



MUNICIPALITY OF ELBASAN



# LOCAL GENDER EQUALITY ACTION PLAN 2022 - 2024





# LOCAL GENDER EQUALITY ACTION PLAN 2022 - 2024

PREPARED BY THE MUNICIPALITY OF ELBASAN  
IN THE FRAMEWORK OF IMPLEMENTING  
THE EUROPEAN CHARTER FOR EQUALITY OF WOMEN AND MEN IN LOCAL LIFE

May, 2022

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Dear citizens,

Good local governance must address gender equality and social inclusion as a priority. Promoting and supporting gender equality is essential to the mission and mandate of a mayor. There can be no sustainable development without considering the specific needs and issues of women, men, young women, young men, girls and boys within the local context.

For women and men, young women and young men, girls and boys to enjoy equality in political, economic and socio-cultural life, structures, resources, capacities and programs must be developed at the right time, taking into account the needs of everyone. Meanwhile, local governments have increasingly become arenas that offer opportunities to influence the sustainable development agenda. Many of the best practices of gender mainstreaming in local government demonstrate exceptional leadership at the local level and strong engagement and partnership with civil society.

Gender equality and the empowerment of women, young women and girls stand at the heart of the Sustainable Development Goals and are vital for the full realization of the rights and potential of all people in society. These fundamental goals should also inform our work, as well as the way we work, in Elbasan Municipality.

Today I have the pleasure to present to you the Local Gender Equality Action Plan (LGAP) 2022-2024, for the Municipality of Elbasan. This plan is focused on implementation of Agenda for Sustainable Development 2030 as well as the European Charter for Equality of women and men in local life, which, among others, aim to achieve gender equality and the empowerment of women and girls. LGAP 2022-2024 reinforces the approach that it is essential that policies and actions to be gender responsive, and to advance towards gender equality and the empowerment of women, young women and girls.

LGAP 2022-2024 is the result of extensive and comprehensive consultations involving public and non-public institutions at the local level. I'd like to express my gratitude to the representatives from "Aleksandër Xhuvani" University, local public institutions, civil society organizations, local media, as well as to the young women, young men and the Municipal Council members, who were part of the consultations in the framework of drafting this plan. Special thanks to UNWomen who supported us with technical assistance throughout the process. Finally, I would like to thank the colleagues of the municipality, for the commitment and hard work for the drafting of this plan, convinced also for the positive results of its implementation.

I emphasize my personal commitment for transforming our institutional culture. This includes building a model institution, sensitive to issues related to gender equality and capable of making local plans a reality.



Gledian Llatja  
*Mayor of Elbasan*



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## LIST OF ACRONYMS

AU	Administrative Unit
AWC	Alliance of Women Councilors
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRM	Coordinated Referral Mechanism for domestic violence cases
CEMR	Council of European Municipalities and Regions
DAHR	Directorate of Administration and Human Resources
DAS	Directorate of Assets and Housing
DBF	Directorate of Budget and Finance
DCE	Directorate of Civil Emergencies
DECHTP	Directorate of Educational, Cultural Heritage and Tourism Policies
DEISPI	Directorate of European Integration, Strategic Projects and Innovation
DFAVES	Directorate of Forestry, Agricultural, Veterinary and Environmental Services
DITM	Directorate of Information Technology and Media
DISC	Directorate of Information, Statistics and Coordination
DLTF	Directorate of Local Taxes and Fees
DMC	Decision of Municipal Council
DSCCS	Directorate of Social Care and Community Service
DSYAP	Directorate of Sports and Youth Activities and Policies
DTPD	Directorate of Territory Planning and Development
DV	Domestic violence
EU	European Union
EU GAP III	European Union Gender Action Plan III
GBV	Gender Based Violence
GE	Gender Equality
GEC	Gender Equality Commission
GEO	Gender Equality Officer

IAD	Internal Audit Directorate
ITG	Intersectorial Technical Group (on child abuse cases)
ITT	Interdisciplinary Technical Team (on domestic violence cases)
LCDV	Local Coordinator against Domestic Violence
LD	Legal Directorate
LGAP	Local Gender Equality Action Plan
LGUs	Local Governance Units
MC	Municipal Council
MoHSP	Ministry of Health and Social Protection
NSGE	National Strategy for Gender Equality
PPD	Public Procurement Directorate
SO	Specific Objective



## I. INTRODUCTION

The Local Gender Equality Action Plan (LGAP) 2022 – 2024 was designed by Elbasan Municipality intended as the main tool for the implementation of gender-related public commitments made upon signing the European Charter for Equality of women and men in local life<sup>1</sup>. Elbasan Municipality signed this Charter prepared by the Council of European Municipalities and Regions<sup>2</sup> on 23 February 2017, thus publicly committing to take specific and proper steps to bring gender equality into Elbasan's reality. This is the second action plan designed to serve such purposes, which relied on an interactive and all-inclusive cooperation and consultation process involving local public institutions, civil society organizations, academics, media, businesses, Youth Council, Alliance of Women Councilors and members of the Municipal Council. The entire process was supported by UN Women Albania in the framework of the Joint UN Project "EU for Gender Equality in Albania: Implementation of the EU Gender Equality acquis" (EU4GE)", implemented by United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and United Nations Population Fund (UNFPA) and funded by the European Union through the UN Albania Sustainable Development Goals Acceleration Fund.

**Gender equality** implies that all human beings, both women and men, are free to develop their personal abilities and make choices, without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations, and needs of women and men are considered, valued, and favored equally. Gender equality does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born female or male. (UN Women, 2011).

**Gender equity** means that women and men are treated fairly according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women. (UN Women, 2011).<sup>3</sup>

As described in The European Charter for Equality text, the local self-government units are the spheres of governance closest to the people, so they represent the levels best placed to combat the persistence and the reproduction of inequalities, and to promote a truly egalitarian society. They can, through their competences, and through cooperation with the whole range of local actors, undertake concrete actions in favor of equality between women and men<sup>4</sup>, young women and young men<sup>5</sup>, girls and boys<sup>6</sup>. The local self-governance should have at its core the implementation and promotion of the right to equality.

Elbasan Municipality has been prioritizing for many years now and investing in certain issues related to women and young women empowerment, improvement of specialist support services, guarantee of effective protection and treatment of violence in family relations, etc. The Gender Equality Officer has been considered a dedicated full-time job since 2021 and separated from the Local Coordinator against Domestic Violence job position. The distinction was made to further intensify the actions that aim at reduction of gender stereotypes, addressment of inequalities, progress toward gender mainstreaming and gender responsive budgeting, etc.

Likewise, the design, approval by the Municipal Council, and implementation of the First Local Gender Equality Action Plan 2018-2020, has had some positive effects into practice - it enabled the understanding that gender issues and gender equality-related discussions affect not only social protection and inclusion, but also cross-cut all areas of municipal action.

1 The Charter's Albanian version may be accessed in: [https://www.ccre.org/img/uploads/piecesjointe/filename/charte\\_egalite\\_al.pdf](https://www.ccre.org/img/uploads/piecesjointe/filename/charte_egalite_al.pdf)

2 For further information on the Council of European Municipalities and Regions please visit: [https://www.ccre.org/en/article/introducing\\_cemr](https://www.ccre.org/en/article/introducing_cemr)

3 For a fuller list of concepts, you may also see: <https://eige.europa.eu/thesaurus/browse>

4 "Women and men" in this LGAP imply all the people aged 35 years and older (including the old women and old men).

5 "Young women and young men" in this LGAP imply the 18 - 35 age group.

6 "Boys and girls" in this LGAP imply those aged 18-35 years old.

Despite all the efforts made over the years, and although the local legal and policy frameworks have been complemented and harmonized with the national and international framework, we should acknowledge that the reality speaks yet of a missing equality and equity. Inequalities, multiple discrimination and disadvantage between different and same genders have persisted as social notions built upon numerous stereotypes present in the family, education, culture, communication, world of work, the organization of society, etc.

Therefore, if we want to shape a society based on equality, it is essential that the local self-governance bodies take into full account gender mainstreaming in their policies, their organization, and their practices. The real equality between women and men, young women and young men, boys and girls, is also key to achieve economic and social success.

LGAP 2022-2024 has been designed and eventually made reference to different articles of the European Charter for the Equality, the previous LGAP<sup>7</sup>, including difficulties and challenges encountered for its implementation, the implementation of the national legal and policy framework, as well as international gender equality tools ratified by the Albanian Government. As already highlighted in the previous 2018-2020 LGAP, progress in this direction implies mainstreaming gender perspective in all municipal development plans and documents. Unlike from the previous plan, in the present LGAP 2022-2024, the actions addressing gender issues mainstreamed in other municipal plans and documents, are not part of the action plan matrix. The assessment of gender impact of such interventions has been foreseen instead, and the further preparation of such documents using the gender lenses. This difference between the two plans aims at preparing the municipality to progress with the planning, implementation, monitoring, and evaluation of all its interventions from the gender perspective, thus enabling the best documentation possible of measuring outcomes through well-defined gender-sensitive indicators. This would simultaneously help updated record-keeping disaggregated by sex, age, place of residence, ethnicity, disability, sexual orientation and gender identity, civil status, migrant or asylum-seeking status, different social issues that may be experienced, etc.

No intervention, with all the diligence shown and resources available, can be successful if it doesn't properly and equally consider and address the different needs of women and men, young women and young men, boys and girls – that is, of all community members. Women, young women, and girls' empowerment however remains one of the main goals for fulfilling the gender equality objectives. To clearly express the necessity for inclusiveness, the LGAP text continuously repeats the phrase **"in all their diversity"**, to highlight the importance of support, treatment, and empowerment of all women, young women, and girls, including those from disadvantaged groups that undergo multiple discrimination such as: women and girls from rural areas, ethnic minorities, LGBTI+, single mothers, disabled, violated, trafficked, elderly, migrant, asylum-seeking women and girls, etc., so from all groups in the society.

All the measures and actions presented as part of LGAP 2022 – 2024 are supported by data related to the results indicators, main responsible directorates<sup>8</sup> implementing partner institutions and organizations<sup>9</sup> time frames, entities responsible for monitoring, and the necessary implementation costs. These are clearly linked also with the field of intervention, expected outcomes, specific objectives, relevant indicators, and main documents supporting the planned steps.

7 Local Gender Equality Action Plan 2018-2020, approved by the Municipal Council on 25.05.2018.

8 Despite the fact that the responsible Directorates are mentioned in the LGAP matrix (so not at the general directorate level), it is understood that the main responsible party for the implementation of the activity is both the mentioned Directorate and the General Directorate itself, under which is each directorate mentioned as responsible party or supportive for the implementation of a concrete action.

