# Reference to international obligations

### Binding commitments:

Albania has ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence ("The Istanbul Convention"). Women's rights are human rights, protected under CEDAW at all stages of climate change and disaster prevention, mitigation, response, recovery and adaptation.

The General Recommendation No. 37 (GR37)<sup>2</sup> on "Gender-related dimensions of disaster risk reduction in the context of climate change" acknowledges that women, girls, men and boys are affected differently by climate change and disasters. GR37 is a binding instrument for state parties, including Albania, to be held accountable for the impact that climate change has on women and girls.

Albania has signed a number of international binding and non-binding treaties in the context of advancing gender equality and sustainable development.

<sup>1</sup> *Michelle Bachelet, United Nations High Commissioner for Human Rights, 2019*

### Non-binding commitments:

Albania is committed to the implementation of the Beijing Declaration and the Platform of Action including its twelve critical areas of concern. The Beijing Declaration of the Fourth World Conference on Women affirmed the international commitment to eliminate the burden of poverty for women by tackling the causes of poverty and by providing equal access for women and girls to production resources, opportunities and public services.

As of January 2005, Albania is also part of the Kyoto Protocol of the United Nations Framework Convention on Climate Change.

The Rio Conference on the Environment and Development (1992) reaffirmed the principle of gender equality and the need to ensure the effective participation of women in all initiatives related to climate change.

Albania is a member of the Sendai Framework. The Sendai Framework on Disaster Risk Reduction (2015-2030) underlined the importance of women's participation in disaster risk management, resource allocation and implementation of gender-sensitive disaster risk reduction policies.

The United Nations Sustainable Development Goals (2015-2030) holds important targets on advancing gender equality, in particular Goal 5, also including Goals 3, 4, 6, 10, and Goal 13 on "Climate Action". Gender equality is a human right and a prerequisite for sustainable development, as acknowledged under the SDG Goal 5. All SDGs, including SDG 13 (climate action), have important gender-equality implications and require a gender-sensitive approach to meet the 2030 targets (SEI, 2019). Climate change, induced by human activity, poses growing risks to people and the environment. Women and children are 14 times more likely than men to die during a disaster. Globally, one fourth of all economically active women are engaged in agriculture, where they bear most of climate consequences such as crop failure.

Women alike men, have a right to knowledge and capacities needed to adapt to climate shifts, and to participate in climate decisions (UN Women). On another note, to meet SDG target 13.b, countries should promote mechanisms for raising capacity for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities. Women are part of the solution, because they have an important role as primary natural resources users and managers. Women are well equipped in developing responses to climate change, because of their experiences and traditional knowledge as custodians of many natural resources.

The UNFCCC acknowledges social and gender dimensions of climate change. The UNFCCC helps eradicate gender and social inequality through the recognition of gender equality and women's empowerment, guiding principles under the Paris Agreement.

<sup>3</sup> The Paris Agreement makes the link between climate change and human rights, poverty eradication and sustainable development. It also acknowledges the importance of gender equality and women's empowerment and calls for gender-responsive climate action.

Parties acknowledge that adaptation action should be gender responsive (Article 7). Parties agree that capacity-building activities should be gender responsive as well (Article 11). Moreover, the requirement to consider gender equality and the empowerment of women into all climate action taken by parties is reinforced by a preambular paragraph in the Decision 1/CP.21 of the Agreement.

Albania Revised NDC in 2021 is meant to show progress on Albania's proposed climate actions, as well as to demonstrate Albania's commitment towards meeting the climate change goals. The Paris Agreement clearly acknowledges the importance of gender equality and the empowerment of women in all actions to address climate change. Therefore, NDC should embrace gender considerations to a large extent at the implementation stage and ideally at planning stage too.

Gender inequalities limit the control that women and girls have over decisions governing their lives as well as their access to resources such as food, water, agricultural inputs, land, credit, energy, technologies, education, health, adequate housing, social protection and employment. Women and girls also face a heightened risk of gender-based violence during and following disasters. Therefore, the Committee put emphasis on the obligations state parties have to take concrete steps to address discrimination against women in the fields of disaster risk reduction and climate change through the adoption of targeted laws, policies, mitigation and adaptation strategies, budgets and other measures.

GR37 is a landmark instrument and marks the first time that a UN treaty body has addressed the linkages between human rights and climate change. The adoption of GR37 follows a number of programmes and statements which have called on states to advance gender mainstreaming into all areas and elements of climate action.

<sup>2</sup> *General Recommendation No. 37 of the Committee on the Elimination of Discrimination against Women (the Committee). 2018*

<sup>3</sup> *Paris Agreement under the United Nations Framework Convention on Climate Change, was adopted by 196 Parties at COP 21 in Paris, on 12 December 2015.*

## Rationale for mainstreaming gender in Albania Revised NDC implementation

The Law on Climate Change<sup>4</sup> assigns the Ministry in charge of environment protection to draft a gender mainstreaming guideline to climate change mitigation and adaptation programs. The National Climate Change Strategy and Action Plan lacks elaboration on gender equality considerations, i.e., the national gender equality priorities outlined in the National Strategy on Gender Equality are not considered in the preparation of the Strategy.

Therefore, this guide can be a tool (perhaps the only one) in government efforts to engender climate change adaptation and mitigation measures.

Effective gender mainstreaming in NDC implementation process requires preparation, technical expertise, adequate structure and resources. Here are few prerequisites for the development and application of an effective gender mainstreaming approach in NDC implementation:

- political will and political leadership.
- high-level commitment of public officials and institutions.
- improved technical capacity of public officials and non-government partners.
- representation and involvement of key actors from civil society, citizens, think tank, academia and business community.
- availability and use of sex-disaggregated data.

<sup>4</sup> *Ligji nr. 155/2020 për Ndryshimet Klimatike*

## Considerations for a gender-responsive action

Gender is considered particularly relevant in climate protection policies, specifically in the design and implementation of adaptation and mitigation measure to climate change. (EIGE, 2016) Unfortunately, climate change is still influenced by gender inequalities. Therefore, gender relations between women and men, girls and boys, their access to and control of natural resources, their demand for supply, their consumption pattern, as well as their contribution with goods and services they provide – all matter to climate change action.

Currently available analysis on how differently climate change affects men and women in Albania, is limited and focuses on the agriculture sector. Surveys conducted for the Fourth National Communication (4NC) reveal that there are differences in men's and women's ability to react to climate change, and that men are more able to address climate change issues. (Albania Revised NDC, 2021). Yet, a comprehensive analysis, across sectors, is needed to the benefit of understanding the link between climate change effects, environmental sustainability and gender equality in Albania.

When considering gender-responsive action to climate change, a number of factors should be taken into account, such as : stronger

- Women's representation and participation in decision-making about climate change adaptation and mitigation measures, including representation in institutions and operational and coordination structures at national and local levels.

