

Annex 4

Gender Assessment and Action Plan

to the GCF Funding Proposal (Simplified Approval Process)

ALBAdapt – Climate Services for a Resilient Albania

25 March 2024

Version 2

Submitted by:

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

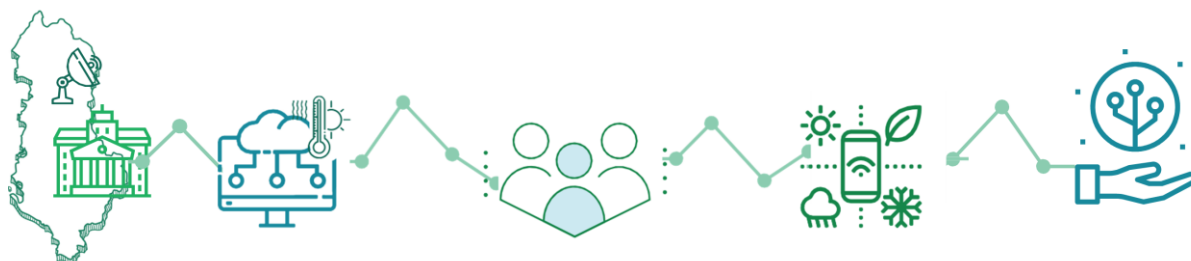


Table of Contents

List of Tables	iii
List of Figures	iii
Abbreviations and Acronyms.....	iv
Executive Summary	1
PART 1 – GENDER ASSESSMENT	5
1. Introduction	5
1.1 The ALBAdapt Project.....	5
1.2 The context	6
1.3 Methodology of the assessment.....	8
2. State of Gender Equality in Albania	10
2.1 Overall progress.....	10
2.2 Economic empowerment.....	10
2.3 Sector-related Inequalities.....	16
2.4 Gender Equality and Climate Change	18
2.4.1 Rationale for Exploring the Impact of Climate Hazards on Women and Men	18
2.4.2 Climate Change Impact on Agriculture	19
2.4.3 Capacity of the Actors to Cope with Climate Change Hazards	20
2.4.4 Climate Hazard Impacts and Gender	20
2.4.5 Climate Change Hazards in Coastal Areas	24
2.4.6 Impact on Health.....	26
2.4.7 Impact on Tourism Activities	26
3. Policy and Legal Framework	28
3.1 Policy Framework on Gender Equality	28
3.2 Gender-responsive Budgeting.....	29
3.3 Strategic Documents related to Climate Change.....	32
3.4 Gender Mainstreaming in Strategic Documents related to Climate Change and Sectors of Relevance	32
3.5 Climate Change and Civil Emergencies	34
3.6 Monitoring and Status of Gender-sensitive Indicators	35
4. Institutional Mechanism on Gender Equality	37
4.1 Responsible Institutions related to Gender Equality	37
4.2 Institutions Responsible for Climate Change and Climate Shocks.....	37
4.3 Institutional Capacity to Mainstream Gender in Climate Change Adaptation and Disaster Risk Management	38
4.4 Civil Society Organizations and Advocates	43
4.5 Donor Development Agency Projects for Climate Change Hazards Management and Gender Mainstreaming.....	44
5. Main Challenges and Recommendations	47
5.1 Challenges related to Gender Mainstreaming in Climate Change Hazards Management.....	47
5.2 Gender-Responsive Measures/Actions	47
5.3 Main Recommended Actions	48
PART 2 – GENDER ACTION PLAN	50
6. References.....	68

Appendices	72
Appendix 1: Mainstreaming of gender in policy documents related to agriculture, forests, energy and climate change.....	72
Appendix 2: Local Stakeholder Consultation Workshops Fier and Shokdra Agenda.....	75
Appendix 3: Institutional Capacity Assessment Questionnaire.....	77

List of Tables

Table 1: Gender parity index by level of education	10
Table 2: Gender composition of enrolments by level of education	11
Table 3: Average age of marriage by gender	11
Table 4: Share of young people neither in employment nor in education and training by education and gender	11
Table 5: General indicators of labour market	12
Table 6: Share of part time employment to total employment	14
Table 7: Active enterprises by size, gender and year	14
Table 8: Active enterprises by economic activity, gender and year	15
Table 9: Share of accounts by gender	15
Table 10: Distribution of employed population gender and economic sector (%)	16
Table 11: Active enterprises in agriculture, forestry and fishing as well as accommodation and food services	17
Table 12: Number of women beneficiaries of the Agriculture and Rural Development Policy Fund	17
Table 13: Total employment and female jobs to total jobs	18
Table 14: Gender budgeting in the central budgetary allocations in 2020 (in ALL) and number of women and girls' beneficiaries	30
Table 15: Main legal and policy documents related to climate change	33
Table 16: Sources of gender-disaggregated indicators by type of source institution	36
Table 17: GAP Interventions to Address Gender Assessment Recommended Actions	50
Table 18: Gender Action Plan	54

List of Figures

Figure 1: Labour market participation by age (men) (%)	13
Figure 2: Labour market participation by age (women) (%)	13
Figure 3: Impact of climate change on men and women activities	21
Figure 4: Impact of climate changes on men and women incomes	22
Figure 5: Impact of climate change on men and women living conditions	22
Figure 6: Gender differences regarding adaptive capacities to climate change (I)	23
Figure 7: Gender differences regarding adaptive capacities to climate change (II)	23
Figure 8: The level of executive commitment in advancing gender integration within the organizations	41
Figure 9: The level of technical proficiency of institutions in integrating gender	42
Figure 10: The degree to which organizational culture promotes gender inclusion	42
Figure 11: Level of gender data availability	43
Figure 12: The level of political commitment towards incorporating gender equality	43

Abbreviations and Acronyms

1BUR	First Biennial Update Report
4NC	Fourth National Communication of Albania to UNFCCC
ADAMA	Albanian Association for Meat and Milk
ADF	Albanian Development Fund
ALL	Albanian Lek
ARDA	Agriculture and Rural Development Agency
ARDPF	Agriculture and Rural Development Policy Fund
AWEN	Albanian Women's Empowerment Network
AWP	Alliance of Women Parliamentarians
BPfA	Beijing Declaration and the Platform for Action
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CNPV	Connecting Natural Values and People
CoE	Council of Europe
CPC	Civil Protection Commission
CRCA	Child Rights Centre Albania
CSO	Civil Society Organization
DSA	Development Solutions Associates
DSPPB	Document of Strategic Policies for Protection of Biodiversity
EFAS	European Flood Awareness System
EIMMS	Environmental information management and monitoring system
EU	European Union
FAO	Food and Agriculture Organisation
GA	Gender Assessment
GAP	Gender Action Plan
GAP III	EU Gender Action Plan III 2021 – 2025
GEE	Gender Equality Employee
GEM	Gender, ESS and M&E
GII	Gender Inequality Index
GRB	Gender Responsive Budgeting
ICT	Information and Communication Technology
IGEO	Institute of Geosciences
INSTAT	Institute of Statistics
LAAP	Local Adaptation Action Plan
MARD	Ministry of Agriculture and Rural Development
MoFE	Ministry of Finance and Economy
MoHSP	Ministry of Health and Social Protection
MoIE	Ministry of Infrastructure and Energy
MoTE	Ministry of Tourism and Environment
MTBP	Medium-Term Budget Program
NAPM	National Action Plan on Mitigation
NCA	National Councillors Alliance
NCGE	National Council of Gender Equality
NCPA	National Civil Protection Agency
NDC	Nationally Determined Contribution
NMHS	National Meteorological and Hydrological Service
NSCC	National Strategy on Climate Change
NSDEI	Strategy for the Development and European Integration

NSDI	National Strategy for Development and Integration
NSGE	National Strategy for Gender Equality
NTP	National Territorial Plan
QMCQ	Centres of Civil Defence in the District
SDG	Sustainable Development Goals
SIDA	Swedish Environment Protection Agency
UN	United Nations
UNDP	United Nations Development Program
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
WDF	World Development Fund
WEF	World Economic Forum
WFNA	Women Founders Network Albania
WMO	World Meteorological Organisation
WSA	Women in Sustainable Agriculture
WUO	Water Users' Organizations
ZAMG	Austrian Meteorological Service

Executive Summary

This gender assessment (GA) provides a concise overview of the key findings and insights gathered from a systematic analysis of how gender considerations impact various aspects of climate change adaptation and disaster risk reduction measures, in particular those relevant for the ALBAdapt project. The assessment helps to understand gender dynamics within the climate change context, and identifies gaps and opportunities for addressing inequalities, unequal impacts, and promoting gender equality and women's empowerment in the course of ALBAdapt project intervention.

Climate change in Albania affects men and women differently, with profound adverse effects on women due to existing gender and social inequalities, limited access to resources and climate-related information, and weaker access to climate decision-making. The impacts of climate change exacerbate these inequalities, with women suffering disproportionately from its negative impacts. Examples of such impacts include damage to crops and land, increased domestic violence incidents after climate events, and women lacking access to redistribution aid and resources to cope with floods. Mainstreaming gender in climate actions can promote gender-responsive actions and outcomes.

Gender mainstreaming in climate services involves integrating gender considerations into all stages of planning, budgeting, implementing and monitoring measures to address negative impacts of climate change. This assessment recognizes that climate impacts and responses can vary on the basis of gender but also in other, more complex and 'intersectional' ways, such as the conjunction of poverty and gender or ethnicity and gender.

One major gap identified in this assessment is the weak integration of gender considerations in climate-related services and actions, in particular in climate information systems and data, early warning systems and climate-informed decision-making. This gap is particularly significant given the different relationship women have with natural resources and natural disasters compared to men, especially in counties (in Albanian: '*qark*') where livelihoods depend heavily on natural resources and/or are prone to natural disasters. By applying a gender lens to ALBAdapt initiatives, we can enhance their effectiveness and ensure that diverse needs and perspectives of women and men are taken into account and equally addressed. Thus, the first step in designing and delivering a gender-inclusive and gender-transformative ALBAdapt project is the acknowledgement that gender is an integral consideration in all three components:

- i. in climate information services and the associated national framework;
- ii. in the management of the national early warning system and services;
- iii. in climate-informed decisions for adaptation measures.

Albania is one of the most vulnerable countries in the region to climate change. Changing weather patterns have already been observed over recent decades, with a pronounced increase in the frequency of extreme events such as floods, droughts and heat waves. Almost every year, floods have devastated regions of Shkodra, Tirana, Vlora and Fier, posing a significant threat to Albania's economy, ecosystems and people's health. The country ranks highest among European countries in terms of exposure and vulnerability to natural hazards and extreme events (NAP Global Network, 2019).

Although future projections of expected climate change suggest that negative impacts will be significant and will continue to increase, and although the government has embarked on a significant programme of climate policy-making and institutional reform, there is only limited consideration of the gender dimension of climate change in official documents.

Beyond climate change, over the past ten years the government has undertaken a number of important steps that contribute to gender equality and empowerment of women. A few achievements in this regard are:

- Improved national policy and legal framework in line with ratified international conventions, as well as approximation with European Union (EU) legislation;
- Improved mainstreaming of national and local policies and plans, geared at planning and implementing concrete actions for empowerment of women and progress towards gender equality;
- Improved gender-responsive budgeting in all stages of public budgeting, at central and local levels.

It is noteworthy that the new National Strategy for Gender Equality (NSGE 2021-2023) includes measures to: address gender dimensions in policies and legal measures, including in civil emergency or natural disaster situations (Specific Objective I.1); guarantee better support services that address harmful practices and violence, including in situations of humanitarian crises and natural disasters (Specific Objective III.2); and improving health professionals' capacities in providing quality health services, including in times of civil emergencies and natural disasters (Specific Objective III.5).

This assessment acknowledges a number of challenges to mainstreaming gender in the ALBAdapt project, including:

- Challenges related to ALBAdapt project stakeholders and partners changing their organizational culture, attitudes and practices. In particular state partners, such as MoTE, the Ministry of Infrastructure and Energy (MoIE), Institute of Geosciences (IGEO), National Civil Protection Agency (NCPA), authorities in target municipalities, etc., are not accustomed to systematically considering gender issues. Bureaucratic structures and institutional barriers (e.g. lack of gender equality focal points) can hinder the effective integration of gender considerations. Therefore, political will and commitment – in particular, by MoTE, MoIE and authorities in pilot municipalities – to support gender mainstreaming is a prerequisite.
- Lack of awareness, technical capacity and understanding of gender issues by project partners may hinder the project's effective integration of gender considerations, particularly at local level. Institutional capacity assessment of key ALBAdapt partners showed low level of awareness and understanding of intertwined gender and climate issues. Also, technical capacities to mainstream gender and utilize tools such as gender-based analysis, gender budgeting, gender impact assessment and gender statistics are currently weak.
- Scarce data disaggregated by gender and limited prior gender analysis to inform project decision-making. The extent of sex disaggregation of administrative data is very limited, in particular within the hydro-met agencies and local government institutions. Likewise, the annual bulletin of 'Women and Men in Albania' does not provide data on natural disasters, emergencies, relief or the climate sector.
- Limited resources of beneficiary authorities in the target municipalities can have an impact on effectively integrating gender considerations into the ALBAdapt project.
- Weak coordination and implementation mechanisms among different project actors and levels involved in gender mainstreaming of project activities.

To address these challenges, the GA provides a series of recommendations that are operationalised in the gender action plan (GAP): the GAP provides a concrete and well-defined series of actions and measures for gender mainstreaming, with a focus on training to build capacity, engaging with stakeholders at all levels, collecting and analysing gender-disaggregated data, and fostering a commitment to gender equality by all project partners and beneficiaries.

Effective gender mainstreaming in the ALBAdapt project requires a comprehensive and systematic approach to integrating gender perspectives and considerations into all three components of the project, at the activity and sub-activity levels. Key considerations for effective gender mainstreaming in the ALBAdapt project include:

- Information, education and awareness of gender equality are important in climate services because gender and climate change are interconnected issues that affect each other. According to a survey conducted during preparation of the GA, project partners such as IGEO, NCPA, local authorities, etc. are well aware of gender equality, as well as climate change issues, but lack knowledge and understanding of the interconnection between the two. Information and awareness campaigns should be designed to reach out to women and girls, men and boys in ALBAdapt project target areas (notably, in the coastal zone) to facilitate, in particular, women's access to information, resources and decision-making relating to climate information, hazard warnings and climate services. A communication plan to, first, reach out, and second, to assimilate women's valuable knowledge, skills and experiences in managing natural resources, producing food, and caring for their families and communities in the target areas should be designed and implemented.
- Inclusive climate actions require the involvement of women and men from different backgrounds in the planning and implementation process of, for example, hydro-meteorological services, early warnings and early action, DRR, commercial climate services, climate financing, etc.
- Gender mainstreaming in the ALBAdapt project must be supported by high-level commitment from partner government institutions and other key stakeholders. Commitment is needed mostly

for the alignment of national gender equality policies with the advancement of policy frameworks such as institutional reform in the national hydro-meteorological service, the establishment and operations of the NFCS, the functioning of the MHEWS, etc.

- Efforts to mainstream gender require changes in institutional structures, practices and working culture to ensure that gender perspectives are embedded in all activities and operations. Since most of the project partners, including NCPA and IGEO, lack a dedicated gender equality employee (GEE) (focal point or unit), it is recommended to establish gender-focused units or positions (as defined by the Law on Gender Equality). Also, it is recommended to revise existing internal policies, codes, rules and regulations, as well as operational practices, of key project partners to make them gender-sensitive and to create an enabling working environment to reflect each institution's principles of gender equality and non-discrimination.
- Building the capacity of individuals and partner institutions to understand, implement and monitor gender mainstreaming in the ALBAdapt project is essential. The ALBAdapt project team, as currently constituted for project preparation, has moderate gender-related capacities and know-how. It is advisable to develop a brief capacity building plan focused on the ALBAdapt project team – i.e. members of the Project Management Unit, key ancillary staff from the Executing Entities, and personnel involved in specific project activities, such as Albanian Red Cross (ARC) members, municipality staff, etc. – to improve general awareness and understanding of the interrelation between gender and climate, gender mainstreaming, etc. Gender mainstreaming, gender-responsive budgeting, gender impact assessment, gender statistics and indicators, gender-based analysis, etc. should be key topics for inclusion in this capacity building. Such capacity building has a two-fold effect: raising awareness and understanding of gender issues; and equipping partners with in-house technical capacities to address gender inequality.
- Gender mainstreaming in non-traditional sectors, such as environment, climate, hydrometeorology, ICT, etc., is limited by the availability of information, research and data. Conducting thorough gender-based analysis is essential to understanding how different genders are affected by climate policies, programmes and services. A number of specific gender analyses are recommended in the GAP, including gender gap analysis of legislation and policies, and in the National Meteorological and Hydrological Service (NMHS), MHEWS, etc. These analyses should help identify existing inequalities and inform project implementation to address them.
- Gender-disaggregated data collection is important because data can facilitate the analysis and monitoring of different impacts, needs and capacities of women and men in relation to climate hazards. Most of the ALBAdapt project partners, including NCPA, IGEO, ARC, MoTE and the four municipalities surveyed, acknowledged structure and process limitations in terms of data collection disaggregated by gender. Technical assistance is needed to set up systems of administrative data standardization, collection, exchange, analysis and reporting. Entry points for the introduction of gender-disaggregated data collection systems should be explored with ALBAdapt project assistance for the reformed NMHS, the NFCS and the MHEWS. In this context, concrete measures for supporting gender-disaggregated data collection should be considered as horizontal measures across all three ALBAdapt project components.
- Gender mainstreaming should be integrated into all levels of policy development supported by the ALBAdapt project, including the NMHS, the NFCS and the MHEWS, from initial design to implementation and review. Gender gaps identified in the legal and policy frameworks should be addressed by imposing a GA on any new legal act or policy measure developed with project assistance. Policy implementation can also be a challenge: the lack of gender-specific structures, know-how, budgets, gender-disaggregated data and scarce technical expertise all present challenges that should be addressed with capacity building support.

The principal achievement of the ALBAdapt project, including project partners, should be to acknowledge that gender is an integral factor in a functional climate services framework, in a multi-hazard early warning system and in decision-making for adaptation measures – in other words, in climate resilience building. Systemic gender mainstreaming empowers women by recognizing their roles, know-how and attributes as active actors in climate resilience.

The GA provides 7 **recommended actions**:

- Ensure women and men enjoy benefits from the project equally and gender disparities are not widened.
- Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.
- Address gender-based elements in project stakeholder capacity building.

- Incorporate gender-based analysis in relevant legislation, policies and plans.
- Involve women and men in project planning and implementation processes.
- Mainstream gender-disaggregated data collection, standardisation and reporting.
- Make information and awareness campaigns gender-inclusive.

This annex is divided into two main parts:

- **Part 1 – Gender Assessment** provides an overview of the state of gender equality in Albania, with a focus on gender issues of relevance to the scope of the ALBAdapt project;
- Error! Reference source not found. provides interventions, targets, timeframe and budget indications to respond to the needs identified in Part 1.

PART 1 – GENDER ASSESSMENT

1. Introduction

This gender assessment is prepared as part of the ALBAdapt – Climate Services for a Resilient Albania proposal for submission to the Green Climate Fund. It provides an overview of the state of gender equality in Albania, with a focus on gender issues of relevance to the scope of the ALBAdapt project. The purpose of this gender assessment is to identify gender-related gaps, inequalities, opportunities, competences and approaches with the purpose of promoting gender equality, empowerment and transformation through the ALBAdapt project.

1.1 The ALBAdapt Project

Albania is the most climate-vulnerable country in Europe. It is very exposed to extreme weather and climate-related events, a situation that is being further exacerbated by climate change. Future increases in the frequency and severity of floods and droughts, and secondary impacts such as landslides and wildfires, are forecast. Albania's economy is unusually dependent upon climate-sensitive sectors: agriculture accounts for 20% of GDP and employs ~60% of the workforce, 99% of electricity is generated from hydro-power, and tourism accounts for 8% of GDP and 38% of total exports. While everyone is at risk, climate impacts are particularly acute for people living in the coastal zone, where agriculture and tourism are highly vulnerable.

Albania's capacity to cope with climate impacts is hampered by an inability – of the government and of other stakeholders, notably the private sector – to produce high-quality, science-based information and to translate this information into warnings and decision support tools to reduce climate risks facing vulnerable communities and sectors. Albania is the only country in Europe that does not have a dedicated 24/7 national meteorological and hydrological service (NMHS). There is no national framework for climate services (NFCS) that engages stakeholders and provides the space for co-production and facilitation of better climate risk-informed decisions and solutions, including ecosystem-based adaptation. There is little innovation in service provision, with the result that impact-based forecasting and forecast-based action, for example, have not yet been adopted in Albania. Linkages with regional hydro-meteorological programmes and initiatives are weak, despite the enhanced forecasting and early warning capabilities they offer – and the reciprocal benefits they would receive from improved Albanian hydro-met observations and data-sharing.

Links between the NMHS and the early warning system are currently administratively and operationally weak. Effectively, there is no single multi-hazard early warning system (MHEWS) and the partial, fragmented system that currently operates is not sufficiently 'joined up' with the NMHS. Moreover, Albania's early warning system is not truly multi-platform, is inefficient and offers little certainty that all individuals, particularly vulnerable individuals, will be reached in a timely manner.

The ALBAdapt project will increase the adaptive capacity and climate resilience of Albania, through generation, coordination and effective use of climate information – in the form of a functional NMHS and NFCS – and a people-centred MHEWS that enables economic sectors and local communities (including vulnerable groups) to undertake actions in advance of, in anticipation of and in response to tailored warnings disseminated across multiple channels, including mobile telecommunications.

Component 1 of the project will implement foundational activities that support the development of a strengthened NMHS, accompanied by complementary platform services: a national climate information system (NCIS) and a user interface platform (UIP). Component 2 will put in place a robust, people-centred MHEWS that is strongly coupled to the NMHS and which supports the first steps in transitioning to impact-based forecasts and forecast-based action (FbA). Component 3 will support two critical aspects of climate investment: (i) private sector engagement with, and innovation in, climate services, and (ii) investment in nature-based adaptation solutions – ecosystem-based adaptation (EbA) / eco-disaster risk reduction (eco-DRR).

The ALBAdapt project will, inter alia: strengthen the capacities of the institutions involved in collecting and processing hydro-meteorological data in Albania and, equally crucially, fundamentally transform the institutional underpinnings of the NMHS and MHEWS to enhance clarity of roles and responsibilities, and to facilitate information exchange in a truly 'joined up' system; begin the process of mobilising private sector involvement in the provision of climate services, thereby partially detaching service provision from government budget constraints and introducing market discipline (user-oriented focus,

dynamic adjustment, profit-seeking motivation) into the hydro-met sector; and improve the usability and usefulness of the hydro-met and early warning systems, thereby cementing their importance to policy-makers, local communities and end-users.

Underlying the project's support to the development of an enhanced early warning system, as well as an expanded portfolio of climate services, must be an appreciation of gender differences in the use of media and digital services.

Among women aged 15-49, the proportion reading newspapers, for example, declined from 34% to 17% between 2008 and 2018 (INSTAT, 2018). The proportion watching television declined from 98% to 91%, and the proportion listening to the radio declined from 36% to 15%. One in ten women were not exposed to any of these three media in 2018, compared with 2% in 2008. Similar declines are observed among men, albeit with the caveat that women are, on average, more likely to have substituted their consumption of 'old media' with compensating consumption of 'new media' (websites and social platforms). Urban men are more likely than their rural counterparts to have weekly exposure to newspapers, television and radio (9% versus 5%), but the pattern is reversed among women: 14% of urban women are exposed to all three media compared with 16% of women in rural areas. In addition, both urban women and urban men have greater access to the internet than their rural counterparts. According to INSTAT (2023), 84% of men and 82% of women aged 16 - 74 years old are internet users. About 13% of women do not use the internet at all, compared with 11% of men.

1.2 The context

"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."
(Michelle Bachelet, United Nations High Commissioner for Human Rights, 2019)

Climate change is the most critical challenge facing humanity. Climate change impacts are not only economic and physical, but also social. Women and men, girls and boys experience climate change impacts 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 (GIZ, 2021).

Climate change is not gender neutral. It affects men and women differently, with profound adverse effects weighted towards women due to existing gender and social inequalities, limited access to resources and climate-related information, and weaker access to climate decision-making. The impacts of climate change exacerbate these inequalities. Thus, climate impacts demand gender-responsive actions. According to Alko Sharma (COP26 President) gender and climate are profoundly intertwined. The impact of climate change affects women and girls disproportionately.

Considerable differences exist in the ways that climate change affects men and women in the areas of (inter alia) agricultural production, food security, human health, natural resources, migration and naturally induced disasters (IFPRI & GIZ, 2015).

Albania is one of the most vulnerable countries in the region to changing climate. Changing weather patterns have already been observed, with increasing frequency of extreme events such as floods, droughts and heat waves. Rising temperatures and disruptions to the precipitation regime are the most significant exposures for the region (Müller and Hofmann, 2022). Albania's Nationally Determined Contribution (NDC) (MoTE, 2022) and the World Bank Climate Change Knowledge Portal indicate that the mean annual temperature in Albania will increase by between 1.3°C and 2.2°C by 2050, along with a greater frequency of extremely high temperatures. Precipitation is expected to decrease between 2.1 and 4.3 percent while the frequency and intensity of heavy rainfall events will increase. Sea level anomalies registered since 1993 reveal a trend of increasing sea levels along the coast of Albania.

While the frequency of natural disasters in Albania is lower than in the EU, the impact of each event is about twice as large as a percentage of GDP and affects a greater share of the population (IMF, 2021). Between 1980 and 2021, natural disasters are estimated to have affected about 438,000 people and caused damage amounting to US\$ 802 million. On average, Albania is hit by close to one disaster per year, with each natural disaster causing damage of about 1.3 percent of GDP and affecting about 5,000 per 100,000 inhabitants. According to the European Environment Agency, Albania exhibits 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), and has limited adaptive capacity (Zhlilima et al, 2022).

Although future projections of expected climate change suggest that negative impacts will be significant and will continue to increase, and although the government has embarked on a significant programme of climate policy-making and institutional reform, there is only limited consideration of the gender dimension of climate change in official documents. Analysis of how climate change affects men and women differently in Albania is limited and focuses mostly on the agriculture sector.

Surveys conducted for the Fourth National Communication to the UNFCCC (4NC) reveal that there are significant differences in men's and women's ability to react to climate change, and that men are more able to address climate change issues (MoTE, 2022). For instance, according to a survey conducted under the 4NC in relation to gender impacts, 39% of respondents believe there are differences in men's and women's ability to react to climate change, and among them, 53% believe men are more able to address climate change challenges. Moreover, the results of the analysis show that women are more affected by climate risk compared to men due to a higher engagement in farming, especially in livestock activities. When considering a catastrophic event, it is observed that women are affected differently by climate impacts. As an example, during flood events, women face increased domestic violence and see their workload increase, their income decrease, and they suffer from a disruption in services. Climate-related disasters also more significantly affect women's health, especially among pregnant women. The increase in violence against women and the impact on time use for household chores were identified as the main impacts of climate change on women's living conditions in the NC4survey. The survey also identified significant differences in access to information about adaptation to climate change between men and women (MoTE, 2022).