9 Considering the fact that Elbasan Municipality aims to increase and strengthen partnerships with specialized NGOs in various fields, in order to avoid an exhaustive list of them, in the LGAP text there is used term "specialized NGOs" and the names of the partner organizations are not mentioned. Exceptions are made only in cases where these organizations are directly financed by the municipality or are committed to the direct implementation of an activity, through an agreement with the municipality, and have secured the financial source for this purpose.

## II. THE LEGAL AND INSTITUTIONAL FRAMEWORK

When speaking of the legal and policy framework on gender equality we need to consider that the right to equality between genders stems from the Constitution of the Republic of Albania (Article 18), the highest-ranked legal instrument in the legal hierarchy. Article 18 therein reads: “1. All are equal before the law; 2. No one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic condition, education, social status, or parentage; 3. No one may be discriminated against for the reasons mentioned in paragraph 2 if there is no reasonable and unbiased justification.”. This de-jure equality is also enshrined in a series of international instruments, which upon being ratified by the Albanian Parliament are ranked right after the Constitution in the legal hierarchy of the country, implying that if there is a specific issue not regulated by the national legislation, then its solution will be guided by the provisions of the ratified international instruments.

The Local Gender Equality Action Plan 2022-2024 is a tool supporting the implementation of the European Charter for Equality of women and men in local life, but also supports a series of important legal and institutional documents that guide the national actions for women empowerment and advancement towards gender equality in Albania. Some of these main documents are:

### a) *International instruments*

- European Charter for Equality of women and men in local life (EU Charter for Equality).<sup>10</sup>
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
- Beijing Declaration and Platform for Action (BDPfA).
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).
- Sustainable Development Goals (SDGs).
- EU Gender Equality Strategy 2020-2025 and the Gender Action Plan (GAP III) 2021-2025, etc.

### b) *National legal framework*

- Law No. 9970, dated 24.07.2008 “On Gender Equality in Society “.
- Law No. 139/2015 “On Local Self-Governance”.
- Law No. 68/2017 “On Local Self-government Finances”.
- Law No. 125/2020 “On some amendments and addenda to law No. 9669, dated 18.12.2006 “On Measures Against Violence in Family Relations”, as amended<sup>11</sup>.
- Law No. 124/2020 “On some amendments and addenda to Law No. 221/04.02.2010 “On protection from discrimination”, as amended.
- Law No. 35/2020 “On an amendment to law No. 7895, dated 27.01.1995, “Criminal Code of the Republic of Albania”, as amended.
- Law No. 36/2017 “On some addenda and amendments to Law No. 7961, dated 12.07.1995 “Labor Code of the Republic of Albania”, as amended.

<sup>10</sup> Topping the list due to its importance at the local level in the preparation of this LGAP. Although the document has not been ratified by the Albanian Government, because there is no such procedure, municipalities become participatory parties upon signing it.

<sup>11</sup> Along with Law No. 47/2018 “On some amendments and addenda to Law No. 9669, dated 18.12.2006 “On measures against violence in family relationships”, as amended, and with all the previous amendments made to Law No. 9669/2006.

- Law No. 93/2014 “On Persons with Disabilities Inclusion and Accessibility”.
- Law No. 104/2014, “On some addenda and amendments to law No.7703, dated 11.05.1993 “On Social Insurances in the Republic of Albania”, as amended.
- Law No. 101/2020 “On some amendments and additions to Law No. 10019, dated 29.12.2008, “Electoral Code of the Republic of Albania”, as amended.
- Law No. 69/2012, “On Pre-university Education in the Republic of Albania”.
- Law No. 121/2016 “On Social Care Services in the Republic of Albania”.
- Law No. 65/2016, “On Social Enterprises in the Republic of Albania”.
- Law No. 18/2017 “On child rights and protection”.
- Law No. 37/2017 “Criminal Juvenile Justice Code”.
- Law No. 111/2017 “On Legal Aid Guaranteed by State”.
- Law No. 35/2017 “On some additions and amendments to Law No.7905, dated 21.03.1995 “Labor Code of the Republic of Albania”, as amended.
- Law No. 79/2017 “On Sport”.
- Law No. 22/2018 “On Social Housing”.
- Law No. 15/2019 “On Employment Promotion”.
- Law No. 75/2019 “On Youth”, etc.


c) **National Policies**

All measures and actions foreseen in LGAP 2022-2024 also rely on the national strategies or action plans that cover the sectors (directorates) assigned according to their areas of action. But the main national policy underpinning the LGAP is the National Strategy for Gender Equality 2021 -2030.

d) **Responsible institutions**

As already described in the European Charter for Equality, municipalities are the main entities responsible for implementing the Charter by means of LGAP preparation and implementation. Based on how the national mechanism on gender equality in Albania is established and functioning, the Gender Equality Officers (GEOs) at the local self-government level are responsible for implementing the actions in this regard, who apart from within their institution, report upon request, to the Ministry of Health and Social Protection. Elbasan Municipality has appointed the Gender Equality Officer for several years now and up to 2020 she was also the Local Coordinator against Domestic Violence. Since 2021, in line with the applicable legislation, this job position was separated and the Gender Equality Officer now cooperates with the Local Coordinator, but priority is given to gender equality issues in line with the legislation and policies in force. Similarly, Elbasan Municipality has given more priority to staff capacities especially at the Administrative Units, and to the establishment and empowerment of Needs Assessment and Case Referral Units as an effective way to prevent cases through early identification, as well as to timely and efficiently manage them until long-term sustainable solutions are found. During March-April 2022, with UN Women support, Elbasan Municipality organized three two-day trainings focusing on knowledge and capacity enhancement for 31 staff, from the Needs Assessment and Case Referral Units, aiming at handling in the most effective and standardized way domestic violence and gender-based violence’ cases. These trainings have been included in the matrix of foreseen actions in this Local Gender Equality Action Plan.

The Alliance of Women Councilors and the Gender Equality Commission at the Municipal Council are important local actors, too, in handling gender issues. It is also important to formalize a Gender Equality Commission at the municipal level composed of representatives from main responsible directorates pur-



suant to this LGAP, which were also members of the working group that drafted this plan. This commission would enable a better LGAP implementation even for those elements that have not been detailed in the matrix, but as highlighted above, are necessary to advance women, young women, and girls' empowerment, and achieving gender equality (for e.g the commission will enable gender mainstreaming in all development documents of the municipality, irrespective of the sector or area they cover). Therefore, formalizing this Gender Equality Commission at the municipal level is among the first foreseen steps to implement LGAP, immediately following its approval at the Municipal Council. All local institutions and NGOs that are involved as partners in the implementation of main measures and actions in this LGAP are also important and necessary in achieving the desired outcomes to advance towards gender equality. International organizations are significant players, too, given their financial and technical support to implement certain measures foreseen in this LGAP.

### III. ACHIEVEMENTS AND DIFFICULTIES RELATED TO THE IMPLEMENTATION OF THE LOCAL GENDER EQUALITY ACTION PLAN 2018-2020

As mentioned above, Elbasan Municipality is among the five first municipalities of fourteen in the country that signed the European Charter for Equality and prepared and approved the Local Gender Equality Action Plan 2018-2020. LGAP 2018-2020 implementation coincided with a period marked by unforeseen situations such as the November 2019 earthquake and the Covid-19 pandemic. Despite all the difficulties encountered due to major events, Elbasan Municipality has managed to implement a high proportion of measures and actions foreseen in the LGAP 2018-2020.


According to an internal monitoring performed by the municipality itself, the main achievements pursuant to this plan are mostly related to the measures and actions foreseen under the strategic goal 3 “Reduction of gender stereotypes and gender inequalities by promoting the principle of equality between women and men, young women and young men, boys and girls in terms of access and quality of provided services”, but also under several specific objectives of strategic goal 1 “Promotion of the right to equality between women and men, young women and young men, boys and girls, as a fundamental pre-condition for democracy and a democratic society”, and strategic goal 2 “Promotion of the principle of equality between women and men, young women and young men in the political and public life, by meeting the public commitments on gender equality made by Elbasan Municipality”.

One of the main identified challenges relates to proper documentation and reporting of all activities carried out by different directorates at the municipality, which although responsible for the implementation of activities foreseen in LGAP 2018-2020, didn’t see any direct link with their role regarding gender issues and therefore data were not disaggregated by sex and other individual characteristics of participants or target groups (or even if they do keep data, they are not reported in a disaggregated manner). Also, the preparation of the necessary tools and municipal staff capacity enhancement to perform internal monitoring exercises in line with LGAP indicators and objectives was another challenge. The Gender Equality Commission at the municipal level, established for the purposes of implementing LGAP 2018-2020 didn’t engage properly in its monitoring and coordinating work. One of the reasons may relate to the lack of a regulation on the functioning of such commission, therefore the commission did not consider the follow-up of coordinated LGAP 2018-2020 implementation as its own obligation, but rather as a responsibility exclusive to the Directorate of Social Care and Community Services.

The report “Monitoring the implementation of the Specific Objective 3.7 “Increasing the effectiveness of the cross-cutting approach and basic specialized services for the victims/survivors of gender-based violence, domestic violence and trafficking in human beings” of the Local Gender Equality Action Plan 2018-2020 of Elbasan Municipality, drafted in December 2021 with the support of UN Women Albania, describes a series of good practices of Elbasan Municipality too, identified during LGAP 2018-2020 implementation, such as:

- Kindergarten payment for children of victims of domestic violence, equipped with a protection order as long as such order is in force.
- Benefit of victims of domestic violence from social housing programs based on law on “Social Housing”, thus causing an increase in the number of beneficiaries from 62 cases in 2019 to 117 families in 2020, some of whom are victims of domestic violence (37 cases in 2017, 16 cases in 2019 and 19 cases of rent bonuses in 2020).
- A good practice in Elbasan Municipality is the system of stand-by employees, established by Mayor’s Order to enhance the effectiveness of the Coordinated Referral Mechanism for cases of domestic violence, pursuant to Law No. 9669, dated 18.12.2006 “On Measures against Violence in Family Relations”, as amended. This practice has enabled the provision of emergency services (24/7). The system is composed





of specialists from the Directorate of Social Care Services at Elbasan Municipality, which are on a stand-by mode to respond to every case of domestic violence, based on a pre-defined chart in a calendar with the phone numbers of responsible employees. The chart has been made available to Elbasan Local Police Directorate, Elbasan District Court, and State Agency for the Protection of Child Rights.