- Gender diversity/differences in adaptation and mitigation measures. Women and men have different capabilities in terms of mitigating and adapting to climate change, due to their power relations, gender roles, education (skills and knowledge), access to resources and technology, experience with sustainable practices such as agriculture, water management, etc. Other considerations to be further explored/analyzed and taken into account are:

- Women and men different contributions.

- Their different sensitivity and act upon approach to climate change.

- The solutions that women and men prioritize in the context of mitigation and adaptation measures

(Women and men attitudes towards climate change vary considerably, e.g., women are, on average, more concerned about climate change than men. (EIGE, 2015).

- The differentiated effect of climate change on women and men, in particularly where climate-induced disasters occur or are likely to occur. (E.g., a gender assessment on the impact of 2015 floods indicated that women in Albania faced increased domestic violence. In addition, Albanian women encounter unfair, and unequal distribution of aid by municipalities.<sup>5</sup>

- Time use Survey – the gender dimension of domestic work or 'unpaid care work', has become a central theme in the practice and literature on gender and development. It relates to the notion of time poverty, which particularly affects rural women and deserves more attention in the context of climate change adaptation, e.g., women in Albania spend on average twice as much as men (3.5 hours more) on unpaid domestic work than men.<sup>6</sup>

- Women continue to carry most of the unpaid domestic work. Women were affected by loss of jobs and income during the COVID-19 pandemic lockdown period. The effect was severe for many women, in particular the most vulnerable like women head of families, women living in poverty and rural areas.

Many vulnerable women have been obliged to work in unsafe work conditions and have risked their health as they could not risk losing their jobs. (EC, Albania 2021 Report)

- Gender-responsive climate change adaptation goes beyond consideration of women and men—it explores how views about gender and social norms influence vulnerability to climate change and how they intersect with other factors, such as age, religion, education, social status, disability, etc., adaptation efforts should promote gender equality and actively challenge practices that lead to inequality and marginalization.

This guide encourages the users to initially assess how and why gender differences and inequalities are relevant to the climate action in each sector of focus: environment, energy, transport, and agriculture.

<sup>5</sup> UN Women (2015). *Gender Inequality and Floods Impacts in Albania*

<sup>6</sup> INSTAT (2021). *Women and men in Albania*

**3.**

# **THE 5-STEP APPROACH HOW TO MAINSTREAM GENDER IN NDC IMPLEMENTATION**



## Establishing a gender mainstreaming support structure

The prerequisite for informed decision-making and gender-responsive NDC implementation approach is to first set up responsible institutional structures with a clearly defined mandate, tasks and responsibility. Therefore, a decision by top-level management is a necessary prerequisite to take the first step to mainstreaming gender in the NDC implementation process. A formal decision shall guarantee political will and engagement of resources needed to adopt a comprehensive gender mainstreaming approach.

The Inter-Ministerial Working Group on Climate Change is vested with monitoring power of the national climate change policy and has the privilege to recommend policy measures. Yet the mandate of the IMWGCC shall be reviewed from a gender perspective – ensuring a gender responsive approach of the working group across climate change policies and actions.

The MoTE is the executive institution to lead the implementation of NDC measures. The MoTE partners with other ministries and local government units, as well as with National Agency of Natural Sources, National Agency for Protected Areas, Energy Efficiency Centre, etc.

Line ministries are responsible for implementation of actions within their sector domain, and report accordingly to the MoTE.

In addition, a number of structures with the mandate to advance gender equality form the National Gender Equality Mechanism. At present, the mechanism is chaired by the Minister of Health and Social Protection. The National Council on Gender Equality, also chaired by the Minister, acts as the highest advisory body to mainstreaming gender in national policies and legislation, in particular in areas of political participation, social, economic and cultural development. The Council is composed of ten government and three civil society representatives, each with a 4-year term mandate.

Part of the national mechanism on gender equality are the gender equality employees in line ministries and municipalities. The gender equality employees are tasked to promote equality within their institutions policies and procedures – ensuring gender mainstreaming across sectors.

While GEEs focus on their gender work within respective institution, a gender mainstreaming support structure is quite needed to facilitate mainstreaming in the NDC implementation.



Proposed role and tasks of the gender mainstreaming support structure:

- Consulting the ministry management regarding the gender mainstreaming entry points throughout the implementation of NDC.
- Coordinating with non-governmental partners and beneficiaries on the process of introducing gender mainstreaming in the NDC implementation.
- Supporting GEEs with the implementation of gender mainstreaming tools, instruments and practices.
- Establishing and maintaining a gender information system of data collection, exchange and reporting.
- Conceptualize (develop) a gender mainstreaming plan (methods and tools) in the context of NDC implementation and guide GEEs and institutions for the implementation of all necessary measures.
- Monitoring the progress made in implementing gender mainstreaming and recommend necessary changes.
- Raising awareness, communicating gender mainstreaming, networking

In absence of a dedicated gender mainstreaming support structure, the existing directorate for climate change at the MOTE should have the mandate, tools and resources to advance gender mainstreaming in all climate change related policies and actions, including NDC.

### **Gender-responsive participatory (partnership) approach**

Gender mainstreaming processes are, by definition, participatory and require contribution across a range of stakeholders. Ongoing consultations and involvement of key stakeholders and partners – at both national and local levels – in the course of the NDC implementation are imperative to acknowledge the needs, concerns and priorities of women and men.

The Partnership also informs the NDC implementation in more efficient and effective ways. The Partnership, in particular with gender advocates, also ensures availability of the necessary technical expertise to mainstream gender into NDC actions. One essential exercise to the partnership is the mapping of stakeholders. Mapping helps identify key partners with gender expertise amongst stakeholders, to be engaged throughout the NDC implementation process. It is imperative to establish solid partnerships with partners with gender expertise to fill in any gap in gender related knowledge, skills and experience required.

### **Guiding Questions:**

•Is there any NDC Coordination Mechanism with key stakeholder and partners? Government and non-government ones?

•Who are our key partners and stakeholders? (Map them by government institutions, independent institutions, universities, business associations, civil society organizations, women's rights organizations, etc.)

•Who are our gender advocates / partners? How do we reach out to them when we need them?

•How do we ensure involvement and consultation with our partners?

•What engagement tools do we have/use? Throughout implementation, monitoring?

•How do we encourage and sustain our partnership, especially with gender advocates, women's rights organizations, etc.?

•How we engage inputs from civil society, academia and business partners?

•How often do we engage in consultation with partners?

### **Example:**

**Annex 1 – Partners' Roles and Responsibilities**

## Gender-based analysis

### What is Gender-based Analysis?

Gender-based Analysis (GBA) is an analytical process used to assess how groups of women and men may experience climate change related policies, programs and services.