The National Disaster Risk Reduction Strategy (NCPA, 2022) identifies the most vulnerable groups as: financially disadvantaged families; marginalised communities (which, in the Albanian context, refers primarily to Roma and Egyptian communities); women; children; the elderly; and people with disabilities. The Strategy notes that "disasters affect all realms of society. However, some groups are more affected than others due to their specific vulnerabilities. These groups need to be given special attention while responding to disasters and should also be included in the preparedness and prevention phases, as there is added value in inclusive policy development not only for the group in question but for all of society."

- **Financially disadvantaged families.** Small family farms in rural areas, for example, are particularly vulnerable due to their dependence on climate-sensitive activities: floods can destroy crops, livestock and infrastructure essential for their livelihoods.
- **Marginalised communities.** Ethnic groups are generally well integrated into Albanian society, but nonetheless tend to be poorer and reliant upon more precarious livelihoods (e.g. in the coastal belt, handicrafts), and may be less capable of adapting to changing climatic conditions.
- **Children.** Children are intrinsically less able to respond to climate shocks. During prolonged flooding events, they are also more susceptible to waterborne diseases. They may also face disruptions to education and to psycho-social well-being.
- **The elderly and people with disabilities.** These groups may have limited mobility, making it difficult to evacuate during floods or access necessary assistance and resources after a disaster.

Gender inequalities within these groups can exacerbate women's vulnerability:

- **Land resources:** According to the National Cadaster Agency (2019), 82% of immovable property (construction plots, agricultural land, forests, pastures, etc.) in Albania is owned by men and only 18% by women.
- **Financial resources:** Among the financially disadvantaged, the share of women's access to state subsidies is just 18%. Poor Albanian women also encounter unfair and unequal distribution of aid by municipalities.
- **Time constraints:** Women in Albania spend, on average, twice as much time as men (3.5 hours more) on unpaid domestic work. Considering the division of tasks and the concentration of women's and men's labour, the adaption capacity of women is limited and therefore additional actions are required to enhance the role of women in coping with climate change.

- **Decision-making:** The share of formal enterprises in the agriculture sector is less than 20% and the share of farms headed by women is less than 7%.
- **Information:** Women's access is lower than men's, especially in rural areas. For instance, the share of women farmers contacted by the agriculture advisory services is just 15%. Law No. 9970 (2008), 'On Gender Equality in Society', mandates central and local government institutions to collect and analyse sex-disaggregated data, and the Institute of Statistics (INSTAT) to compile and report sex-disaggregated data. However, Albania does not currently produce climate-relevant sex-disaggregated data on any meaningful scale. For example, INSTAT's flagship annual statistics bulletin on gender issues, 'Women and Men in Albania', does not provide any gender-disaggregated data on natural disasters, emergencies, relief or the climate sector.
- **Inclusion:** Only 38% of municipalities have a local emergency plan developed after 2017, and fewer than ~15% make specific provisions for marginalised communities, children, the elderly or people with disabilities.

The hydro-meteorological observation network, data management and forecasting systems, and access to proper risk assessment and early warning systems are key for the effective monitoring, warning, forecasting and mapping of meteorological, hydrological and climate-related hazards in Albania. The modernization of early warning capacity with a multi-hazard approach should be accompanied by gender mainstreaming measures. Gender mainstreaming in this context will serve to ensure that the intended benefits of the multi-hazard early warning system (MHEWS) to the community are both climate-sensitive and gender-responsive.

In the framework of the preparation of the GCF project proposal, "ALBAdapt – Climate Services for a Resilient Albania", GIZ requested a Gender Assessment (GA) and Gender Action Plan (GAP) in order to identify capacities to mainstream gender equity and transformation in the project.

The GA serves as a reference source for building measures included in the GAP. The GAP builds on the key findings of the GA and explains how to maximise gender equality and women's empowerment through the project's activities and through additional gender measures. It not only determines the appropriate measures in this regard, but also identifies who will implement these measures in the project. The GAP summarises the gender-related risks and provides the necessary mitigation/promotion measures, indicators, baseline, budget and responsibilities. The GAP considers capacities to be developed at central and local levels, particularly of local structures, women's organisations and Executing Entities (EEs), and accompanying interventions in order to ensure the sustainability of the project's gender interventions.

1.3 Methodology of the assessment

The purpose of this GA is to describe the gender context in Albania generally and across relevant sectors more specifically, paying particular attention to issues that are relevant to, or could be affected by, the ALBAdapt project.

In terms of process, the approach considers the gender mainstreaming mechanisms, including internal government processes, structures and institutions (and their interaction and coordination). Also, the assessment covers external processes, such as policy and budget consultation processes with gender advocates, civil society organizations, businesses, academia, think-tanks, media, etc., including relevant issues in the project's target municipalities.

In terms of content, the review explores the interlinkages between gender equality policies/plans/services and relevance with the sectors that are the focus of the review, namely agriculture, forestry, water, employment and health: sectors that are directly relevant to a national hydro-meteorological and multi-hazard early warning system. In addition, the extent of gender mainstreaming in climate change and disaster risk management is observed.

The assessment was conducted by analysing, through a gender lens, the existing inventory of the national, regional and international strategies, policies, institutions and legislative frameworks related to the promotion of gender equality in the country/region in general, as well as the gender dimensions of climate change hazards and their consequences in the specific sector/field of agriculture, forestry, water and health. The policy review was oriented in two directions: first, observing the extent to which gender is incorporated into policy and legal documents related to climate change and environment, and second, by assessing references to climate change and environment in policy documents related to

gender. Both directions were cross-checked by analysing the content of the document in terms of language used and gender relevance. In the case of gender references in legal and policy documents, the review was based on several guiding questions, such as the following:

- i. whether or not there are gender-sensitive and gender-disaggregated data underlying the rationale behind the given piece of legislation or policy;
- ii. do these documents provide for temporary measures to address gender inequalities;
- iii. are there affirmative gender-sensitive actions? And;
- iv. to what extent their implementation has positively addressed gender inequalities and gender-related barriers that are underlying causes of gender inequalities, discrimination and gender exclusion.

An inventory of the activities of other donors was also compiled. In addition, two rounds of consultation meetings at regional level were organized by GIZ Albania in Fier and Shkodra coastal counties. Local structures, government and non-government bodies were consulted, and feedback was collected from the discussions to feed the assessment. A brief questionnaire to assess institutional capacity to mainstream gender in programming, planning and implementation was conducted with key partners (Appendix 3). A system of questions based on Likert scale (from 1 very low degree, 2 low degree, 3 moderate degree, 4 high degree and 5 very high degree) on issues related to gender mainstreaming in interviewed institutions, namely executive commitment, technical capacity, organizational culture, gender data availability and political will.

Questionnaire feedback was summarised and used to further develop the gender action plan in response to gender capacity gaps and priorities. This primary research was supplemented with analysis of secondary statistical data in order to assess the current situation in terms of available gender-disaggregated data and monitoring frameworks that target rural women.

Finalization of the GA took place in October 2023. The documentation of the gaps and needs was accompanied by a validation process with GIZ Albania, implementing partners, CSOs, communities and members of women's organisations, as well as in the targeted municipalities in the counties of Fier and Shkodra.

2. State of Gender Equality in Albania

2.1 Overall progress

Over the last ten years, the Government of Albania has undertaken a number of important steps that contribute to gender equality and empowerment of women. The Evaluation Report “Implementation of the National Strategy for Gender Equality and its Action Plan 2016-2020” shows that 80% of the overall strategy has been implemented. The report highlights positive achievements towards empowering women, advancing gender equality and reducing gender-based violence and domestic violence (Ministry of Health and Social Protection (MoHSP), 2022). The main achievements in this regard are:

- Improving the national legal framework, aimed at completion of the legal framework in line with ratified international documents, as well as its approximation with EU legislation;
- Improving national and local policies and plans, aimed at planning and implementing concrete actions for empowerment of women and progress towards gender equality;
- Mainstreaming gender-responsive budgeting in all stages of public budgeting, at central and local levels.

The Global Gender Gap Index 2023 of the World Economic Forum (WEF) ranks Albania in 17th place in the list of 146 countries (alongside Spain and the Philippines), with a score of 0.791¹ (WEF, 2023). Albania ranks above the average score of all 146 countries, which stands at 0.684, ahead of, inter alia, Australia, Canada, Estonia, the Netherlands, Slovenia, etc.). The score for Albania increased from 0.67 in 2007, growing at an average annual rate of 1.2%. It should be noted that Albania’s high score may reflect data limitations – due to the high level of informality in the economic sector and the lack of consistent gender-disaggregated data collected by the government – as well as real progress on gender equality.

In January 2020, Albania launched its first Gender Equality Index and scored 60.4 points. This was seven points lower than the EU-28 average in the same year. On this note, Albania’s score in the domain of power (60.9) is higher than the EU average, primarily due to the higher participation of women in political and economic decision-making. Albania ranks in the middle of all countries that report the Gender Equality Index, which include all EU Member States and two EU candidate countries – North Macedonia and Serbia.

Albania also scores high marks on other indicators of gender equality (World Bank’s Women, Business and the Law Global Index 2022). The Gender Inequality Index² (GII) improved to 0.09 in 2021 from 0.06 in 2020. In 2021, Albania is ranked amongst high human development countries. Over the years, all the indicators used in the GII calculation have exhibited slight improvements, except for maternal mortality, which, with its fluctuations over the years, has also played the main role in the fluctuation of GII (INSTAT, 2021).

2.2 Economic empowerment

While women’s participation in political decision-making ranks high, the economic empowerment indicators are not progressing at the same rate.

Education and labour market integration is crucial for women’s empowerment. The Gender Parity Index (GPI) in Gross Enrolment Ratio indicates parity between girls and boys in education. A GPI of less than 1 suggests girls are more disadvantaged than boys in learning opportunities and a GPI of greater than 1 suggests the other way around. Table 1 shows that the gender parity index is negative and is actually regressing for poorly educated population groups. The index is also negative for those with secondary education.

Table 1: Gender parity index by level of education

	2016	2017	2018	2019	2020	2021
Primary and lower Secondary	0.98	0.97	0.95	0.95	0.94	0.94
Upper secondary	0.93	0.93	0.91	0.95	0.94	0.91

¹ 1=parity, 0=imparity

² Gender Inequality Index: A composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and the labour market. 0=very high human development, 1=low human development.

Tertiary	1.51	1.52	1.48	1.49	1.54	1.48
-----------------	------	------	------	------	------	------

Source: INSTAT Database

The participation of girls in secondary education weakens due to larger school distances. At university level, their success rate in graduation is much better, resulting in a positive GPI. Table 2 shows the gender positive context for postgraduate studies.

Table 2: Gender composition of enrolments by level of education

		2018	2019	2020	2021
Total tertiary	Male (%)	40.3	40.1	39.6	40.7
	Female (%)	59.7	59.9	60.4	59.3
2-year programmes	Male (%)	69.5	64.0	62.6	49.8
	Female (%)	30.5	36.0	37.4	50.2
Bachelor	Male (%)	40.9	41.0	41.1	62.2
	Female (%)	59.1	59.0	58.9	37.8
Master	Male (%)	36.4	35.1	33.5	43.0
	Female (%)	63.6	64.9	66.5	57.0
Doctoral	Male (%)	39.4	39.4	39.1	33.3
	Female (%)	60.6	60.6	60.9	66.7
2-year programmes	Male (%)	69.5	64.0	62.6	49.8
	Female (%)	30.5	36.0	37.4	50.2

Source: INSTAT Database

Other indicators of empowerment are related to age of first marriage and indicators related to education. For instance, the gap of average age of marriage is more than four years, while a slight improvement is witnessed compared to 2016. Table 3 shows the average age of marriage for men and women.

Table 3: Average age of marriage by gender

	2016	2017	2018	2019	2020	2021
Men	31.3	31.0	31.0	30.9	31.1	31.2
Women	27.0	27.0	27.4	27.8	27.7	27.7

Source: INSTAT Database

The share of young people neither in employment nor in education and training is very high for less-educated women compared to less-educated males (see Table 4). The distances from urban markets and limited transport services make it challenging for less-educated women to integrate into further education or into the labour market.

Table 4: Share of young people neither in employment nor in education and training by education and gender

	2016	2017	2018	2019	2020
Men 15-29					
Low (levels 0-2)	33.8	35.5	32.2	28.9	30.7
Medium (levels 3-4)	32.9	34.4	36.2	29.1	29.2
High (levels 5-8)	31.3	32.5	29.9	28.7	30.0
Women 15-29					

Low (levels 0-2)	24.1	23.7	20.6	20.2	19.1
Medium (levels 3-4)	31.1	27.8	29.0	28.7	32.4
High (levels 5-8)	28.2	25.7	24.0	22.8	23.1

Source: LFS (INSTAT)

The labour market reveals features of gender inequality. In general in Albania, there is a small gender gap in terms of unemployment rate and wages (4% and 6.6%, respectively) (INSTAT, 2022). Table 5 presents unemployment and inactivity rates for men and women from 2018 to 2022.

Table 5: General indicators of labour market

	2018	2019	2020	2021	2022
Men					
Unemployment rate	12.7	11.6	11.5	11.3	10.6
Long-term unemployment share	65.6	63.1	59.7	60.5	68.2
Long-term unemployment rate	8.3	7.3	6.9	6.9	7.2
Inactivity rate	32.4	32.0	33.1	32.8	31.6
Women					
Unemployment rate	11.9	11.4	11.9	11.8	11.4
Long-term unemployment share	69.8	63.7	59.1	65.5	65.7
Long-term unemployment rate	8.3	7.3	7.1	7.7	7.5
Inactivity rate	48.6	47.0	47.7	47.4	43.5

Source: LFS (INSTAT)

However, there are significant differences in labour market participation. According to the labour force survey, women are less likely to participate in the labour market. For the male population aged 15-64, the labour force participation rate is 15 percentage points higher than females (67.2% vs 52.7%). As expected, labour force participation for young women is low, although it is rising due to the expanded and more flexible market opportunities experienced in recent years. The main causes of inactivity are women's engagement in unpaid activities (18.8%) or school/college attendance (20.9%). Figure 1 and Figure 2 show the labour market participation by age and gender.

Figure 1: Labour market participation by age (men) (%)

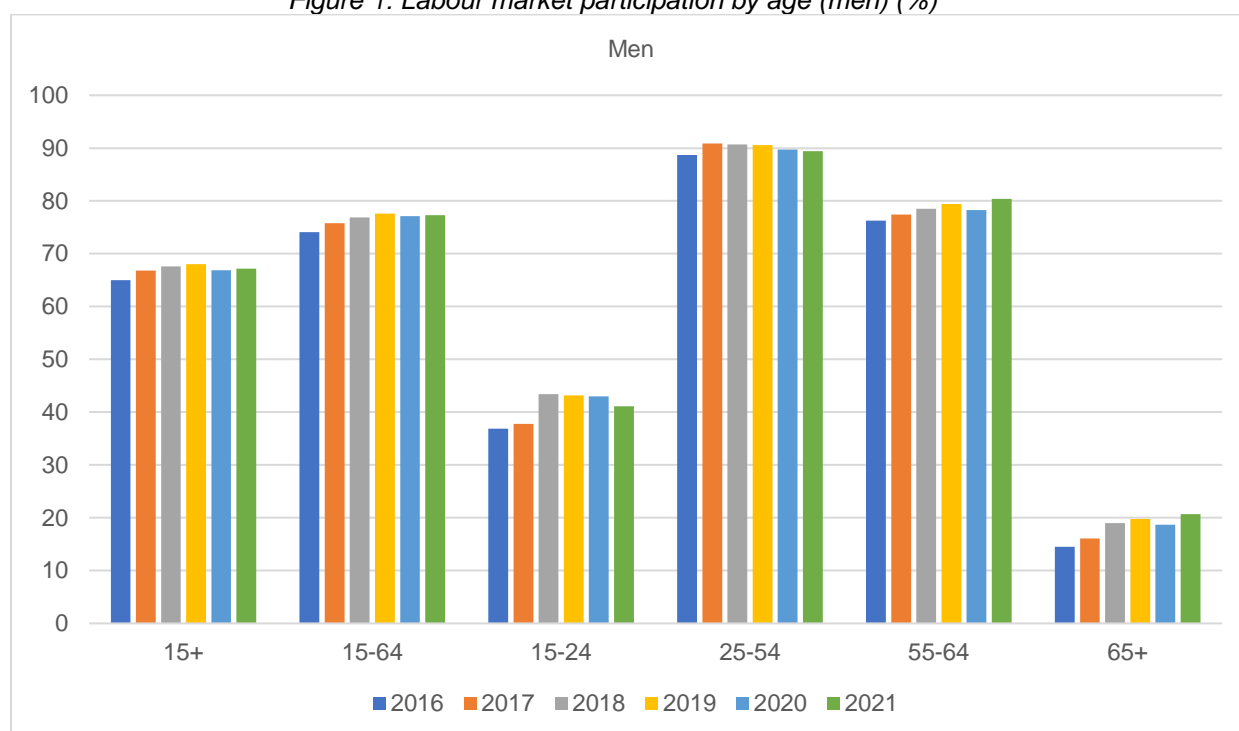
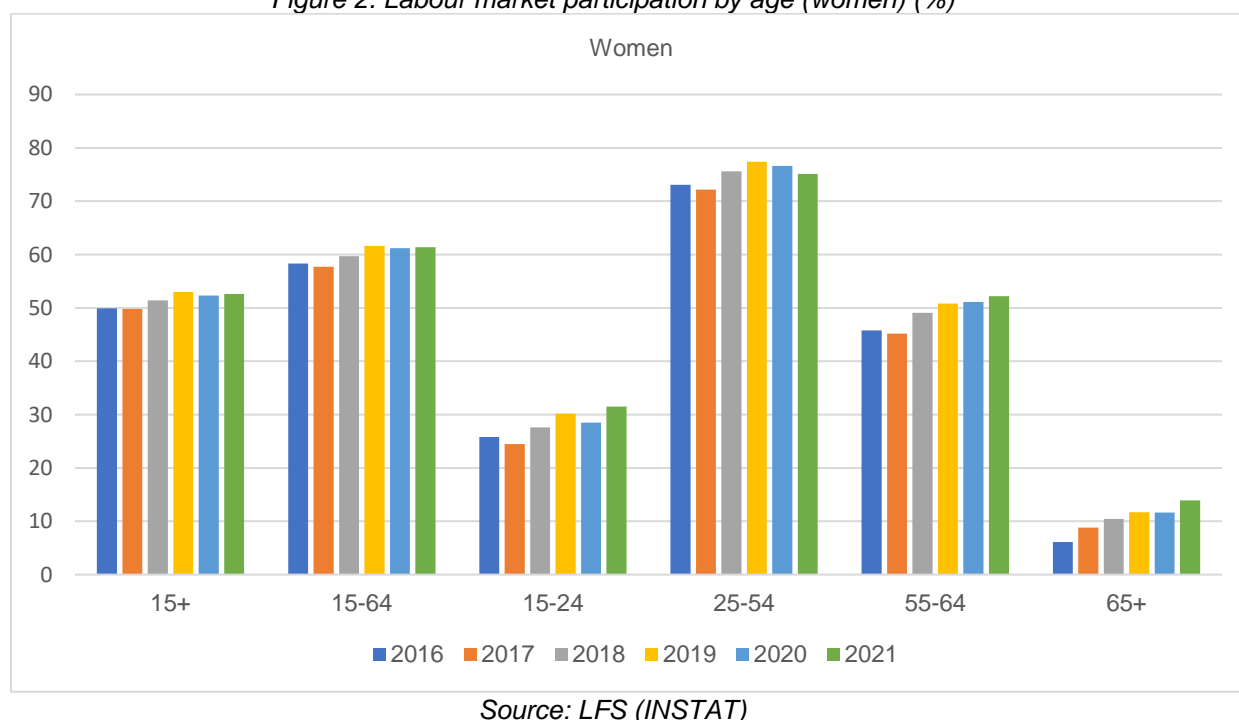


Figure 2: Labour market participation by age (women) (%)



Women are less likely to be employed or self-employed than men. The vulnerable position of women in the labour market is revealed from their engagement in unpaid work. The share of women employed in unpaid jobs is double that of men (22.8% compared to 13.1%). The female-to-male ratio of average time spent on unpaid domestic and care work in a 24-hour period is 4.4, twice the ratio found in North Macedonia (2.78) (FAO 2023).

Additional vulnerabilities are illustrated through the type of work. A disproportionate reliance on part-time work means that the risks of women losing their cash income are also greater. For instance, the share of part-time working women is, on average, ten percentage points higher than men in all the age intervals. Table 6 presents the share of part time employment for men and women.

Table 6: Share of part time employment to total employment

		2016	2017	2018	2019	2020	2021
Men	15+	21.0	17.0	14.8	13.5	14.4	13.4
	15-64	19.9	15.7	13.2	12.0	12.6	11.7
	15-24	36.9	22.5	15.5	20.0	22.8	23.2
	25-54	18.0	14.3	12.2	10.2	10.9	9.4
	55-64	18.9	17.6	15.2	13.7	13.0	13.9
	65+	48.1	47.6	44.0	40.9	45.8	..
Women	15+	28.5	25.5	22.8	21.6	22.3	23.6
	15-64	27.5	24.2	21.4	20.0	20.2	21.4
	15-24	34.1	25.3	24.5	26.6	32.6	37.7
	25-54	24.7	22.6	19.1	17.7	17.4	18.0
	55-64	38.3	31.7	29.8	26.1	26.2	28.2
	65+	72.5	66.7	59.4	58.9	66.5	..

Source: LFS (INSTAT)

In 2022, the percentage of women owners or administrators in active enterprises is 31%, an increase from 28% in 2015. The percentage of women owners or administrators is higher in small enterprises (with 1-4 employees). However, women's representation in non-farm business is very limited in rural areas.

Table 7: Active enterprises by size, gender and year

		2010	2015	2018	2019	2020	2021	2022
1-4	Men	67,002	78,791	70,548	67,727	67,661	68,618	72,407
	Women	25,825	38,136	3,4048	32,657	33,059	32,942	34,816
5-9	Men	4,339	6,405	6,578	6,544	57,68	6,298	6,721
	Women	697	1,767	1,940	2,025	18,14	1,948	2,109
10-49	Men	3,505	4,872	5,445	5,474	5,498	5,299	5,467
	Women	586	1,122	1,356	1,458	1,554	1,563	1,660
50+	Men	972	1,341	1,581	1,561	1,527	1,495	1,553
	Women	172	311	386	423	452	464	489

Source: INSTAT Database

The percentage of women owners or administrators in 2022 has increased, compared to 2015 as it belongs to businesses with productive economic activity, as well as the service sector.

Table 8: Active enterprises by economic activity, gender and year

		2010	2015	2018	2019	2020	2021	2022
Producers of goods	Men	13,686	15,177	13,360	13,088	13,282	13,179	14,023
	Women	2,363	3,230	2,603	2,500	2,707	2,697	2,919
Agriculture, Forestry & Fishing	Men	1,591	1,477	993	1,043	1,118	1,122	1,129
	Women	109	174	153	189	240	232	256
Industry	Men	7,982	9,247	8,208	7,784	7,602	7,106	7,359
	Women	1,916	2,563	2,007	1,846	1,969	1,885	1,963
Construction	Men	4,113	4,453	4,159	4,261	4,562	4,951	5,535
	Women	338	493	443	465	498	580	700
Producers of services	Men	62,132	76,232	70,792	68,218	67,172	68,531	72,125
	Women	24,917	38,106	35,127	34,063	34,172	34,220	36,155
Trade	Men	29,353	34,027	30,119	28,904	28,381	28,251	28,895
	Women	13,972	19,672	16,524	15,420	15,287	14,744	14,990
Transport & Storage	Men	8,092	6,677	5,447	5,287	5,331	5,296	5,558
	Women	215	331	318	327	377	393	488
Accommodation and food service activities	Men	11,372	16,365	14,480	13,127	12,574	12,230	12,487
	Women	4,302	6,821	5,705	5,313	5,139	4,891	4,965
Information & Communication	Men	1,656	1,934	2,298	2,343	2,515	3,025	3,635
	Women	353	519	676	746	834	980	1,237
Other Services	Men	11,659	17,229	18,448	18,557	18,371	19,729	21,550
	Women	6,075	10,763	11,904	12,257	12,535	13,212	14,475

Source: INSTAT Database

The creation rate of women-headed enterprises is limited due to lower opportunities for women to access services and capital. The number of account holders in commercial banks is approximately 339,000, of whom 57% are men and 43% are women. This gap has increased since 2016. There are no disaggregated data for rural areas: however, it is estimated that, due to financial illiteracy and male-dominant relations and other cultural constraints, women's access to financial institutions is considerably weaker than that of men. Table 9 shows the share of account holders by gender.

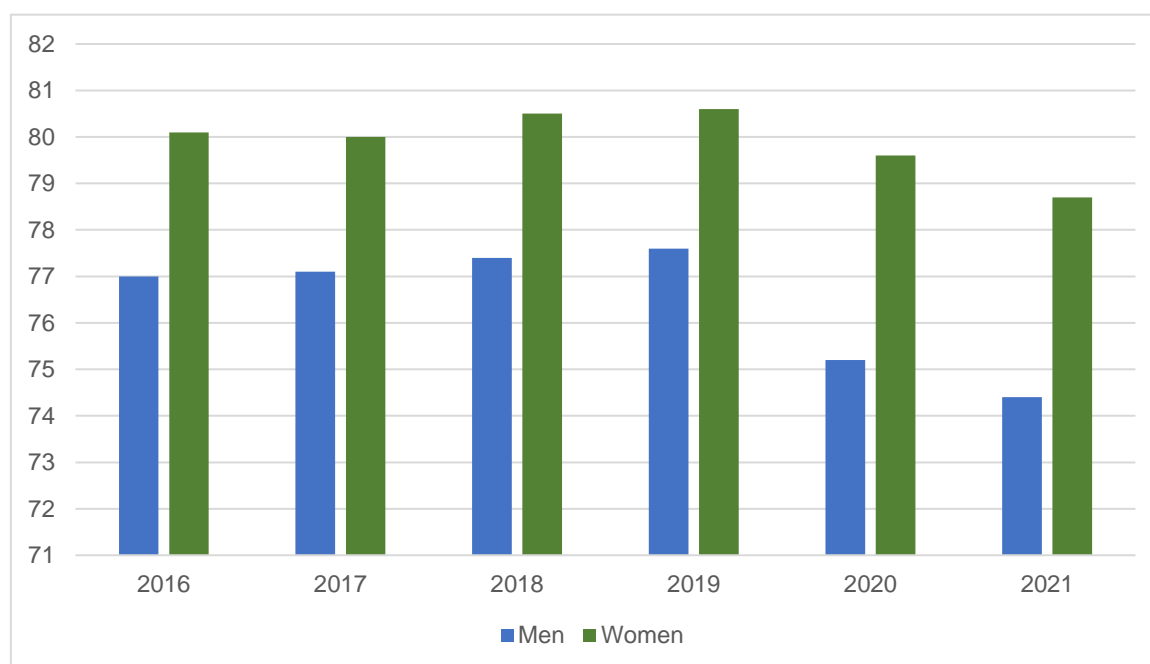
Table 9: Share of accounts by gender

	2016	2017	2018	2019	2020	2021
Men (%)	51	59	58	57	56	57
Women (%)	49	41	42	43	44	43
Total (%)	100	100	100	100	100	100

Source: Bank of Albania, 2022

In terms of health, the life expectancy at birth is higher for females than males (see Figure 3). The gap is increasing. The main causes of death for both women and men remain cardiovascular system diseases, which cause 54.6% of women's deaths and 50.4% of men's deaths. Two other important causes are "unspecified symptoms, signs and diseases", which cause 20.8% of women's deaths and 14.1% of men's deaths, as well as "tumours", which cause 11.1% of women's deaths and 14.5% of men's deaths.