- Elbasan Municipality has established many years ago a sustainable model of gender-responsive participatory budgeting.

During the preliminary discussions on LGAP 2022-2024 preparation, several important issues were identified for further consideration and inclusion in the second action plan such as:

- Progress with gender-responsive budgeting, pursuant to the legislation, by empowering the municipal staff to enable the gender-responsive budgets analysis and the gender impact assessment of intervention, thus estimating their cost-efficiency.
- Increase of specialist support services, or expansion of the range of service providers NGOs, financially supported by the municipality.
- Establishment of links between actions on women and young women' economic empowerment with the measures and actions foreseen for the improvement of certain city areas, especially those that are important for the historical and cultural heritage.
- Regular monitoring and report on the implementation of this LGAP not only internally, but also to the Council of European Municipalities and Regions (CEMR).
- Establishment of an internal structure at the municipal level on the monitoring of social care services, etc.

All the above, including the wide discussions in this regard during the LGAP 2022-2024 consultation stage, along with an in-depth analysis carried out by the municipality targeting the social issues on community development (performed in the framework of preparing a series of action plans during 2021), have informed the design of the measures and actions mentioned in LGAP 2022-2024 matrix.

#### IV. METHODOLOGY

The methodology for drafting LGAP 2022-2024 was comprehensive and was developed through the following steps:


- ***Situation analysis and assessment through existing information and data (desk review).*** This analysis relied on a series of existing municipal documents or draft documents, but it also covered the national and local legal and policy framework related to gender issues.
- ***Identification of main intervention areas, necessary to be included in the LGAP 2022-2024 matrix.*** The identification underwent a series of steps, starting with the assessment of achievements and challenges in the first stage, up to considering and reflecting the comments and suggestions from the discussions with the municipal staff, AUs and neighbourhoods, as well as main partners and cooperators of the municipality (NGOs, businesses, media, academics, etc.).
- ***Preliminary consultations at the municipality level.*** These consultations involved the municipal staff (representatives from all directorates at the municipality) and AU administrators. This step was considered necessary first to enable uninformed people (occupying certain job positions in the municipality, but not present and engaged in the process of giving information about the Charter and LGAP 2018-2020 preparation) become familiar with the European Charter for Equality of women and men in local life, but also to discuss with those involved earlier in the process about the details that are related to LGAP form and content in general, especially after being involved in its implementation.
- ***Design of the draft LGAP 2022-2024.*** The draft put out for consultation contained the main sections and data, vision, intervention areas, specific objectives, and foreseen measures and actions to achieve the specific objectives. The draft reflected the changes agreed upon in the preliminary consultations at the municipal level.
- ***Consultations with the stakeholders and groups of interest.*** The process built on the draft document. The consultations involved the responsible directorates and the municipal staff, AUs staff, NGOs, academics, media, as well as Youth Council, Alliance of Women Councilors, and the Municipal Council members. Five consultation sessions were carried out: one consultation on 27 September 2021, one consultation on 14 October 2021, two consultations on 24 February 2022, one consultation on 24 March 2022, with 59 participants (38 women and 21 men) attending. The draft LGAP 2022-2024 was disseminated by email to a considerable number of partners and cooperators (40 email addresses) to enable them to provide their comments and to expand the consultation process as much as possible.

Likewise, on 11 April 2022, the draft LGAP was published for public consultation in the official website of Elbasan Municipality, accessible in: <https://elbasani.gov.al/konsultim-publik-mbi-planin-e-dyte-vendor-te-ve-primit-per-barazine-gjinore-2022-2024/>

The public consultation process was open until 20 May 2022 (40 days, according to the legal provisions in force).

- ***Finalization of the draft LGAP 2022-2024 and the costing of agreed actions.*** The draft LGAP finalization took into account the comments and suggestions during the consultation phase. Agreed activities were simultaneously costed.
- ***Approval of LGAP 2022-2024 by the Municipal Council.*** The final consulted and costed LGAP version was forwarded for approval to the Municipal Council. LGAP 2022-2024 will be published in the municipality's website upon approval, while its English version will be published in the official website of the Council of European Municipalities and Regions (CEMR). The Local Gender Equality Action Plan 2022-2024 of the Municipality of Elbasan was approved by the Decision of the Municipal Council No. 64 dated 30.05.2022.





All the above steps are in line with LGAP preparation methodology suggested by the CEMR and have been applied during LGAP 2018-2020 preparation earlier by Elbasan Municipality. However, as mentioned in the introduction of this document, unlike LGAP 2018-2020, LGAP 2022-2024 does not include any measures or actions foreseen in other municipal documents for specific areas that are in line with the compliance of different Charter articles. They specify and insist instead to mainstream first and foremost the gender perspective in all these plans from the very inception stage, and second to assess the gender impact on their implementation, thus enabling a careful documentation and monitoring of all actions that aim at the implementation of the European Charter for Equality, no matter if those actions have been cited as part of this LGAP.

The technical support and assistance provided by UN Women through a dedicated consultant<sup>12</sup> in the framework of implementing the Joint UN Project “EU for Gender Equality in Albania: Implementation of the EU Gender Equality acquis” (EU4GE)”, implemented by UN Women and UNFPA and funded by the European Union through the UN Albania Sustainable Development Goals Acceleration Fund.

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<sup>12</sup> Ms. Monika Kocaqi, expert on gender equality, gender-based violence and domestic violence.

## V. VISION, INTERVENTION AREAS AND SPECIFIC OBJECTIVES

### Vision

“Elbasan women and men, young women and young men, boys and girls, irrespective of their age, place of residence, ethnicity and social group, disabilities and special needs, sexual orientation and gender identity expression, civil status, migrant status, asylum-seeking status, employment and economic status, religion, or other individual characteristics, should enjoy, respect and contribute to the advancement of gender equality and its practical implementation in all life’ areas”.

**Principles**<sup>13</sup> that guide LGAP implementation are the same to those guiding the European Charter for Equality of women and men in local life, reading as follows:

1. Equality between women and men, young women and young men, girls and boys constitute a fundamental right.
2. To ensure gender equality, multiple discrimination and disadvantage must be addressed.
3. A balanced participation of women and men, young women and young men in the decision-making is a pre-requisite of a democratic society.
4. Elimination of gender stereotypes is fundamental to achieving gender equality.
5. The integration of gender perspective into all activities of local self-governance bodies is necessary to advance gender equality.
6. Properly resourced action plans are necessary tools to advance gender equality

### Main intervention areas

LGAP 2022-2024 consists of four intervention areas, with their content including different articles under the European Charter for Equality, but also harmonized with several specific objectives of the National Strategy for Gender Equality 2021 - 2030, especially those containing specific measures and actions where LGUs are the main responsible implementing partners. The intervention areas are as follows:

- I. Advancement in the general gender equality framework.
- II. Reduction of gender stereotypes, harmful practices, multiple discrimination and disadvantage.
- III. Advancement towards balanced and sustainable employment and economic development.
- IV. Increase the level of safety, protection and efficiency of the multi-sectorial coordinated approach for women, young women and girls, and men, young men and boys, in public and private spaces.

Each of the intervention areas have been further broken down into expected results, specific objectives, their measurement indicators, and in specific measures and actions, as detailed in the action plan matrix, providing full information on results implementation and evaluation, as well as on European Charter specific articles, and other main documents we may refer to implement the actions foreseen in each intervention area.

LGAP implementation advancement and efficiency requires making available the necessary human, financial, and infrastructural resources, as well as coordinating the actions and the interinstitutional cooperation with other local institutions, civil society organizations, academics, businesses, media, and other international organizations working for women empowerment and gender equality achievement. The regular collection and update of data disaggregated by sex and a series of individual characteristics, the ongoing monitoring of the progress in implementing the foreseen activities, the accountability and transparency for achieved results, are also a necessity to progress towards the vision guiding this LGAP.

<sup>13</sup> For more detailed explanations on each principle, please refer to the European Charter for Equality at: [https://www.ccre.org/img/uploads/piecesjointe/filename/charte\\_egalite\\_al.pdf](https://www.ccre.org/img/uploads/piecesjointe/filename/charte_egalite_al.pdf)

## Expected outcomes, specific objectives, and indicators

### Intervention area:

- I. Advancement in the general gender equality framework.

### Expected outcomes:

- I.a. Municipality's accountability and transparency in meeting public commitments on gender equality, significantly increased.
- I.b. Gender-responsive budgeting implemented in line with the legislation in force and gender mainstreamed in municipal policies and plans.

### Specific Objectives:

- I.1. Increase the accountability and transparency in meeting public commitments on gender equality.
- I.2. Implementation of obligations relating to gender mainstreaming and gender-responsive budgeting at the local level.

### Indicators at objective level:

- I.1.a. Number of monitoring reports on the implementation of the Local Gender Action Plan, published on the website of the relevant municipality and Council of European Municipalities and Regions (CEMR).
- I.2.a. Number of spend budget monitoring reports from the gender perspective, published in the municipality's website.
- I.2.b. Number of important local documents monitored from the gender perspective.

Measures and actions foreseen in this intervention area aim at further improving the municipality's transparency and decision-making not only towards its citizens, but also towards other local, national and international institutions. This also impacts the increase of trust in this institution. The upscale of actions by enhancing the internal municipal structures to perform the budget's gender analysis and the assessment of the gender impact on the implemented actions will contribute to a better implementation of the legislation in force regarding gender-responsive budgeting.

### Intervention area:

- II. Reduction of gender stereotypes, harmful practices, multiple discrimination and disadvantage.

### Expected outcomes:

- II.a. A new generation equality created, which fights gender stereotypes, harmful practices, multiple discrimination and disadvantage.
- II.b. Considerably increased information on parental responsibilities and the role of both parents in raising and educating their children by fighting gender stereotypes and harmful practices.

### Specific Objectives:

- II.1. Educating the society on the principles of gender equality.
- II.2. Investing in positive parenting.

### Indicators at objective level:

- II.1.a. Number of people involved in educational activities to fight gender stereotypes, harmful practices and multiple discrimination or disadvantages.
- II.2.a. Number of parents appreciating and participating in the municipal initiatives on positive parenting.

