

FINAL EVALUATION

UNITED NATIONS JOINT PROGRAMME (UNJP)  
END VIOLENCE AGAINST WOMEN IN ALBANIA  
(EVAWIA)

EVALUATION REPORT

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The views and interpretations expressed in this report are the authors'  
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## ABBREVIATIONS AND ACRONYMS

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ASPA	Albanian School of Public Administration
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRM	Coordinated Referral Mechanisms
CPD	Commissioner for Protection from Discrimination
CSO	Civil Society Organization
ESD	Empowerment Through Self-Defence
EU	European Union
EVAWIA	Ending Violence Against Women in Albania
FGDs	Focal Group Discussions
GB-VAW	Gender Based Violence against Women
GBV	Gender Based Violence
GE	Gender Equality
GIs	Group Interviews
GoA	Government of Albania
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
JP	Joint Programme
JWP	Joint Work Plans
KIIs	Key Informant Interviews
LGBTI	Lesbian, Gay, Bisexual, Transgender, Intersex
LG	Local Government
LNB	Leave No One Behind
MoD	Ministry of Defence
MoHSP	Ministry of Health and Social Protection
MoI	Ministry of Interior
MoJ	Ministry of Justice
NCGE	National Council of Gender Equality
NHRIs	National Human Rights Institutions
OECD/DAC	Organisation for Economic Co-operation and Development/Development Assistance Committee
PA	People’s Advocates
PMF	Performance Monitoring Frameworks
PoCSD	UN Programme of Cooperation for Sustainable Development
REVALB	Recording Violence in Albania
SC	Steering Committee
SDG	Sustainable Development Goal
Sida	Swedish International Development Agency
SoP	Standard Operational Procedures
ToC	Theory of Change
UN CCA UN	United Nations Common Country Analyses
UN	United Nations
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNEG	UN Evaluation Group
UNFPA	United Nations Fund for Population
UNJP	United Nations Joint Programme
UNRC	United Nations Resident Coordinator
UNSDCF	UN Sustainable Development Cooperation Framework Albania

## I. EXECUTIVE SUMMARY

The United Nations Joint Programme (UNJP) End Violence Against Women in Albania (EVAWIA) was a response to the Government of Albania's (GoA) efforts to address VAW. The programme, financed by the Swedish International Development Cooperation Agency (Sida) is implemented from January 2019 to June 2022 (including an approved non-cost extension) and has a budget of 3,554,370 USD. The programme's direct target groups included the Ministry of Health and Social Protection (also a key implementing partner), the National Council of Gender Equality, the selected municipalities supported to establish their Coordinated Referral Mechanisms (CRMs) or strengthened the existing ones; service providers and specialized CSOs. Indirect target groups include women survivors of Gender-Based-Violence Against Women (GB-VAW) with a focus on women with disabilities, Roma, and Egyptian women, LGBTI and elderly women; and the general population for awareness raising campaigns. As a result, the geographic scope of the programme included a large part of the country's municipalities.

This evaluation is a requirement set in the UNJP EVAWIA programme document. The purpose of the evaluation is to assess the accomplishments of the main expected outcome results, contribution to an enabling environment that fights VAW and girls in Albania and identify lessons and good practices that can improve future Joint Programming in the area. The review covers the entire period of the programme implementation and assessing interventions within all the geographical focus of the programme, with in-depth primary data collection including a selection of 10 municipalities.

The evaluation assesses all aspects of the programme interventions, outcome and output results and its allocated resources in relation to the programme's results. This is done through the implementation of a mix-methods approach across all the six OECD/DAC Evaluation criteria Relevance, Coherence, Impact, Effectiveness, Efficiency and Sustainability. Further, Human Rights and Gender Equality dimensions are also analysed within the respective additional criterion. A complete review of the evaluation questions, a detailed stakeholder analysis and a reconstruction of the Theory of Change (ToC) were part of the initial steps of the evaluation.

### I.2. KEY FINDINGS

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**The programme responded to particular high needs emerging from Gender-Based Violence (GBV) in Albania.** GBV against women in Albania has cultural roots and is deep-seated in traditions and customs such as gender identities and roles, patriarchal authority, adherence to an honour and shame system, and customs of hierarchical ordering within the family. Cultural resistance within responsible authorities, persisting discrimination and poverty also lead to limited or no access to justice by victims belonging to various groups, including Roma and Egyptian, migrants and refugees, LGBTQI, the women with disabilities and the elderly, as well as children's victims of crime or in conflict with the law.

Given its comprehensive nature, **the programme was highly relevant and consistent** with the 2017-2021 Government of Albania – United Nations Programme of Cooperation for Sustainable Development (PoCSD), and the 2016-2020 National Strategy on Gender Equality and Action Plan (NSGE), with its implementation directly supporting the country in meeting international commitments, foster achievement of SDG 5 targets, and responded to previous programmatic lessons learn. **The identification of needs was also complemented with an inclusive consultation process** implemented jointly by three UN agencies and their networks of CSO, partner organisations and government stakeholders. Further, the consultation process was also done in regular/iterative ways during programme delivery and responding to new arising needs and activities. Research activities and media monitoring supported the process of continuous identification of needs and capacities.