The GBA should be used across the policy and action cycles – including NDC mitigation and adaptation measures – from conception, to design, to implementation and evaluation. It helps at assessing how various gender identity factors impact or be impacted by government initiatives. We often assume that our work or our policies apply to everyone equally and there are no gender or diversity issues to consider. GBA helps us recognize and move beyond our assumptions, uncover the realities of people's lives, and find ways to address their needs. (Government of Canada, 2021). GBA involves scrutinizing sex-disaggregated data, and taking into consideration social, economic, and cultural situation and norms.

### Who can do this analysis?

On the government side, it will be beneficial to have a dedicated structure with a mandate to support gender mainstreaming (e.g., gender equality office, or employee). The involvement of gender equality employee is imperative. It can provide valuable insights and/or be involved in this analysis.

Alternatively, when such structure does not exist, it is advisable to put together a small team of experts to undertake this analysis. The team can be composed of members from the gender equality structure, sector specialists, research staff, etc. It can be expanded to invite representatives from academic institutions, civil society and businesses.

### Why use GBA in NDC implementation?

GBA feeds policy and decision makers with information and insights to better understand the unequal impact that NDC mitigation and adaptation measures can have. GBA can help:

- Generate essential information about the range of interests, priorities, needs, capacities, experiences, and views of differently situated women and men beneficiaries;

Design NDC implementation actions that take into account the various factors that impact upon diverse groups of women, men and lead to actions that benefit all citizens, women and men.

- Address gender inequality in NDC measure delivery and minimize negative impacts.
- Increase engagement of women and men, aiming at balanced representation and decision-making power.
- Identify barriers and negative impacts of NDC measures related to gender equality, social and economic inclusion;
- Recognize and accommodate gender equality and women's rights (human rights) and support all women and men in fully fulfilling their potential as members of Albanian society.

## How to apply GBA in NDC implementation?

GBA seeks to strengthen the NDC implementation by ensuring that women and men benefit equally. Hence, GBA should be incorporated at all stages of the NDC cycle, including:

- Conception and initial planning.
- Konsultation and development.
- Implementation.
- Monitoring and evaluation.

Ideally, GBA should be applied way before, when planning NDC, however, the implementation is a very important process in adopting the use of GBA, which may lead to important and substantial changes to key foreseen activities. Nevertheless, this guide introduces a simple process composed of five stages for the application of the GBA as presented below.

### The five stages of GBA:

#### 1) Characterize the context – the state of play in NDC

It is important to recognize the current context (the state of play) of NDC implementation and how gender issues (issues pertinent to women and men, girls and boys) are linked to NDC measures. The analysis shall reveal useful information on a range of issues including on the general status of women and men, girls and boys in Albania, in particular in the environmental sector; what gender norms, beliefs and values are; share of women and men in NDC pertinent structures; women and men access to the environmental sectoral decision-making; explore barriers that impede women's or men's engagement in the sector. It is important to search any policy and/or legal provision on gender equality and sustainable environmental development/climate change actions, if sector policies supporting or causing gender inequality.

### Guiding Questions:

- What is the status of women in the measure field? Are there any barriers that impede women's or men's engagement in the measure?
- Are there policies supporting or causing gender inequalities?
- What is the division of labor among women and men within the measure? What positions do women and men predominantly have?
- What is the share of women and men?
- How NDC implementation of measures/actions might affect women and men in different ways?
- Are NDC actions reaching out to women as equally as men during implementation?
- Are responsible bodies collecting and sharing data throughout NDC implementation? If so, are there any sex-disaggregated data? Available?
- Do women and men have equal access to NDC resources, including finance, technology and innovation, and services?
- Do women and men equally benefit from these resources?
- Do women and men have equal access to technical knowledge, practices, and/or training and capacity building? Do they benefit equally?
- Are there any cultural, social or religion barriers to women or men – participate and benefit from NDC measure implementation?
- What plans are in place to allow and encourage women's participation and leadership at all levels?
- To what extent are women able to contribute in the implementation of NDC actions? Are women involved as much as men?
- To what extent are women in charge/leading NDC implementation? What about men?

#### 2) Know your expectations?

It may seem that the NDC implementation will affect everyone in the same way, or that it has no gender or diversity implications, but that is misleading. It is important to discuss this perception – and – to reflect on your own opinions and views. Institutions and partners may have formal

or informal policies and practices in place that can affect the outcome of NDC.

We must be aware of these. Remember that workplace culture, behaviors, activities or processes all shape your expectations. The responsible institutions need to share government expectations with partners, articulate them clearly and simply, to avoid any undesired confusion. Here are some guiding questions to ask:

### Guiding Questions:

- What are the institutional expectations on the NDC implementation?
- How institutions perceive a given NDC measure/action? Are perceptions gender-neutral or gender-sensitive?
- What are the considerations about marginalized women and men groups? Are they both seen as equal beneficiaries from NDC measure/action implementation?
- Are women and men represented equally in institutions/units responsible for NDC implementation?
- Do women and men share equally their roles and responsibilities in the NDC implementation?
- Are institutions knowledgeable about gender issues in climate change and sustainable environment?
- Within institutions, are there any specific approach/plans to include women and men as active agents/actors?
- What actions do we take to create a respectful and inclusive working environment?
- What can be improved to make the institutional mechanism to NDC implementation more gender responsive?

Although the NDC implementation may appear to affect everyone equally, always question your expectations, whether they lead to gender inequality or promote equality.

### 3) Research and consultation.

We need to know more about the impact of the NDC implementation, and how to manage it. Impact can be multi-fold. Research, collect available data and information and consult them. Reach out and listen to responsible institutions, partners and in particular to under-represented groups of women and men in order to interpret the data correctly. Reach out to civil society representatives and gender advocates. Here are some guiding questions to ask:

### Guiding Questions:

- Which are social groups or partners or beneficiaries with interest and/or influence in the NDC implementation, and that need to be consulted?
- Which are key partners, civil society organizations and gender advocates that understand gender concerns, needs and priorities related to NDC actions?
- In developing a gendered approach to the NDC, have you consulted a wide range of stakeholders, including under-represented groups?
- What are the existing measures that allow for enhanced consultation in order to promote gender equality in the NDC implementation plan?
- How to structure the consultation process, who takes ownership over gender-related consultations?
- How we ensure involvement of those most impacted by climate change, including those living in poverty, in the consultation process?
- Which are local structures that work in partnership with partners/the organizations across the municipality that already have trust and relationships with these diverse groups?

#### 4) Options and recommendations.

Following the initial analysis over information and data collection it is time to develop few options and make recommendations. This will ensure that the NDC implementation provides solutions to the undesired/ undesired (negative) impacts raised in your data-gathering exercise. It is important to keep a “gender lens” in mind and to identify ways in which the NDC implementation can address gender inequalities within the scope of the NDC. Here are some guiding questions to ask:

##### Guiding Questions:

- Are there opportunities for the partners and beneficiaries to inform/influence NDC implementation?
- How government institutions that are leading the NDC implementation will enable information and data sharing, to ease public access?
- How to get the best of participatory and consultative process, and conclude what is important to the partners and beneficiaries in the NDC implementation?
- How will we encourage civil society, academia, think-tank, business and community input or comment on options and recommendations?
- How do we merge recommendations into the NDC implementation process? Who is responsible?