Measures foreseen under this objective aim at focusing on the identification of positive models for breaking gender stereotypes. On the one hand, it will be aimed the information and education on gender equality issues and non-discrimination in general and on the other hand, there will be promoted positive models and encouraged young women and young men to create the generation equality, wherein all individuals unfold their potentials by setting aside discrimination, disadvantage, and all the harmful practices that keep family and society away from gender equality and equity. Re-organization of household works and obligations, wherein each member cares for him/herself and others, by not burdening only the woman with chores, will also be at the focus of foreseen actions under this specific objective, aiming at the explanation of positive aspects of balancing the personal and professional lives. All the above will certainly be associated with specific steps towards investing in positive parenting and open parent-child communication.

<p><b>Intervention area:</b></p> <p>III. Advancement towards balanced and sustainable employment and economic development.</p>
<p><b>Expected outcomes:</b></p> <p>III.a. Municipality’s actions to enable a workplace that harmonizes personal life with the professional one, significantly increased.</p> <p>III.b. Measures that aim at encouraging women and young women entrepreneurship, tailored to their own specific needs.</p>
<p><b>Specific Objectives:</b></p> <p>III.1. Upscale of actions to challenge gender stereotypes in employment and to balance as far as possible, the professional life with the personal life and the need to care for dependent family members.</p> <p>III.2. Encouragement of women and young women entrepreneurship and employment, as well as increasing their access to services, financial products and productive resources.</p>
<p><b>Indicators at objective level:</b></p> <p>III.1.a. Number of people equipped with information on combating gender stereotypes in employment and balancing the professional with the personal life.</p> <p>III.2.a. Number of women and young women entrepreneurs supported to advance towards sustainable economic development.</p>

Among the main measures foreseen are those related to a better understanding of employment promoting legislation and services, which necessarily lead to their proper application. Informing young women and young men about existing employment promoting programs or support initiatives to start economic activities, will increase people’s interest to apply. Likewise, supporting initiatives related to digitization, environmental economy and cultural heritage preservation is also aimed at. The focus will be improving the situation of women living in rural areas, educating them on the value chain and promoting more access to the labor market.

<p><b>Intervention area:</b></p> <p>IV. Increase of level of safety, protection and efficiency of the multi-sectorial coordinated approach for women, young women and girls, and men, young men and boys, in public and private spaces.</p>
<p><b>Expected outcomes:</b></p> <p>IV.a. Increased information, security and protection elements in public and private spaces.</p> <p>IV.b. Empowered and efficient Coordinated Referral Mechanism for cases of domestic and gender-based violence.</p>

Specific Objectives:

- IV.1. Improvement of security and protection elements in public premises and awareness-raising about Resolution 1325 on “Women, Peace and Security”.
- IV.2. Enhanced empowerment and efficiency of the Coordinated Referral Mechanism for cases of domestic and gender-based violence.

Indicators at objective level:

- IV.1.a. Number of safety auditing missions carried out by the municipal staff in cooperation with the Local Council of Public Safety.
- IV.2.a. Percentage of municipal budget dedicated to specialist support services for cases of domestic and gender-based violence.

Measures and actions foreseen in this area of intervention aim at improving the safety level of public spaces by coordinating actions between all actors and responsible mechanisms already established for such purpose and enhance the effectiveness of treatment of cases of domestic and gender-based violence. Information and education to better understand the rights and protection guaranteed will be accompanied by specialist services that will be provided in line with the standards, but also financially supported the most by the municipality. Likewise, finding solutions to enable the full integration of victims/survivors of domestic and gender-based violence is another direction which we will be working towards during the upcoming years.

## VI. LGAP 2022-2024 IMPLEMENTATION COSTS

All activities foreseen in LGAP matrix 2022 - 2024 are accompanied by the financial cost needed for their implementation, which is further broken down into costs covered by the municipality itself, costs covered by donors and third parties, as well as costs that need to be secured (or financial gap).

It's important to highlight that although the municipality covers most of its activities through its existing human and financial resources (specialists paid a fixed salary, rooms/premises under its ownership used to carry out different activities, or making available office materials and equipment that are purchased by the institution) etc., this Local Gender Equality Action Plan 2022-2024 identifies the relevant value of this contribution in order to determine the cost-efficiency during the monitoring and evaluation of its implementation. It is of importance to bear in mind the fact that these estimations were made for the minimum amounts required for the organization of the proposed activities.

Section VIII "Local Gender Equality Action Plan 2022-2024 Matrix" on any foreseen measure/activity in the cost column gives information on the:

- a. **Total measure/activity development cost.** This cost is estimated as basic cost (items of activity development) multiplied with activities foreseen within entire LGAP implementation period (three years).
- b. **Cost value covered by the municipality.** It should be considered that this value, not necessarily is an addition to the municipal budget, could also be associated with the partial engagement of specialists in the relevant directorates (i.e., some working days dedicated to measure/activity implementation, covered by their monthly salary), or in-kind contribution, by making available the premises etc. Likewise, in case the measure or action is foreseen as a primary obligation in another action plan, in relation to costs, the reference in the relevant plan is cited, to avoid overlaps in financial estimations.
- c. **Cost value covered by donors.** This implies that the donors have preliminary agreed on their contribution regarding measure/activity development.
- d. **Financial gap.** This is about the cost value left uncovered by any source at the moment this plan was approved. This value may be covered through negotiation with donors, businesses, specialized NGOs, media, academics etc., or may even be foreseen in the Mid-Term Budgetary Programs (MTBP) and annual budgets, starting with MTBP 2023 - 2025.

Costs estimated serve to guidance purposes only and the approval of this costed Local Gender Equality Action Plan 2022 - 2024 does not automatically imply its budgeting. In order to budget and allocate the relevant annual funds, necessary to implement the LGAP, the municipality should include in its annual and medium-term budget projections the measures foreseen in that plan. In this framework, lobbying of women councilors to ensure the financial resources so as to deliver the activities/measures, by including them in municipal annual or medium-term budgets, is a necessity.

Along with the annual review of the Action Plan, ***the proposed costs should be also reviewed***, based on how they were included in the annual budgets or the MTBPs of Elbasan Municipality, and in the agreements with potential donors and partners. This requires an increased attention especially during the MTBP and annual budgets to include in them measures and actions foreseen in the LGAP matrix, divided by year.

Estimations indicate that the overall costs for LGAP 2022 - 2024 implementation amount to **ALL 40,615,008**. Of these:

- **ALL 3,195,733** are costs for the implementation of the intervention area I "Advancement in the general gender equality framework".
- **ALL 5,920,429** are costs for the implementation of the intervention area II "Reduction of gender stereotypes, harmful practices, multiple discrimination and disadvantage".

- **ALL 10,230,729** are costs for the implementation of the intervention area III “Advancement towards balanced and sustainable employment and economic development”.
- **ALL 21,268,117** are costs for the implementation of the intervention area IV “Increase the level of safety, protection and efficiency of the multi-sectorial coordinated approach for women, young women and girls, and men, young men and boys, in public and private spaces”.

Out of the total cost of ALL 40,615,008, necessary for the overall LGAP 2022 - 2024 implementation for its entire duration (three years):

- **ALL 27,041,158 are costs covered by the municipality** with existing staff and in-kind contribution rooms, tools etc.), **which do not need to be calculated as extra in the budget, because the human resources and the infrastructure do exist.**
- **ALL 3,204,850 are costs covered by different donors** (who have preliminary agreed on the amount when preparing the draft LGAP).
- **ALL 10,369,000 are a financial gap**, for which the municipality will lobby to find the financing resources or will make some addition projections in the future MTBP, starting from MTBP 2023 - 2025.

Intervention Areas	Specific Objectives	Total cost for three years	Municipality	Confirmed donors	Financial gap
I. Advancement in the general gender equality framework.	I.1. Increase the accountability and transparency in meeting public commitments on gender equality.	ALL 1,132,138	ALL 470,488	ALL 485,650	ALL 176,000
	I.2. Implementation of obligations relating to gender mainstreaming and gender-responsive budgeting at the local level.	ALL 2,063,595	ALL 1,610,595	ALL 342,000	ALL 111,000
<b>Total Intervention Area I:</b>		<b>ALL 3,195,733</b>	<b>ALL 2,081,083</b>	<b>ALL 827,650</b>	<b>ALL 287,000</b>
II. Reduction of gender stereotypes, harmful practices, multiple discrimination and disadvantage.	II.1. Educating the society on the principles of gender equality.	ALL 4,293,083	ALL 1,455,083	ALL 0	ALL 2,838,000
	II.2. Investing in positive parenting.	ALL 1,627,345	ALL 718,345	ALL 0	ALL 909,000
<b>Total Intervention Area II:</b>		<b>ALL 5,920,429</b>	<b>ALL 2,176,429</b>	<b>ALL 0</b>	<b>ALL 3,747,000</b>

III. Advancement towards balanced and sustainable employment and economic development.	III.1. Upscale of actions to challenge gender stereotypes in employment and to balance as far as possible the professional life with the personal life and the need to care for dependent family members.	ALL 1,104,110	ALL 1,104,110	ALL 0	ALL 0
	III.2. Encouragement of women and young women entrepreneurship and employment, as well as increasing their access to services, financial products and productive resources.	ALL 9,126,619	ALL 3,471,619	ALL 2,010,000	ALL 3,375,000
<b>Total Intervention Area III:</b>		<b>ALL 10,230,729</b>	<b>ALL 4,829,158</b>	<b>ALL 2,010,000</b>	<b>ALL 3,375,000</b>
IV. Increase of level of safety, protection and efficiency of the multi-sectorial coordinated approach for women, young women, girls and men, young men and boys, in public and private spaces.	IV.1. Improvement of security and protection elements in public premises and awareness-raising about Resolution 1325 on "Women, Peace and Security".	ALL 1,854,095	ALL 1,678,095	ALL 0	ALL 176,000
	IV. 2. Enhanced empowerment and efficiency of the Coordinated Referral Mechanism for cases of domestic and gender-based violence.	ALL 19,414,021	ALL 16,262,821	ALL 367,200	ALL 2,784,000
<b>Total Intervention Area IV:</b>		<b>ALL 21,268,117</b>	<b>ALL 17,940,917</b>	<b>ALL 367,200</b>	<b>ALL 2,960,000</b>

For more details, please refer to the Local Gender Equality Action Plan Matrix.



## VII. REPORTING AND MONITORING

The Directorate or Sector responsible for activity implementation will **report** on implemented activities to the ***Gender Equality Commission (GEC), which will be established at the municipal level, immediately upon this LGAP approval, with representatives from each directorate at the municipality.*** Following the approval of the Local Gender Equality Action Plan 2022-2024, as the first step towards its implementation, the indicator sheets will be drafted along with the information to be gathered and reported based on the activity and specific objectives. ***Activity reporting*** will be ***periodic (every 3 months)*** or based on the requests of the Gender Equality Commission at Municipality or Mayor's Cabinet level. ***The specific objective-based reporting*** will be performed ***two times a year (every 6 months)***.