Figure 3: Life expectancy at birth in years



Source: INSTAT Database

2.3 Sector-related Inequalities

A larger proportion of women work in the agriculture sector, which is also the largest sector with poorly paid jobs. According to INSTAT (2022), in 2021 40% of women were employed in the agricultural sector compared to 29% of men. In rural areas, non-agricultural women-headed enterprises are very few in number. The non-agriculture sector is increasingly capable of absorbing women's labour. Table 10 shows the percentage distribution of the working population by gender and economic sector.

Table 10: Distribution of employed population gender and economic sector (%)

	2019		2020		2021	
	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)
Agriculture	32.3	41.6	31.8	41.4	28.8	40.0
Manufacturing	7.9	14.8	8.8	14.1	9.4	13.5
Construction	12.2	0.6	12.2	0.6	14.2	0.5
Mining and quarrying & Electricity, Gas and Water supply	3.2	0.8	3.3	1.1	4.0	0.9
Market Services	31.7	21.6	31.7	21.6	30.1	22.3
Non-market Services	12.8	20.7	12.2	21.2	13.6	22.9

Source: INSTAT Database

There is a preponderance of women in forestry activities. More than 60% of those working in the forestry sector are women (including collection of non-timber forest products – NTFPs – such as mushrooms and honey) (CNVP, 2020). However, women are often excluded from planning, monitoring and decision-making in local forestry-related institutions because this is traditionally the men's role (Johansson, 2021).

Data collected by Green-AL project partners (CoPlan, 2021) show that in North-West Albania women do not/cannot engage in environmental activities because they lack time due to household commitments. According to this study, when it comes to the factors that influence women's participation

in environmental protection, a patriarchal mentality, gender stereotypes, lack of time due to women being the main caregivers in families, lack of information, lack of economic independency, and low level of quality education and access to quality vocational education are key drivers.

The capacities of women to develop their entrepreneurship skills are limited. Therefore, the share of men receiving education in agriculture, forestry and fishery sciences is double that of women (5.2% versus 2.3%). Access to entrepreneurship in agriculture is very limited, while there is a higher representation of women in accommodation and food services. Table 11 shows the number of active companies in the agriculture and forestry, fishing and accommodation and food service sectors disaggregated by gender.

Table 11: Active enterprises in agriculture, forestry and fishing as well as accommodation and food services

		2010	2015	2018	2019	2020	2021	2022
Agriculture, forestry & fishing								
1-4	Men	1,489	1,328	861	909	975	984	1,003
	Women	100	159	132	161	212	204	230
5-9	Men	51	83	65	68	66	77	65
	Women	6	11	11	17	19	13	16
10-49	Men	41	54	54	55	66	53	55
	Women	..	4	9	11	8	13	8
50+	Men	10	12	13	11	11	8	6
	Women
Accommodation and food service activities								
1-4	Men	10,706	14,670	12,379	11,140	10,922	10,519	10,812
	Women	4,123	6,295	5,076	4,679	4,650	4,402	4,440
5-9	Men	544	1,279	1,482	1,317	1,033	1,135	1,104
	Women	154	411	441	441	324	329	346
10-49	Men	108	396	581	618	582	538	530
	Women	23	107	175	176	153	147	168
50+	Men	14	20	38	52	37	38	41
	Women	..	8	13	17	12	13	11

Source: INSTAT Database

Note. The enterprise (as a statistical unit) does not include registered farmers.

Policy support is not very accessible to women. However, the share of women farmers contacted by the agriculture advisory services has increased from 10% to 15%. During the period 2020-2021, approximately 17% of the beneficiaries benefitting from state budgetary support (Agriculture and Rural Development Fund Programme) are women. Women's access to budgetary support is therefore low but is improving. Table 12 shows the number of beneficiaries of the Agriculture and Rural Development Policy Fund.

Table 12: Number of women beneficiaries of the Agriculture and Rural Development Policy Fund

Year	Total number of beneficiaries	Value (ALL)	Number of women beneficiaries	Value (ALL)
2016	2,617	616,185	430	100,509
2017	1,151	159,288	221	30,487
2018	3,940	642,405	442	83,975
2019	3,949	673,936	553	94,704
2020	5,496	1,133,517	963	17,408
2021	6,748	1,379,510	1,163	43,509
2022	4,909	1,133,280	868	11,843

Source: MARD, 2022

The share of men and women in new jobs generated is a very significant indicator. While the contribution in agricultural new jobs is equally shared between women and men, the share in the energy sector is just 20%.

Table 13: Total employment and female jobs to total jobs

Employment by NACE sectors	2017		2018		2019		2020	
	Total jobs	Fem. part rate (%)	New jobs	Fem. part rate (%)	New jobs	Fem. part rate (%)	New jobs	Fem. part rate (%)
A - Agriculture, forestry and fishing	45,6488	48.1	3,290	49.7	1,100	50.8	-1,2489	51.1
B - Mining and quarrying, D - Electricity, gas, steam and air conditioning supply, E - Water supply; sewerage, waste management and remediation activities	28,226	11.6	-1,673	15.3	28,964	16.4	1,160	20.6
C - Manufacturing	12,0896	59.7	9,219	59.2	129,262	60.0	195	56.5
F - Construction	82,140	2.9	4,015	3.2	85,052	3.8	-1,553	3.6
G - Wholesale and retail trade; repair of motor vehicles and motorcycles, H - Transportation and storage, I - Accommodation and food service activities	23,0814	32.2	12,920	33.4	248,995	33.1	-2,877	33.2
J - Information and communication, K - Financial and insurance activities, L - Real estate activities	22,328	38.7	1,629	45.2	26,080	46.4	-1,632	37.9
M - Professional, scientific and technical activities, N - Administrative and support service activities	45,526	45.0	3,217	41.3	51,151	40.7	-883	44.8
O - Public administration and defence; compulsory social security	64,846	30.0	2,584	30.2	67,375	32.6	188	36.4
P - Education	58,110	72.9	-1,062	74.8	60,065	77.4	-3,003	75.2
Q - Human health and social work activities	45,566	71.9	-1,496	72.1	38,920	73.7	1,485	77.6
Other	40,028	52.3	3,241	47.7	36,247	51.4	-2,831	53.2

Source: LFS (INSTAT)

2.4 Gender Equality and Climate Change

2.4.1 Rationale for Exploring the Impact of Climate Hazards on Women and Men

Women's rights are human rights and are protected under the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) at all stages of climate change and disaster prevention, mitigation, response, recovery and adaptation. The General Recommendation No. 37 (GR37) 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 extent of measures and actions that reduce negative impacts of climate change on population, in particular on women and girls.

The international community has recognized the increased vulnerability of women and has provided laws and guidelines for the protection of women and girls during periods of disasters, as well as for their full involvement in disaster risk reduction. 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. In the 10th legislature (2021-2025 elections of April 2021), women occupy 50 mandates out of 140 (~36%) in total. Compared to the 2017-2021 legislature, that represents an increase of three percentage points. At local level, women's representation is considerably lower: just seven municipality heads out of 61 (~11%) are women.
- 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. Women's and men's attitudes towards climate change also 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 particular where natural disasters occur or are likely to occur. For example, a GA on the impact of the 2015 floods indicated that women in Albania faced increased domestic violence as a consequence. In addition, Albanian women encountered unfair and unequal distribution of aid by municipalities (UN Women, 2015).
- The gender dimension of domestic work, or 'unpaid care work', has become a central theme in the practice and literature on gender and development. Women in Albania spend, on average, twice as much time as men (3.5 hours more) on unpaid domestic work. The COVID-19 pandemic lockdown period offered evidence that an unbalanced distribution of tasks and time is a direct cause of unequal capacities to adapt to shocks (EC, 2021).

2.4.2 Climate Change Impact on Agriculture

Solid evidence of climate change effects in agriculture emerged during the late 2000s, although the first indications started earlier. The first study in this context was conducted in 1993 on 'Implications of Climate Change for the Albanian Coast' in the framework of the Coastal Areas Management Programme of UNEP/MAP. The First (FNC) and Second National Communications (SNC) of Albania to the UNFCCC (FNC issued in 2002 and SNC in 2009) provide, in their respective vulnerability and adaptation chapters, information on climate change scenarios, impact analysis of current and expected climate changes, as well as assessment of adaptation measures and actions. The Third National Communication (TNC) presents up-dated and more detailed knowledge on climate impacts and adaptation options for the coastal area of Albania. The fourth National Communication (UNDP, 2021) is more comprehensive, both in terms of projections but also estimates on vulnerability by types of social group.

Studies conducted by REC (2011) and the World Bank (2011) in Albania predict that increasing temperature and reduced precipitation will change the harvesting period for cereals, winter heat and grassland production. The findings also emphasize that, due to changes in temperature and humidity, it is expected changes in the reproductive cycles of weeds and pests will cause the appearance of new diseases. The first projections on climate change were offered by the World Bank (2013), which found that the direct temperature and precipitation effects of future climate change are mixed. The study found positive expectation on yields of wheat and irrigated alfalfa and negative predictions on yields of grapes and olives. A study by Sutton et al. (2013) found that, for certain vegetables, yields will reduce in lowland areas. According to Sutton et al. (2013), temperature increases are higher and precipitation declines will be more pronounced in July and August relative to current conditions. The summer temperature increase can be as much as 4-5°C in the northern mountains of Albania. Forecast precipitation declines are greatest in the key May–September period when precipitation is already lowest, particularly in the southern and northern mountains.

Observations made by Imami et al. (2019) found regional differences in the manifestation of climate change phenomena and impact – in some parts of Albania, orchards have been exposed to more frequent hail, or vineyards and olives to more intense droughts. Dairy and meat production is indirectly affected through the negative impact of climate change on animal feed production. In addition to the adverse effect of high temperatures on feed availability (particularly pasture feed), frequent rains in specific seasons have led to faster development of aflatoxin concentrations in cereals and forage, which can negatively affect milk quality and safety standards (*ibid.*).

2.4.3 Capacity of the Actors to Cope with Climate Change Hazards

There are few resources considering the capacity of Albanian society to address climate change impacts. Khan et al. (2019) find that, in the absence of mitigation policies, a persistent increase in the average global temperature of 0.04°C per year (based on RCP 8.5) per year is associated with a reduction of the world real GDP per capita by more than 7% in 2100 and up to 9% for Albania. The International Monetary Fund estimates that the additional annual costs of climate-resilient infrastructure amount to about 1.1% of GDP in Albania.

Zhllima et al. (2021) analysed the risks from climate change and the adaptive capacity of farmers based on an expert evaluation survey. The respondents identified prolongation of drought durations, rising temperatures, above-average occurrences of floods, pre-seasonal rainfall and frost as primary risks during recent years. Extension experts view a high (negative) impact from climate change through processes such as increased plant diseases occurrence, increased exposure to rodents, harmful insects and pests for plants and livestock, as well as forest and pasture degradation.

Apart from studies observing the changes of variables related to climate conditions (Nelson et al., 2009; Sutton et al., 2013; Teqja et al., 2017) and most recently Müller and Hofmann (2022), few studies have observed the adaptation capacities of farmers and other groups vulnerable to climate change. Pojani et al. (2013) collected evidence and views of the Albanian population on climate change, but with scarce focus on agriculture. Rama (2016) explored farmers' adaptability in terms of water management and crop planning by observing their behaviours and efforts for collective action. The author found that many of the adaptation strategies that farmers undertake are not directly linked to climate or environmental change but are still a positive step for adaptation efforts in response to climate change (*ibid.*).

2.4.4 Climate Hazard Impacts and Gender

There is a limited literature on the impact of climate change hazards on women and men in agriculture in Albania. The most recent evidence was collected in the context of the preparation of the 4NC and First Biennial Update Report (1BUR) (UNDP, 2023).

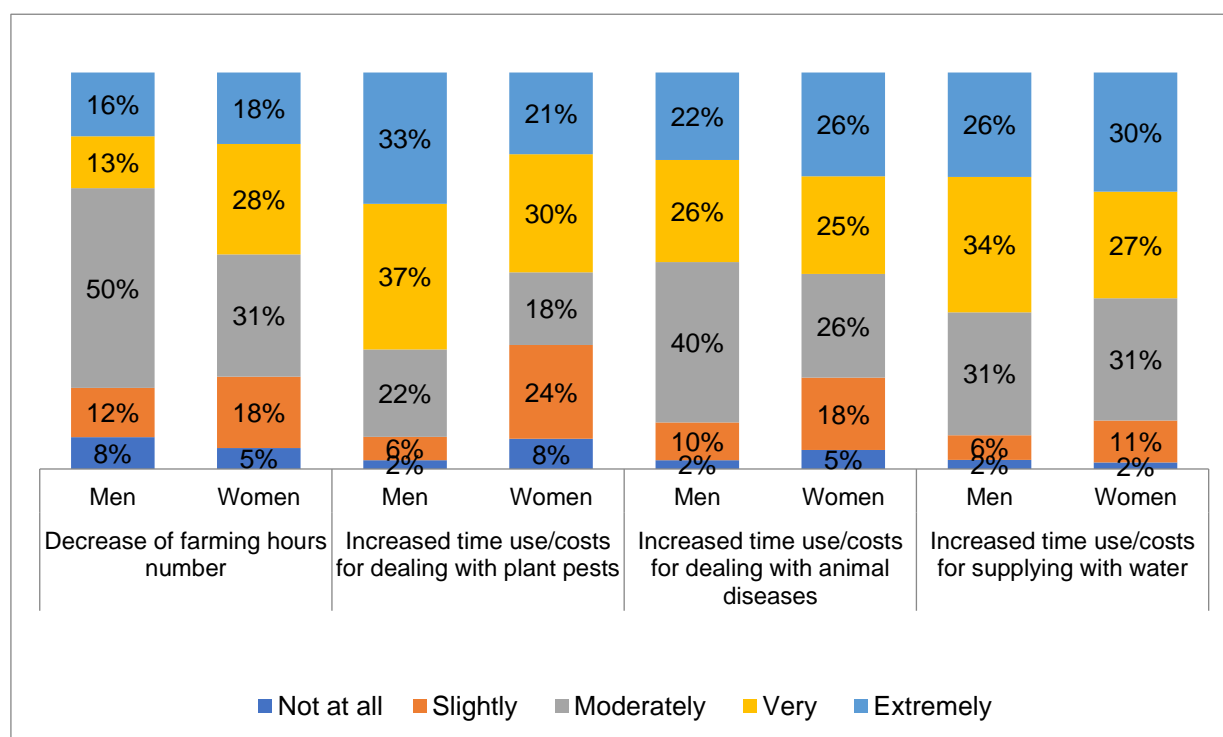
Scarce attention has been paid to collecting gender-disaggregated data in relation to civil emergencies. Emergencies and major disasters can, and do, have differential impacts on different genders. Often, gender inequalities exacerbate vulnerabilities existing in relation to the impact of disasters.

UN Women, in collaboration with the World Bank, UNDP, the EU Delegation and FAO, carried out a rapid GA of the impact of floods in 2016 (UN Women, 2016). The assessment underlined: damage to crops and land was a major concern to women, as they clearly suffered significant losses of products for both personal consumption and sale, including loss of livestock and animal feed (animal care and milking traditionally being women's work), as well as damage to barns, which further exacerbated the situation. Damage to homes, furniture and household equipment, as well as persistent dampness, were also cited as major concerns for women because of societal expectations that 'domestic' affairs were their responsibility. According to 64% of respondents, domestic violence increased after the floods. Women were found to be affected not only by domestic violence, but also by violence outside the home. Women reported having been treated differently than men in relation to the distribution of aid by municipality officials, where men had easier access to municipality staff and benefited more from state support.

Based on a study carried in the framework of Fourth National Communication to the UNFCCC, Shahu and Zhllima (2023) indirectly controlled for climate change effects according to gender, considering the type of activities observed. They found that men are more informed and have higher access to crop cultivation techniques, pest management and water management compared to women.

According to the experts, climate change would affect farming hours (by decreasing the number of hours spent carrying farm activities) at a level of above moderate, for both women and men according to respondent answers (Figure: first two pillars). Above 50% of respondents outline that climate change would impact (very and extremely) the period of time use/costs of dealing with plant pest and diseases (Figure: second two pillars) for both gender groups, but the percentages of men are higher – meaning that men are more affected regarding these activities, having to spend more hours and costs. Women, as based on expert opinions, are slightly more vulnerable to increased time and costs for dealing with animal diseases and water supply (Figure: the last four pillars).

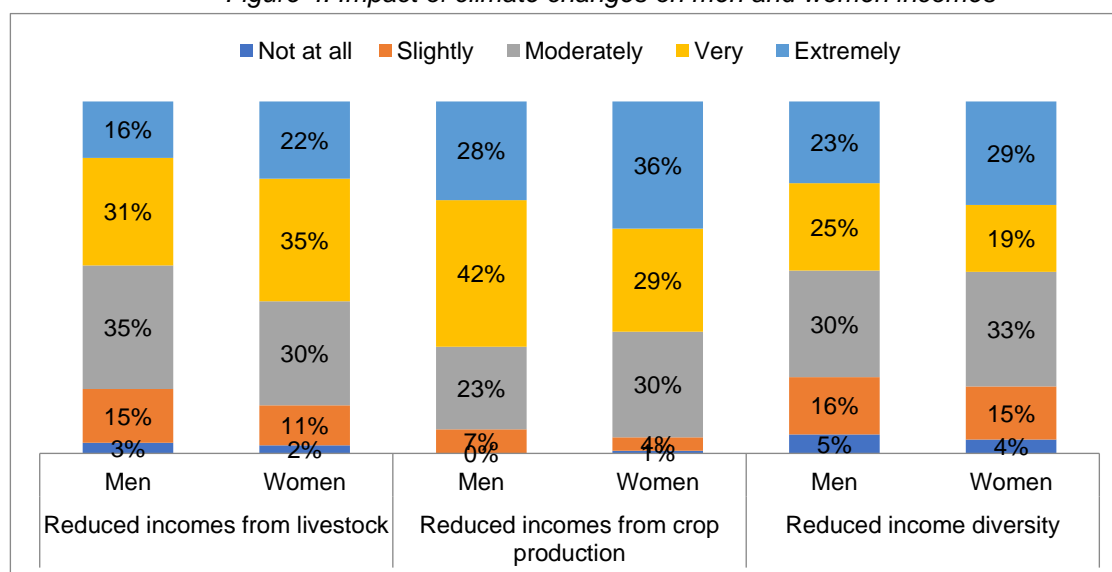
Figure 3: Impact of climate change on men and women activities



Source: Structured survey results

Regarding incomes from livestock and crop production, women are affected more than men when there is a reduction of incomes from livestock and crop production, but also from income diversity reduction (percentage differences between men and women for the level of impact indicated as 'extremely' (Figure). Moreover, as women are more engaged in post-harvest preparation and conservation of agriculture and livestock production for self-consumption and sale. Women also support land maintenance and plant treatment for field and greenhouse vegetables. Men are more present in activities related to irrigation, transport and harvest of animal feed, fruits (pruning and spraying) and input use in cash crops produced in fields and greenhouses (plant protection treatment), as well as sale activities.

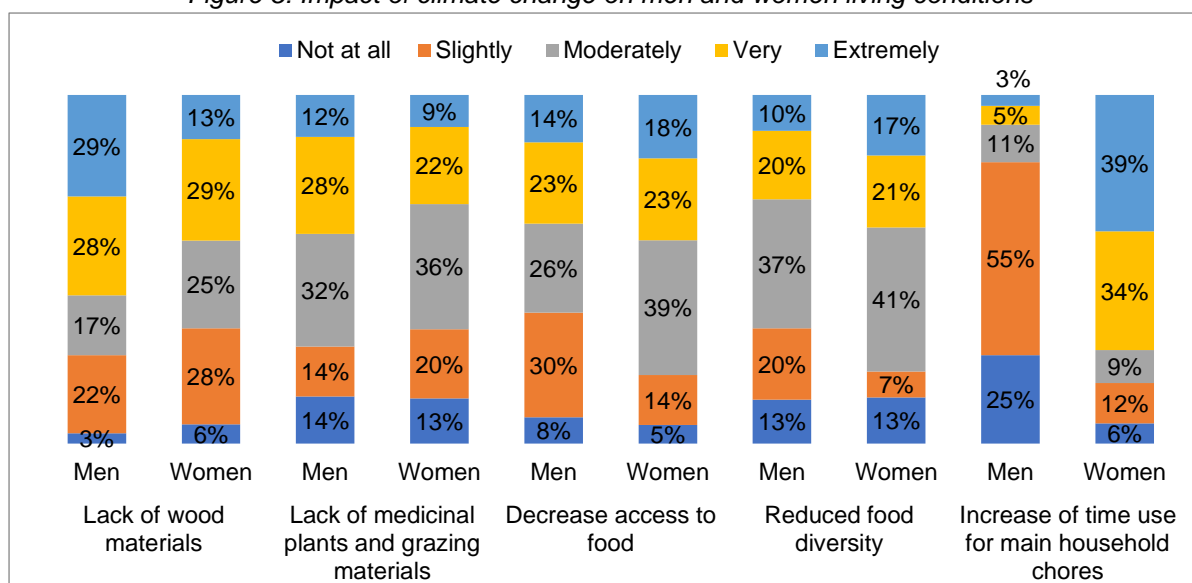
Figure 4: Impact of climate changes on men and women incomes



Source: Structured survey results

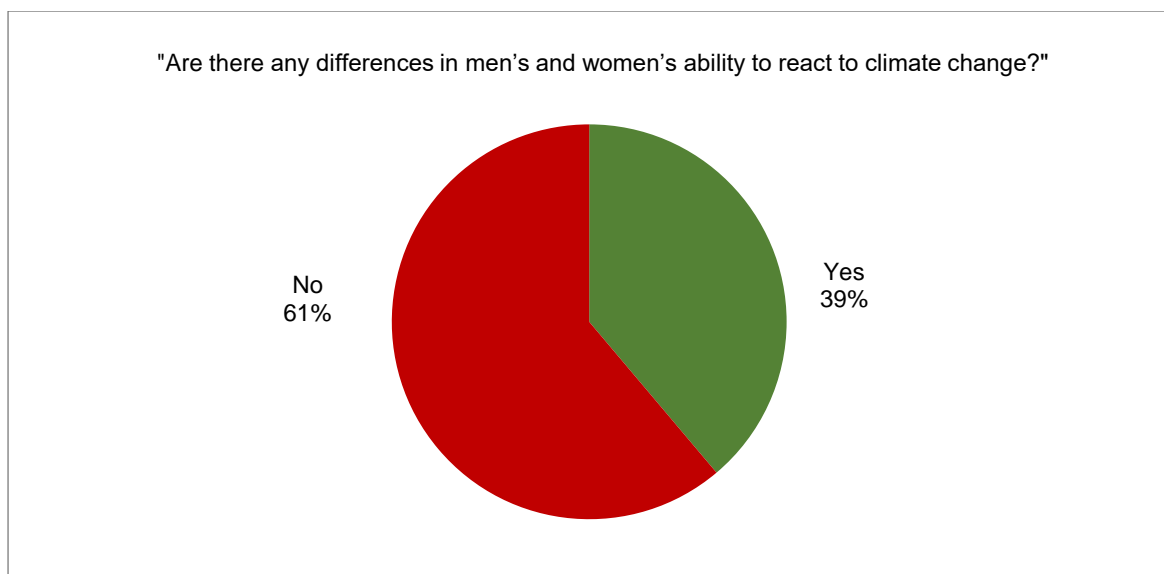
Lack of wood materials seems to impact more men than women (first two pillars in Figure). Lack of medicinal plants, grazing materials, reduced food diversity and reduced access to food seems to impact both genders equally. Women are impacted the most by the increase in time use for household chores (cleaning, cooking, etc.), mainly due to loss of access to water, the need to recover from flooding and the loss of domestic equipment.

Figure 5: Impact of climate change on men and women living conditions



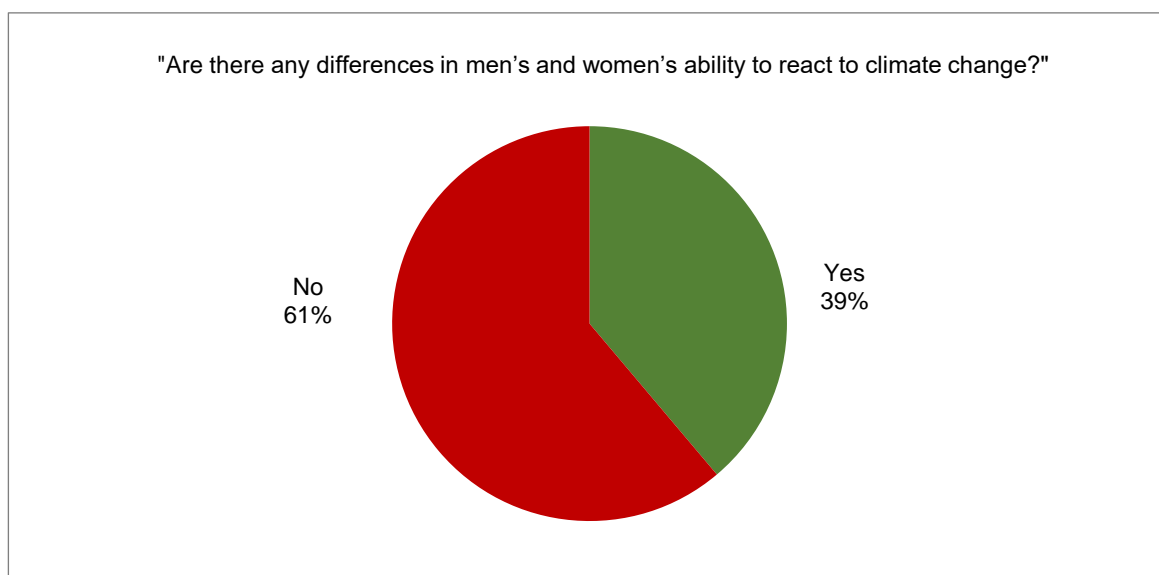
Source: Structured survey results

Considering the division of tasks and the concentration of women's and men's labour in the related activities, the adaption capacity of women is limited and therefore additional actions are required to enhance the role of women in coping with climate change. Capacities to adapt at local level are weak. The majority of agricultural areas have small farms, oriented around self-sustenance. Returns from agriculture and livestock activities are deteriorating. However, based on the survey, 61% of the respondents agree that there are no differences between men and women regarding capacities to react to climate change (Figure 6: Gender differences regarding adaptive capacities to climate change (I))



left). 39% of the respondents agree with the fact that there are differences regarding gender and that men are more ready to react to climate change phenomena. The principal reasons, according to the respondents who accepted that there is a difference in the capabilities to react to climate change, are men's greater access to information and greater accessibility to services and equipment.