#### 5) Continue to use .

**GBA to monitor and evaluate** the NDC implementation with gender lenses. Ensure that the monitoring and evaluation approach identifies groups and beneficiaries who are affected by the NDC implementation. Ensure to capture both positive and negative impacts. Here are some guiding questions to ask:

##### Guiding Questions:

- What tools and mechanisms are in place for monitoring and evaluation?
- Do we have a gender sensitive monitoring and evaluation plan in place?
- What is the extent of gender dimensions (division of labor, norms, access to resources and benefit, decision-making) in your monitoring and evaluation tools and formats?
- Has the monitoring and evaluation approach consulted with gender experts?
- Who conducts? Are women and men equally involved in conducting monitoring?
- Are women and men equally targeted by monitoring and evaluation?
- Are key elements of a gender-responsive monitoring and evaluation integrated in your approach?
- Do we communicate monitoring and evaluation results? Are the results gender sensitive?

Example: Annex 2 – Gender-Based Analysis in the water sector

### 3.3

## Data and gender related indicators

The gender-based analysis should provide information on the national data being collected and the extent of sex-disaggregated data. Likewise, the analysis should reveal information on the NDC implementation indicators and whether or not there are gender related indicators. The analysis should indicate what data are to be collected/needed and how to include sex-disaggregated data and gender indicators in the existing monitoring and reporting framework of the NDC implementation.

Sex-disaggregated data are to be organized separately for women and men. Data are used to generate gender statistics that lead to recognize current gender inequalities. It is important to identify any existing inequality at the level of: access, opportunities, outcomes, and experiences between women and men.



## Gender responsive budgeting

It is important to clearly define which datasets are to be provided by the National Institute of Statistics (INSTAT), and which administrative datasets are to be provided by government institutions, sectoral line ministries. The purpose here is to improve the collection, availability, and analysis of sex-disaggregated data and the formulation of gender-related indicators, to help future decision-making processes. In order to refine the analysis, data and statistics should also include factors other than gender, such as age, education, disability, urban or rural, etc.

Well-defined recommendations should be provided under this section to feed the process of NDC implementation with sex-disaggregated data and indicators. Here are some guiding questions to ask:

### Guiding Questions:

- Are gender specific qualitative and quantitative data collected systematically?
- Do we have quantitative and qualitative data when describing the impacts from climate change (NDC measures)?
- Is there any approach to track and analyze sex-disaggregated data?
- What performance indicators do we have in policy document, action plans? Are they gender-sensitive indicators? Are they reported?
- Which institutions are the primary sources of data? Secondary ones?
- Who are partners in data collection? INSTAT, line ministries, CSOs, businesses, others?
- Is there any institutional collaboration cross disciplines, departments, sectors, and ministries to data collection, exchange and reporting?
- What actions are needed by the INSTAT, line ministries, and other bodies to improve the collection, availability, and analysis of sex-disaggregated data?

Example: Annex 3

Adapting the supporting built environment – Water

Gender mainstreaming is essential since it enables the inclusion of a gender equality perspective in the process of NDC implementation. Whereas, gender budgeting is crucial as it applies a gender lens to the NDC budget, so that NDC actions can be budgeted and executed taking into consideration the different needs and priorities of beneficiaries. Gender budgeting is one of the most important examples of applied gender mainstreaming. Both, gender mainstreaming and gender budgeting are complementary and imperative to achieve gender equality.

Hence, gender budgeting refers to the application of gender mainstreaming in the budgetary process, across sectors across budget institutions, including line ministries, municipalities and independent institutions. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.

### Actions to be considered:

- A) Awareness and capacities of public officials, in particular at the ministerial level and municipal one.
- B) Change of attitudes towards gender and climate change intertwined in the NDC adaptation and mitigation measures.
- C) Ongoing training and capacity building for public officials.
- D) Institutionalizing gender budgeting within institutions (in particular at ministries responsible for NDC implementation).

## Here is a six-step approach to gender budgeting:

### Step 1:

A brief assessment of the situation for women and men – the extent of consideration of their needs, priorities, contribution in the mitigation and adaptation measures, and the impact of measure on them. Also, the assessment may consider relevant legislation, policies, programs and actions in the sector (see GBA in section 3.2).

### Step 2:

A brief assessment of the relevant Medium-Term Budget Program including program description, its policy goals, program objective, performance indicators, products and budget allocations. It should examine the extent to which the Budget Program meet the socio-economic and other needs/rights of women and men.

### Step 3:

An assessment of budget allocations to implement the NDC, either through analysis of the NDC action plan and/or an assessment of Medium-Term Budget Programs in respective line ministries (and municipalities, if applicable).

### Step 4:

Planning and budgeting concrete gender responsive budgetary allocations in the NDC action plan and/or relevant MTBP, including (anywhere possible) concrete gender responsive objectives, products, targets, measures, and key performance indicators.

### Step 5:

Monitoring of budget expenditures - whether the money was spent as planned, to the full extent. Find out what was delivered and who benefited the most, women or men, or both.

### Step 6:

Draw conclusions, develop recommendations on the impact (effect, outcome) of the policy / budget program / measure and the extent to which the situation described in step 1 has been changed to the benefit of women and men, in achieving gender equality. Adapt changes in the next MTBP cycle!

## Guiding Questions:

•Which budget institutions (ministries and agencies) are budgeting for NDC implementation?

•Which MTBPs are relevant to NDC implementation? How many MTBPs?

•When preparing MTBPs, should gender be included in budget program description? In the Program Policy Goal?

•Are there specific performance indicators targeting gender inequality at the level of policy goal and policy objective?

•Are there specific objectives targeting gender inequality?

•Is there any gender specific product? Can a gender specific product be established?

•Is the budget program targeting a specific social group or public service group beneficiary?

•What impact do MTBPs have on inequality between men and women? Do they reduce gender inequalities? Is there a negative impact?

•Do we have any information/report on MTBP execution in last 2-3 years?

•Which municipal functions/programs contribute to NDC? When budgeted, have municipal budget considered a gender perspective? Is budget consulted with local partners and

•Which partner do we involve in planning MTBPs? Which one for which PBA?

•To what extent is gender considered in planning of MTBPs? (See Step 1)

•What tools we have in place to seek partners in monitoring PBA implementation?

•How to ensure our partners and stakeholder contribute in consultation of the MTBP (phase 1 and 2)? Are gender advocates involved? To what extent is the GEE in the ministry involved and consulted?