***The monitoring*** of the Action Plan implementation ***at objective level*** will be carried out by the ***Gender Equality Commission at Municipal Council level.***

Prepared reports will be forwarded to the Alliance of Women Councilors and to the Ministry of Health and Social Protection (MoHSP) or to the Agency for Support of Local Self-Government, based on their requests.

Based on the monitoring performed, the LGAP should be periodically ***revised and improved*** and at least once a year from the date of its implementation.

VIII. LOCAL GENDER EQUALITY ACTION PLAN MATRIX 2022-2024

				Grey
Light Blue		Dark Blue	Orange	
	Blue	White	Light Blue	Orange
Orange	White	Yellow		Light Blue
	Grey			

<b>Intervention area:</b>		<b>I. Advancement in the general gender equality framework.</b>				
Expected outcomes:	<p>I.a. Municipality's accountability and transparency in meeting public commitments on gender equality, significantly increased.</p> <p>I.b. Gender-responsive budgeting implemented in line with the legislation in force and gender mainstreamed in municipal policies and plans.</p>					
Main reference documents:+	<p>- European Charter for Equality of women and men in local life (EU Charter for Equality)- Articles 4, 5, 7, 8, 9.</p> <p>- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)- Article 3.</p> <p>- Beijing Declaration and Platform for Action (BDPfa)- critical area 8.</p> <p>- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)- Articles 6, 8.</p> <p>- European Union Gender Action Plan III (EU GAP III) – pillars 1, 5.</p> <p>- National Strategy on Gender Equality (NSGE) 2021- 2030- specific objective IV.3.</p>					
Specific objective:	I.1. Increase accountability and transparency in meeting public commitments on gender equality.					
Indicator:	I.1.a. Number of monitoring reports on the implementation of the Local Gender Equality Action Plan, published on the website of the relevant municipality and CEMR.		Baseline: 0 (2021)	Target: 3 (2022)		
MEASURES AND ACTIVITIES		IMPLEMENTATION		TIME FRAME	TOTAL COST	MONITORING
		PARTNERS AND COLLABORATORS	RESPONSIBLE DIRECTORATES			
I.1.1. Preparation of the Local Gender Equality Action Plan (LGAP) 2022-2024 through a comprehensive consultation process.	1 draft LGAP de-signed.	Directorate of Social Care and Community Service (DSCCS).	All directorates of the municipality, AU, NGO, academics, Alliance of Women Councilors, Youth Council, Municipal council, international organizations.	I Q. 2022	ALL 427,079 Municipality: ALL 56,429 Donors: ALL 370,650 <sup>15</sup> Financial gap: ALL 0	GEC at Municipal' Council level.
I.1.2. Publication of the Local Gender Equality Action Plan (LGAP) in the municipality's website for public consultation, in the framework of the comprehensive document consultation process.	1 link of the publication.	Public Information Coordinator.	DEISPI, DITM, DSCCS.	I Q. 2022	5.524 lekë Municipality: ALL 5,524 Donors: ALL 0 Financial gap: ALL 0	GEC at Municipal' Council level.

15 Cost covered by UN Women.

I.1.3. Approval of costed LGAP from the Municipal Council.	1 Decision of Municipal Council on LGAP approval.	Municipal Council.	Mayor's Cabinet, DSCCS.	II Q 2022 - II Q 2022	ALL 14,000 Municipality: ALL 14,000 Donors: ALL 0 Financial gap: ALL 0	GEC at Municipal Council level.
I.1.4. LGAP translation into English and its publication in the web.	1 document translated and with layout design.	Directorate of Social Care and Community Service (DSCCS).	International organizations.	II Q 2022 - II Q 2022	ALL 115,000 Municipality: ALL 0 Donors: ALL 115,000 <sup>16</sup> Financial gap: ALL 0	GEC at Municipal Council level.
I.1.5. Publication of the approved Local Gender Equality Action Plan (LGAP) on the website of the relevant municipality and Council of European Municipalities and Regions <sup>17</sup> .	1 link of the LGAP publication.	Directorate of Information Technology and Media (DITM).	DEISPI, DSCCS, international organizations.	II Q 2022 - II Q 2022	ALL 5,524 Municipality: ALL 5,524 Donors: ALL 0 Financial gap: ALL 0	GEC at the municipal level and GEC at the Municipal Council level.
I.1.6. Establishment of the Gender Equality Commission at the municipal level by Mayor's Order with representatives from main directorates responsible for the implementation of the present LGAP.	1 Mayor's Order.	Mayor's Cabinet.	DAHR, DEISPI, DSCCS, international organizations.	II Q 2022 - II Q 2022	ALL 5,524 Municipality: ALL 5,524 Donors: ALL 0 Financial gap: ALL 0	GEC at Municipal Council level.
I.1.7. Approval of the regulation on the functioning of the Gender Equality Commission at the municipal level (established by Mayor's Order), throughout LGAP implementation.	1 adopted regulation.	Mayor's Cabinet.	DAHR, DEISPI, DSCCS, international organizations.	II Q 2022 - II Q 2022	ALL 11,048 Municipality: ALL 11,048 Donors: ALL 0 Financial gap: ALL 0	GEC at Municipal Council level.

<sup>16</sup> Cost agreed to be covered by UN Women.

<sup>17</sup> Publication in CEMR website will be supported by UN Women.

I.1.8. Preparation of unified tools/forms on the collection of data about delivered activities, to be used by each directorate at the municipality.	Prepared forms.	Directorate of Social Care and Community Service (DSCCS).	All directorates responsible for LGAP implementation, international organizations. <sup>18</sup>	II Q 2022 – II Q 2022	ALL 27,619 <i>Municipality:</i> ALL 27,619 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at Municipal' Council level.
I.1.9. Organization of periodic meetings with partners and stakeholders on LGAP implementation and the need to improve its objectives.	3 organized meetings (1 per year).	Directorate of Social Care and Community Service (DSCCS).	All directorates responsible for LGAP implementation, NGOs, media academics, businesses, international organizations.	2nd half 2022 – 2nd half 2024	ALL 61,679 <i>Municipality:</i> ALL 61,679 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
I.1.10. Enhancement of municipal staff capacities on LGAP implementation monitoring in line with CEMR requirements <sup>19</sup> .	2 trainings delivered.  No. of prepared monitoring tools.	Directorate of Information, Statistics and Coordination (DISC).	DAHR, DBF, DSCCS, international organizations.	2nd half 2022 – 1st half 2023	ALL 194,000 <i>Municipality:</i> ALL 18,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
I.1.11. Preparation of the annual LGAP implementation report.	3 prepared reports (annual).	Directorate of Social Care and Community Service (DSCCS).	All directorates responsible for LGAP implementation, NGOs, media academics, businesses, international organizations.	2nd half 2022 – 2nd half 2024	ALL 248,571 <i>Municipality:</i> ALL 248,571 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
I.1.12. Periodic publication of data on LGAP implementation in the municipality and CEMR's website.	1 Link me të dhënat e publikuara.	Public Information Coordinator.	DEISPI, DITM, DSCCS, international organizations.	2nd half 2022 – 2nd half 2024	ALL 16,571 <i>Municipality:</i> ALL 16,571 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.

<sup>18</sup> UN Women may provide its technical assistance in the preparation of unified tools/forms on data collection, on a request basis.

<sup>19</sup> Monitoring support according to CEMR requirements will be enabled by UN Women.

Specific objective:		I.2. Implementation of obligations relating to gender mainstreaming and gender-responsive budgeting at the local level.				
MEASURES AND ACTIVITIES	OUTPUT	IMPLEMENTATION		TIME FRAME	TOTAL COST	MONITORING
		PARTNERS AND COLLABORATORS	RESPONSIBLE DIRECTORATES			
Indicators:				Baseline:	0 (2021) 1 (2021)	Target: 3 (2024) 3 (2024)
I.2.1. The training of the Gender Equality Commission (GEC) at the municipal level and of the sector responsible for organizing public hearings on LGAP implementation, gender analysis and gender impact assessment in the implementation of actions adopted by the municipality.		Directorate of Administration and Human Resources (DAHR).	DSCCS, relevant directorates implementing the budget programs to undergo analysis, GEC at the municipal level, academics, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2022	ALL 89,250 <i>Municipality:</i> ALL 8,250 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 81,000	GEC at the municipal level and GEC at the Municipal' Council level.
I.2.2. Training and mentoring of the municipal staff to perform the budget gender analysis and to implement GRB legislation at the local level.		Directorate of Budget and Finance (DBF).	DAHR, DSCCS, GEC at the municipal level, academics, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2023	206,250 lekë <i>Municipality:</i> 14,250 lekë <i>Donors:</i> 192,000 lekë <sup>21</sup> <i>Hendek financiar:</i> 0 lekë	GEC at the municipal level and GEC at the Municipal' Council level.
I.2.3. Gender impact analysis and assessment on annual or medium-term expenses of municipal budget programs.		Directorate of Budget and Finance (DBF).	DSCCS, relevant directorates implementing the budget programs to undergo analysis, GEC at the municipal level, academics, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 481,429 <i>Municipality:</i> ALL 331,429 <i>Donors:</i> ALL 150,000 <sup>22</sup> <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.

20 In the measurement of outcome indicators, when speaking about the identification of the number of attendants, data will be disaggregated by sex, profession, sector etc. Similarly, when speaking of meetings/training and activities in the community or others, data will be always disaggregated by sex, age, place of residence, ethnicity, disability, and other personal characteristics.