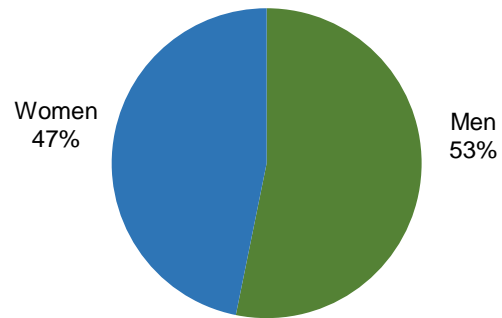
Figure 6: Gender differences regarding adaptive capacities to climate change (I)



Source: Structured survey results

Figure 7: Gender differences regarding adaptive capacities to climate change (II)

"If yes, who are more able to adress climate change challenges?"



Source: Structured survey results

A separate study (GIZ, 2021) finds that women have lower decision-making power in agriculture, as well as lower participation in education programmes related to agriculture, forestry, fisheries and livestock.

2.4.5 Climate Change Hazards in Coastal Areas

Given that the major part of livestock activities such as animal care, milking and sale is maintained by women (UN Women, 2016), there is a higher cost created on their behalf in terms of limited opportunities to gain cash. During floods, due to high precipitation and weakened drainage capacity, a large area of agricultural land (5,000 ha in 2017) remains under water. In this milieu, opportunities to work for men in these areas are also negatively affected. The following list presents climate change effects in coastal areas (MoTE, 2022):

- **Hydrological systems:** Changing precipitation or melting snow are altering hydrological systems, affecting water resources in terms of quantity and quality (as in the case of Mati aquifers).
- **Agriculture:** Negative impacts of climate change on crop yields have been more common than positive impacts. Impacts can result from changes of temperature, precipitation, hydrological systems (e.g. irrigation), soil quality, erosion and extreme events. Climate change has already negatively affected wheat, maize and other yields for many regions, such as the Shkodra, Lezha, Lushnja, Fieri and Vlorë regions. Several periods of rapid food and cereal price increases following climate extremes in key producing regions indicate a sensitivity of current markets to climate extremes among other factors.
- **Energy:** The high share of hydropower (the river Drin generates about 90% of the electricity used by Albania's local industry and households) implies direct impacts of changes in the hydrological systems on energy production. Electricity production can vary from almost 6,000 Gigawatt hours to less than half that amount in very dry years. Climate change will likely have an adverse effect on hydropower production: by 2050, annual average electricity output from Albania's large hydropower plants could be reduced by about 15% and from small hydropower plants by around 20%.
- **Health:** There has been increased heat- as well as cold-related mortality in some regions as a result of climate change. Local changes in temperature and rainfall have altered the distribution of some waterborne illnesses and disease vectors. However, the statistics are still not fully clear about the causes.
- **Social vulnerabilities:** Inequalities and social vulnerabilities produced by uneven development processes can aggravate risks from climate change. Marginalized people are especially vulnerable to climate change, as exemplified by illegal settlements along riverbanks and marginalized communities in areas such as suburbs of Tirana, Keneta in Durrës, Mifol and the surroundings in Vlorë, Shkodra and Lezha plains.
- **Forestry:** Wildfires are present in the oak zone, but there is no clear evidence for underlying causes.
- **Climate-related hazards and disasters:** Increasing incidence of floods, droughts and other extreme events exacerbate other stressors, often with negative outcomes for infrastructure, production sectors and people's livelihoods, especially for marginalized communities. Climate-related hazards may directly affect people's lives or indirectly through food insecurity, disrupted supply of drinking water and electricity, destruction of homes, etc.
- **Ecosystems:** Changes in climate have caused impacts on natural systems, which are already visible along the coastal lagoons and estuaries (from Buna to Pavla river), as well as in the river basins in the low plains (the frequency is higher in Drini, Buna and Vjosa). Evidence of climate-change impacts is strongest and most comprehensive for natural systems, including the coastal protected areas (for instance, in Kune Vaini).
- **Species:** Many terrestrial, freshwater, and marine species have shifted their geographic ranges, seasonal activities, migration patterns, abundances and species interactions in response to ongoing climate change. Typical for Albania is the increasing abundance of the sea turtle *Caretta* in the Patoku lagoon, and the arrival of many other alien species (fish, crabs, etc.).
- **Tourism:** Sector is exposed to numerous direct and indirect impacts from climate change. Sea-level rise will threaten coastal tourism infrastructure and natural attractions.

Women and men interviewed in coastal area communities as part of the 4NC provided insights on the different aspects of climate shocks. Asked about the impact that several climate phenomena had on

their everyday lives, using semi-structured interviews, the respondents described the economic, social and emotional effects of various climate events, especially floods. The following quotes illustrate climate change effects on women's and men's livelihoods in coastal areas based on semi-structured interviews carried in the framework of 4NC by Zhllima (2021):

"The winter is becoming soft. We used to produce chairs and baskets with wood splints and canes which we collect nearby the river basins. Before, we could not find it during winter and our work was very seasonal. Now, we find it during the entire year." (Avni Kallo, artifact producer, Elbasan)

"Our homes are every year challenged by floods. Water entering into houses is making our lives miserable. These floods make our livelihoods harder and burden us with more than we have. Often the spouse does not cope with the grievances and anxieties that arise. Floods usually occur between November and March, and we have this problem almost every year. Mud is everywhere and we need weeks to clean and dry. Moreover, fridge and stoves are out of order and in some cases the entire electrical system." (Hajrie Roni, Novosele)

"Climate change is present, and we see the damage to bees as well. I have been a beekeeper for 35 years and I notice this change. Rising temperatures are damaging bees, disrupting the pollination they need to survive. We are battling hot and humid summer which also brings damage to bees." (Farmer, Balldren, Lezhe)

"Floods in our village and surrounding ones, during 2015 mostly but also in 2016 and 2017, have damaged crops, livestock and investments, both in farms and houses. In 2015, we experienced negative trend in flocks' size as well as in milk and meat production due to shrinking yields. Fodder cultivation is experiencing lower yield; therefore, we need to rent larger areas. The huge migration has reduced land rental prices, but the land is subject of salinization and the land structure is deteriorating due to water being not drained for weeks. During floods we had emotional and physical shocks. Water level raised in few hours from 20 cm to 1.6 m. We overcame the crisis based on cooperation with each other. I remember that in order to take out the cattle from the rising waters, I was helped by other males of the village. My wife and family were on the second floor. For two weeks mud was present in every part of the house and many of the house assets were ruined. My wife and daughter were not able to cover both the cleaning and farm works. I was worried about finding animal feed. No clue how we dealt with all that shock. Whenever it rains for two-three days we are now worried." (Farmer in Bocove, Local Administrative Unit Levan, Municipality of Fier)

"Surface land during floods was covered in Levan, Darzeze (Dermenas) as well as nearby areas of Vjosa on the side of Vlore. Entire areas planted with fodder and cereals were under water for more than two weeks. Plants failed to produce, and the majority of farmers lost their entire reserves of animal feed. The shock in animal husbandry but also in greenhouse production was very hard. Human shock was strong. During interviews, we recorded high stress from economic losses as well as a general feeling of distrust and pessimism." (Agriculture extension officer, Levan Fier Municipality)

"Water entered into the house. We have been placing our clothes and furniture above some pillars created with blocks of cements and wood found around the house. My husband was trying to keep wood furniture up in order to be dry. Water arrived up to one meter and half. When it all ended, mud remained in the entire house. Washing machine and fridge were out of order and furniture and clothes were destroyed from humidity." (Woman from Ferras village, Administrative Unit of Levan, Fier Municipality)

"I moved all the furniture out from the basement. I did not keep attention to chickens that were swallowed by muddy waters. It was a disaster. I tried to keep the family calm, but they were all crying. I was so desperate to not be able to protect them. That stress prevailed since I couldn't sleep for days. We are stressed whenever rains are expected"

to be heavy and rapid.” (Men from Bishan village, Administrative Unit of Levan, Fier Municipality)

“People in these villages are poor due to poor land conditions. Flocks of sheep and cattle were ill and killed by the flood. A neighbour in the area lost his hives due to water flood. People are stressed due to repeated flooding and not being able to invest in long-term assets.” (Alderman from Ferras village, Administrative Unit of Levan, Fier Municipality)

2.4.6 Impact on Health

Studies of climate change impacts on women’s and men’s health are scarce in Albania. It is known from international literature that the services provided by hospitals and health centres (when they exist) are likely to be interrupted when disasters occur, especially in communities that do not have access to external aid (Moradi et al., 2021). Often, women are significantly affected by lack of reproductive health services, especially during the menstrual cycle, pregnancy and birth (UNFPA, 2001). Data collected by the Albanian Demography Health Survey (INSTAT et al., 2018) suggests that women are more vulnerable to climate change due to limited access to health care. In particular, women with high numbers of children, women who are divorced or widowed, poorer women (lowest wealth quintile) and women from vulnerable groups (particularly the case for ethnic minorities, including Roma and Egyptian communities) have reduced access to health care due to climate change-induced events, notably flooding.

Data collected in the framework of the preparation of the 4NC and 1BUR (MoTE, 2022) reveal that climate change has a greater impact on women’s health and emotional problems than it does on men, due primarily to the burden on women of domestic chores – which significantly increase in scale and severity in the context of flooding, wind damage, etc. The Revised NDC notes that a number of gender-differentiated chronic health conditions are associated with climate change: high temperatures (teratogenic effects of high body temperature on pregnant women), floods (bronchitis and infections), zoonotic disease (women caring for livestock), mental illness, asthma, etc. Women are mostly affected due to high work-/chore-related exposure but also in their role as household carers.

During the interviews carried in the framework of 4NC, statements were collected on the health effects of climate change (Zhllima, 2021):

“My husband and I had bronchitis for ten days and I was so tired to clean and take out the remaining furniture. It was such high humidity, so we were wet and cold for days. I felt so destroyed emotionally and tired physically. Mud that floodwaters left behind was stuck to the first-floor windows and the walls remained spongy. My husband has been stressed for a month, not calm and yelling at all family members due to stress. Our live savings were destroyed, and we felt desperate since economic compensation expected from the government never appeared. The cattle were ill for more than three weeks. We were obliged to purchase feed for the small ruminants, but they have lost weight for more than a month.” (Woman from Cerven village, Administrative Unit of Levan, Fier Municipality)

“We have kept recording the diseases being diagnosed on inhabitants during the days after the flood. Upper and lower pneumonia as well as a few diarrhoeas were recorded, with no differences by gender. Infections related to humidity were prevalent. No signs of undernourishment but people were very stressed. No water-borne diseases appeared in the flooded areas, such as hepatitis A or hypothermia. Moreover, no other water-transmitted diseases were found since there are no mosquitos in that season. People had light scratches on legs and arms but with no serious effect.” (Nurse from Ferras, Administrative Unit of Levan, Fier Municipality)

2.4.7 Impact on Tourism Activities

According to MoTE (2022), the tourism sector should be affected both favourably and unfavourably by projected climate change. The “sun and sea” tourism prevalent in the coastal area currently takes place essentially in the months of July and August, as these present the best temperature and precipitation

conditions for this type of tourism. Changes in these variables will favour an extension of the tourist season.

However, further negative effects are expected, namely:

- i. loss of beach area due to rising sea levels and marine erosion (especially in the Vjosa discharge area along the Adriatic coast);
- ii. change of beach standards (DCM 171, 2019), that will limit their carrying capacity (increasing their quality, space available for a tourist, additional services in addition to tourist, safety conditions and prices for use);
- iii. exposure of tourists to short-term health effects;
- iv. destruction and degradation of infrastructure, cultural heritage, biodiversity, natural landscapes and other relevant amenities for the development of tourism.

Women tourism entrepreneurs, like their male counterparts, have diverse climate information requirements to effectively manage their businesses. However, due to gendered roles, responsibilities and vulnerabilities, women may face unique challenges related to climate change impacts in the tourism sector. Below are some key aspects to be considered in the course of implementation of the ALBAdapt project:

- Women entrepreneurs in the tourism industry require reliable weather and climate forecasts to plan their operations effectively. This includes information on local climate variability, such as temperature, precipitation, wind patterns and, most importantly, extreme weather events that could affect their business activity, such as outdoor adventures, beach tourism or cultural events. In addition, understanding seasonal climate variations is crucial for planning tourism activities and marketing strategies. Women entrepreneurs may need locally-tailored information on how climate variability affects tourist preferences and travel patterns throughout the year. This, in turn, informs decisions related to (inter alia) business continuity and guest safety during extreme weather events.
- Climate change presents enduring challenges for the tourism sector, involving alterations in tourist behavior, changing landscapes and natural resource availability. Women entrepreneurs require access to knowledge on adaptation strategies, such as diversifying tourism offerings, investing in climate-resilient infrastructure, and adopting sustainable practices that minimize environmental impact. Examples include access to information and technology concerning energy efficiency, waste reduction and water conservation practices.
- Women entrepreneurs should be equipped with knowledge and tools to assess climate-related risks locally and develop contingency plans for emergencies such as floods or droughts. Access to reliable early warning systems is crucial. Women entrepreneurs should receive timely alerts about impending hazard events. These systems will allow them to take proactive measures to protect their businesses and guests. Women entrepreneurs need to develop clear evacuation plans and well-defined emergency protocols – to know who to contact (local authorities, emergency services, etc.), where to seek shelter, and how to communicate with guests. Disaster preparedness plans should consider gender-specific needs. For example: ensuring safe evacuation for pregnant women, addressing childcare needs during emergencies, and respecting cultural norms and practices during disaster response.
- Women entrepreneurs often face barriers to accessing finance, technology and market opportunities. Providing support networks, mentorship programmes and financial incentives can empower women to adopt climate-resilient practices and innovate within the tourism sector.
- Engaging women in decision-making processes related to climate adaptation and tourism development is essential to address their unique perspectives and priorities. This may involve creating platforms for dialogue, advocating for gender-responsive local policies and services, and promoting women's leadership roles in the tourism industry.

3. Policy and Legal Framework

3.1 Policy Framework on Gender Equality

The Constitution of the Republic of Albania emphasizes the recognition and respect of equal legal rights between women and men. Article 18/2 promotes the principles of equality and non-discrimination as follows: “All are equal before the law, and no one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic, education and social status”.

The Government of Albania has prioritized the strengthening of the legal and institutional framework with regard to gender equality, gender-based violence and domestic violence, while also aiming at harmonizing the national legal framework with international human rights standards, including the United Nations CEDAW and its Optional Protocol, the Beijing Declaration and Platform for Action (BPfA), the Sustainable Development Goals (SDG), the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the EU Gender Equality Strategy 2020-2025 and the EU Gender Action Plan (GAP III) 2021-2025, etc. (NSGE 2021-2023). Overall, Albania complies with international human rights instruments and has ratified most international conventions on the protection of fundamental rights. Albania has adopted a new and better-budgeted national strategy on gender equality and continues its efforts to ensure adequate state funding to implement it at central and local level. Further efforts are, however, needed to ensure that all national strategies at central and local level are gender-mainstreamed and spend budget in ways that take gender into account (European Commission, Albania 2022 Report).

The National Strategy for Gender Equality 2021-2030 (hereafter, NSGE 2021-2030) was developed on behalf of the Government of Albania by the MoHSP and approved by Decision of the Council of Ministers (DCM) no. 400, dated 30.06.2021, to fulfil the government’s commitment to harmonise with these international commitments.

Law No. 9970 (2008) “On Gender Equality in Society” regulates the fundamental issues of gender equality in public life, of equal treatment of women and men, and equal opportunities for the enjoyment of rights. In particular, this law provides for special interim measures that guarantee at least 30% participation of the under-represented gender (currently women) in political and public decision-making posts, as well as protection from discrimination in the education, employment, media sectors and others. It also envisages the mandatory collection of gender statistics by all state bodies, as well as the establishment of institutional structures and mechanisms for advancing gender equality. According to the law, the institutional mechanism on gender equality implementation and monitoring is led by the Minister responsible for gender equality issues (in MoHSP) and is composed of a network of GEEs at central and local government institutions. The gender mechanism is an important instrument to advance the gender agenda in Albania³.

According to the law, the Minister of Health and Social Protection, in collaboration with the Institute of Statistics (INSTAT) primarily and other institutions, is mandated to establish mechanisms for sex-disaggregated data collection. The responsibility to collect, analyse and publicly share information also lies with the MoHSP. Government institutions at both national and local level are required to exchange information and data with the Minister. Moreover, the law mandates local government institutions to collect and analyse gender-disaggregated data. In addition, law No. 139/2015 “On local self-government” requires mayors to contribute to achieving gender equality when appointing deputy mayors and administrators of administrative units.

Law No. 221 (2010) “On Protection from Discrimination”, as amended⁴, guarantees non-discrimination on the grounds of gender, race, colour, ethnicity, language, gender identity, sexual orientation, political, religious or philosophical beliefs, economic, educational or social status, pregnancy, parentage, parental responsibility, age, familial or marital status, civil status, place of residence, health condition, genetic predisposition, disability, any particular group affiliation, or any other grounds.

³ Bodies mandated to promote gender equality and support mainstreaming of gender equality into general policies in all areas, usually consisting of the central government body complemented with an inter-ministerial coordinating gender mainstreaming structure and contact persons or focal points responsible for gender mainstreaming in ministries. (EIGE)

⁴ Law 124/2020 “On some addenda and amendments to Law No. 221/04.02.2010 On Protection from Discrimination”

3.2 Gender-responsive Budgeting

Gender-responsive budgeting (GRB) is currently progressing both at central and local levels. Following the approval of the law “On Gender Equality in Society”, by-law DCM No. 465 (2012) was passed “On gender mainstreaming in the medium-term budget programme”. This decision paved the way not only for the planning of measurable gender objectives in the budget programmes of central institutions but also for further steps towards GRB in Albania.

The gender equality principle and gender mainstreaming in the budgeting processes were included as a legal requirement with the amendments of the Organic Budget Law in 2016 and the Law on Local Finances in 2017. These laws regulate the application of GRB in medium-term and annual budget planning, along with the monitoring, evaluation and reporting processes of the relevant institutions.

After the introduction of programme and performance-based budgeting (PPB) in 2018, the Albanian Financial Management Information System (AFMIS) was established at the central level. AFMIS accelerated the process and improved the quality of budget documents in 2019. Gender mainstreaming to effectively integrate GRB in the medium-term budget programme (MTBP) is progressing, albeit slowly. In 2020, 34 out of 75 budget programmes (9% of the entire budget for central government) were subject to gender budgeting, resulting in 710,691 women and girl beneficiaries.

Table 14 shows the gender budgeting in the central budget allocations in 2020 and the number of beneficiary women and girls.

Table 14: Gender budgeting in the central budgetary allocations in 2020 (in ALL) and number of women and girls' beneficiaries

#	Ministry / Budget Programme	Budget 2020		% of expenses	# of Beneficiaries	% of beneficiaries
		Plan	Actual			
Sub-total	Ministry of Agriculture and Rural Development	371,054,883	222,639,327	1	1,563	0.2
1	Planning, Management	206,768,000	134,658,583		1,044	
2	Counselling and Agriculture information	1,600,000	953,400		174	
3	Rural Development	162,686,883	87,027,344		345	
Sub-total	Ministry for Europe and Foreign Affairs	51,000,000	51,000,000	0.1	220	0.03
4	Diplomatic Support Outside country	51,000,000	51,000,000		220	
Sub-total	Ministry of Culture	59,707,050	54,539,064	0.2	93	0.013
5	Art and culture	35,203,950	34,811,239		59	
6	Cultural heritage and Museums	24,503,100	19,727,825		34	
Sub-total	Ministry of Interior	304,416,268	312,260,582	1	312,949	44
7	Planning, Management	38,807,250	42,569,951		5	
8	State Police	190,309,018	194,006,261		312,939	
9	Guard of the Republic	75,300,000	75,684,371		6	
Sub-total	Ministry of Defence	856,048,395	704,413,162	2	553	0.1
10	Fighting Forces	390,045,880	277,744,661		142	
11	Combat Support	424,903,200	381,083,037		230	
12	Military Education	41,099,315	45,585,464		181	
Sub-total	Ministry of Health and Social Protection	10,194,577,533	11,926,010,293	33	144,924	20
13	Services, Primary Health Care	438,041,500	176,000,000		50,713	
14	Services Secondary Health Care	3,254,104,802	3,390,636,204		35,252	
15	Services Public Health,	54,862,000	9,347,304		13,350	
16	Social Care	6,447,569,231	8,350,026,785		45,609	
Sub-total	Ministry of Justice	67,842,522	26,781,149	0.1	2,097	0.3
17	Legal Aid	49,796,522	10,335,876		1,507	
18	Prison System	8,954,000	8,112,239		63	

#	Ministry / Budget Programme	Budget 2020		% of expenses	# of Beneficiaries	% of beneficiaries
19	The service of Proof/testimonial	6,500,000	5,791,038		344	
20	The service Court Execution	2,592,000	2,541,996		183	
Sub-total	Ministry of Education, Sports and Youth	18,350,236,154	18,531,591,323	51	224,212	32
21	Planning, Management	17,667,845	11,291,187		57	
22	Education (incl. preschool)	9,455,522,440	9,211,199,984		126,953	
23	High Education (general)	3,847,043,650	3,691,128,060		48,751	
24	University Education	4,955,002,219	5,537,757,880		48,433	
25	Funds for Science	75,000,000	80,214,212		19	
Sub-total	Ministry of Finance and Economy	4,291,277,444	4,143,416,890	11	20,690	3
26	EDUCATION Intermediate (Professional)	304,410,444	266,888,404		3,521	
27	Labour Market	14,820,000	2,719,084		113	
28	Management of Public Expenditure	2,350,000	2,096,856			
29	Social Security	3,940,360,000	3,833,112,000		16,242	
30	Social Housing	22,680,000	32,257,265		799	
31	Economic Development Support	6,657,000	6,343,282		14	
Sub-total	Ministry of Environment	35,522,500	21,089,966	0.1	1,250	0.2
32	Forestry management	35,522,500	21,089,966		1,250	
Sub-total	Commissioner for Anti-Discrimination	4,110,000	3,836,788	0.01	2,100	0.3
33	Planning, Management	4,110,000	3,836,788		2,100	
Sub-total	School of Magistrates	109,495,200	100,758,682	0.3	40	0.01
34	Education	109,495,200	100,758,682		40	
TOTAL		34,695,287,948	36,098,337,226	100	710,691	100

Source: Ministry of Finance and Economy, 2020

GRB is annexed to the annual Standards Budget Preparation Instructions and represents an important tool for advancing gender equality in key national strategic documents. At the local level, GRB has been a legal requirement in the Local Government Financial Management cycle since 2017. The new NSGE 2021-2030 includes municipalities as the most important actors in relation to tackling different aspects of gender inequality through gender mainstreaming within local budgets (UN Women, 2021).

Additionally, Law No. 68/2017 “On local self-government finances” provides for the effective incorporation of gender-responsive budgeting in all phases of the local financial management process, to ensure gender equality in planning and spending of local budgets.

3.3 Strategic Documents related to Climate Change

In 2014, the Albanian government established the Inter-Ministerial Working Group on Climate Change (IMWGCC), which coordinates all institutions involved in climate change processes and facilitates the integration of climate change into relevant new and existing policies, programs, and activities.

In July 2019, Albania approved a National Climate Change Strategy and corresponding national mitigation and adaptation plans. The country has implemented several mitigation and adaptation projects and studies. The law “On climate change” acts as the UNFCCC implementation law in Albania and covers requirements under the EU Emissions Trading System (ETS) Directive. This law requires all relevant ministries to mainstream climate change mitigation and adaptation issues into their legislation. The draft Decision of the Council of Ministers (DCM) “On monitoring and reporting GHG emissions and other information relevant to climate change at the national level” establishes a mechanism for monitoring and reporting on GHGs and other climate change information at the national level, as appropriate for a Non-Annex I party. The Albanian Government has expressed a clear political will and commitment to comply with the requirements and obligations embedded in the UNFCCC and global climate change agenda: in this context, several National Communications (2002, 2009, 2016, 2022) have been submitted to the UNFCCC.

There are a number of additional policy documents related to climate change, namely:

- The Cross-Sector Strategy on Environment 2013-2020;
- The Nationally Determined Contribution to the global efforts for GHG emission reduction (DCM No. 762 of 16.09.2015) and subsequent update;
- National Strategy on Climate Change (NSCC) and its two annexes, the National Action Plan on Mitigation (NAPM) and the National Adaptation Plan (NAP) (DCM 466, date 03.07.2019);
- National Integrated Energy and Climate Strategy, as an engagement of the Republic of Albania at the Ministerial Meeting of the Energy Community (Dec 2017);
- Law "On climate change" on (DCM No.499, date 17.07. 2019);
- Law no. 45/2019 "On civil protection" approved on 18/07/2019.

3.4 Gender Mainstreaming in Strategic Documents related to Climate Change and Sectors of Relevance

This section builds on detailed analysis of the legal and policy documents that regulate:

- i. the key sectors of interest (agriculture, forests, water, tourism, etc) to the ALBAdapt project;
- ii. the climate change, hydro-meteorological and civil protection framework (Climate Change Law, Climate Change Strategy, Disaster Risk Reduction and Civil Protection Law, National Strategy for Disaster Risk Reduction and its associated Action Plan, the revised NDC, the Draft National Strategy for Development and Integration III, etc.);
- iii. international commitments (UNFCCC, World Meteorological Organisation (WMO), etc.). The documents scrutinized are listed in Appendix 1.

The analysis findings are grouped according to the following schema:

- The main policy framework, namely the Economic Reform Programme 2021-2023 (MoEF, 2022) and the National Strategy for Development and European Integration (NSDEI) 2030, as well as the National Plan for European Integration 2022, emphasise the key importance of gender

equality, with a particular focus on security, health, decision-making, labour and economic empowerment.

- The principles of equality and non-discrimination, and the principles of economic empowerment of women and their protection against any form of violence are further translated into laws, policies and strategies, including the NSGE 2021-2030. The measures and actions foreseen in this Strategy are coupled with the measures and actions foreseen in the EU Gender Equality Strategy 2020-2025. New dimensions that were previously neglected in addressing gender equality are now considered to be central to the NSGE, namely issues related to civil emergencies, natural disasters, environment and climate change, digitization, etc. But the NSGE lacks concrete actions and measures and the budget needed to mainstream gender in climate change, civil emergencies and natural disasters. The NSGE consists of four main strategic goals, notably Strategic Goal 1 which addresses the implementation of economic and social rights for women, young women, girls and men, young adults, boys in society and empowerment of women, young women and girls from all groups (from rural areas, ethnic minorities, people with disabilities, LGBTQI+, the elderly, single mothers, survivors of violence / trafficking, young mothers, female migrants and asylum seekers, etc.), aiming at enhancement and sustainability of the (green) environmental economy, as well as their equal participation in digitization⁵.
- Strategic Goal 1 of the NSGE is based on the thematic areas of the EU Gender Action Plan (EU GAP III), such as: "Promoting economic and social rights and empowering girls and women", as well as "Addressing the challenges and harnessing the opportunities offered by the transition to a green economy, digital transformation, climate change and the environment". Concretely, under this Strategic Goal, the following actions have been planned with regard to: i. Thematic Objective 1: "Increased access for women in all their diversity, to decent work in non-traditional sectors – in particular, science, technology, engineering, mathematics (STEM) – and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems"; ii. Thematic Objective 2: "Improved policy and legal framework and access to care services, enabling equal division of domestic and care between women and men"; iii. Thematic Objective 3: "Women, men, girls and boys are equally provided with, and using equally, public digital literacy"; and Thematic Objective 4: "Women, men, girls and boys in all their diversity participate fully and equally in the digital economy", etc.
- In the spheres of climate change and civil protection, there are gender-related references in the case of the Law "On climate change" approved by DCM 499 date 17.7.2019 and the Law no. 45/2019 "On civil protection" approved on 18/07/2019, but they provide few concrete implications for people of different genders in separate acts and policy action. The NDC to the global efforts for GHG emission reduction (DCM No. 762 of 16.09.2015) does not mention gender but the Albania Revised NDC⁶ provide gender relevant information on consequences of floods on time use, violence, incomes, access to services, women health, energy as well as an overview of measures and barriers related to gender equality. The documents reveal the adaptation measures related to climate change and gender equality in rural areas. Very high priority is assigned to pilot gender-related climate change adaptation projects with demonstration and awareness focus on Agriculture, Forestry and Other Land Use (AFOLU) as well as energy at local level. The gender relevance is emphasised also in the planning section.