•Çfarë mjetesh kemi për të kërkuar partnerë në monitorimin e zbatimit të PBA-së?

**3.5**

## Gender-base monitoring

Gender-based monitoring is quite functional to discover whether the NDC actions has contributed to the achievement of gender equality, and how. It also serves to identify whether the course of action is perpetuating existing inequalities. Gender-based monitoring does not require a separate monitoring system but should be part of the regular system and mechanisms of monitoring NDC implementation. Yet, the activities, measures, means, resources, etc., should be looked (observed) closely from a gender equality perspective. The purpose here is to find out what positive or negative effects NDC implementation measures have on women and men, and girls and boys.

The gender-based analysis (step 3.2) should inform on the availability of sex-disaggregated data and gender indicators in the existing database for monitoring and reporting on NDC implementation. The provision, availability, use, collection and exchange of sex disaggregated data and gender related information are prerequisites to monitor and effectively inform NDC implementation and its revision process.

Sex-disaggregated data and gender indicators are a requirement for monitoring and public accountability. They provide a means to track gender equality progress and outcomes of NDC measures. The data emerging from tracking systems indicates whether or not a social group is not benefiting from by the NDC measures being implemented. The data serve to understand how implementation is going and to inform responsible institutions of any corrective measures needed, e.g., a change in policy, action plan, programming or budgeting to ensure equitable climate outcomes for women and men.

Therefore, sex-disaggregated data should be collected during monitoring to track the progress of NDC measures to achieving gender equality.

### Guiding Questions:

- What monitoring mechanisms are in place for NDC implementation?
- Are participatory and inclusive mechanisms functional for monitoring NDC implementation?
- To what extent are gender dimensions (division of labor, norms, access to resources and benefit, decision-making) integrated in the existing monitoring plan? Are there are data disaggregated by sex, gender related indicators, gender outputs, gender outcomes?
- Is there a baseline established? Is it gender sensitive?
- Are quantitative or qualitative data available? Are data gender sensitive?
- When you compare the data, are there any differences in results regarding women and men, for example number of beneficiaries,
- If there are differences, is it possible to analyze the reasons for these differences?
- Is it possible to draw conclusions and make recommendations for changes in the ways NDC is implemented?
- Is it possible to review and propose changes to data collection tools with the aim to integrate more sex-disaggregated in NDC monitoring



4.

## ENGENDERING MEANS OF IMPLEMENTATION

Effective means of implementation take account of institutional arrangement (e.g., leading institution, coordination with stakeholders, roles and responsibilities, decision-making, accountability) as well as policy and law development. It requires technical preparation and ongoing training and guidance to build further capacities

of responsible institutions. It requires ability to adopt new and innovative technology to cope with climate change challenges. Last, but not least, financial resource commitment is crucial for the implementation of NDC. Strong financial support enables in return technology transfer, technical assistance and capacity-building,

## 4.1

# Institutional and legal aspects, knowledge and capacity, technology transfer, and finance

This section elaborates on opportunities to improve gender equality responsiveness of institutions, structures, mechanisms, and legal and policy framework.

## INSTITUTIONAL AND LEGAL ASPECTS:

According to the Albania Revised NDC, the IMWGCC is tasked to facilitate the implementation of NDC. Likewise, the MOTE carries the responsibility to lead the implementation of NDC. While the existing institutional coordination is considered a strength, there is a need to shift to more mainstreamed process. (Albania Revised NDC, 2021) Hence, lack of gender considerations, as part of mainstreaming approach in the NDC implementation are to be addressed under this section of the guide.

### INSTITUTIONAL

- Review (reflect on) the current institutional arrangement – Assess internal coordination and cooperation mechanism from a gender perspective (amongst ministries, departments and agencies). Which has the lead, which drives the process, which coordinates, which implements, which ensures gender mainstreaming (if applicable)? Propose measures to increase gender responsiveness of ministries, agencies, and other partners.
- Review the mandate, composition, operational and decision-making role of the IMWGCC. If possible, introduce new measures, either in engendering its mandate and operations, or bringing up gender equality issues to a large extent in its agenda, and/or establishing a balanced representation of women and men in it.

### POLICY

- Ndërmerrni veprime – rishikojeni kornizën ekzistuese ligjore dhe politike nga perspektiva e barazisë gjinore. Nëse është e mundur, propozoni ndryshime për të pasur ligjet e duhura, politika dhe veprime me më shumë ndjeshmëri gjinore.
- Take actions – review existing legal and policy framework from a gender equality perspective. If possible, propose changes to make pertinent laws, policies and actions more gender responsive.
- Adopt decisions concerning gender mainstreaming if necessary.
- Engage to ongoing gender-based monitoring of the National Energy and Climate Plan (NECP) 2020-2030. Likewise other NDC relevant strategies (e.g., the National Energy Strategy 2018-2030

- Define/review/improve roles and responsibilities of the Gender mainstreaming support structure with regards to NDC implementation.

- Assess external coordination with other partners (e.g., with non-government partners and stakeholders). If possible, ensure ongoing partnership and coordination with gender experts and gender advocates, (e.g., women's rights organizations, etc.)

- Lobby and advocate – bring in gender advocates and gender expertise into structured consultation (e.g., annual report meeting) on the implementation of NDC.

- Review and adjust central and local coordination mechanism – make it gender responsive (e.g., ensure gender expertise is provided vertically and horizontally).

Cross-Sector Strategy on Environment 2013-2020 (or subsequent); the National Strategy on Climate Change (NSCC); the National Integrated Energy and Climate strategy; the National Strategy on Gender Equality 2021-2030 and its Action Plan. Also, the Law on climate change; the Law on Civil Protection; Law on Energy Efficiency, etc. Propose changes based on findings and recommendations to make policies/strategies gender responsive.

## KNOWLEDGE AND CAPACITY NEEDED TO IMPLEMENT NDC

The Albania Revised NDC acknowledges public administration knowledge and capacities to implement NDC. But the document recommends ongoing capacity development in terms of scientific and technical ones. Gender specific technical capacities are lacking and therefore are to be planned and provided. Gender analysis can explore any gaps in knowledge and technical capacities to address gender issues. Most of line ministries have gender equality employees in their structure, to fill in the gender knowledge gap, but may lack knowledge on climate change and NDC measures.

Opportunities to build further administration and partners capacity are to be considered and planned. Building capacity should be seen as a process by which institutions and individuals obtain or improve the awareness, knowledge, skills, attitude, and tools needed implement NDC effectively. It's a complex process, and capacity building should go beyond awareness raising and knowledge gaining, aiming to equip all key actors and contributors with new and innovative competencies and skills and empower them with capacities needed.