21 Staff training and mentoring support will be provided by UN Women.

22 Gender analysis of budget programs for the first year will be supported by UN Women.

1.2.4. Gender Equality Officer's participation in all meetings/public consultations organized in the framework of preparing the budget or different interventions for community development.	30 meetings/ consultations attended by the GEO.	Directorate of European Integration, Strategic Projects and Innovation (DEISPI).	DBF, DSCCS, relevant directorates to carry out the interventions to which public consultations will apply.	3M-II-2022 – 6M-II-2024	ALL 112,857 <i>Municipality:</i> 82,857 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 30,000	GEC at the municipal level and GEC at the Municipal' Council level.
1.2.5. Preparation of a check list with issues to be considered during the interventions carried out by the municipality aiming at community development (infrastructure, environment etc.)- gender-sensitive analysis (GSA).	1 GSA check list prepared according to the areas targeted by the interventions until 2024.	Directorate of Social Care and Community Service (DSCCS).	All directorates that have planned urban development interventions until 2024.	2nd half 2022 – 2nd half 2022	ALL 41,429 <i>Municipality:</i> ALL 41,429 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
1.2.6. Gender impact assessment for the performed interventions aiming at the rehabilitation of roads and public premises, construction of playgrounds and sports premises, reconstruction of educational, health, social care facilities, etc.	3 GIA reports prepared according to the areas targeted by the interventions (1 per year).	Directorate of Social Care and Community Service (DSCCS).	All directorates that have performed urban development interventions until 2024.	2nd half 2022 – 2nd half 2024	ALL 414,286 <i>Municipality:</i> ALL 414,286 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
1.2.7. Monitoring of implementation of local plans or strategies from the gender perspective (national minorities integration plan, youth plan etc.).	3 reports on the monitoring performed (1 per year).	Directorate of Social Care and Community Service (DSCCS).	All directorates responsible for the implementation of such plans Specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 414,286 <i>Municipality:</i> ALL 414,286 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
1.2.8. Use of gender sensitive language and review from the gender perspective of strategies and plans to be drafted and approved by the municipality in the long run (social plan, social housing plan etc.).	3 documents with an integrated gender perspective (1 per year).	Directorate of Social Care and Community Service (DSCCS).	Directorates responsible for plans to be drafted, academics, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 248,571 <i>Municipality:</i> ALL 248,571 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
1.2.9. Development of a policy against sexual harassment for employees and citizens benefiting from Municipality services.	1 drafted and published policy.	Directorate of Social Care and Community Service (DSCCS).	DAHR, DISC, academics, specialized NGOs, international organizations.	1st half 2023 – 2nd half 2023	ALL 55,238 <i>Municipality:</i> ALL 55,238 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.

Intervention area:		II. Reduction of gender stereotypes, harmful practices, multiple discrimination and disadvantage.				
Expected outcomes:	II.a. A new generation equality created, which fights gender stereotypes, harmful practices, multiple discrimination and disadvantage. II.b. Considerably increased information on parental responsibilities and the role of both parents in raising and educating their children by fighting gender stereotypes and harmful practices.					
Main reference documents:	- European Charter for Equality of Women and Men in Local Life (EU Charter for Equality)- Articles 6, 10, 13, 16, 20. - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)- Article 2, 5, 10, 16. - Beijing Declaration and Platform for Action (BDPfA)- critical area 2, 9. - Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)- Articles 1/b, 4/2, 4/3, 12/1, 12/6, 13, 14, 17. - European Union Gender Action Plan III (EU GAP III) – specific thematic objective 2. - National Strategy on Gender Equality (NSGE) 2021- 2030- specific objective III.4.					
Specific objective:	II.1. Educating the society on the principles of gender equality.					
Indicator:	II.1.a. Number of people involved in educational activities to fight gender stereotypes, harmful practices and multiple discrimination or disadvantages.	Baseline:	3,200 (2019) <sup>23</sup>	Target:	15,000 (2024)	
MEASURES AND ACTIVITIES	OUTPUT	IMPLEMENTATION		TIME FRAME	TOTAL COST	MONITORING
		PARTNERS AND COLLABORATORS	RESPONSIBLE DIRECTORATES			
II.1.1. One publication with models of women, young women, and girls, in all their diversities, who have made history over the years, highlighting the positive changes they have achieved.	1 publication.	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, DITM, DSYAP, DEISPI, specialized NGOs, academics, international organizations.	1st half 2023 – 2nd half 2023	ALL 245,952 <i>Municipality:</i> ALL 220,952 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 25,000	GEC at the municipal level and GEC at the Municipal' Council level.
II.1.2. Information meetings with pupils and students, with the participation of women identified as role models.	30 held meetings (1 meeting each year).	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, LPEO, academics, specialized NGOs, international organizations.	2nd half 2023 – 2nd half 2024	172,857 <i>Municipality:</i> ALL 172,857 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.

23 According to the monitoring report of LGAP 2018-2020 strategic goal III implementation, designed with UN Women support.



II.1.3. Local media (TV and radio) broadcasts focusing on the models of women, young women, and girls in all their diversity, who have made history over the years.	1 cycle of shows with 12 conversations.	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, DITM, academics, specialized NGOs, international organizations.	2nd half 2023 – 2nd half 2024	ALL 99,429 <i>Municipality:</i> ALL 99,429 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
II.1.4. Identification and support of young women and girls who participate in nontraditional sports (promotion of women's football team etc.).	7 posts in the municipality's website with girls participating in nontraditional sports (1 for 2022 and 3 for 2023 and 2024 each).	Directorate of Sports and Youth Activities and Policies (DSYAP).	DSCCS, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 77,333 <i>Municipality:</i> ALL 77,333 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
II.1.5. Support of cultural and artistic activities that promote the empowerment of women, young women and girls, and that challenge gender stereotypes.	5 supported activities (1 for 2022 and 2 for 2020 and 2024 each).	Directorate of Education, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, media, academics, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 750,000 <i>Municipality:</i> ALL 250,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 500,000	GEC at the municipal level and GEC at the Municipal' Council level.
II.1.6. Training with journalists on methods to showcase positive models of women, young women, and girls in local politics and public decision making.	3 delivered trainings (1 training per year).	Directorate of Information Technology and Media (DITM).	DSCCS, university, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 267,750 <i>Municipality:</i> ALL 24,750 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 243,000	GEC at the municipal level and GEC at the Municipal' Council level.
II.1.7. Enhancement of Youth Council's capacities to become more actively involved in the decision-making processes.	6 trainings organized with the Youth Council (2 per year).	Directorate of Social Care and Community Service (DSCCS).	DSCCS, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 892,500 <i>Municipality:</i> ALL 82,500 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 810,000	GEC at the municipal level and GEC at the Municipal' Council level.

<p>II.1.8. Capacity strengthening for Alliance of Women Councilors and Gender Equality Commission to implement initiatives that reduce gender stereotypes, sexism and violence against women, young women, and girls in politics and public decision-making, as well as trainings on GRB.</p>	<p>6 delivered trainings (2 training per year).</p>	<p>Directorate of Social Care and Community Service (DSCCS).</p>	<p>DSCCS, specialized NGOs, international organizations.</p>	<p>II Q 2022 – 2nd half 2024</p>	<p>ALL 892,500 <i>Municipality:</i> ALL 82,500 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 810,000</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>
<p>II.1.9. Information via social media on women empowerment and reduction of gender stereotypes, harmful practices, gender-based violence, domestic violence etc., every 25<sup>th</sup> of the month and on marked international days (International women's day, International Day of Girl child, etc.).</p>	<p>15 dedicated messages (3 for 2022 and 6 for 2023 and 2024 each) prepared also in Roma language and sign language.</p>	<p>Directorate of Information Technology and Media (DITM).</p>	<p>DSCCS, academics, CRM, media, specialized NGOs, international organizations.</p>	<p>II Q 2022 – 2nd half 2024</p>	<p>ALL 225,714 <i>Municipality:</i> ALL 225,714 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>
<p>II.1.10. Annual organization of the 16 Days of Activism Campaign against gender-based violence and domestic violence (25 November - 10 December).</p>	<p>3 delivered campaigns with communication tools prepared also in Roma language and sign language.</p>	<p>Directorate of Social Care and Community Service (DSCCS).</p>	<p>Academics, CRM, media, specialized NGOs, international organizations.</p>	<p>2nd half 2022 – 2nd half 2024</p>	<p>ALL 600,000 <i>Municipality:</i> ALL 150,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 450,000</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>
<p>II.1.11. Inclusion of modules in the Faculty of Educational Science's curriculum on work with men and boys in general, as well as with perpetrators.</p>	<p>1 added module.</p>	<p>Directorate of Social Care and Community Service (DSCCS).</p>	<p>FES, CRM, specialized NGOs, international organizations.</p>	<p>II Q 2022 – 2nd half 2022</p>	<p>ALL 69,048 <i>Municipality:</i> ALL 69,048 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>

Specific objective:		II.2. Investing in positive parenting.				Baseline:	Target:
Indicator:		II.2.a. Number of parents appreciating and participating in the municipal initiatives on positive parenting.				72 <sup>24</sup> (2018-2020)	200 (2024)
MEASURES AND ACTIVITIES	OUTPUT	IMPLEMENTATION		TIME FRAME	TOTAL COST	MONITORING	
		PARTNERS AND COLLABORATORS	RESPONSIBLE DIRECTORATES				
II.2.1. Training of community/social centers staff at the municipality on the design of positive parenting courses <sup>25</sup> .	4 delivered trainings.	Directorate of Social Care and Community Service (DSCCS).	University, academics, specialized NGOs, international organizations.	1st half 2023 – 1st half 2023	ALL 357,000 <i>Municipality:</i> ALL 33,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 324,000	GEC at the municipal level and GEC at the Municipal' Council level.	
II.2.2. Application of positive parenting courses as part of activities organized by social/community centers at the municipality.	4 applied courses.	Directorate of Social Care and Community Service (DSCCS).	University, academics, specialized NGOs, international organizations.	2nd half 2023 – 2nd half 2024	ALL 281,714 <i>Municipality:</i> ALL 281,714 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.	
II.2.3. Training of administrators who are members on School Boards, on communication and significance of positive parenting.	2 delivered trainings.	Directorate of Social Care and Community Service (DSCCS).	University, academics, specialized NGOs, international organizations.	1st half 2023 – 2nd half 2023	ALL 178,500 <i>Municipality:</i> ALL 16,500 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 162,000	GEC at the municipal level and GEC at the Municipal' Council level.	
II.2.4. Establishment of "positive parenting clubs" in the framework of "schools as community centers".	4 established clubs (2 per year).	Directorate of Social Care and Community Service (DSCCS).	University, academics, specialized NGOs, international organizations.	1st half 2023 – 2nd half 2024	ALL 200,000 <i>Municipality:</i> ALL 20,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 180,000	GEC at the municipal level and GEC at the Municipal' Council level.	

24 Municipal data on meetings carried out with Roma and Egyptian parents on child education.

25 Training will be based and aim at the application of the positive parenting manual prepared in 2021 with UNFPA support.