The following documents have been scrutinized, as reflected in Table 15.

Table 15: Main legal and policy documents related to climate change

Documents	Comments on gender
The Cross-Sector Strategy on Environment 2013-2020	No specific references to gender equality although there are limited references to climate change.
The Nationally Determined Contribution to the global efforts for GHG emission reduction (DCM No. 762 of 16.09.2015)	Socioeconomic impact is mentioned but no reference to gender. It was reviewed by 2020

⁵ Other Strategic Goals are ii. Implementation of the rights of women and men, young girls and boys, girls and boys from all groups (rural areas, ethnic minorities, people with disabilities, LGBTQI +, the elderly, single mothers, women and girls who have survived violence / trafficking, young mothers, female migrants and asylum seekers, etc.) for equal participation, representation and leadership in political and public decision-making at the local level; iii. Reduction of all forms of harmful practices, gender-based violence and domestic violence; iv. Application of gender mainstreaming as the main tool for achieving gender equality and justice in society.

⁶ UNFCCC, 2020, Albania revised National Determined Contribution, available at: <https://unfccc.int/sites/default/files/2022-08/Albania%20Revised%20NDC.pdf> (Last accessed: 16.11.2023).

Albania Revised NDC (2020)	Main gender differentiated vulnerabilities to climate change reflected in section 3.3.6. and 3.4.2.
National Strategy on Climate Change (NSCC) and its two annexes, the National Action Plan on Mitigation (NAPM) and the National Adaptation Plan (NAP) (DCM 466, date 03.07.2019)	Gender mentioned in the NAP only once and indirectly for the Medium-Term Budget Plan, mentioning the challenge of gender budgeting in recent years.
National Integrated Energy and Climate strategy, as an engagement of the Republic of Albania at the Ministerial Meeting of the Energy Community (Dec 2017).	There are no identified gender components in the strategy.
Law "On climate change" on (DCM No.499, date 17.07. 2019).	Gender specifically mentioned in Art. 27: The Ministry shall develop a gender mainstreaming guide to climate change mitigation and adaptation programs and Act 29: Ministries encourage enterprises, institutions, social groups and individuals to pursue and adapt to technological progress and innovation...., in accordance with the requirements of this law.
Law no. 45/2019 "On civil protection" approved on 18.07.2019.	Act no.9 on civil emergency plans and Art. 57 on citizens' rights stipulate the priority given to women. For instance, civil emergency plans consider the priority treatment of children, elderly, people with disabilities, people in need and women. Moreover, Art. 59 exempts pregnant women and mothers of children under ten years old from the obligation to engage in prevention operations and disaster management.

Source. Authors own elaboration

- Regarding the **agriculture sector**: The relevant strategic documents, namely the Rural Development Programme 2021-2027 (MARD, 2022), the Strategy for Agriculture, Rural Development and Forestry 2021-2027 and the National Strategy for Irrigation and Drainage 2019-2031 (and accompanying Action Plan), have clear gender criteria in the support measures as well as monitoring indicators. For instance, in the Instruments of Precession Assistance for Agriculture and Rural Development, additional scores (criteria) are provided for women farmers at IPARD (if the applicant has 35%+ of staff who are women). In addition, a few support measures related to tourism and agricultural digitization under the Rural Development Fund Programme (ARDP) had additional premium scores for women farmers.
- Regarding **environmental protection**: Article 56 of the Constitution states: "everyone is entitled to information about the status of the environment and its protection". In addition, Article 59 states: "The State aims at ensuring a healthy and ecologically appropriate environment for the current and future generations, and the rational use of natural resources based on the principle of sustainable development". The words in both these statements are gender neutral.
- Regarding **biodiversity**: The National Biodiversity Strategy and Action Plan 2015-2020 has been adopted (with no subsequent updates). The document mentions the vital role that women play in the conservation and sustainable use of biodiversity and the need for the full participation of women in the implementation of the Convention on Biodiversity (CBD), although the definitions of "role" and "participation" are not clearly defined. The Document of Strategic Policies for Protection of Biodiversity (DSPPB) serves as a supplementary guide for the way the country aims to achieve the objectives of the Convention, in the context of its international obligations. No targets and activities are related to women in the DSPPB.
- Regarding **water management**: The National Strategy for Irrigation and Drainage 2019-2031 (and associated Action Plan) refers to the NSGE but does not include any specific gender-related measures. Law no. 111/2012 "On the Integrated Management of Water Resources" does not mention any relevant sanction or right for women and men.

3.5 Climate Change and Civil Emergencies

The Law "On Climate Change" (2019) and the Law "On Civil Protection" (2019) provide few provisions for people of different genders in terms of policy actions.

While there is no Law on weather, climate or hydrological services, there is a 2004 Law regulating the roles and responsibilities of the Military Meteorological Service (MMS). This does not contain any gender-related provisions.

The NSCC and its two annexes, NAPM and the NAP, and the National Integrated Energy and Climate Strategy (NIESC, 2019) have no separate objectives, activities, targets or monitoring indicators that address gender differences. The language used, especially in the narrative description of these strategies, is almost gender blind. There is no deployment of gender-sensitive or gender-disaggregated data to inform the rationale of the NSCC.

3.6 Monitoring and Status of Gender-sensitive Indicators

During recent years, monitoring capacities have increased. Capacity building initiatives supported by donor aid projects (SIDA and UNDP) have included support to MoTE to address the gender perspective in environmental monitoring and the use of gender data in GHG inventory software and other climate indicators (WDF, 2021). At central level, there are efforts to use gender-disaggregated data for monitoring policy impact.

Access to disaggregated gender-based data at local level tends to be greater than at central level, but not in relation to disasters or disaster reports. In addition, gender-disaggregated indicators relating to agriculture, forestry and energy are not as developed as those relating to social statistics. Gender-disaggregated data at local level tends to lose the gender dimension when aggregated at national level. According to a recent study (Janin et al., 2020), about 53% of municipalities have started the data collection process relating to natural hazards in their jurisdictions⁷. Only 75% of municipalities have created a database of costs of impact damage due to natural disasters. Less than half of municipalities maintain a database of local private entities and civil society organizations (CSOs) that can be mobilized and can provide support to the affected communities and populations in a situation of civil emergency.

An important source of information on climate change hazards is the IGEO. The institution publishes a monthly report (the Climate Monthly Bulletin⁸) that contains scientific information on the meteorological situation of each month, immediately after its completion, as well as the overall context for climate change trends in Albania. Because IGEO has historically focused on meteorological variables rather than meteorological *impacts*, the institution does not explicitly consider or monitor the people affected by weather events – and, therefore, does not consider gender-differentiated impacts.

The Institute of Statistics (INSTAT), as the main source of official statistics, has increased the number of indicators related to gender. Separate sections of INSTAT's data tables focus on gender equality and separate publications are available, notably "Women and Men in Albania" (INSTAT, 2021). However, gender-differentiated indicators remain limited (Table 16).

⁷ The biggest risks/dangers identified by municipalities are: i. flooding, river flooding, risk of flooding from overflowing major rivers; ii. blockages from snow on rural and mountain roads; iii. landslides; iv. reservoir dams; v. risk of fires in forests and pastures; vi. risk of fire in apartments from chimneys; vii. risk of viral epidemics and pandemic situations; viii. earthquakes; ix. technological (industrial) investments; x. bacteriological risks; xi. marine pollution; and xii. terrorist acts.

⁸ https://www.geo.edu.al/Services/Department_of_Meteorology/Monthly_Climatic_Bulletin/ (Last accessed: 16.11.2023)

Table 16: Sources of gender-disaggregated indicators by type of source institution

Institution	Source	Gender-Disaggregated Data
Albanian Institute of Statistics (INSTAT)	"Men and Women in Albania"	The relevant indicators are: i. Active enterprises by sex of owner/administrator and economic activity (forestry included); ii. Gross average monthly wage per employee by economic activities and sex; iii. Graduated by field of study (forestry included); iv. Composition of parliamentary commissions by sex (environment included); v. Complaints filed for violation of legal rights by sex (right for healthy environment is included).
	Administrative data and INSTAT	No gender disaggregation to facilitate gender mainstreaming within the sector: e.g. in the household survey, electricity consumption, income and living conditions, household budget survey, etc.
Ministry of Agriculture and Rural Development (MARD); Agriculture and Rural Development Agency (ARDA)	Annual report to DG Agriculture	Gender-disaggregated data are available for: access of farmers to advisory services, access of farmers to grants and other budgetary support, as well as access to decision-making (UN WOMEN, 2014; Zhllima, 2017; Zhllima, 2018). Data on human resources in MARD and ARDA
Ministry of Tourism and Environment (MoTE)	Annual report	No access to gender-disaggregated data on climate change effects, or environmental and natural resource use. Data on human resources in MoTE
Ministry of Health and Social Protection (MoHSP)	Order no. 428 (2016), "On approval of the strategy document on sexual and reproductive health in the event of crisis and humanitarian emergency", through which, coupled with the General Platform of the MoHSP, work is undertaken in cases of civil emergencies.	Gender-disaggregated data on health personnel
National Civil Protection Agency (NCPA)	Reports on natural disasters	No gender indicators
	Disaster Risk Assessment at the Central Level, approved by DCM no. 168 (2023) ⁹	The sex ratio at birth. Gender ratio of the population on January 1, 2022.
	Risk Assessments in six municipalities of Fier District (Divjaka, Fier, Lushnje, Mallakaster, Patos, Roskovec) and Decisions of Municipal Councils	Gender ratio of the population on January 1, 2022
	Civil Emergency Plan for Municipality of Lezhe (2020)	Mentions gender but there are no gender indicators
	Assessments of Capacities and Vulnerabilities	Not yet available

Source: Own author elaboration based on review of statistical sources

⁹ See URL: <https://qbz.gov.al/eli/vendim/2023/03/24/168> (Last accessed: 16.11.2023)

4. Institutional Mechanism on Gender Equality

4.1 Responsible Institutions related to Gender Equality

Pursuant to Law No. 9770 (2008), "On Gender Equality in Society", and Law No. 9669 (2006), "On Measures against Violence in Family Relations" as amended, the state authority responsible for gender equality and the fight against gender-based violence and domestic violence is the Minister who deals with gender equality issues.

Since 2017, with the composition of a new government (September 2017), MoHSP was assigned the responsibility of gender equality issues. Also, a Deputy Prime Minister was appointed as the National Coordinator for Gender Equality.

The National Council on Gender Equality (NCGE) is the highest advisory body for gender equality-related issues and for ensuring gender mainstreaming in all areas and levels, especially in political, social, economic and cultural areas. MoHSP has a leading role in the NCGE and is represented by the Sector of Policies and Strategies for Social Inclusion and Gender Equality, as part of the General Directorate of Policies and Development of Health and Social Protection.

Central and local state institutions have a legal obligation to collaborate with the respective Minister. Each ministry at central level and each municipality at local level has a legal obligation to cooperate with MoHSP. Likewise, GEEs continue to be appointed at each ministry and municipality.

At the legislative level, a Sub-Committee "On Gender Equality and Prevention of Violence against Women" is operational and is attached to the Parliamentary Committee on Labour, Social Affairs and Health. An Alliance of Women Parliamentarians (AWP), established in 2013, aims at promoting gender equality in Parliament and advocating for the inclusion of a gender perspective in laws. The National Councillors Alliance (NCA), established in 2017, advocates for implementing protective and inclusive policies for women in need and achieving gender equality at the local level.

4.2 Institutions Responsible for Climate Change and Climate Shocks

MoTE is the central institution responsible for promoting adaptive and mitigation actions in Albania. MoTE drafts the national policies on climate change and coordinates the integration of climate change issues in agriculture, tourism, health, energy, transport, forestry and water sectoral policies, etc. MoTE is the lead institution in the framework of obligations under the UNFCCC and the Paris Agreement, as well as for the Green Climate Fund.

At national level, in order to respond to climate change hazards a system of civil protection has been established. The central institutions and structures for civil defence are:

- i. the Assembly;
- ii. the Council of Ministers;
- iii. the Inter-Ministerial Committee of Civil Emergencies;
- iv. the Civil Protection Committee (CPC) and the office responsible for the situation;
- v. the minister responsible for civil protection;
- vi. ministries and central institutions;
- vii. the NCPA;
- viii. technical advisory commissions, as required;
- ix. the centres of civil defence at county level (QMCQ).

The system of civil defence is headed by NCPA. NCPA was created by, and operates based on, Law no. 45 (2019), "For Civil Protection", VKM no. 747 (2019), "On the organization and operation of the National Civil Protection Agency", as well as Prime Minister's Order no. 27 (2020), "On the approval of the structure and organization of the National Civil Protection Agency", as a structure responsible for reducing the risk from disasters and civil protection throughout the territory of the Republic of Albania. NCPA is a central public legal entity, subordinate to the Ministry of Defence.

Services for early warning are provided by the NMHS, which is headed by the IGEO. IGEO is a national scientific research centre in Albania, in the fields of regional and applied geology, seismology, meteorology, hydrology and the environment. It is part of the Polytechnic University of Tirana (PUT).

The Albanian Development Fund (ADF) is a not-for-profit institution established for developing infrastructure and public services at local level. The chairman of the ADF Management Council is the Deputy Prime Minister of the Republic of Albania.

At local level, municipalities are legally obliged to allocate at least 4% of their budget funds for emergency situations. The objective of this financial allocation is the reduction of disaster risk and ensuring adequate civil protection, as well as effective exercise of duties in accordance with the Law on Civil Protection. Municipal budgets are sourced primarily from the State budget in the form of conditional funds.

The mayor is responsible for planning and responding to civil emergencies in the respective municipality or commune. Under the chairmanship of the mayor, the Commission of Planning and Responding to Civil Emergencies is established, and its main task is to coordinate all activities of the local government unit and voluntary organizations that are responsible for planning and responding to emergencies. The structure for civil defence includes: (i)

- i. municipal police;
- ii. fire and rescue services;
- iii. civil defence.

Municipal police, fire and rescue teams are the operative force at local level. The CPC at the local level has been established by 83% of municipalities. There is no information on the gender composition.

Community structures provide support to the civil defence professionals. These community structures are established by decision of the Municipal Council and cover a specific area of the municipality's territory. The most common approach is to establish these structures for each parish (i.e. constituent sub-unit of a municipality). The main role and tasks of the community structure are defined in the local emergency plan, and they tend to have a support role in providing assistance to vulnerable and most affected communities, the elderly, the disabled and women. They facilitate coordination of actions with volunteer groups and the police, fire service, army (if mobilised), etc.

Although the formal systems for meteorology, civil protection and emergency response are well detailed on paper, in practice institutional and system capacities are weak. Albania is the only country in Europe that does not have a proper 24/7 NMHS (WMO, 2020). Since 2015, several assessments, including by the WMO, the World Bank, the Austrian Meteorological Service (ZAMG) and the Swiss Meteorological Service (MeteoSwiss), have identified the need for structural reform of the NMHS. The need for such reform is acknowledged and explicitly embedded in a number of government policies, including the Climate Change Strategy, the draft National Strategy for Development and Integration (NSDI III) and the revised NDC (MoTE, 2022).

The municipalities reveal significant differences in performance due to their overall administrative and economic capacities. According to a recent study (Janin et al, 2020), only 62% of municipalities have allocated funds for management of disasters (as required by law) from their own annual budget. There is a lack of clarity regarding financial resources and the formula for allocating resources to civil protection in some municipalities. Community structures to support civil protection efforts have been established in less than half (49%) of municipalities.

4.3 Institutional Capacity to Mainstream Gender in Climate Change Adaptation and Disaster Risk Management

Various structures at the central level have been established to mainstream gender equality, but there continue to be gaps. According to a State Audit report (2022), the NCGE has not held regular meetings and there are no documented minutes of the meetings held. The structure of the Technical Secretariat has not been completed, as its composition has not yet been finalized. There is little coordination between the NCGE and the National Coordinator for Gender Equality. At the municipality level, according to the same report, 64% of the employees responsible for gender equality state that they do not participate in the drafting/discussion of the budget in the institutions where they work.

In the field of agriculture, MARD has prepared a “Planning, Management and Administration” programme. The purpose of the policy is to increase, strengthen and develop management capacities for the planning, management and administration of policies and strategies in the field of agriculture and rural development, in accordance with the legislation in force and the principles of gender equality and non-discrimination. Data from MoFE (2021) provides a few indicators related to access of women to agriculture and rural development programmes. In 2020, MARD reported that 26% of those operating at management levels are women. The overall level of trained personnel (men and women) is 57% and, for trained women personnel, is 48%. The majority of newly recruited personnel are women (60% versus 40% men). The number of women farmers receiving support through the structures of the Public Advisory Service has increased by 11% annually. The share of women beneficiaries supported by National Schemes is 15%. Approximately 35% of those categorized as vulnerable that have been employed through the National Employment Services are women. Approximately 10% of those who benefit from the free legal aid service are women.

In the field of gender-responsive budgeting, data from MoFE (2021) provides a few indicators related to gender equality. Line ministries and two central institutions have included gender-responsive budgeting in their MTBP documents, in at least one budget programme. Based on Law no. 9936 (2008), “On the management of the budget system in the Republic of Albania”, as amended, and by the Instruction of the Minister of Finance no. 7 (2018), “On the standard procedures for the preparation of the MTBP”, 43 budget programmes have been identified during phase III of the preparation of the PBA 2021-2023 document that effectively include gender budgeting.

In the health sector, MoHSP reports that 10% of those operating at management levels are women. Performance indicators reveal a better situation. Half of the 40-70 age group who benefit from a check-up service are women. The share of women over 35 screened for breast cancer is 33%. Slightly more than half of pregnant women completed their first visit within the first three months of pregnancy at a health care facility. Approximately 90% of beneficiaries who receive economic aid (cash transfers) are female heads of households. In addition, 39% of those with disabilities who benefit from social services in residential and day centres are women.

As part of the development of the GA, an institutional capacity survey was rolled out between July and August 2023 in the two coastal counties of Fier and Shkodra and for 13 entities, including municipalities, government agencies, NGO, and three ALBAdapt project partners, NCPA, IGEO and the Albanian Red Cross. The survey focused on five areas of relevance:

- i. executive commitment;
- ii. technical capacity;
- iii. organizational culture;
- iv. gender data availability;
- v. political will.

The surveys confirmed institutions’ executive commitment to gender equality, with upper management supportive of integrating gender issues in planning and programming. Likewise, in most of entities surveyed there is political will to prioritise gender mainstreaming in programmes. However, surveys confirmed a difference in commitment between government and non-government institutions, showing small to moderate degree of government institutions and respective management to mainstream gender, and to having policies and regulations in place that affirm institutions’ commitment to gender equality. In contrary, non-government entities, mainly CSOs, show a high degree of commitment to gender mainstreaming in project and programme planning and execution, as well as in operational policies and regulations.

In NCPA, there is political and managerial will to integrate gender aspects into planning, programming and services. Staff and executives are committed to the advancement of gender equality. However, most of gender mainstreaming efforts to date have been enabled through external technical support. In addition, NCPA lacks the budgetary resources needed to ensure funding for gender-related and/or gender-specific initiatives. Upper management is mostly dominated by men, but the working environment has improved for women and men over the past two to three years.

NCPA does not have a full-time dedicated GEE as required by the law on gender equality. Technical capacities are not able to systematically mainstream gender. Also, NCPA rarely engages external expertise to cope with lack of in-house technical capacities. Staff have been trained to some extent on

gender issues, but there is a significant technical gap when it comes to specific capacities on gender mainstreaming, gender impact assessment, use of gender statistics and indicators, gender budgeting in programming, etc. Therefore, technical capacities (including skills, knowledge, expertise) and resources need to be enhanced to effectively carry out gender mainstreaming. This includes dedicated training programmes for staff to build their expertise in gender-based analysis, data collection and gender mainstreaming in programmes and services.

On another note, NCPA can use the technical support by the ALBAdapt project to elaborate further existing internal policies, rules and regulations on gender, anti-discrimination, sexual harassment, etc. NCPA executives are committed to, and supportive of, creating an inclusive and equitable working environment, but the institution's policies are lagging behind the institution's vision.

"It is important to invest in improving the gender integration competencies of all the main partner institutions, including specialized knowledge, methodological skills, commitment of resources, staff and management." (Local consultations, Shkoder, 2023)

In the last decade, the four municipalities surveyed in Fier and Shkodra counties (Mallakaster, Roskovec, Vau Dejes, Shkoder) have shown considerable progress in changing organizational culture, policies and practices to promote gender equality as a fundamental principle. The municipalities each have a specialist who covers gender issues and gender-based violence. In the big municipalities, this is a dedicated full-time specialist. In the small municipalities, this function is delegated to human resource personnel or specialists from other departments. Municipality management executives express, and to a considerable degree demonstrate, a clear commitment to gender mainstreaming through local planning, programming and service delivery. This commitment needs to filter down to all levels of the municipal governments.

Gender mainstreaming is not yet routine practice in municipalities, due to several barriers. These barriers include a lack of well-diffused awareness of gender issues, insufficient training and education of staff across municipal departments, limited funding for gender-related initiatives, and resistance to change from a male-dominated emergency response service.

"Civil emergencies must consider the different gender needs and priorities of women and men, and guarantee sufficient resources to provide good health, hygiene and care services for young children." (Local consultations, Shkoder, 2023)

Discussions during local consultations in Shkoder brought up the need for municipalities to integrate gender dimensions into local emergency response approaches. In previous emergency response situations, gender has been considered only to a limited extent, due to lack of technical capacities in planning and budgeting, lack of gender analysis, lack of disaggregated data, etc. Along with technical capacities of staff, protocols and guidelines for gender mainstreaming in emergency responses for local authorities must be developed and followed accordingly. In addition, the participation of both women and men in emergency response decisions should be guaranteed.

"The civil emergency is still seen as an issue that belongs mostly to men, but now in the framework of political and programmatic changes it is necessary to guarantee the commitment, participation, contribution and opportunity of women and girls alongside men and boys in the management of emergencies." (Local consultations, Shkoder, 2023)

Local programmes and services, including emergency response, lack systematic collection and use of gender statistics, indicators and gender-disaggregated data. The gender impact of municipal programmes and services is a challenge for the four municipalities surveyed to measure, due to insufficient internal technical capacities and knowledge. Often, projects implemented in conjunction with other partners bring in the needed technical capacity to work with gender statistics and indicators. On this note, the ALBAdapt project offers an opportunity for local governments to build further capacities for data collection and use.

"Infrastructure and investments in infrastructure during the project must consider the different needs of women and turn institutions, stations and workplaces into suitable environments for both men and women." (Local consultations, Fier, 2023)

IGEO confirms firm commitment from top leadership and management to mainstream gender equality into planning and programming. Women are well represented among the staff of IGEO. Also, two out of five heads of departments are women. According to survey responses, staff have been trained to have the necessary knowledge and skills to mainstream gender in their work. However, IGEO does not have a dedicated GEE.

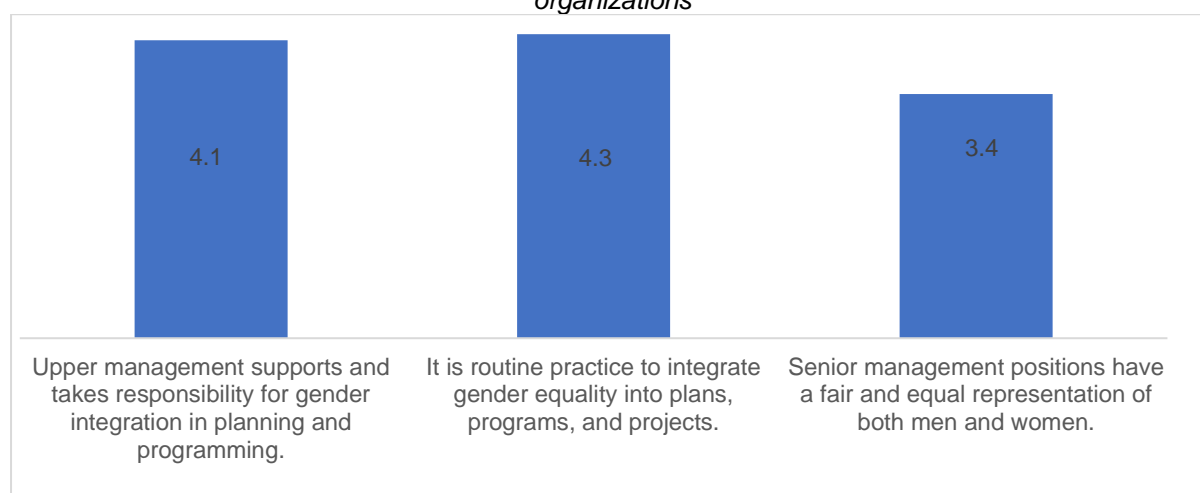
Data collected through implementation of IGEO programmes, services and projects are mostly disaggregated by gender. The gender impact of programmes, services and projects is frequently monitored, although such information is not accessible through the IGEO website. Regardless of institutional commitment to gender, IGEO does not have a written gender policy, anti-discrimination policy or a sexual harassment policy. While the integration of gender equality in plans, programmes and projects is a routine practice, according to the survey, IGEO has very little budget committed to gender mainstreaming.

Albanian Red Cross senior managers support, and take responsibility for, gender mainstreaming in planning and programming. The integration of gender equality in plans, programmes and projects is generally a routine practice. Also, there is a balanced representation of women and men in senior management positions. While staff have received moderate training on how to mainstream gender in their work, advanced training, knowledge and skills are needed to integrate gender aspects into planning, programming and implementation. To some extent, based on programme and service demand, external gender experts are consulted.

The working environment in ARC is reported to have improved for women and men in recent years. Gender-relevant issues are raised and discussed openly by staff and executives. Data collected through implementation of programmes, services and projects are moderately disaggregated by gender. For example, while some programmes provide gender-relevant data, ARC's annual reports lack gender-disaggregated data. Likewise, programmes, services and projects include gender-sensitive indicators to a moderate extent. Assistance is needed to be able to measure and monitor the gender impact of programmes, services and projects. ARC does not have a dedicated gender equality specialist. Youth and women's representation in the organization policy is the only gender-related internal policy ARC has adopted since 2010. The policy's purpose is to increase women's representation in the organization, seek gender equality amongst beneficiaries, and encourage special assistance to women and girls in times of disaster or conflicts.