KNOWLEDGE	CAPACITY
<ul style="list-style-type: none"> <li>Consult gender-based analysis to identify any knowledge and capacity gap.</li> <li>Review in-house technical capacity for NDC implementation. What technical knowledge and skills is there? What is needed? Gender related knowledge and expertise? If not, check mapping of stakeholders to seek partnership with gender experts.</li> <li>Review current gender and climate related training plan. Add resources and plan for gender-related trainings.</li> <li>Consider trainings and coaching in gender-sensitive NDC implementation.</li> <li>Integrate gender issues in trainings and capacity-building exercises for NDC implementing structures (ministries, agencies, other partners).</li> <li>Train and coach in the integration and management of sex-disaggregated data in data collection and reporting system.</li> </ul>	<ul style="list-style-type: none"> <li>Review organizational learning and capacity building plan from a gender perspective. Integrate gender equality training in the institution's agenda.</li> <li>Consider resource allocation for support staff and ongoing training and qualification.</li> <li>Adopt new tools (software, use of tech, etc.) to increase efficiency of existing administration capacities.</li> <li>Communicate gender equality and climate change, results from gender mainstreaming in NDC implementation.</li> <li>Raise public awareness – an important aspect – as much as training and capacity building.</li> </ul>

## TECHNOLOGY

The Paris Agreement urges states to take advantage of technology and innovation, seek technology development and transfer for improving resilience to climate change actions. Technology plays a critical role for reducing the impact of environmental degradation and natural disasters, which most likely affect marginalized groups, including women and girls. Technology increases productivity, accelerates economic growth, enables knowledge and information sharing and expands access to practices and services. However, technology is not gender neutral. The way it is absorbed and used, it may lead to either address or cause gender inequality.

The statistical survey <sup>7</sup> on the use of information and communication technologies (ICT) reveals that slightly less women (71.2%) use ICT compared to men (73.2%). The survey reveals interesting findings with regards to online purchases by gender. Unlike 2018, in the last two years (2019–2020) women purchases for computer-related items (software, electronic equipment) increased to 61.4% surpassing men with only 38.6%. <sup>8</sup> This growing trend of women focus on availability of handy technology shouldn't be left unnoticed.

Women and men control and access over technology is an important determinant of their respective NDC implementation capacities.

<sup>7</sup> INSTAT (2021) *Women and Men in Albania 2021*.

<sup>8</sup> *ibid*

## TECHNOLOGY

- Assess the role technology plays in either creating or addressing inequality, in terms of income, opportunity and impact in women's and men's lives.
- Have both women's and men's views about technology and innovation options? What needs to be into account?
- Will women's workload increase or decrease as a result of innovation and changes in technology?
- Facilitate technology transfer between neighborhood countries – identify technology and innovation practices and introduce them nationally and locally.
- Ease opportunities for marginalized groups to access technology and use it – providing financial incentives and inclusive technologies.
- Consider time-saving technology application, so that women of all age groups have more time to devote to productive activities.
- Consult gender implications of the new/existing technology, including technology transfer, with key stakeholders from government, civil society, private sector and academia.
- Provide technical training for the specific use of technology, for both women and men. Focus on women if technology transfer is challenging to women and girls.

## FINANCE

- Revise NDC budgeting plan with a gender lens.
- Prioritize measures' financial planning and identify gender entry points.
- Explore NDC funding opportunities and introduce specific requirements (e.g., related to gender, social inclusion, etc.)
- Engage national and local capacity in the design, budgeting and implementation of measure (e.g., partner agencies and civil society organizations with experience in gender-responsive budgeting and financial inclusion).
- Focus training and coaching on women, and invest on increasing women's financial seeking capacity and financial autonomy.
- Track systematically financing across NDC implementation plan to ensure relevant gender requirements are taken into account.
- Address funding gap – seek external funding (private sector funding and investment opportunities) and through project proposals to donors and international partners.
- Adopt affirmative measures to secure funding for marginalized women and girls in disaster response management plans.
- Plan and budget emergency funding – women are more prone to seek financial support in case of emergency.

## FINANCING CLIMATE CHANGE

According to the Albania Revised NDC has a robust financial strategy on mitigation and adaptation, acknowledging its financial needs and funding sources. Priority funding fall under some adaptation measures as well. Alike policy actions, funding is quite essential in enabling the environment for implementation of mitigation and adaptation measures. Financing technology transfer, technical assistance and capacity-building leads to improved response to climate change. Access to finance (public or private sources) is much linked to the ability of marginalized groups, including women and men, to cope with their role and contribution to the NDC implementation.

Access to finance is also gendered, with women facing higher barriers, especially in rural areas. (Source: SEI, 2019) When facing disasters, woman managers depend more on personal savings or loans from family and friends, rather than risk-transfer tools, such as insurance and loans from banks and other financial institutions.<sup>62</sup> In areas where climate stresses affect resources, poor women sell their small assets and take loans from money lenders and their social networks. (Source: SIE, “Gendered Approach towards Disaster Recovery)

### 4.2

## Gender responsive measures

A comprehensive approach to gender responsive measure is fundamental not only to advance gender equality, but also to effectively tackle the multiple challenges of both mitigation and adaptation measures.

Gender-responsive climate action not only helps to unlock the potential of women as bearers of knowledge and to address gendered vulnerabilities. It also ensures that existing inequalities – including hindered access to resources, education and political participation – are not worsened by policies and measures that do not consider gender aspects. (Source: GIZ)

The multifaceted requirements for an enabling environment for gender responsive measures range from policies and actions, to institutions and partners, technical capacities and resource mobilization. Here are few prerequisite conditions to be considered:

Këtu janë disa kushte paraprake që duhen marrë parasysh:

- Gender sensitive national policy .
- Institutional setup, coordination and supporting structure.
- Partnerships with key gender actors, contributors and beneficiaries.
- Technical and institutional capacity, research capacity and knowledge.
- Budget support.
- Access to donor technical support and funding.

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## 5. ANNEXES

## Matrica e Partnerëve të KKP-së

## Rolet dhe përgjegjësitë e partnerëve

	ROLET										ZBATIMI										MONITORIMI										RAPORTIMI																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
	GNPNK	MTM	MIE	AKBN	AKZN	QEE	Ministritë e Injës	NIV-te	EDNE, ECO	Partners, REC	Antea Cement, të reja	GNPNK	MTM	MIE	AKBN	AKZN	QEE	Ministritë e Injës	NIV-te	EDNE, ECO	Partners, REC	Antea Cement, të reja	GNPNK	MTM	MIE	AKBN	AKZN	QEE	Ministritë e Injës	NIV-te	EDNE, ECO	Partners, REC	Antea Cement, të reja																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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**D** Drejtues

**P** Përgjegjës

**M** Mbështetës

**K** Konsultues

**I** Informues

Drejton dhe udhëzon ata që janë përgjegjës për një detyrë të caktuar.

Përgjegjës për përbushjen e një detyre ose për arrijten e një rezultati. Ka autoritetin përfundimtar vendimmarrës dhe përgjegjësinë për zbatimin e vendimit. Vetëm 1 për secilën detyrë!