<p>II.2.5. Preparation of an informative material on legislation, rights and obligations regarding marriage and family, to be used for couple counselling before the marriage deed (thus giving information on the consequences of young boys marrying older women, due to surname), information on family planning, etc.</p>	<p>1 prepared hand out.</p>	<p>Directorate of Social Care and Community Service (DSCCS).</p>	<p>University, academics, specialized NGOs, international organizations.</p>	<p>1st half 2023 – 2nd half 2023</p>	<p>ALL 124,286 <i>Municipality:</i> ALL 124,286 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>
<p>II.2.6. Training of employees at the civil registry, one stop shops, community centers, and AUs, to disseminate information for couple counselling before the marriage deed.</p>	<p>3 delivered trainings.</p>	<p>Directorate of Social Care and Community Service (DSCCS).</p>	<p>University, academics, specialized NGOs, international organizations.</p>	<p>2nd half 2023 – 2nd half 2023</p>	<p>ALL 26,750 <i>Municipality:</i> ALL 24,750 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 243,000</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>
<p>II.2.7 Piloting of the initiative on premarital counselling at the civil registry office.</p>	<p>10 advised couples.</p>	<p>Directorate of Information, Statistics and Coordination (DISC).</p>	<p>DSCCS, university, academics, specialized NGOs, international organizations.</p>	<p>1st half 2024 – 2nd half 2024</p>	<p>ALL 218,095 <i>Municipality:</i> ALL 218,095 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0</p>	<p>GEC at the municipal level and GEC at the Municipal' Council level.</p>
<p><b>III. Advancement towards balanced and sustainable employment and economic development.</b></p>						
<p>Expected outcomes:</p>	<p>III.a Municipality's actions to enable a workplace that harmonizes personal life with the professional one, significantly increased. III.b. Measures that aim at encouraging women and young women entrepreneurship, tailored to their own specific needs.</p>					
<p>Main reference documents:</p>	<ul style="list-style-type: none"> <li>- European Charter for Equality of women and men in local life- Articles 11, 17, 27.</li> <li>- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)- Article 11, 12, 13.</li> <li>- Beijing Declaration and Platform for Action (BDPFA) - critical area 6.</li> <li>- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)- Article 12/6.</li> <li>- European Union Gender Action Plan III (EU GAP III) – pillar III, main thematic topics 3.3, 3.6.</li> <li>- National Strategy on Gender Equality (NSGE) 2021- 2030- specific objectives I.1, I.2, I.3.</li> </ul>					
<p>Specific objective:</p>	<p>III.1. Upscale of actions to challenge gender stereotypes in employment and to balance as far as possible the professional life with the personal life and the need to care for dependent family members.</p>					
<p>Indicator:</p>	<p>III.1.a. Number of people equipped with information on combating gender stereotypes in employment and balancing the professional with the personal life</p>	<p>Baseline: 510 (2018-2020)</p>	<p>Target: 50,000 (2024)</p>			

MEASURES AND ACTIVITIES	OUTPUT	IMPLEMENTATION		TIME FRAME	TOTAL COST	MONITORING
		PARTNERS AND COLLABORATORS	RESPONSIBLE DIRECTORATES			
III.1.1. Periodic collection of information on girls and young women who study science, technology, engineering and math, as well as on young women, women, young men and men employed in “nontraditional professions”.	1 updated database (three month-basis).	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, DISC, DITM, LPEO, LEO, specialized NGOs, academics, international organizations.	II Q 2022 – 2nd half 2024	ALL 212,667 <i>Municipality:</i> ALL 212,667 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal’ Council level.
III.1.2. Information meetings with employers and unemployed jobseekers on existing employment promoting programs and benefits for different groups in need, including youth with innovative ideas who want to integrate themselves in the labor market <sup>26</sup> .	54 meetings (18 per year).	Directorate of Social Care and Community Service (DSCCS).	LEO, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 311,148 <i>Municipality:</i> ALL 311,148 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal’ Council level.
III.1.3. Information meetings with educators, teachers, and pupils from elementary and high schools about the importance of choosing non-traditional professions, and the importance of girls and young women participating in sciences, technology, engineering and mathematics.	24 meetings (8 per year).	Directorate of Sport and Youth Activities and Policies (DSYAP).	DSCCS, DITM, LPEO, specialized NGOs, academics, international organizations.	II Q 2022 – 2nd half 2024	ALL 138,288 <i>Municipality:</i> ALL 138,288 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal’ Council level.
III.1.4. Information activities with AUs and neighbourhoods on the importance of equal division of unpaid work and care in the household between women and men, young women and young men, and girls and boys.	54 meetings (18 per year).	Directorate of Social Care and Community Service (DSCCS).	DISC, LEO, specialized NGOs, academics, international organizations.	II Q 2022 – 2nd half 2024	ALL 311,148 <i>Municipality:</i> ALL 311,148 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal’ Council level.
III.1.5. Information meetings with private institution/business employees to encourage them to ask for their right to paid leave to be observed, especially for fathers.	12 meetings (4 per year).	Directorate of Social Care and Community Service (DSCCS).	DEISPI, DITM, LEO, specialized NGOs, academics, international organizations.	2nd half 2022 – 2nd half 2024	ALL 69,144 <i>Municipality:</i> ALL 69,144 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal’ Council level.

26 Meetings will focus on explaining the implementation of DCM 17/2020; DCM 535/2020; DCM 348/2020 and DCM 608/2020.

III.1.6. Local media (TV and radio) broadcasts on types of paid leave for which any parent is eligible to under the Albanian legislation.	2 shows.	Directorate of Social Care and Community Service (DSCCS).	DITM, LEO, media, specialized NGOs, academics, international organizations.	1st half 2023 – 2nd half 2024	ALL 16,571 <i>Municipality:</i> ALL 16,571 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.	
III.1.7. Publication of different information in the social media to challenge gender stereotypes in employment, promote the balancing of professional and private lives, and enable a fair distribution of family care works.	3 publication addresses (1 per year).	Directorate of Information Technology and Media (DITM).	DSCCS, LEO, specialized NGOs, academics and international organizations.	1st half 2022 – 2nd half 2024	ALL 45,144 <i>Municipality:</i> ALL 45,144 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.	
Specific objective: III.2. Encouragement of women and young women entrepreneurship and employment, as well as increasing their access to services, financial products and productive resources.							
Treguesi: III.2.a. Number of women and young women entrepreneurs supported to advance towards sustainable economic development.							
			Baseline: To be determined <sup>27</sup> (2022)		Target: 3% increase (2024)		
MEASURES AND ACTIVITIES		OUTPUT		TIME FRAME		TOTAL COST	
III.2.1. Continuous support for the "Grandma's House" which enables child-care in the afternoon for single mothers in employment relationships.		1 child-care service in the afternoon.		II Q 2022 – 2nd half 2024		ALL 2,400,000 <i>Municipality:</i> ALL 2,400,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	
III.2.2. Mapping of economic initiatives developed or inherited from women in Elbasan Municipality and update of such information on an annual basis.		1 material prepared and regularly updated with data on the type of activity, product, legacy, etc.		II Q 2022 – 2nd half 2024		ALL 193,333 <i>Municipality:</i> ALL 193,333 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	
		RESPONSIBLE DIRECTORATES				GEC at the municipal level and GEC at the Municipal' Council level.	
		PARTNERS AND COLLABORATORS				GEC at the municipal level and GEC at the Municipal' Council level.	
		IMPLEMENTATION					
		Directorate of Budget and Finance (DBF).					
		Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).					

27 Basic data about this indicator will be collected during 2022.



III.2.3. Support for women and young women from disadvantaged groups with innovative ideas (ICT, environmental economics etc.) to open their start-ups in Egnatia Street, as provided for by the respective DMC, thus reducing the local taxes to their benefit.	15 women and young women opening their start-ups and benefiting support according to the DMC.	Directorate of Local Taxes and Fees (DLTF).	DBF, DSCCS, DITM, LEO, specialized NGOs, academics, international organizations.	2nd half 2022 – 2nd half 2024	ALL 3,000,000 <i>Municipality: ALL 0</i> <i>Donors: ALL 0</i> <i>Financial gap: ALL 3,000,000</i>	GEC at the municipal level and GEC at the Municipal' Council level.
III.2.4. Support for women and young women opening their start-up in Egnatia Street. on product branding and preparation of the legacy historical background.	15 women/ young women supported for branding (5 per year). No. of branded products.	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, DITM, LEO, specialized NGOs, academics, international organizations.	2nd half 2022 – 2nd half 2024	ALL 375,000 <i>Municipality: ALL 0</i> <i>Donors: ALL 0</i> <i>Financial gap: ALL 375,000</i>	GEC at the municipal level and GEC at the Municipal' Council level.
III.2.5. Supporting the economic empowerment of women in the vegetable farming value chain in Labinot-Mal AU <sup>28</sup> .	25-30 women supported with knowledge and equipment, according to their needs.	Directorate of Forestry, Agricultural, Veterinary and Environmental Services (DFAVES).	DISC, specialized NGOs, academics, international organizations.	II Q 2022 – 2nd half 2022	ALL 2,010,000 <i>Municipality: ALL 0</i> <i>Donors: ALL 2,010,000</i> <sup>29</sup> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal Council level.
III.2.6. Support for women to exit from the Economic Assistance scheme through employment opportunities. <sup>30</sup>	6 information activities (3 per year). Number of supported women to exit the EA scheme.	Directorate of Social Care and Community Service (DSCCS).	LEO, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 64,571 <i>Municipality: ALL 64,571</i> <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.

28 The proposed intervention aims at expanding women's knowledge on good agricultural practices regarding farming techniques, plant protection, and trading of agricultural products; reducing women's workload regarding vegetable farming; and supporting them to bring new products into the market (fall-winter products) to extend the production season all over the year if possible and get more income.

29 Support for April-December 2022 will be provided by UN Women.

30 Elbasan Municipality was selected among the pilot municipalities to enable the long-term unemployed jobseekers to exit the EA scheme through employment options. The development of this activity will heavily depend on the overall development of this initiative in Elbasan.

III.2.7. Information meetings with women and young women in AUs on their property rights, focusing on their property rights on agricultural land.	10 meetings organized (5 per year).	Directorate of Social Care and Community Service (DSCCS).	DSCCS, DFAVES, specialized NGOs, academics, international organizations.	1st half 2023 – 2nd half 2024	ALL 107,619 <i>Municipality:</i> ALL 107,619 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
III.2.8. Local media (TV and radio) broadcasts on property rights of women, young women and girls.	2 broadcast shows.	Directorate of Social Care and Community Service (DSCCS).	DISC, DFAVES, media, specialized NGOs, academics, international organizations.	1st half 2023 – 2nd half 2023	ALL 16,571 <i>Municipality:</i> ALL 16,571 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
III.2.9. Free training for women, young women and girls with insufficient income on how to use technology, digitization, online working etc.	1 prepared module. 14 delivered trainings (2 in 2022 and 6 in 2023 and 2024 each).	Directorate of Social Care and Community Service (DSCCS).	DITM, LEO, specialized NGOs, academics, international organizations.	1st half 2022 – 2nd half 2024	ALL 959,524 <i>Municipality:</i> ALL 959,524 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.