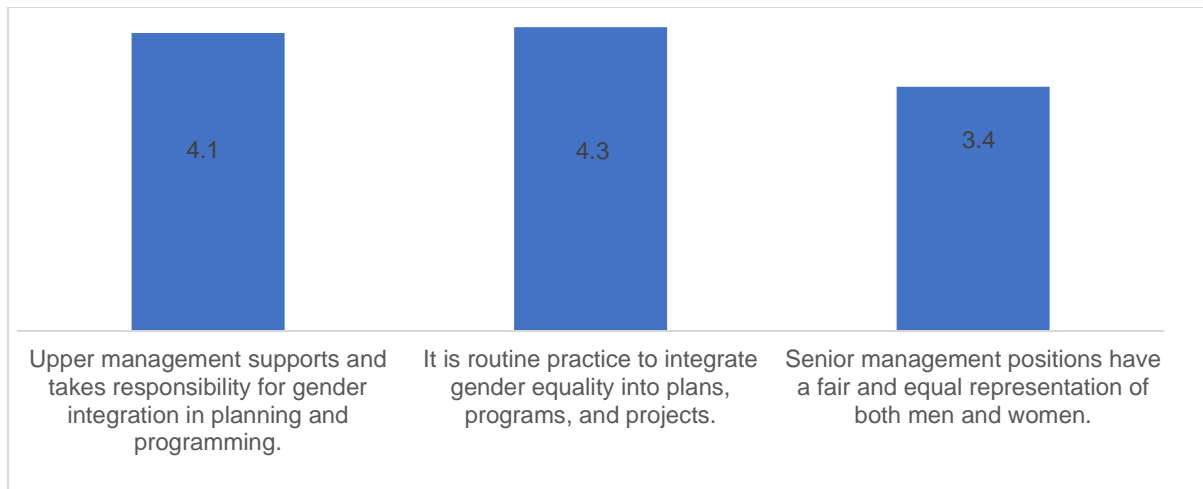
The section below summarises data collected through the survey, with some comparative indicators:

Based on the results, it appears that upper management is supportive of including gender integration in planning and programming, with a score of 4.1. This also seems to be a routine practice for the organizations, with a score of 4.3. However, the level of representation for both genders is low, with a score of 3.4 (Figure 8: The level of executive commitment in advancing gender integration within the organizations



).

Figure 8: The level of executive commitment in advancing gender integration within the organizations

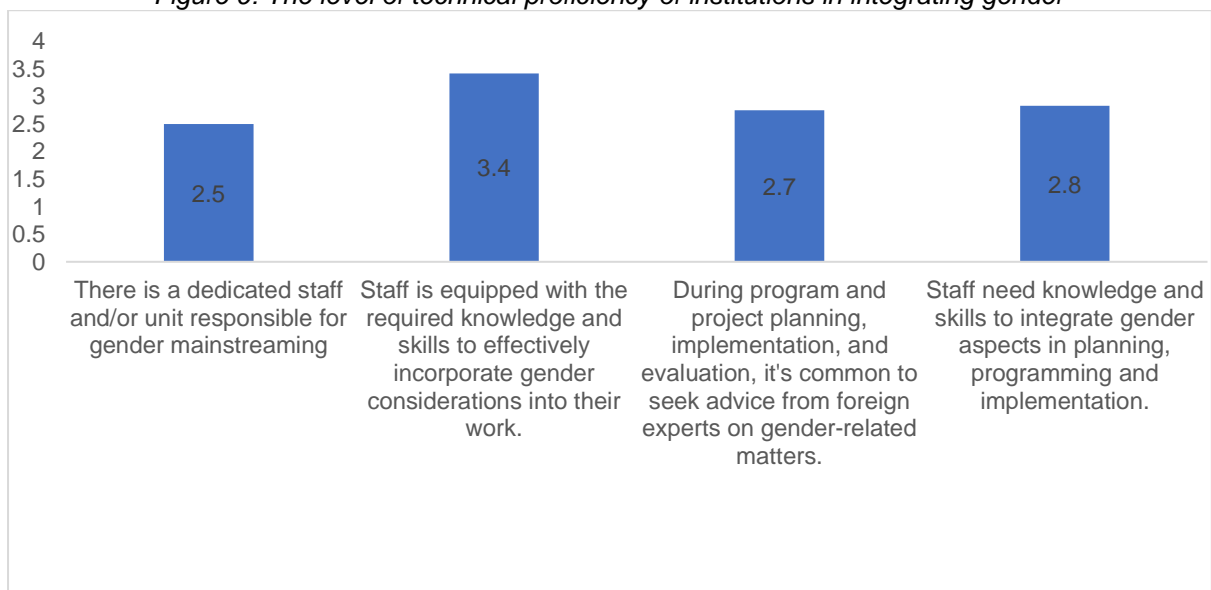


Source: Own Elaboration

Note. The overall evaluation is based on a self-reported scoring to groups of Likert scale from (from 1 very low to 5 very high) related to the achieved gender mainstreaming at institutional and organisational level.

It appears that staff have a moderate level of knowledge and skills in integrating gender considerations into their work, with a score of 3.4, and a low external expert engagement on gender-related matters during programme and project implementation and evaluation, with a score of 2.7. Figure shows the level of technical proficiency of institutions in integrating gender considerations.

Figure 9: The level of technical proficiency of institutions in integrating gender

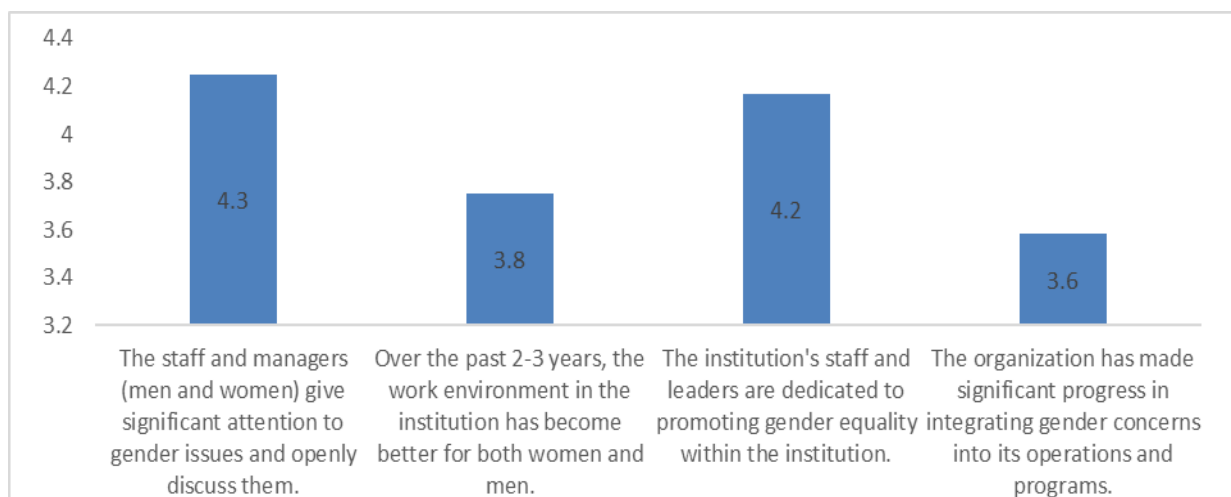


Source: Structured survey results

In addition, there seems to be a lower level of knowledge and skills among staff members when it comes to integrating gender aspects in planning and implementation, with a score of 2.8. The same can be said for the involvement of a dedicated staff member and unit responsible for improving mainstreaming.

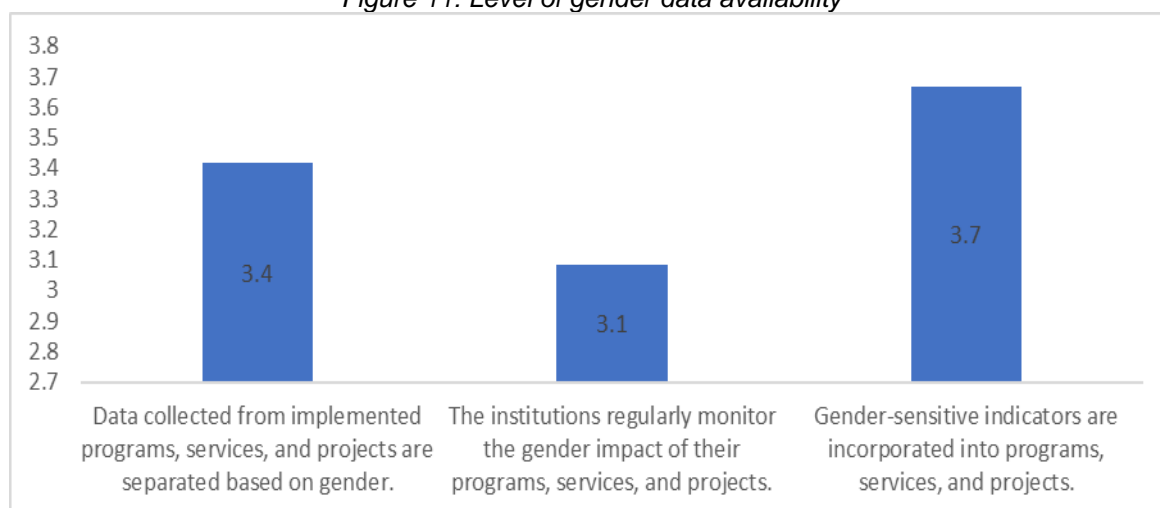
Based on the results, it appears that the staff and managers have given significant attention to gender issues and have openly discussed them, scoring 4.3. Additionally, the organizations are dedicated to promoting gender equality, with a score of 4.2. The work environment has also improved for both men and women, with a score of 3.8. The organizations have made significant progress in integrating gender concerns into their operations and programmes, scoring 3.6.

Figure 10: The degree to which organizational culture promotes gender inclusion



Source: Structured survey results

Figure 11: Level of gender data availability



Source: Structured survey results

Gender-sensitive indicators have been incorporated into programmes, services, and projects at a relatively moderate level, scoring 3.7. There is a moderate level of separation based on gender in the data collected from implemented programmes, services and projects, with a score of 3.4. The same applies to the institutions monitoring the gender impact of their programmes and projects, which scores 3.1.

Based on the results, programmes, projects and services prioritize gender integration, with a score of 4.3. Additionally, there is a written policy strategy regarding gender discrimination and sexual harassment, with a score of 4. However, organizations' performance is weak when required to specifically allocate funds to promote gender integration, scoring 2.3.

Figure 12: The level of political commitment towards incorporating gender equality



Source: Structured survey results

4.4 Civil Society Organizations and Advocates

Civil society organizations (CSOs) and gender advocates in Albania are quite active, at both central and local level, engaged in advocacy campaigns, networking and building alliances in areas of environment, gender equality, etc. Most such CSOs implement programmes and projects aimed at complementing government policy and service implementation. CSOs are very vocal, and about 75% of CSOs have been involved in advocacy campaigns over the past two years. The highest levels of CSOs engagement in advocacy campaigns are found in the areas of human rights, youth and children, women's empowerment and gender issues.

About 63% of CSOs operate at national level, while 35% at local level. Most capital-based (Tirana) CSOs have been involved in policy- and law-making in recent years. In contrast, most locally based CSOs have not had the opportunity to participate and contribute to similar processes. The gender ratio of CSO employees is 31% men to 69% women (National Resource Centre for Civil Society in Albania, 2023).

CSOs actively exchange with government institutions on key challenges and gender-related policy perspectives. CSOs are mostly supported by donor funds and by partnering with in-country development programmes of international organizations, and less through public funds.

International organizations operating in Albania have invested for years to enhance the capacities of CSOs and women's rights organisations to monitor, report and advocate gender equality and women's rights. Regardless, CSOs continue to face challenges, notably funding, financial sustainability, capacity development, strategic planning, communication planning and high staff turnover. In addition, knowledge about the mechanisms of government-civil society cooperation is weak, resulting in missed opportunities for CSOs' participation in policy-making processes. On the other hand, government institutions pay little attention to collaboration with CSOs.

Civil society organizations in Albania are represented in several national advisory bodies of the Albanian government. Gender and women's rights issues represent about 50% of the activity area of CSOs in Albania¹⁰. A number of CSOs and networks of CSOs are working to promote gender equality, including Together for Life, the Centre for Legal and Civic Initiatives (CLCI), the Child Rights Centre Albania (CRCA), the Association of Women with Social Problems, the Albanian Women's Empowerment Network (AWEN), the Gender Alliance for Development Centre (GADC), Different and Equal, the Women's Centre "Hapa te lehte", Women at Women, the Albanian Red Cross, the Mary Ward Loreto Foundation for Women, etc.

"Non-governmental organizations remain the vital force that drives all action and keeps governments accountable and committed to fulfilling obligations deriving from international and regional instruments and conventions on combating violence. The continuous work, especially the advocacy and activism of CSOs in Albania, is crucial for strengthening democratic governance and advancing women's rights in the global context of pushback on gender equality and backlash toward women's rights." (Fabiola Laço Egro, member of the National Council of Civil Society in Albania).

Moreover, CSOs which are specialised in the field of agriculture and environment, such as the EDEN Centre, Milieukontakt Albania, Urban Innovation, Women in Sustainable Agriculture (WSA), Development Solutions Associates (DSA), ADAD, REC Albania, NUCLEUS, the National Breeders Association (LEA) and the Albanian Association for Meat and Milk (ADAMA) also have gender-related work components.

In terms of women's empowerment and entrepreneurship, the Women Founders Network Albania (WFNA)¹¹ has built up an extensive network of women entrepreneurs.

Another important step is to foster collaboration between CSOs and the government by fostering constructive dialogue based on the contributions of CSOs and making this collaboration part of the gender equality agenda.

4.5 Donor Development Agency Projects for Climate Change Hazards Management and Gender Mainstreaming

A range of projects and international assistance programmes have been implemented in Albania that address legislation development, monitoring system development, risk assessment models, public awareness and education, and capacity building. The funding proposal presents a list of baseline projects that are directly relevant to the ALBAdapt project. For the purposes of completeness and historical context, below is a list of projects that are of more indirect relevance or where gender is a central element.

¹¹ <https://www.facebook.com/womenfoundersalbania/> (Last accessed: 16.11.2023)

In the area of climate change, the SANE27 project, 'Supporting Negotiations for Environmental Chapter 27 (Environment and Climate Change)' (2018-2020), funded and implemented by the Swedish Environment Protection Agency (SIDA) and supported by MoTE in particular, prepared the government for the EU screening and negotiation process on environment and climate change in the context of EU accession.

SANE27 Phase II Supporting Albanian Environmental Negotiations, again funded by SIDA, provided assistance to MoTE in several areas, including:

- i. the review and negotiation of Chapter 27;
- ii. Identification of planning needs and supporting the implementation of strategic planning documents.

The EU Flood Protection Infrastructure Project (2015-2017), implemented by UNDP, aimed to strengthen resilience and disaster risk preparedness and prevention in south-east Albania in line with the post-disaster needs assessment following the February 2015 floods. The project covered the territories of Vlore, Fier, Gjirokaster, Berat, Korce, Selenice, Himare and Libohove. Project partners were the Ministry of Agriculture, Rural Development and Water Administration (MARDWA) and IGEO.

The RIPAP Project (2017- 2018) supported Albania in the development of resource-efficiency, low-emissions and climate resilience. It provided capacity building in understanding and implementing climate mitigation actions, their impacts and co-benefits. It was designed to help beneficiaries understand and work towards meeting the Paris Agreement goals.

NDC ASSIST II: commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), the GIZ-implemented NDC Assist II project supports Albania in financing and implementing its NDC in a gender-inclusive manner. The project provides technical assistance and strategic advice on NDC financing and implementation strategies and on integrating climate aspects into economic stimulus programmes. Furthermore, the project offers support to tailor-made country needs such as climate mainstreaming in public finances, pilot activities that support NDC implementation, etc. Another key component of the project is the dissemination of knowledge and experience gained from activities at the country level with public and private partners, primarily using existing formats of the NDC Partnership¹².

In the area of the National Meteorological and Hydrological Service:

The World Bank developed the Albania Disaster Risk Mitigation and Adaptation Project (AL-DRMAP) (World Bank, 2011). The objective of the AL-DRMAP was to strengthen institutional capacities:

- i. to reduce Albania's vulnerability to natural and technological hazards; and
- ii. to limit human, economic and financial losses due to disasters. One of the components of the project was the strengthening hydrometeorological services. This component promoted disaster risk reduction through provision of accurate hydro-meteorological forecasts and services tailored to the needs of disaster risk managers in weather-sensitive sectors (Tzetkov et al., 2015).

In order to establish Albania's Environmental Information Management and Monitoring System aligned with global reporting, in 2019 UNDP and GEF started a project to strengthen the environmental monitoring and information management capacities in Albania by establishing an operational environmental information management and monitoring system (EIMMS).

Under the TRATOLOW (Transition towards low emissions and climate-resilient economy in the Western Balkans and Turkey) project, the European Commission supported Albania in the area of climate change mitigation and adaptation and development towards a resource-efficient, low emissions and climate-resilient economy.

PRONEWS - Programme for Improving National Early Warning System and Flood Prevention in Albania in 2022 aims to improve floods early warning and prevention in Albania. The project objective is to ensure increased resilience to floods by strengthening the National Early Warning System (EWS) of Albania and improving disaster prevention in line with EU good practices. The project supports legal and institutional improvements to the EWS, flood management. The project also aims to contribute to

¹² For additional information on the project see <https://www.giz.de/en/worldwide/58363.html> (Last accessed: 16.11.2023).

integrate Albania into the European Flood Awareness System (EFAS) by developing an operational hydrological model for the entire country, including transnational river basins.

In the field of gender mainstreaming:

Gender Agenda and Action Plan for Water Utilities in Albania 2019-2030 emphasizes the need for equal participation in decision-making bodies. Currently, various water boards and committees are composed mostly of men, leaving women and girls under-represented or not represented at all. Therefore, the GAP calls for the identification and addressing of gender-specific needs, both internally (among employees) and externally (in the community) in order to achieve gender equality objectives. The document addresses the current gap in knowledge, identification and affirmative action taken to address the gender perspective. Gender stereotypes relating to “masculine jobs” within the water utilities, such as “maintenance and repair”, are identified.

The World Bank and SIDA supported MoTE with a consultancy that focused on strengthening the role of women in decision-making for operations/activities in the forest sector. A GAP for Protected Areas Administration formulates priority actions to address Gender Equality in the Protected Area Administration and Management in Albania.

MoHSP, with the support of the Office of UNFPA Albania and through its implementing partner organization “Albanian Centre for Population and Development”, has adopted Standard Operating Procedures (SOPs) for health service personnel in reducing the risk of experiencing domestic violence and gender-based violence in civil emergency situations.

In the framework of the project, “WIN – Women and Men Finding Innovative Ways and Connecting to Networks to Ensure Gender Equality”, the OSCE Secretariat/Programme for Gender Issues prepared a manual with the title “Protection from Disaster - A Responsive Approach to Include Gender Issues and Persons with Disability for Reducing Risks from Disasters.”

5. Main Challenges and Recommendations

5.1 Challenges related to Gender Mainstreaming in Climate Change Hazards Management

Effective gender mainstreaming requires preparation, technical expertise, adequate structures and resources. The ALBAdapt project provides a significant opportunity to transform the entire climate services value chain and guarantee gender considerations are mainstreamed across the project components. However, there are a few prerequisites for an effective gender mainstreaming approach in the project implementation:

- Political will and political leadership, mostly at central level but also in municipal-level government;
- High-level commitment of public officials and institutions in target (coastal belt) municipalities;
- Improved technical capacity of government and non-government project partners;
- Representation and involvement of key actors from civil society, citizens, think tanks, academia and the business community;
- Availability and use of gender-disaggregated data to inform decision-making.

Gender mainstreaming in climate change adaptation measures faces several institutional challenges. These challenges include:

- **Limited gender expertise and know-how:** most of the project partners – e.g. NCPA, IGEO and local government institutions – lack the technical expertise and capacity to effectively integrate gender considerations into climate adaptation strategies and policies. Little or no training has been provided to personnel; where it has, it has mostly focused on general gender awareness rather than specialised topics.
- **Lack of existing gender mainstreaming practices within relevant institutions:** Municipal governments seem to have built some gender mainstreaming practice in local planning and budgeting, but large gaps remain relating to climate measures, emergency management and response, early warnings, etc.
- **Policy and planning gender gaps:** gender considerations are often not integrated into hydro-met, climate or civil protection policies and planning processes, leading to gender-blind policies and actions. Climate change, climate services, MHEWS-related services, etc. are often overlooked as potentially highly significant areas for gender mainstreaming. On a related note, the NSGE 2021-2023 Specific Objective I.1 aims to: address gender dimensions in policies and legal measures, including in civil emergency or natural disaster situations. But this Objective lacks concrete actions, measures and budget needed to mainstream gender in climate change, civil emergencies and natural disasters.
- **Data, statistics and research gaps:** Insufficient gender-disaggregated data and research make it difficult to assess the specific vulnerabilities and needs of women and men in the context of climate change and climate-induced disasters. The extent of sex disaggregation of administrative data is very limited, in particular within the hydro-met and civil protection sectors. The annual bulletin of “Women and Men in Albania”, an otherwise authoritative and useful statistical resource, does not provide gender-disaggregated data on natural disasters, emergencies, relief or the climate sector.
- **Coordination and collaboration:** mainstreaming gender in the ALBAdapt project requires a coordinated plan of actions and exchange between project partners, and between government and non-government institutions. Collaboration can be challenging due to differing gender mainstreaming priorities, capacities and resources, and is compounded by the general lack of institutional coordination (regardless of gender considerations) apparent in the hydro-met and civil protection sectors.

5.2 Gender-Responsive Measures/Actions

As presented in previous sections, gaps in terms of capacity to mainstream gender for climate change adaptation can be found in all ALBAdapt project partners. All project partners provide a receptive environment for gender-related support, but all need technical assistance, financial assistance and a sense of purpose to do so. The ALBAdapt project is well placed to provide such assistance, as

significant institutional restructuring and capacity building efforts are anyway envisaged, accompanied by formalisation of institutional roles and responsibilities and greater coordination and collaboration.

Climate change, disaster management and civil protection are non-traditional areas for mainstreaming gender. Institutions responsible for policy implementation in these areas, such as MoTE and NCPA, lack the required technical capacities and structures to ensure that policies incorporate gender and, equally importantly, that gender measures included in policies are pragmatic and can feasibly be implemented by the appropriate institutions.

Existing policies and policy practices, notably at municipal level, can unintentionally restrict or exclude women and thus limit women's capacity to be protected and their adaptive capacity to use resources such as climate change information, early warning systems, etc.

At the meso-level, such as institutional support for market development, women tend to lack access to the same resources as men, including social capital, market information, legal support and benefits from enterprise development initiatives. This lack of equal access to productive resources makes women less influential compared to men and keeps them in economically marginal (and often hidden) roles in value chains related to energy use, agriculture and forestry.

At the micro-level, women are less likely to be formally employed workers, and are likely to suffer more from greater demands on their time – notably, family and household commitments. Women have limited access to information in general, climate information in particular, and experience high levels of inequality in decision-making. They are rarely members of, or represented in, formal associations or committees. They are often more exposed to climate hazards, less capable of responding to climate hazards and suffer more from hazard impacts.

5.3 Main Recommended Actions

Information, education and awareness of gender equality are important in climate services because gender and climate change are interconnected issues that affect each other. According to a survey conducted during preparation of the GA, project partners such as IGEO, NCPA, local authorities, etc. are well aware of gender equality, as well as climate change issues, but lack knowledge and understanding of the interconnection between the two. **Information and awareness campaigns** should be designed to reach out to women and girls, men and boys in ALBAdapt project target areas (notably, in the coastal zone) to facilitate, in particular, women's access to information, resources and decision-making relating to climate information, hazard warnings and climate services. A **communication plan** to, first, reach out, and second, to assimilate women's valuable knowledge, skills and experiences in managing natural resources, producing food, and caring for their families and communities in the target areas should be designed and implemented.

Inclusive climate actions require **the involvement of women and men from different backgrounds in the planning and implementation process** of, for example, hydro-meteorological services, early warnings and early action, DRR, commercial climate services, climate financing, etc.

Gender mainstreaming in the ALBAdapt project must be supported by **high-level commitment from partner government institutions and other key stakeholders**. Commitment is needed mostly for the alignment of national gender equality policies with the advancement of policy frameworks such as institutional reform in the national hydro-meteorological service, the establishment and operations of the NFCS, the functioning of the MHEWS, etc.

Efforts to mainstream gender require **changes in institutional structures, practices and working culture** to ensure that gender perspectives are embedded in all activities and operations. Since most of the project partners, including NCPA and IGEO, lack a dedicated GEE (focal point or unit), it is recommended to **establish gender-focused units or positions** (as defined by the Law on Gender Equality). Also, it is **recommended to revise existing internal policies, codes, rules and regulations, as well as operational practices, of key project partners** to make them gender-sensitive and to create an enabling working environment to reflect each institution's principles of gender equality and non-discrimination.

Building the capacity of individuals and partner institutions to understand, implement and monitor gender mainstreaming in the ALBAdapt project is essential. The ALBAdapt project team, as currently constituted for project preparation, has moderate gender-related capacities and know-how. It is advisable to develop a **capacity building plan focused on the ALBAdapt project implementation team** – i.e. members of the Project Management Unit, key ancillary staff from the Executing Entities,

and personnel involved in specific project activities, such as Albanian Red Cross (ARC) members, municipality staff, etc. – to improve general awareness and understanding of the inter-relation between gender and climate, gender mainstreaming, etc. Gender mainstreaming, gender impact assessment, gender statistics and indicators, gender-based analysis, etc. should be key topics for inclusion in this capacity building. Such capacity building has a two-fold effect: raising awareness and understanding of gender issues; and equipping partners with in-house technical capacities to address gender inequality.

Gender mainstreaming in non-traditional sectors, such as environment, climate, hydrometeorology, ICT, etc., is limited by the availability of information, research and data. Conducting thorough gender-based analysis is essential to understanding how different genders are affected by climate policies, programmes and services. **A number of specific gender analyses are recommended**, including gender gap analysis of legislation and policies, and in the NMHS, MHEWS, etc. These analyses should help identify existing inequalities and inform project implementation to address them.

Gender-disaggregated data collection is important because data can facilitate the analysis and monitoring of different impacts, needs and capacities of women and men in relation to climate hazards. Most of the ALBAdapt project partners, including NCPA, IGEO, ARC, MoTE and the four municipalities surveyed, acknowledged structure and process limitations in terms of data collection disaggregated by gender. Technical assistance is needed to set up systems of administrative data standardization, collection, exchange, analysis and reporting. **Entry points for the introduction of gender-disaggregated data collection systems should be explored with ALBAdapt project assistance for the reformed NMHS, the NFCS and the MHEWS.** In this context, concrete measures for supporting gender-disaggregated data collection should be considered as horizontal measures across all three ALBAdapt project components.

Gender mainstreaming should be integrated into all levels of policy development supported by the ALBAdapt project, including the NMHS, the NFCS and the MHEWS, from initial design to implementation and review. Gender gaps identified in the legal and policy frameworks should be addressed by imposing a **gender assessment on any new legal act or policy measure developed with project assistance**. Policy implementation can also be a challenge: the lack of gender-specific structures, know-how, budgets, gender-disaggregated data and scarce technical expertise all present challenges that should be addressed with **capacity building support**.

Above all, the principal achievement of the ALBAdapt project should be to acknowledge that gender is an integral factor in climate services, in the multi-hazard early warning system and in climate-informed decision-making.