Ofron mbështetje gjatë zbatimit.

Këshilltar, aktor ose ekspert i një fushe që konsultohet përpara një vendimi ose veprimi.

Duher të informohet pas një vendimi ose veprimi.

# ANNEX 1

## Partners' Roles and Responsibilities

▼ Fusni më shumë role duke shtuar kolona të reja.

▼ Redakto kategoritë e roleve për të ndihmuar një organizatë

▼ Për të pastruar grupin e kampionit të të dhënave, zgjidhni qelizat dhe shtypni Delete (Fshi).

▼ Fshi rreshtat e panevojshëm për t'i hequr nga listat treguese.

▼ Redakto tabelën e shkurtesave dhe përkufizimeve sipas nevojës.



# ANNEX 2

## Gender-Based Analysis in the water sector

The Government is committed to NDC adoption measure: Adapting the supporting built environment: Water, Energy, Transport, and Telecommunication. But, how do we conduct a gender-based analysis as part of the implementation of this commitment? Below are few considerations to keep in mind when conducting an analysis as well as few guiding questions.

### 1 What is the context (state of play) in the “water” sector?

- What is the status of women in the water sector? Do women and men have equal access to the sector’s labor market?
- Are there any barriers that impede women’s or men’s engagement in the sector? Nature of work? Few qualified technicians?
- Are there water sector policies supporting or causing gender inequalities?
- What is the division of labor among women and men within the water sector? What positions do women and men predominantly
- What is the share of women and men in upper management level? What about at technical level?
- Sa është përqindja e grave dhe burrave në nivelet e larta drejtuese? Po në nivel teknik?
- What kind of data do we have? What reports and sector analysis are available? Are sex-disaggregated data available from INSTAT, line ministries, other partners that support water sector?
- Do women and men have equal access to resources, including finance, technologies, information and services? Who has control over these resources? Do women and men equally benefit from these resources?
- Do women and men employed in the water sector have equal access to professional education, technical knowledge, and/or skill upgrading?
- How are women and men positioned in the decision-making within the water sector? To what extent are women involved in making decisions?
- Are gender focal points consulted during the implementation of the measures?
- Are planned actions designed/shaped to address the different needs and priorities of women and men?

### 2 Know your expectations

- How do we perceive key institutions responsible to implement this measure? Gender-sensitive, gender-blind? What is the workplace culture in the water sector? Are operations and investments gender sensitive?
- Do we perceive interventions planned under this measure as gender-sensitive? Are there any gender aspects to be considered in access to water?
- What are institutional expectations on the measure implementation? Will women and men benefit equally? Are social aspects considered to be addressed too?
- Do responsible institutions have knowledge and capacities to address any gender issues?
- What preparatory work is needed? Trainings, analysis, establishing partnership, etc.
- What aspects of responsible institutions can be improved to make the implementation of measure’s actions gender responsive?

### 3 Research and consultation

- Who are the partners working in the water sector that need to be consulted?
- What about consultations with civil society organizations working in environmental field and gender issues?
- Who are beneficiaries of planned interventions e.g., climate proofing infrastructure, watershed management, desalination plants, etc.? Are they consulted? Do we have a consultation plan in place?
- What local structures need to be consulted, to understand how for example construction of water reserves, desalination plants impact women and men farmers?
- What tools we use to engage with different groups of interest? Can we plan outreach activities, social media campaign, online surveys, in-person consultation, open meetings, etc.

## 4 Options and recommendations

- How responsible institutions will enable information and data sharing, to ease public access? How to guarantee public access?
- What is the plan for data sharing and feedback tracking?
- How do we merge feedback and recommendations into the specific intervention?
- Who is responsible for?
- How we communicate back to the partners and beneficiaries on agreed upon recommendations? How transparent are tools and measures we use?
- What are lessons learned for next steps?

## 5 The use GBA to monitor and evaluate

- Do we have a gender sensitive monitoring and evaluation plan in place, for example about the intervention in water infrastructure?
- How do we ensure gender perspective is included in the monitoring and evaluation tools we use? Do we engage gender advocates to monitor water infrastructure investments?
- Do we engage systematically with end beneficiaries, women and men to seek their feedback?
- Are women and men equally involved in conducting monitoring and evaluation of

5.3

### ANNEX 3

#### Adapting the supporting built environment – Water

Sex-disaggregated data and information available from the responsible departments for:

- 1) Integrated water basin and watershed management
- 2) Construction and maintenance of rainwater harvesting infrastructure, including water reserves
- 3) Water infrastructure and efficiency of water use, from MARD, MOTE, MIE, national agencies, partners, etc

Exchange with institutions that offer primary data, such as local Water Utility, ministries, municipalities, contractors, civil society, international partners, etc.

Scrutinize reporting on water related investments for sex-disaggregated data. Adopt such data in reporting.

5.4

### ANNEX 4

#### MTBP “Water supply and sewerage” of the MIE (phase II, 2022-2024)

*Example: MTBP “Water supply and sewerage” of the MIE (phase II, 2022-2024)*

The Policy Goal of this budget program is to guarantee “Water supply and sewerage service for the entire population, with quality and according to international standards”. It actually has one gender specific performance indicator - women’s representation at 30% in management levels of “Water Utility Company”.

This budget program includes few products such as: “construction of water supply in villages of Lalëz, Bizë, Daç dhe Shetë, Administrative Unit Ishëm, Municipality of Durrës”; “water supply in Vau Dejës”; as well as construction of other water supply in a number of villages and cities.

**Step 1:** Step 1: Is there any assessment of women and men as beneficiaries of such infrastructure intervention? Is there any feasibility study conducted for each intervention? Does the study provide any disaggregated data? Here, some considerations to be taken into account: how the intervention will impact women differently than men? Are interventions consulted with women and men? Is there any intervention that reduces the burden of a particular group e.g., of women (or men) to access water? Which village is priority? Why? Any social and/or gender related issues identified in the village of intervention?

**Step 2:** The MTBP “Water supply and sewerage” as presented, has only one gender specific performance indicator – which is limited to women representation in water utility companies. Yet, the program lacks a gender perspective at the level of objectives, performance indicators, etc. It would be helpful to perhaps have more gender-responsive objectives within the

MTBP, or extended performance indicators for each product (water infrastructure intervention), e.g., women's access to fresh water; time (reduced for women or men) needed to fetch water; increased family hygiene as a result of increased access to potable water, etc.