<b>Intervention area:</b>		<b>IV. Increase of level of safety, protection and efficiency of the multi-sectorial coordinated approach for women, young women, girls and boys, young men and men, in public and private spaces.</b>				
Expected outcomes:	IV.a. Increased information, security and protection elements in public and private spaces. IV.b. Empowered and efficient Coordinated Referral Mechanism for cases of domestic and gender-based violence.					
Main reference documents:	- European Charter for Equality of women and men in local life- Articles 21, 22, 23. - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)- Article 2/6, 6. - Beijing Declaration and Platform for Action (BDPfA)- critical area 9. - Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)- Articles 7, 8, 11, 13, 16, 19, 22, 23, 50, 51, 52, 53, etc. - European Union Gender Action Plan III (EU GAP III) – pillar III, main thematic topics 3.1, 3.5. - National Strategy on Gender Equality (NSGE) 2021 - 2030- specific objective II.1, III.2.					
Specific objective:	IV.1. Improvement of security and protection elements in public premises and awareness-raising about Resolution 1325 on “Women, Peace and Security”.					
Indicator:	IV.1.a. Number of safety audit missions carried out by the municipal staff in cooperation with the Local Council of Public Safety (LCPS).		Baseline: 0 (2021)	Target: 14 (2024)		
MEASURES AND ACTIVITIES	OUTPUT	IMPLEMENTATION		TIME FRAME	TOTAL COST	MONITORING
		PARTNERS AND COLLABORATORS	RESPONSIBLE DIRECTORATES			
IV.1.1. Training of municipal and AU staff on the main elements of safety auditing missions in public spaces.	1 delivered training.	Directorate of Social Care and Community Service (DSCCS).	DISC, DTPD, LCPS specialized NGOs, academics, international organizations.	2nd half 2022 – 2nd half 2022	ALL 97,000 <i>Municipality:</i> ALL 9,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 88,000 <sup>31</sup>	GEC at the municipal level and GEC at the Municipal’ Council level.
IV.1.2. Meetings in AUs and neighbourhoods with women, young women, girls, men, young men, and boys, to discuss on the level of security/unsafe they have around public spaces.	6 held meetings.	Directorate of Social Care and Community Service (DSCCS).	DISC, DTPD, LCPS specialized NGOs, academics, international organizations.	2nd half 2022 – 2nd half 2022	ALL 34,571 <i>Municipality:</i> ALL 34,571 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 34,571	GEC at the municipal level and GEC at the Municipal’ Council level.

31 We are discussing with UN Women to provide support and technical assistance on safety auditing missions.

IV.1.3. Informing the LCPS on issues identified relating to security in public spaces.	1 LCPS dedicated meeting to discuss on findings from safety auditing missions.	Directorate of Social Care and Community Service (DSCCS).	DISC, DTPD, LCPS specialized NGOs, academics, international organizations.	2nd half 2022 – 2nd half 2022	ALL 13,524 <i>Municipality:</i> ALL 13,524 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.1.4. Performance of safety auditing missions in Elbasan neighbourhoods and AUs.	40 performed safety auditing missions (20 each year).	Directorate of Social Care and Community Service (DSCCS).	DISC, DTPD, LCPS specialized NGOs, academics, international organizations.	1st half 2023 – 2nd half 2024	ALL 832,381 <i>Municipality:</i> ALL 832,381 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.1.5. Organization of open days on security from the LCPS triangle (municipality, police, prosecutor's office).	10 organized open days (2 in 2022 and 4 in 2023 and 2024 each).	Directorate of Social Care and Community Service (DSCCS).	Police, prosecutor's office, other LCPS members, NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 250,000 <i>Municipality:</i> ALL 250,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.1.6. Consideration of improving the protection and safety elements in public spaces in any infrastructural intervention carried out by the municipality.	1 list with safety elements prepared for any intervention.	Directorate of Territory Planning and Development (DTPD).	DISC, DSCCS, LCPS, specialized NGO, academics, international organizations.	2nd half 2022 – 2nd half 2024	ALL 11,048 <i>Municipality:</i> ALL 11,048 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.1.7. Information meetings with girls, young women and women on Resolution 1325.	60 meetings in total: 30 meetings in AUs/neighbourhoods (6 in 2022 and 12 in 2023 and 2024 each) and 30 meetings in high schools and faculties (6 in 2022 and 12 in 2023 and 2024).	Directorate of Social Care and Community Service (DSCCS).	DISC, LCPS, LPEO, university, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 345,714 <i>Municipality:</i> ALL 345,714 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.

IV.1.8. Information meetings with students on radicalization and violent extremism.	30 delivered meetings (6 in 2022 and 12 in 2023 and 2024 each).	Directorate of Social Care and Community Service (DSCCS).	LCPS, LPEO, NCVE, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 172,857 <i>Municipality:</i> ALL 172,857 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.1.9. Joint meeting of the CRM, CTG and LCPS on handling of different cases of violence in public and private spaces.	1 delivered training.	Directorate of Social Care and Community Service (DSCCS).	CRM, CTG, LPSC, CCVE, specialized NGOs, international organizations.	1st half 2023 – 2nd half 2023	ALL 97,000 <i>Municipality:</i> ALL 9,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 88,000	GEC at the municipal level and GEC at the Municipal' Council level.
<b>Specific objective:</b>						
IV. 2. Enhanced empowerment and efficiency of the Coordinated Referral Mechanism for cases of domestic and gender-based violence.						
<b>Indicator:</b>						
IV.2.a. % of municipal budget dedicated to specialist support services for cases of domestic and gender-based violence.				Baseline:	Target:	
				To be determined in (2022)	5% increase (2024)	
<b>MEASURES AND ACTIVITIES</b>		<b>IMPLEMENTATION</b>		<b>TIME FRAME</b>	<b>TOTAL COST</b>	<b>MONITORING</b>
		<b>PARTNERS AND COLLABORATORS</b>	<b>RESPONSIBLE DIRECTORATES</b>			
IV.2.1. Training of Needs Assessment and Case Referral Unit (NARU) employees established at the AU and neighbourhoods level to properly identify and refer violence cases.	3 delivered two-day trainings. 31 trained employees of 14 NARUs.	Directorate of Social Care and Community Service (DSCCS).	DISC, CRM, specialized NGOs, international organizations.	1st half 2022 – 1st half 2022	ALL 367,200 <i>Municipality:</i> ALL 0 <i>Donors:</i> ALL 367,200 <sup>32</sup> <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.2. Improvement of capacity of the Local Coordinator against Domestic Violence (LCDV) at the municipality.	1 continuous trained and mentored person dedicated as LCDV.	Directorate of Social Care and Community Service (DSCCS).	CRM, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 497,193 <i>Municipality:</i> ALL 497,143 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.

32 These 3 two-day trainings were carried out during April-May with UN Women support.

IV.2.3. Organization of regular MTT monthly meetings and discussion on case management.	36 held meetings (12 per year).	Directorate of Social Care and Community Service (DSCCS).	CRM, specialized NGOs, international organizations.	1st half 2022 – 2nd half 2024	ALL 279,429 <i>Municipality:</i> ALL 279,429 <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.4. Organization of Steering Committee regular meetings and decision-making to surpass difficulties encountered.	6 organized meetings (2 meetings per year).	Directorate of Social Care and Community Service (DSCCS).	CRM, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 46,571 <i>Municipality:</i> ALL 46,571 <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.5. Provision of support and coordination services for managing domestic violence cases.	1 full-time dedicated LCDV on case management. Number of cases handled by the municipality every year.	Directorate of Social Care and Community Service (DSCCS).	CRM, specialized NGOs, international organizations.	1st half 2022 – 2nd half 2024	ALL 2,088,000 <i>Municipality:</i> ALL 2,088,000 <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.6. Systematic collection of data and registration of data on cases managed, in the REVALB system.	Completed and updated REVALB system.	Directorate of Social Care and Community Service (DSCCS).	CRM, specialized NGOs, international organizations.	1st half 2022 – 2nd half 2024	ALL 27,619 <i>Municipality:</i> ALL 27,619 <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.7. Training of educators in kindergartens and nurseries on gender stereotypes, identification and referral of cases of children who may live in families with violent relationships.	15 delivered trainings (3 in 2022 and 5 in 2023 and 2024).	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, CRM, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 1,160,250 <i>Municipality:</i> ALL 1,160,250 <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.8. Support the functioning of the emergency shelter for cases of domestic violence.	Center's rent paid for three years.	Directorate of Budget and Finance (DBF).	DSCCS, DEISPI, CRM, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 900,000 <i>Municipality:</i> ALL 900,000 <i>Donors: ALL 0</i> <i>Financial gap: ALL 0</i>	GEC at the municipal level and GEC at the Municipal' Council level.

IV.2.9. Support through social housing programs by providing rent bonuses and soft loans for the long-term sheltering of victims of gender-based violence.	20 victims are supported with long-term sheltering every year.	Directorate of Assets and Sheltering (DAS).	DBF, DSCCS, DISC, CRM, specialized NGOs, international organizations.	2nd half 2022 – 2nd half 2024	ALL 5,820,000 <i>Municipality:</i> ALL 5,820,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.10. Free child-care service (nurseries/ kindergarten) for mothers with protection order (PO), for the entire PO duration.	10 children benefit this service free of charge every year.	Directorate of Educational, Cultural Heritage and Tourism Policies (DECHTP).	DSCCS, LPEO, specialized NGOs, international organizations.	II Q 2022 – 2nd half 2024	ALL 5,430,000 <i>Municipality:</i> ALL 5,430,000 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 0	GEC at the municipal level and GEC at the Municipal' Council level.
IV.2.11. Establishment of the social services monitoring unit at the municipality and the regular monitoring of social services provided in Elbasan Municipality.	1 order for the established unit. 2 extra employees. Number of monitored services.	Mayor's Cabinet.	DSCCS, DAHR, DISC, DBF.	1st half 2023 – 2nd half 2024	ALL 2,784,000 <i>Municipality:</i> ALL 0 <i>Donors:</i> ALL 0 <i>Financial gap:</i> ALL 2,784,000	GEC at the municipal level and GEC at the Municipal' Council level.