Systemic gender mainstreaming empowers women by recognizing their roles, know-how and attributes as active actors in climate resilience. This can involve reaching out to less represented groups of women, in particular at local (municipal) level to provide **opportunities for training and education**, and **participation and representation of women in project activity planning, implementation and monitoring**. The project should also acknowledge women's entrepreneurial knowledge and skills and how their **active participation in business idea formulation and business development** can contribute significantly to developing innovative climate business initiatives and solutions.

In summary, the Gender Assessment provides the following **7 recommended actions**:

- Ensure women and men enjoy benefits from the project equally and gender disparities are not widened.
- Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.
- Address gender-based elements in project stakeholder capacity building.
- Incorporate gender-based analysis in relevant legislation, policies and plans.
- Involve women and men in project planning and implementation processes.
- Mainstream gender-disaggregated data collection, standardisation and reporting.
- Make information and awareness campaigns gender-inclusive.

PART 2 – GENDER ACTION PLAN

The Gender Action Plan (GAP) details how the project will address each of the Gender Assessment's recommended actions.

Table 17 Table 17 is organised by gender assessment recommended actions. It maps the recommended actions onto GAP interventions, noting the rationale for the intervention and the project design element that will accommodate each intervention. Table 18 is organised by GAP interventions. It provides indicators, targets, responsible entities, responsible individuals and budgets for each intervention.

In line with the strategy of embedding gender considerations within the project design, the majority of GAP interventions are funded from the relevant Sub-Activity budgets; in a number of cases (e.g. where the GAP intervention does not correspond exactly with a Sub-Activity), the intervention has its own budget allocation.

GIZ, as an Executing Entity, will ensure that appropriate monitoring and evaluation procedures are implemented. A digital tool (e.g. a dashboard) for the project M&E system that follows the progress of all results, indicators, activities, interventions and deliverables will be developed, accessible to both GIZ and NCPA. This dashboard will include a module to monitor the GAP interventions. GIZ's Gender, ESS and Monitoring (GEM) Specialist will be responsible for the coordination and monitoring of these interventions, in conjunction with NCPA's Gender Equality Employee (GEE) (Section 5 of the Logical Framework annex (Annex 2a) provides further details on the project monitoring arrangements.)

Table 17: GAP Interventions to Address Gender Assessment Recommended Actions

GA Recommended Action	GAP Approach	Project Design Element	Description of the GAP Intervention	GAP Intervention
Ensure women and men enjoy benefits from the project equally and gender disparities are not widened	Enable the project to track the number of female and male beneficiaries and to ensure gender-responsive project management	M&E system	Put in place a gender-sensitive M&E system	1
Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices	Foster collaborative dialogue between (i) the new / reformed NMHS, NFCS and MHEWS and (ii) CSOs active in gender-related areas relevant to hydro-met and civil protection	Sub-Activity 1.1.1.1	Include a gender component in the actor mapping to understand gender-specific needs, gaps and potential synergies (including in relation to vulnerable groups and gender-based violence) that can form the basis of constructive dialogue between hydro-met / MHEWS structures and CSOs and the private sector	12
		Sub-Activity 1.2.1.1	Include gender-related analysis and consultations (including vulnerable groups) in the NFCS technical report	15
		Sub-Activity 2.1.1.2	Include gender-based inclusivity (including in relation to vulnerable groups) in MHEWS Executive Committee training	21
		Sub-Activity 2.1.2.1	Include gender-oriented CSOs in FbA Community of Practice	25
		Sub-Activity 3.1.1.1	Foster the diversity of participants of the digital innovation community, with a particular focus on women entrepreneurs (including those from vulnerable groups)	28

	Assist partner institutions in creating or fostering GEEs	Sub-Activity 2.1.1.1	Assist NCPA to appoint a GEE	16
	Gender mainstreaming in the MHEWS capacity building programme	Sub-Activity 2.1.1.2	Further elaborate existing NCPA internal policies on gender, non-discrimination and SEAH	20
	Gender mainstreaming in the ADF capacity building programme	Sub-Activity 3.2.1.2	Conduct a gender analysis of ADF's organisation, staff capacities, management processes and communications, and work with ADF to address identified gender-related needs (including SEAH-related needs, those associated with vulnerable groups and situations of gender-based violence)	35
	Gender mainstreaming in the ADF EbA / eco-DRR financing window	Sub-Activity 3.2.1.2	Invite a gender-oriented stakeholder (such as the Ministry of Health and Social Protection) to serve on the governing committee of the financing window	36
		Sub-Activity 3.2.1.2	Source projects for the financing window from municipalities' Local Adaptation Action Plans (LAAPs), which will themselves include gender screening criteria	37
Address gender-based elements in project stakeholder capacity building	Capacity building of project stakeholders on gender mainstreaming	Gender Action Plan	Conduct training of key personnel involved in the project (PMU, relevant Executing Entity staff, etc.) on integration of gender interventions and gender mainstreaming, including: (i) how to monitor and how to communicate in a gender-sensitive way, (ii) the specific needs of vulnerable groups, (iii) gender-based violence and preventative measures, and (iv) SEAH-related issues (awareness, avoidance, responses)	2
		Gender Action Plan	Review by a gender expert of all training content / modules provided by the project to ensure they are gender-responsive and adequately reflect gender equality and interests, including those of vulnerable groups and women vulnerable to gender-based violence	3
		Gender Action Plan	Conduct training of Gender Equality Employees (GEEs) of key project stakeholder institutions on gender integration, gender mainstreaming, gender M&E, use of gender statistics and indicators, gender-sensitive communications, the specific needs of vulnerable groups, gender-based violence, SEAH-related issues (awareness, avoidance, responses) and implementation of the GAP	4
	Gender mainstreaming in the IGEO capacity building programme	Sub-Activity 1.1.1.1	Conduct training for IGEO staff on gender aspects of hydro-met services, including gender-differentiated climate impacts, needs and communication, the specific needs of vulnerable groups, gender-based violence and preventative measures, and SEAH-related issues (awareness, avoidance, responses)	13

	Gender mainstreaming in the MHEWS capacity building programme	Sub-Activity 2.1.1.2	Conduct training for NCPA and coastal municipality staff on gender aspects of civil protection and early warning systems, including gender-differentiated climate impacts, needs, constraints and communications, the needs of vulnerable groups, gender-based violence and preventative measures, and SEAH-related issues (awareness, avoidance, responses)	22
	Gender mainstreaming in forecast-based action (FbA)	Sub-Activity 2.1.2.1	Integrate gender considerations (including in relation to vulnerable groups) with regard to impact modelling, critical thresholds and pre-emptive response in FbA pilots	26
		Sub-Activity 2.1.2.2	Consider women's needs and constraints in FbA capacity building, including specific consideration of vulnerable groups and gender-based violence	27
	Gender-inclusive sourcing of climate service business ideas	Sub-Activity 3.1.1.1	Support participation of women and women's groups (including those associated with vulnerable groups) in climate service awareness-raising and ideation	29
		Sub-Activity 3.1.1.2	Consider gender (female-led applications) as one of six scoring criteria for business idea selection for incubation support	30
		Sub-Activity 3.1.1.2	Integrate gender topics (business cases, market research, consumer segmentation, etc.) in climate service providers' incubation training	31
		Sub-Activity 3.1.1.2	Include gender criteria in the selection of the Albanian incubator as a recipient of training ('incubation of incubators')	32
		Sub-Activity 3.1.1.2	Integrate gender considerations (including those of vulnerable groups) in empirical demonstration and testing of climate service business ideas	33
	Gender mainstreaming in TSCD Working Groups	Sub-Activity 3.2.1.1	Include gender-related assessment (including vulnerable groups) in the training of TSCD Working Groups	34
	Gender mainstreaming in the ADF capacity building programme	Sub-Activity 3.2.1.2	Conduct training on gender aspects (including those associated with vulnerable groups and gender-based violence) of EbA and EbA investment for ADF staff	38
Incorporate gender-based analysis in relevant legislation, policies and plans	Engage gender expertise in drafting the Law on Weather, Climate and Hydrological Services; the MHEWS Policy; the NFCS framework; and revisions (if required) to the Laws on Climate Change and Civil Protection	Gender Action Plan	Ensure / organise consultations with gender advocates and civil society (including representatives of vulnerable groups) when drafting / revising legislation, policies and plans	5
		Gender Action Plan	Ensure / organise consultations with the GEEs of relevant line ministries and municipalities when drafting / revising legislation, policies and plans (including potential intersections with gender-based violence)	6
		Sub-Activity 1.1.1.1	Include a gender component in the legal framework assessment to analyse gender-related needs and gaps in current legislation, policies and plans, including in relation to vulnerable groups and gender-based violence	14

		Sub-Activity 2.1.1.1	Carry out a gender adequacy assessment (including in relation to vulnerable groups and gender-based violence) as part of the MHEWS governance assessment	17
		Sub-Activity 2.1.1.1	Include gender-related consultations (including in relation to vulnerable groups and gender-based violence) in the assessment of the Laws on Climate Change and Civil Protection	18
Involve women and men in project planning and implementation processes	Gender-sensitive recruitment processes	Gender Action Plan	Ensure that all PMU recruitment processes and TOR descriptions are gender-sensitive, and selection processes are non-discriminatory	7
Mainstream gender-disaggregated data collection, standardisation and reporting	Gender-disaggregated data collection	Gender Action Plan	Include gender-disaggregated data in studies, surveys and reports commissioned by the project, especially relating to women in vulnerable situations (including, for example, gender disaggregation of training recipients, elderly women living alone, disabled women, women from ethnic groups and, where relevant, victims of gender-based violence)	8
		Gender Action Plan	Run regular diagnostics to monitor whether gender-disaggregated data is being collected and is being included in relevant project reporting	9
		Gender Action Plan	Work with national stakeholders (notably IGEO and NCPA, but also others) to implement gender-disaggregation as part of their standard data collection processes and to routinely report gender-disaggregated data (e.g. in their annual reports)	10
		Gender Action Plan	Work with coastal municipalities to implement gender-disaggregated data collection for civil protection purposes (bottom up)	11
	Development of a comprehensive set of the gender-disaggregated data that is required to drive forward gender equality and understanding in the NMHS and MHEWS	Sub-Activity 2.1.1.1	Include specific needs arising from gender-disaggregation of data in the MHEWS ICT assessment	19
		Sub-Activity 2.1.1.2	Include the capability to share gender-disaggregated data in the implemented MHEWS ICT solution	23
Make information and awareness campaigns gender-inclusive	Gender mainstreaming in early warning system awareness-raising	Sub-Activity 2.1.1.2	Include gender-specific climate considerations (including those of vulnerable groups and those relating to gender-based violence) in public information and awareness-raising campaigns	24

Table 18: Gender Action Plan

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
1	Ensure women and men enjoy benefits from the project equally and gender disparities are not widened.	M&E system <i>Approach: Enable the project to track the number of female and male beneficiaries and to ensure gender-responsive project management</i>	Put in place a gender-sensitive M&E system	M&E system	0	Gender-sensitive M&E system is established and operational	Year 1	GIZ (coordinated by GEM Specialist)	Included in the budget of the M&E system
2	Address gender-based elements in project stakeholder capacity building.	Gender Action Plan <i>Approach: Capacity building of project stakeholders on gender mainstreaming</i>	Conduct training of key personnel involved in the project (PMU, relevant Executing Entity staff, etc.) on integration of gender interventions and gender mainstreaming, including: (i) how to monitor and how to communicate in a gender-sensitive way, (ii) the specific needs of vulnerable groups, (iii) gender-based violence and preventative measures, and (iv) SEAH-related issues (awareness, avoidance, responses)	Percentage of key project personnel trained on gender issues	0	100%	Year 1	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost
3	Address gender-based elements	Gender Action Plan	Review by a gender expert of all	Percentage of training content	0	100%	Years 1-6	GIZ	Included in GEM

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
	in project stakeholder capacity building.	<i>Approach: Capacity building of project stakeholders on gender mainstreaming</i>	training content / modules provided by the project to ensure they are gender-responsive and adequately reflect gender equality and interests, including those of vulnerable groups and women vulnerable to gender-based violence	reviewed by a gender expert				(coordinated by GEM Specialist)	Specialist cost
4	Address gender-based elements in project stakeholder capacity building.	Gender Action Plan <i>Approach: Capacity building of project stakeholders on gender mainstreaming</i>	Conduct training of Gender Equality Employees (GEEs) of key project stakeholder institutions on gender integration, gender mainstreaming, gender M&E, use of gender statistics and indicators, gender-sensitive communications, the specific needs of vulnerable groups, gender-based violence, SEAH-related issues (awareness, avoidance, responses) and implementation of the GAP	Percentage of GEEs of key project stakeholders (NCPA, IGEO, ADF) trained on gender issues	0	100%	Years 1-2	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
5	Incorporate gender-based analysis in relevant legislation, policies and plans.	Gender Action Plan <i>Approach: Engage gender expertise in drafting the Law on Weather, Climate and Hydrological Services; the MHEWS Policy; the NFCS framework; and revisions (if required) to the Laws on Climate Change and Civil Protection</i>	Ensure / organise consultations with gender advocates and civil society (including representatives of vulnerable groups) when drafting / revising legislation, policies and plans	Percentage of project-supported legislation, policies and plans subjected to prior gender consultations	0	100%	Years 1-6	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost
6	Incorporate gender-based analysis in relevant legislation, policies and plans.	Gender Action Plan <i>Approach: Engage gender expertise in drafting the Law on Weather, Climate and Hydrological Services; the MHEWS Policy; the NFCS framework; and revisions (if required) to the Laws on Climate Change and Civil Protection</i>	Ensure / organise consultations with the GEEs of relevant line ministries and municipalities when drafting / revising legislation, policies and plans (including potential intersections with gender-based violence)	Percentage of project-supported legislation, policies and plans subjected to prior gender consultations	0	100%	Years 1-6	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost
7	Involve women and men in project planning and implementation processes.	Gender Action Plan <i>Approach: Gender-sensitive recruitment processes</i>	Ensure that all PMU recruitment processes and TOR descriptions are gender-sensitive, and selection processes are non-discriminatory	Percentage of PMU recruitment processes that are gender-sensitive and non-discriminatory	0	100%	Year 1 (and thereafter if positions are refilled)	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
8	Mainstream gender-disaggregated data collection, standardisation and reporting.	Gender Action Plan <i>Approach: Gender-disaggregated data collection</i>	Include gender-disaggregated data in studies, surveys and reports commissioned by the project, especially relating to women in vulnerable situations (including, for example, gender disaggregation of training recipients, elderly women living alone, disabled women, women from ethnic groups and, where relevant, victims of gender-based violence)	Percentage of project-commissioned studies, surveys and reports that include gender-disaggregated data	0	80%	Year 6	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost
9	Mainstream gender-disaggregated data collection, standardisation and reporting.	Gender Action Plan <i>Approach: Gender-disaggregated data collection</i>	Run regular diagnostics to monitor whether gender-disaggregated data is being collected and is being included in relevant project reporting	Frequency of diagnostics undertaken	0	One per quarter	Years 2-6	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost
10	Mainstream gender-disaggregated data collection, standardisation and reporting.	Gender Action Plan <i>Approach: Gender-disaggregated data collection</i>	Work with national stakeholders (notably IGEO and NCPA, but also others) to implement gender-disaggregation as	Number of annual reports that contain gender-disaggregated data	0	8 annual reports	Years 3-6	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
			part of their standard data collection processes and to routinely report gender-disaggregated data (e.g. in their annual reports)						
11	Mainstream gender-disaggregated data collection, standardisation and reporting.	Gender Action Plan <i>Approach: Gender-disaggregated data collection:</i>	Work with coastal municipalities to implement gender-disaggregated data collection for civil protection purposes (bottom up)	Number of coastal municipalities that routinely collect gender-disaggregated civil protection data	0	9	Year 6	GIZ (coordinated by GEM Specialist)	Included in GEM Specialist cost
12	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 1.1.1.1 <i>Approach: Foster collaborative dialogue between (i) the new / reformed NMHS, NFCS and MHEWS and (ii) CSOs active in gender-related areas relevant to hydro-met and civil protection</i>	Include a gender component in the actor mapping to understand gender-specific needs, gaps and potential synergies (including in relation to vulnerable groups and gender-based violence) that can form the basis of constructive dialogue between hydro-met / MHEWS structures and CSOs and the private sector	Completion status of actor mapping	0	Actor mapping, including gender component, completed	Year 1	GIZ (coordinated by GEM Specialist)	2.000 EUR

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
13	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 1.1.1.1: <i>Approach: Gender mainstreaming in the IGEO capacity building programme</i>	Conduct training for IGEO staff on gender aspects of hydro-met services, including gender-differentiated climate impacts, needs and communication, the specific needs of vulnerable groups, gender-based violence and preventative measures, and SEAH-related issues (awareness, avoidance, responses)	Number of training workshops that address NMHS gender issues	0	2	By project mid-term	GIZ (coordinated by GEM Specialist)	3.000 EUR
14	Incorporate gender-based analysis in relevant legislation, policies and plans.	Sub-Activity 1.1.1.1: <i>Approach: Engage gender expertise in drafting the Law on Weather, Climate and Hydrological Services; the MHEWS Policy; the NFCS framework; and revisions (if required) to the Laws on Climate Change and Civil Protection</i>	Include a gender component in the legal framework assessment to analyse gender-related needs and gaps in current legislation, policies and plans, including in relation to vulnerable groups and gender-based violence	Completion status of the legal framework assessment	0	Assessment, including the gender component, is completed	Year 1	GIZ (coordinated by GEM Specialist)	4.000 EUR
15	Incorporate gender equality in project stakeholders' institutional	Sub-Activity 1.2.1.1: <i>Approach: Foster collaborative dialogue between (i)</i>	Include gender-related analysis and consultations (including vulnerable groups)	Completion status of NFCS technical report	0	NFCS technical report, incorporating gender-	Year 2	GIZ (coordinated by	4.000 EUR

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
	cultures, attitudes and practices.	<i>the new / reformed NMHS, NFCS and MHEWS and (ii) CSOs active in gender-related areas relevant to hydro-met and civil protection</i>	in the NFCS technical report			related-analysis and consultations, completed		GEM Specialist)	
16	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 2.1.1.1 <i>Approach: Assist partner institutions in creating or fostering GEEs</i>	Assist NCPA to appoint a GEE	Completion status of GEE appointment	0	GEE appointed	Year 1	GIZ (coordinated by GEM Specialist)	Included in Gender, ESS and M&E (GEM) Specialist cost
17	Incorporate gender-based analysis in relevant legislation, policies and plans.	Sub-Activity 2.1.1.1: <i>Approach: Engage gender expertise in drafting the Law on Weather, Climate and Hydrological Services; the MHEWS Policy; the NFCS framework and revisions (if required) to the Laws on Climate Change and Civil Protection</i>	Carry out a gender adequacy assessment (including in relation to vulnerable groups and gender-based violence) as part of the MHEWS governance assessment	Completion status of governance assessment	0	Assessment, including the gender component, is completed	Years 1-2	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	4.000 EUR (GIZ)
18	Incorporate gender-based analysis in relevant legislation,	Sub-Activity 2.1.1.1: <i>Approach: Engage gender expertise in drafting the Law on</i>	Include gender-related consultations (including in relation to	Completion status of legal assessment	0	Assessment, including the gender component, is completed	Years 1-2	NCPA, GIZ (coordinated by GEM	2.000 EUR (GIZ)

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
	policies and plans.	<i>Weather, Climate and Hydrological Services; the MHEWS Policy; the NFCS framework; and revisions (if required) to the Laws on Climate Change and Civil Protection</i>	vulnerable groups and gender-based violence) in the assessment of the Laws on Climate Change and Civil Protection					Specialist and NCPA GEE)	
19	Mainstream gender-disaggregated data collection, standardisation and reporting.	Sub-Activity 2.1.1.1: <i>Approach: Development of a comprehensive set of the gender-disaggregated data that is required to drive forward gender equality and understanding in the NMHS and MHEWS</i>	Include specific needs arising from gender-disaggregation of data in the MHEWS ICT assessment	Completion status of ICT assessment	0	Incorporates gender-disaggregated data needs	Years 2-3	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	Included in the activity budget (NCPA)
20	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 2.1.1.2: <i>Approach: Gender mainstreaming in the MHEWS capacity building programme</i>	Further elaborate existing NCPA internal policies on gender, non-discrimination and SEAH	Completion status of policies	Partial, incomplete	Three policies improved and completed	Years 2-3	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	8.000 EUR (NCPA) Included in GEM Specialist cost (GIZ)
21	Incorporate gender equality in project stakeholders'	Sub-Activity 2.1.1.2: <i>Approach: Foster collaborative</i>	Include gender-based inclusivity (including in relation to	Percentage of MHEWS Executive Committee	0	100%	Years 3-6	NCPA, GIZ (coordinated by	2.000 EUR (NCPA)

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
	institutional cultures, attitudes and practices.	<i>dialogue between (i) the new / reformed NMHS, NFCS and MHEWS and (ii) CSOs active in gender-related areas relevant to hydro-met and civil protection</i>	vulnerable groups) in MHEWS Executive Committee training	trained on gender inclusivity				GEM Specialist and NCPA GEE)	Included in GEM Specialist cost (GIZ)
22	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 2.1.1.2: <i>Approach: Gender mainstreaming in the MHEWS capacity building programme</i>	Conduct training for NCPA and coastal municipality staff on gender aspects of civil protection and early warning systems, including gender-differentiated climate impacts, needs, constraints and communications, the needs of vulnerable groups, gender-based violence and preventative measures, and SEAH-related issues (awareness, avoidance, responses)	Number of training workshops that address NCPA gender issues	0	3	By project mid-term	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	8.000 EUR (NCPA)
23	Mainstream gender-disaggregated data collection, standardisation and reporting.	Sub-Activity 2.1.1.2: <i>Approach: Development of a comprehensive set of the gender-</i>	Include the capability to share gender-disaggregated data in the implemented	Data-needs status of ICT solution	0	Capable of addressing gender-disaggregated data needs	Year 6	NCPA, GIZ (coordinated by GEM Specialist	Included in the activity budget (NCPA)

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
		<i>disaggregated data that is required to drive forward gender equality and understanding in the NMHS and MHEWS</i>	MHEWS ICT solution					and NCPA GEE)	
24	Make information and awareness campaigns gender-inclusive.	Sub-Activity 2.1.1.2: <i>Approach: Gender mainstreaming in early warning system awareness-raising</i>	Include gender-specific climate considerations (including those of vulnerable groups and those relating to gender-based violence) in public information and awareness-raising campaigns	Percentage of female training beneficiaries	0	50%	Years 3-6	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	Included in the activity budget (NCPA, GIZ)
25	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 2.1.2.1: <i>Approach: Foster collaborative dialogue between (i) the new / reformed NMHS, NFCS and MHEWS and (ii) CSOs active in gender-related areas relevant to hydro-met and civil protection</i>	Include gender-oriented CSOs in FbA Community of Practice	Number of CSO members of FbA Community of Practice	0	At least two CSOs	Years 3-6	GIZ (coordinated by GEM Specialist)	Included in the activity budget
26	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 2.1.2.1: <i>Approach: Gender mainstreaming in forecast-based action (FbA)</i>	Integrate gender considerations (including in relation to vulnerable groups) with regard to impact modelling, critical thresholds and pre-emptive	Number of FbA pilots that address gender issues	0	2	Years 3-6	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	Included in the activity budget (GIZ)

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
			response in FbA pilots						
27	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 2.1.2.2: <i>Approach: Gender mainstreaming in forecast-based action (FbA)</i>	Consider women's needs and constraints in FbA capacity building, including specific consideration of vulnerable groups and gender-based violence	Number of community training workshops that address gender issues	0	3	Year 4	NCPA, GIZ (coordinated by GEM Specialist and NCPA GEE)	Included in the activity budget (GIZ)
28	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 3.1.1.1: <i>Approach: Foster collaborative dialogue between (i) the new / reformed NMHS, NFCS and MHEWS and (ii) CSOs active in gender-related areas relevant to hydro-met and civil protection</i>	Foster the diversity of participants of the digital innovation community, with a particular focus on women entrepreneurs (including those from vulnerable groups)	Percentage of women's representation in digital innovation community	0	45%	Year 2	GIZ (coordinated by GEM Specialist)	Included in the activity budget
29	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 3.1.1.1: <i>Approach: Gender-inclusive sourcing of climate service business ideas</i>	Support participation of women and women's groups (including those associated with vulnerable groups) in climate service awareness-raising and ideation	Percentage of ideation participants who are women	0	45%	Year 2	GIZ (coordinated by GEM Specialist)	Included in the activity budget
30	Address gender-based elements in project stakeholder	Sub-Activity 3.1.1.2: <i>Approach: Gender-inclusive sourcing of</i>	Consider gender (female-led applications) as one of six scoring criteria for business	Percentage of received business ideas that are positively	0	100%	Year 3	GIZ (coordinated by	Included in the activity budget

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
	capacity building.	<i>climate service business ideas</i>	idea selection for incubation support	assessed using a gender criterion				GEM Specialist)	
31	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 3.1.1.2: <i>Approach: Gender-inclusive sourcing of climate service business ideas</i>	Integrate gender topics (business cases, market research, consumer segmentation, etc.) in climate service providers' incubation training	Number of climate service providers benefitting from gender-based incubation training	0	3	Years 3-4	GIZ (coordinated by GEM Specialist)	Included in the activity budget
32	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 3.1.1.2: <i>Approach: Gender-inclusive sourcing of climate service business ideas</i>	Include gender criteria in the selection of the Albanian incubator as a recipient of training ('incubation of incubators')	Percentage of incubators that are positively assessed using gender criteria	0	100%	Year 3	GIZ (coordinated by GEM Specialist)	Included in the activity budget
33	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 3.1.1.2: <i>Approach: Gender-inclusive sourcing of climate service business ideas</i>	Integrate gender considerations (including those of vulnerable groups) in empirical demonstration and testing of climate service business ideas	Number of demonstrations assessed for their gender aspects	0	3	Year 3	GIZ (coordinated by GEM Specialist)	Included in the activity budget
34	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 3.2.1.1: <i>Approach: Gender mainstreaming in TSCD Working Groups</i>	Include gender-related assessment (including vulnerable groups) in the training of TSCD Working Groups	Percentage of TSCD Working Group members trained on gender-related assessment	0	100%	Years 2-4	GIZ (coordinated by GEM Specialist)	10.000 EUR

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
35	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 3.2.1.2: <i>Approach: Gender mainstreaming in the ADF capacity building programme</i>	Conduct a gender analysis of ADF's organisation, staff capacities, management processes and communications, and work with ADF to address identified gender-related needs (including SEAH-related needs, those associated with vulnerable groups and situations of gender-based violence)	Completion status of ADF gender capacity	Not known in detail, but reported to be deficient	Key identified gender needs addressed, including appointment of a gender equality focal point	Year 4	GIZ (coordinated by GEM Specialist)	8.000 EUR
36	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 3.2.1.2: <i>Approach: Gender mainstreaming in the ADF EbA / eco-DRR financing window</i>	Invite a gender-oriented stakeholder (such as the Ministry of Health and Social Protection) to serve on the governing committee of the financing window	Number of institutional gender representatives on governing committee	0	At least one member	Years 4-6	GIZ (coordinated by GEM Specialist)	Included in the activity budget
37	Incorporate gender equality in project stakeholders' institutional cultures, attitudes and practices.	Sub-Activity 3.2.1.2: <i>Approach: Gender mainstreaming in the ADF EbA / eco-DRR financing window</i>	Source projects for the financing window from municipalities' Local Adaptation Action Plans (LAAPs), which will themselves include gender screening criteria	Completion status of financing window operating procedures	0	Formal linkage between the EbA window and LAAPs is formalised	Years 4-6	GIZ (coordinated by GEM Specialist)	Included in the activity budget