*Other considerations: Are there specific objectives targeting gender inequality? Or objectives specifically oriented towards improving the situation of women or men included? Is the budget program targeting a specific social group or public service group beneficiary? Who is responsible for designing the program, who is responsible for its implementation? What statistical data are available to be considered in the budget program?*

**Step 3:** First, more detail on budget allocations is needed to be able to scrutinize. This involves analyzing the different needs of women and men and the extent to which the program meets these needs by offering some or other service. Yet, as presented some considerations to take into account are: whether budget allocations are enough to satisfy the construction in full of the water infrastructure; whether the available budget is sufficient to implement the program with account of the number of beneficiaries, and specific target groups; what aspects of investments are fully budgeted? Is the available budget sufficient to deliver services responding to different needs of women and men? If needed, are specific services provided to groups of women or men to respond to their specific needs? whether more budget is need to complete a specific intervention that reduces women or men burden in seasonal potable water access; cost opportunity – whether budget of the intervention could be altered to yield to resolving an existing social and/or gender issue in an alternative village, neighborhood; whether the services are affordable for all women and men in certain target groups, areas; etc.

An overall analysis is encouraged to find out whether the money spend under this budget program yield to some extent to reduce any gender gap between women and men.

**Step 4:** Analyze information collected through administrative reporting at both central and local levels and determine main gender inequalities in water supply and management.

Develop gender responsive goals, objectives, performance indicators, and targets to be included in the budget program. Introduce/apply necessary changes in budget allocations to achieve gender equality goals and reduce any gender inequality, e.g., budget allocated to advanced technical trainings for women technicians in the water management sector, water utility companies; e.g., prioritize and/or reallocate budget for a specific intervention/investment that reduces a social/gender issues in a given area, e.g., allocate budget for local consultation processes – ensuring participation of gender advocates; e.g., allocate budget for specific gender-based analysis in the “water supply and sewerage”, etc.

**Step 5:** Every budget institution should establish its system for an effective and transparent monitoring of all budget programs. Monitoring means a continuous process of collecting data on the budget program execution, and the extent of budget program implementation – whether objectives are met, whether indicators are achieved, etc.

An effective mechanism of budget program monitoring should include: - planned and outturn expenses broken down by products, and if possible by beneficiary group, area; - compliance of the results obtained with the interests of water supply service beneficiaries; - compliance of performance indicators with the planned expenditures; - number, structure, and gender of direct and indirect beneficiaries; - assessment of the cost effectiveness (benefit) for specific socio-demographic groups of men and women intended to use water supply and sewerage services.

**Step 6:** If positive/satisfactory results are found, the budget program shall continue with emphasis on its goal, objective, products, etc. If negative/unsatisfactory results are found, then budget program must adjust/modify its goal, objectives, performance indicators, products and allocations. In this case, extensive consultations for the next budget program cycle are strongly encouraged, in particular with gender advocates.

5.5

## Key terms and concepts

**Gender:** Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.

**Gender Assessment:** Examines how a program or project addresses and responds to gender disparities and inequalities through its objectives, activities, and policies.

**Gender awareness:** Ability to view society from the perspective of gender roles and understand how this has affected women's needs in comparison to the needs of men.

**Gender-based analysis:** An analytical process used to assess how different women, men and gender diverse people may experience policies, programs and initiatives. It involves the collection and analysis of sex-disaggregated information. Men and women both perform different roles.

This leads to women and men having different experience, knowledge, skills and needs. Gender analysis explores these differences so policies, programmes and projects can identify and meet the different needs of men and women.

**Gender dimension:** Ways in which the situation and needs of, and challenges facing, women and men (and girls and boys) differ, with a view to eliminating inequalities and avoiding their perpetuation, as well as to promoting gender equality within a particular policy, programme or procedure.

**Gender equality:** Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

**Gender equity:** Is the process of being fair to men and women, boys and girls. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes. It is about the fair and just treatment of both sexes that takes into account the different needs of the men and women, cultural barriers and (past) discrimination of the specific group.

**Gender gap:** A disparity, a difference, an inequality, a disproportion in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.

**Gender indicators:** Tools and criteria for monitoring gender differences, gender-related changes over time and progress towards gender equality goals. Tools and criteria used to assess gender-related change in a condition and to measure progress over time toward gender equality. Indicators used can be quantitative (data, facts, numbers) and qualitative (opinions, feelings, perceptions, experiences).

**Gender inequality:** Legal, social and cultural situation in which sex and/or gender determine different rights and dignity for women and men, which are reflected in their unequal access to or enjoyment of rights, as well as the assumption of stereotyped social and cultural roles.

**Gender knowledge:** Is a general sociological term for all socially available knowledge about gender relationships in everyday life, in various specialized contexts and in science.

**Gender lens:** Takes the existing differences between women and men into account when analyzing a situation or when developing specific approaches or programmes.

**Gender mainstreaming:** Is the process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization. As such, it aims at making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally. The ultimate goal of mainstreaming is to achieve gender equality.

**Gender neutral:** Policy, programme or situation that has no differential positive or negative impact in terms of gender relations or equality between women and men. E.g., gender is not considered relevant to development outcomes. Gender norms, roles and relations are not affected (worsened or improved).

**Gender norms:** Standards and expectations to which women and men generally conform, within a range that defines a particular society, culture and community at that point in time.

**Gender perspective:** A point of view which helps to see whether the needs of women and men are equally taken into account and served by [a] policy, action, process, etc. It enables policy-makers to develop policies with an understanding of the socio-economic reality of women and men and allows for policies to take (gender) differences into account. A gender perspective is an instrument for approaching reality by questioning the power relationships established between men and women, and social relationships in general. It is a conceptual framework, an interpretation methodology and critical analysis instrument that guides decisions, broadens and alters views, and that enables us to reconstruct concepts, scrutinize attitudes and identify gender biases and conditionings, for subsequently considering and modification through dialogue their revision.



**Gender relations:** The relation and unequal power distribution between women and men which characterize any specific gender system. Gender relations are the specific sub-set of social relations uniting men and women as social groups in a particular community, including how power and access to and control over resources are distributed between the sexes. Gender relations intersect with all other influences on social relations – age, ethnicity, race, religion – to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be transformed over time to become more equitable.

**Gender relevance:** The question of whether a particular law, policy or action is relevant to gender relations and/or gender equality.

**Gender responsive:** Intentionally employing gender considerations to affect the design, implementation and results of programmes and policies. Gender-responsive programmes and policies reflect girls' and women's realities and needs, in components such as site selection, project staff, content, monitoring, etc.

**Gender responsive budgeting:** Is the application of gender mainstreaming in the budgetary process. It entails a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures in order to promote gender equality. It serves to achieve equality between women and men by focusing on how public resources are collected, planned and spent.

**Gender roles:** Gender roles refer to social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (see gender division of labor). Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.

**Gender sensitive:** Considers gender norms, roles and relations but does not address inequality generated by unequal norms, roles or relations. E.g., gender sensitive policies take into account the particularities pertaining to the lives of both women and men, while aiming at eliminating inequalities and promoting an equal distribution of resources, addressing and taking into account the gender dimension.

**Gender statistics:** Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification, (b) data are reflecting gender issues, (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives, and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.

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