Gender Intervention	Gender Assessment Recommended Action	Project Design Element	Description of the Intervention	Indicator	Baseline	Target	Time-frame	Responsible Entity	Cost
38	Address gender-based elements in project stakeholder capacity building.	Sub-Activity 3.2.1.2: <i>Approach: Gender mainstreaming in the ADF capacity building programme</i>	Conduct training on gender aspects (including those associated with vulnerable groups and gender-based violence) of EbA and EbA investment for ADF staff	Number of training workshops that address NMHS gender issues	0	2	Years 4-6	GIZ (coordinated by GEM Specialist)	4.000 EUR

Source: Own elaboration

6. References

- ABKONS (2022). Strategjia kombëtare për zvogëlimin e riskut nga fatkeqësitë (SKZRF 2023-2030). In: https://konsultimipublik.gov.al/documents/RENJK_509_Strategjia%20Komb%C3%ABtare%20p%C3%ABr%20Zvog%C3%ABlimin%20e%20Riskut%20nga%20Fatkeq%C3%ABsit%C3%AB%202023-2030_31.08.2022_Final%20Draft.pdf (Last accessed: 16.11.2023).
- Aligishiev, Zamid, Matthieu Bellon, and Emanuele Massetti, 2022. "Macro-Fiscal Implications of Adaptation to Climate Change." IMF Staff Climate Note 2022/002, International Monetary Fund, Washington, DC.
- Babovic and Miluka (2020). Gender Equality Index for the Republic of Albania 2020. In: https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_albania.pdf (Last accessed: 16.11.2023).
- Balla, V. (2017). Lessons learned by civil emergency management in Vjosa for the year 2017, report provided on request.
- CNVP (2017). Wood biomass value chain analysis in four regions of Albania. <http://www.cnvp-eu.org/uploads/documents/156/Wood%20biomass%20value%20chain%20analysis%20in%20Albania.pdf> (Last accessed: 16.11.2023).
- CoPlan, 2021, Context gender analysis on the existing situation. In: https://www.co-plan.org/wp-content/uploads/2021/12/Annex-1_Gender-Analysis.pdf (Last accessed: 16.11.2023).
- EC (2021). Albania 2021 Report. In: <https://neighbourhood-enlargement.ec.europa.eu/system/files/2021-10/Albania-Report-2021.pdf> (Last accessed: 16.11.2023).
- EIEGE (2012). Review of the Implementation in the EU of area K of the Beijing Platform for Action: Women and the Environment Gender Equality and Climate Change. In: <https://eige.europa.eu/sites/default/files/documents/Gender-Equality-and-Climate-Change-Report.pdf> (Last accessed: 16.11.2023).
- Energy Community, 2021. Draft of the National Energy and Climate Plan of the Republic of Albania.
- ENVSEC (2012). (2012). Climate Change in the West Balkans.
- FAO (2016). Gender, agriculture and rural development in Albania. Retrieved from <https://www.fao.org/family-farming/detail/en/c/854161/> (Last accessed: 16.11.2023).
- GIZ (2015). Adapting our City to a Changing Climate Vulnerability Assessment and Adaptation Action Plan for Tirana.
- GIZ (2021). NDC Assist II Albania Strengthening the financing and implementation of National Determined Contributions (NDCs). In: <https://www.giz.de/de/downloads/giz2022-en-albania-ndc-assist-ii.pdf> (Last accessed: 16.11.2023).
- INSTAT (2018). Demographic Health Survey, 2018. In: <https://www.instat.gov.al/media/5050/adhs-2017-18-pdf.pdf>
- INSTAT, 2021. Men and women in Albania 2020. In: <https://www.instat.gov.al/en/themes/demography-and-social-indicators/gender-equality/publication/2022/women-and-men-in-albania-2021/> (Last accessed: 16.11.2023).
- INSTAT, 2022, Men and women in Albania 2021. In: <http://www.instat.gov.al/media/8713/burra-dhe-gra.pdf> (Last accessed: 16.11.2023)
- INSTAT 2023, Women and men in Albania 2022. In: <https://www.instat.gov.al/en/themes/demography-and-social-indicators/gender-equality/publication/2023/men-and-women-in-albania-2022/>
- Institute of Statistics, Institute of Public Health, and ICF. 2018. Albania Demographic and Health Survey 2017-18. Tirana, Albania: Institute of Statistics, Institute of Public Health, and ICF.
- Imami, D., Skrelli, E., Kullaj, E., Shoshi, P. (2019). Climate changes implications in the agriculture sector – the case of a Mediterranean country dominated by smallholdings. Agricultural sector development and policies in Western Balkans – challenges and prospective in the light of EU integration. 5.–6.09.2019; Budapest, Hungary: Corvinus University of Budapest.

International Monetary Fund, IMF. 2020. Fiscal Monitor: Policies for the recovery. Washington, October

International Monetary Fund (IMF) 2022, Selected Issues, IMF Country Report No. 22/363, available at <https://www.imf.org/en/Publications/CR/Issues/2022/12/09/Albania-Selected-Issues-526824> (Last accessed: 16.11.2023).

Janin, G., Titka, M., Dodaj, D., and Xhaferri, F., (2020). Raporti i Sintezës për Funkcionin e Mbrojtjes Civile në Nivel Vendor. In: https://www.shav.al/images/raporte_publikime/pdf/Raporti_i_sintezes_emergjencat_civile.pdf (Last accessed: 16.11.2023).

Johansson, V. (2021). Strengthening Women's Decision-Making Power: Examining Local Participation in Forest and Pasture Users' Associations in Albania.

Khan, M., K. Mohaddes, R. Ng, H. Pesaran, M. Raissi, and J.-C. (2019) Yang. Long-term macroeconomic effects of climate change: A cross-country analysis. No. w26167. National Bureau of Economic Research, 2019

Kristin Jacoba Van der Leest, Rezart Xhelo, Dolly Wittberger (2012) Gender Equality and Local Governance. <https://eca.unwomen.org/en/digital-library/publications/2012/03/gender-equality-and-local-governance> (Last accessed: 16.11.2023)

MARD, 2022. Rural Development Programme 2021-2027 Under Instrument for Pre-Accession Assistance (IPA).

Ministry of Foreign Affairs, 2022. National Plan for European Integration 2022 – 2024. In: https://integrimi-ne-be.punetegashtme.gov.al/wp-content/uploads/2022/02/NPEI_2022-2024_EN-.pdf (Last accessed: 16.11.2023).

Ministry of Infrastructure, 2016. Plani i përgjithshëm kombëtar dokumenti i parë kombëtar për planifikimin e territorit 2015 – 2030. I

Ministry of Social Welfare and Youth (2016). National Strategy and Action Plan on Gender Equality 2016-2020. Available online at <https://www.un.org.al/publications/national-strategy-and-action-plan-gender-equality-2016-2020> (Last accessed: 16.11.2023)

Ministry of Tourism and Environment, 2015. Document of Strategic Policies for the Protection of Biodiversity in Albania. In: <https://www.cbd.int/doc/world/al/al-nbsap-v2-en.pdf> (Last accessed: 16.11.2023).

MoFE (2022). Economic Reform Programme 2023-2025. In: <https://financa.gov.al/wp-content/uploads/2023/02/Economic-Reform-Programme-2023-2025.pdf> (Last accessed: 16.11.2023).

MoFE, 2021, Medium-Term Budget Program, 2021-2023 Faza III Annex 4 Gender Responsive Budgeting, available at: <https://www.financa.gov.al/wp-content/uploads/2021/03/Aneksi-2-BPGJ-PBA-2021-2023-Faza-III.docx> (Last accessed: 16.11.2023).

MoTE, 2022, Albania's Fourth National Communication to UNFCCC. In: <http://hdr.undp.org/en/countries/profiles/ALB202> (Last accessed: 16.11.2023).

Moradi, S. M., Nekoei-Moghadam, M., Abbasnejad, A., & Hasheminejad, N. (2021). Risk analysis and safety assessment of hospitals against disasters: A systematic review. Journal of education and health promotion, 10.

Müller, D., & Hofmann, M. (2022). Impacts of climate change on agriculture and recommendations for adaptation measures in the Western Balkans. GFA Consulting Group on behalf of the German Federal Ministry of Food and Agriculture (BMEL).

Municipality of Lezhë (2020). Plani i Emergjencave Civile. In: https://www.undp.org/sites/g/files/zskgke326/files/migration/al/03_Plani-i-Emergjencave-Civile-Bashkia-Lezhe.pdf (Last accessed: 16.11.2023).

NAP Global Network (2019). NAP Global Network at NAP Expo 2019. In: <https://www.iisd.org/events/nap-global-network-2019> (Last accessed: 16.11.2023).

NCPA (2023). National Disaster Risk Reduction Strategy, 2023-2030. https://www.undp.org/sites/g/files/zskgke326/files/2024-01/national_drr_strategy.pdf

- Porta Vendore (2019). Law for Albanian Development Fund. In: <https://portavendore.al/wp-content/uploads/2019/02/Ligj-Per-fondin-Shqiptar-te-Zhvillimit.pdf> (Last accessed: 16.11.2023).
- Pojani, E., Grabova, P. & Kodhelaj, M. (2013). Climate change impacts: Public policies and perception in Albania. *Albanian Journal of Agricultural Sciences*, 12(4).
- Rama, K. (2016). Too much but not enough: Issues of water management in Albania in light of climate change, *Studies on the Agricultural and Food Sector in Transition Economies*, Leibniz Institute of Agricultural Development in Transition Economies IAMO, Volume 84.
- Sutton, W. R., Block, R. I. & Srivastava, J. (2009). *Adaptation to Climate Change in Europe and Central Asia Agriculture*. World Bank, Washington, DC. World Bank. Available at: <https://openknowledge.worldbank.org/handle/10986/25983> (Last accessed: 16.11.2023).
- Sutton, W. R., Srivastava, J. P. & Neumann, J. E. (2013). *Looking beyond the horizon: How climate change impacts and adaptation responses will reshape agriculture in Eastern Europe and Central Asia*. World Bank Publications.
- SASPAC (2022). *Strategjia Kombëtare për Zhvillim dhe Integrim European 2030*. In: https://konsultimipublik.gov.al/documents/RENJK_538_Draft-Strategjia-Kombetare-per-Zhvillim-dhe-Integrim-2021--2030-.pdf (Last accessed: 16.11.2023),
- Shahu, E., Zhllima, E., 2023, Climate change and gender-based impact - The case of Albania, paper presented in IBANESS Congress Series-Plovdiv/Bulgaria April 08-09, 2023
- Tzvetkov, G., Spassov P., Petkov V., and Tagarev T. (2015). *Albania: Capabilities, Organisations, Policies, and Legislation in crisis management and disaster response*.
- Teqja, Z., Kopali, A., Libohova, Z. & Owens, P. R. (2017). A study of the impacts of climate change scenarios on the plant hardiness zones of Albania. *Journal of Applied Meteorology and Climatology*, 56(3), 615–631. DOI: 10.1175/JAMC-D-16-0108.1.
- UN (2015). *Transforming our world: the 2030 Agenda for Sustainable Development*. Resolution adopted by the General Assembly on 25 September 2015. Seventieth Session.
- UN Women (2015). *Gender Inequality and Floods Impacts in Albania*, available on request.
- UN Women (2016). *National study on Economic Diversification for Women Living in Albanian Rural Areas*.
- UN Women (2021). *UN Women in Action: Gender-responsive budgeting (GRB) at a glance in Albania*. In: <https://eca.unwomen.org/en/what-we-do/national-planning-and-budgeting/transformational-financing-for-gender-equality-in-the-western-balkans/albania> (Last accessed: 16.11.2023).
- UNDP (2015). *Gender Responsive National Communications Toolkit*. Available online at <https://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/gender-responsive-national-communications.html> (Last accessed: 16.11.2023).
- UNDP (2016). *Guidelines to mainstreaming gender in climate change adaptation and mitigation programmes and plans in Albania Draft Abstract*, April 2016. Available online at <https://info.undp.org/docs/pdc/Documents/ALB/Guidelines%20to%20mainstreaming%20gender%20in%20climate%20change%20adaptation%20and%20mitigation%20programmes%20and%20plans%20in%20Albania.pdf> (Last accessed: 16.11.2023).
- UNDP, 2020. *Assessment and Integration of Gender Vulnerability, Standards and its Access to Management and Conservation Actions in the Protected Areas in Albania*. In: https://www.undp.org/sites/g/files/zskgke326/files/2022-11/Gender_PA_assessment.pdf (Last accessed: 16.11.2023).
- UNECCE, 2022. *Assessment of the Water-Energy-Food-Ecosystems Nexus in Albania*. In: https://www.gwp.org/globalassets/global/gwp-med-files/list-of-programmes/see-nexus/final-reports/albania-nexus-assessment_final.pdf (Last accessed: 16.11.2023).
- UNFCC, 2020, *Albania revised National Determined Contribution*, available at: <https://unfccc.int/sites/default/files/2022-08/Albania%20Revised%20NDC.pdf> (Last accessed: 16.11.2023).

UNFCCC (2015). Paris Agreement. Retrieved from: http://unfccc.int/files/essential_background/convention/application/pdf/english_paris_agreement.pdf (Last accessed: 16.11.2023).

UNFPA (1999). Reproductive Health for Communities in Crisis UNFPA EMERGENCY RESPONSE. In: https://www.unfpa.org/sites/default/files/pub-pdf/crisis_eng.pdf (Last accessed: 16.11.2023).

USAID, 1999. Gender and participation in natural resource management. Albania private forestry development program. In: https://pdf.usaid.gov/pdf_docs/pnace619.pdf (Last accessed: 16.11.2023).

WDF, 2021. Climate change strategy in Albania 2020-2030. 2019-2021 Action Plan Monitoring. In: https://www.wfd.org/sites/default/files/2022-05/EN_Report_Monitoring%20of%20National%20Action%20Plan%20%281%29.pdf (Last accessed: 16.11.2023).

WMO, 2020. Albania. Albania Country. In: Albania | World Meteorological Organization (wmo.int)

World Bank (2011). Climate Change and Agriculture Country Note. Available at: www.worldbank.org/eca/climateandagriculture (Last accessed: 16.11.2023).

World Bank, 2021. South Eastern Europe Disaster Risk Mitigation and Adaptation Programme At a glance. In: https://www.preventionweb.net/files/18135_seedrmapbrochure.pdf (Last accessed: 16.11.2023).

World Economic Forum, 2021. Global Gender Gap Report 2021. In: https://www3.weforum.org/docs/WEF_GGGR_2021.pdf (Last accessed: 16.11.2023).

Xhelo, R. (2013). Gender responsive budgeting in the Medium-term Budgetary Programme <http://gender-financing.unwomen.org/en/resources/g/e/n/gender-responsive-budgeting-in-the-medium-term-budgetary-programme> (Last accessed: 16.11.2023).

Zhllima, E. (2017). Designing a subsidy scheme for women farmers for Ministry of Agriculture, Rural Development and Water Administration, Report for UNWOMEN Albania.

Zhllima, E. (2018). Support the development of a Program Document on: Preparing Communities for IPARD: Rural Tourism, Rural Development & Women in Albania, Report for UNWOMEN Albania

Zhllima, E., Xhoxhi, O. & Imami, D. (2020). Feminization in Agriculture in a Transition Economy: Women's Role in Family Farms, *Sociologia Ruralis*, <https://onlinelibrary.wiley.com/doi/abs/10.1111/soru.12332> (Last accessed: 16.11.2023).

Zhllima, E. (2021). Gender analyses of selected value chains, Report for GIZ SRD project.

Zhllima, E., Imami, D., Nam, J., Shoshi, P., & Gjika, I. (2022). Awareness of Climate Change Impact and Adaptation in Agriculture—The Case of Albania. *European Countryside*, 14(4), 604-622.

Appendices

Appendix 1: Mainstreaming of gender in policy documents related to agriculture, forests, energy and climate change

Topic	Strategy	Gender references	Relevance
Crosscutting	National Strategy for Development and European Integration 2030	Yes	<ul style="list-style-type: none"> Women as vulnerable group and need for services related to health (pg. 157).
	Albania's Economic Reform Programme 2023-2025 (MoEF, 2023)	Yes	<ul style="list-style-type: none"> The Program offers a detailed view of the reforms using criteria related to the environment and gender.
	Government programme 2021-2027 (Council of Ministers, 2020)	No	N/A
	Regional Development Policy 2021-2027(ADF, 2021)	No	N/A
	National Territorial Plan (NTP) (2015-2030) (Ministry of Infrastructure, 2015)	Yes: Page 28	<ul style="list-style-type: none"> One of the objectives of National Territorial Plan is the achievement of gender equality.
Agriculture and rural development	Rural Development Programme 2021-2027 (MARD, 2022)	Yes: Page 16, 38, 39, 41, 58, 121, 124, 137, 171, 186, 197, 201	<ul style="list-style-type: none"> Description of women contribution on agriculture and rural development; Promotion of equality between women and men; Measure 'Implementation of Local Development Strategies – Leader Approach" will ensure women participation in decision making and LEADER approach implementation; Measure 'Farm Diversification and Business Development' will support women employment, entrepreneurship etc.; Measure 'Establishment and Protection of Forests", Sub-measure 11.5: "Improving the resilience and environmental value of forest ecosystems "will give priority to women applicants; Actions to inform women.
	Strategy for Agriculture Rural Development and Forestry 2021-2027 (MARD, 2021)	Yes: Measure 6 Table 4.1. Page 66	<ul style="list-style-type: none"> Intensity of investments grants on physical assets for agriculture processing and marketing should be higher for women farmers, youth, producer organisations, mountainous areas, women, production organizations, for increasing compliance toward EU standards, organic agriculture and other investments for environment and climate (change).
		Measure 9	<ul style="list-style-type: none"> Grants for young farmers: Beneficiaries are females and males (less than 40 years old), who are heads of the farms requiring trainings and special skills. Priority are the sectors with the highest value, and organic agriculture as well as the male and female youth graduated in agricultural Faculties.

		Measure 13	<ul style="list-style-type: none"> Start-up grants investments in fix assets and marketing facilities. Only for youth and women entrepreneurs under 40 years old.
		Measure 19 table 4.1. page	<ul style="list-style-type: none"> Service contracts and financial support for provision of advisory services for farmers should target women, young farmers, measures for Agro-environment and climate change, and establishment of operational groups.
Forestry and biodiversity	Document on policies for forestry sector in Albania (2018)	Page 17 Page 33 and similarly pointed in page 37	<ul style="list-style-type: none"> Legal framework lacks the provision of equal rights in terms of gender. The measure for implementing the Policy Declaration 2. Forests are common property, where rights and obligations are regulated by the state, in a fair ratio between the benefits and obligations of society as a whole, giving priority to rural development, local communities and vulnerable layers of society. Measure 2.3. Recognition of the rights of use for the communities' own needs, respecting the principle of gender equality, also recognizing the responsibilities for conservation and care in accordance with policies for rural development and marginalized communities.
	Strategic Policies for Protection of Biodiversity Albania (Ministry of Environment, 2015)	No	N/A
Water management	MARD, "National strategy for irrigation, and drainage 2019 – 2031 and action plan", pg.19	Pg. 19	<ul style="list-style-type: none"> As per the national strategy and action plan for achieving gender equality in Albania, which means that women who experience any discrimination against women regarding participation in the leadership of a Water Users' Organizations (WUO) or in other roles in irrigated agriculture have recourse to petition the Government to redress such issues. However, local social pressures will discourage women from making such petitions.
	Law no. 111/2012 "On the Integrated Management of Water Resources" amended	No	N/A
Climate change	Law "On climate change" on (DCM No.499, date 17.07. 2019).	Yes	<ul style="list-style-type: none"> Gender specifically mentioned on Act 27: The Ministry shall develop a gender mainstreaming guide to climate change mitigation and adaptation programs and Act 29: Ministries encourage enterprises, institutions, social groups and individuals to pursue and adapt to technological progress and innovation....., in accordance with the requirements of this law.
	National Strategy on Climate Change (NSCC) and its two annexes, the National Action Plan on Mitigation (NAPM) and the National Adaptation Plan (NAP) (DCM 466, date 3.07.2019)	Yes	<ul style="list-style-type: none"> Gender mentioned on NAP only once and indirectly for the Medium-Term Budget Plan, mentioning the challenge of gender budgeting reflections in the recent years.
	National Integrated Energy and Climate strategy, as an engagement of the Republic of	No	N/A

	Albania at the Ministerial Meeting of the Energy Community (Dec 2017).		
Disaster risk management	National Strategy for Risk reduction and Civil Emergency 2023-20230 (ABKONS, 2022) Decision No. 94, date 22.2.2023	Yes	<ul style="list-style-type: none"> • Gender is considered on the communication measure (subsection 5.2 Pg. 32). • Crosscutting with MDG 5 is considered (pg. 39) • Women is considered a vulnerable group in the strategy for risk reduction (pg. 44)
	National Plan for Civil Emergency 2023-20230 (draft April 2023)	Yes	<ul style="list-style-type: none"> • Gender section separately describe the vulnerabilities in cases of civil emergencies as well as the main consequences (pg. 49) • Awareness raising importance (pg. 106) • In the procedures for safe return or restoration of normal access, women mentioned among vulnerable groups (pg. 156) • MoHP Assesses and monitors disaster-related impacts on individuals at risk (children, elderly, women pregnant women, homeless people, disabled people and other people who may need access and additional functional needs, persons with congenital mental health disorders, persons with disabilities linguistically limited, other uncovered population groups) (page 160)
	Law no. 45/2019 "On civil protection" approved on 18/07/2019.	Yes	<ul style="list-style-type: none"> • Art. 9 on civil emergency plans and Art. 57 on citizens' rights stipulate on the priority given to women. For instance, civil emergency plans consider the priority treatment of children, elderly, people with disabilities, people in need and women. Moreover, Art. 59 exempt pregnant women and mothers of children under ten years old, from the obligation to engage in prevention operations and disaster management.
	DECISION No. 747, dated 20.11.2019 On the organization and functioning of the National Agency of Civil Defence	No	N/A
	Law No. 9224, dated 29.4.2004 For the Military Metrological Service	No	N/A
	Law no. 8756, dated 26.03.2001 "On civil emergencies" as amended,	Yes	<ul style="list-style-type: none"> • Article 14. The Civil Emergency Plans shall take give priority to children, old people, persons with disabilities, vulnerable groups and women. • Article 57. The most vulnerable citizens, such as children, the old people, people with disabilities and women shall be treated with priority. • Article 59 pregnant women, mothers with children under the age of ten and single parents with children under the age of 15 are exempted from the duty to engage in disaster prevention and coping operations

Source: Own elaboration

Appendix 2: Local Stakeholder Consultation Workshops Fier and Shokdra Agenda

ALBAdapt

Climate Services for a Resilient Albania

Local Stakeholder Consultation Workshop for GCF Funding Proposal
Development
County of Fier, July 20, 2023

Participants:

County of Fier (seven persons); Civil Emergency Sector (six persons from different Municipalities); Administrative units of floods prone areas (three Administrators); Office for Gender Equality, Fier Municipality (one person); Regional Educational Directorate (one person); Regional Environment Directorate (one person); Water Basin Administration Office (ZABU) - (one person); Protected Areas Administration Office (ADZM) (two persons); Representative of the Red Cross (one person); Environmental CSOs (two persons); Roma community representative (one person), Experts (one person), GIZ (two persons)

Agenda

12:00 – 12:30	Welcoming coffee Registration of participants	All
12:30 – 12:10	Welcoming speech	Mr. Lefter Shehaj, Prefekt of Fier
12:10 – 12:20	Presentation of the process of ALBAdapt project	GIZ
12:20 - 12: 40	Presentation of ALBAdapt project components	GIZ
12:40 – 13:00	Question & Answer	All
13:00 – 13:40	Considerations of Gender aspects during ALBAdapt project preparation and implementation	Gender Experts
13:40 – 14:20	Considerations of Environmental and Social aspects during ALBAdapt project preparation and implementation	Environmental and Social Experts
14:20 – 14:30	Next steps and closure of the meeting	GIZ

Local Stakeholder Consultation Workshop for GCF Funding Proposal Development

County of Shkodra, July 27, 2023

Participants: *County of Shkoder (two persons), Municipality of Shkoder (three persons), Municipality of Vau Dejes (one person), NCPA (three persons), Red Cross (two persons), Representatives from Administrative Units, ADZM Shkoder (one person), ZABU Shkoder (one person), NGOs (eight persons), Roma community (one person), Experts (two people), GIZ (three people)*

Agenda

10:00 – 10:20	Welcoming coffee Registration of participants	All
10:20 – 10:30	Welcoming speech	Mr. Pllumb Dani, Qarku Shkodër
10:30 – 10:40	Presentation of the process of ALBAdapt project	GIZ
10:40 – 11:10	Presentation of three ALBAdapt project components	GIZ
11:10 – 11:30	Question & Answer	All
11:30 – 11:50	Considerations of Gender aspects during ALBAdapt project preparation and implementation	Gender Experts
11:50 – 12:10	Considerations of Environmental and Social aspects during ALBAdapt project preparation and implementation	Environmental and Social Experts

Appendix 3: Institutional Capacity Assessment Questionnaire

This brief capacity building tool is designed for ALBAdapt partner institutions (including their programme managers and staff) to support their policy and programming activities in the context of the ALBAdapt – Climate Services for a Resilient Albania proposal.

Please, simply mark the most relevant score as per the checklist below:

	1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree
Executive commitment					
Senior management support and take responsibility for gender mainstreaming in planning and programming					
The integration of gender equality in plans, programs/projects is a routine practice					
There's a balanced representation of women and men in senior management positions					
Technical capacity					
There is a dedicated staff and/or unit responsible for gender mainstreaming					
Staff have been trained to have the necessary knowledge and skills to mainstream gender in their work					
Program/project planning, implementation, and evaluation is frequently consulted with external gender experts					
Staff needs knowledge and skills to integrate gender aspects in planning, programming and implementation					
Organizational culture					
Gender relevant issues are taken seriously and discussed openly by staff and executives (men and women)					
The working environment in the institution has improved for women and men over the past 2-3 years					
Staff and executives are committed to the advancement of gender equality within institution					
The institution has made significant progress in mainstreaming gender into operations and programs					
Gender data availability					
Data collected through implementation of programs, services and projects are disaggregated by gender					
The gender impact of programs, services and projects is frequently monitored					
Programs, services and projects include gender-sensitive indicators					
Political will					
The integration of gender equality in programs/projects and services is priority					
Institution has a written gender policy/strategy, anti-discrimination, sexual harassment policy, etc., that affirms institution commitment to gender equality					
Institution has committed budget/financial resources to support gender mainstreaming					

This is what your institution score means:

<2	Your institution has some work to do to improve internal gender mainstreaming capacity and willingness.
2-3	Your institution is moving in the right direction to gender mainstreaming capacity and willingness, but there remains work and efforts to be done.
4	Your institution has achieved a lot in gender mainstreaming capacity and willingness, but continuing investing in capacities and policies is fundamental.
5	Your institution demonstrates a genuine commitment to gender mainstreaming and commitment to gender equality. Congratulations!