**The consultative process also allowed the identification of other interventions being planned or under implementation and drafted coordination plans to avoid potential overlaps.** Continuous communication was also sustained through the inclusion of local CSOs, government representatives and other international partners in the programme steering committee (SC), as well as through informal meetings and discussions with partners and stakeholders. These mechanisms created an additional added value by

incentivising stronger relations and networks across central and local governments (LGs) and between the local CSOs. Still, the SC meetings, could have been used more strategically to share best practices or coordinate activities at the local level across different programmes.

**The programme implementation, overall, benefited from a good and constructive cooperation between the UN technical teams**, both during delivery and monitoring processes. There was evidence of coordination and complementarity with other UN programmes, including the UNJP Leave No One Behind (LNB), UNDP Access to Justice programme (A2J), Improving Municipal Social Protection Service Delivery (IMSPSD) - Joint Programme, UN Women regional project Implementing Norms and Changing Mindsets, and SIDA supported programmes on earthquake recovery and GRB. Yet, more strategic consultations between the top management of the three UN agencies and other donor could have contributed to increased complementarity and coherence, including the creation of synergies with larger social protection and financial reform programmes.

Furthermore, the **EVAWIA JP displayed a high level of achievement across most of its outcome and output indicators, and a high level of contribution to the results**. There are qualitative and sporadic examples of change/impact both in terms of ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence and change in perceptions and norms (Outcome 1). However, these examples have not been systematically collected or measured to provide a more solid assessment of impact, and unfit or missing indicators, baselines and targets have jeopardized the ability to fully track specific results.

In particular, **the consolidation of multi-sectorial and institutional networks supporting cooperation between different CRMs, central governments, CSOs and other service providers, was a key result and enabler of this programme (Outcome 2)**. The programme also used a diversity of communication channels to expand the outreach of the campaigns and contributed to wider awareness-raising. The campaigns focused on the programme support to women and girls increasing their access to information to identify and report violence, access services empowering them to a life free of violence, as well as foster the involvement of youth, men, and boys in gender transformative activities (output 3).

**The programme showed agility by adapting efficiently and effectively to significant changes in the socio-economic context** (earthquake and local elections in 2019, and the COVID pandemic throughout the implementation period), with both the donor and the implementing agencies using a flexible approach in adopting to the context to better respond to the emerging needs. Programme effectiveness was nevertheless limited by a wide number of institutional limitations, such as staff turnover, lack of sufficient recognition of GBV as an important social problem, and lack of resources allocated to tackle VAW (and thus services offered). Moreover, as mentioned before, the reporting and monitoring framework of the UNJP EVAWIA overlooked the opportunity to do justice to the result-oriented efforts and provide a full picture of the progress and measuring the achieved impact.

**Gender Equality and Human Rights (GE and HR) principles were likewise integrated in the design and implementation of this programme through different modalities**, including consultations with grassroots and NHRIs, integrating human rights and gender analyses and interventions to complement the overall objectives. A review of threats and risks was detailed in the programme design. Yet, despite positive results achieved by this UNJP at the level of governance mechanisms and service delivery, additional efforts are required to make an impact and change the society's culture and norms regarding GE&HR and to ensure sustainable provision of specialised services, particularly for people with disabilities and vulnerable communities.

**Some of the achievements of the programme will likely be sustained beyond its implementation**. Factors contributing to sustainability include a higher commitment of local CSOs and local authorities, the institutionalisation of training curricula, and coordination in outreach and awareness raising. These enablers have provided more examples of ownership. On the other hand, the programme risks identified in programme design remain valid, such as lack of motivation at the local level, financial resources, and capacities of authorities; limited adequate services for survivors of GBV, weak monitoring of GBV

legislation and staff turnover. As a result, support from international organisations, CSOs and religious organisations will be required beyond this programme, especially as the institutional gains are still in the process of being consolidated and more work is needed to also address other forms of GBV.

### I.3. KEY RECOMMENDATIONS

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These findings led to the identification of a number of recommendations, amongst the most significant being the following:

- Further **empowering CSOs to support social care service delivery, improve reporting tools, accountability mechanisms and better advocacy campaigns**. Mechanisms that incentivize CSOs networking and engagement in advocacy through joint efforts could be better defined. Interventions could support to further enhance the local/national capacities, specifically focusing on fostering activism, empowering, and cooperating with existing CSO networks (such as AWEN), an encouraging partnership for service provision with a focus on specialized services (*Target: UN Agencies working in the area, local and central government, donors and relevant CSOs*).
- **Capitalize on and consolidate the best practices** initiated through this UNJP and other interventions supported by different actors. Reflections need to consider the approaches at the local level and CSOs, sharing good practices/approaches from the field and going beyond the higher-level achievements (i.e., strategy, legal changes etc.). (*Target: UN Agencies, Implementing partners/CSOs/LGs*)
- Include **specific strategies targeting women from disadvantaged communities**, women from minority groups, women with disabilities and those living in rural/remote areas and strengthen efforts to reach out to them. (*Target: UN Agencies, Implementing partners/CSOs/LGs*)
- Further **capacity building of the key public actors at national, regional and local level addressing GBV remains a need** in the view of frequent turnover of staff, and not sufficiently consolidated education institutions. Future capacity building actions need to integrate clear strategies for increased ownership, consolidation, and institutionalization of trainings, for example ensuring that the courses become part of regular capacity building courses provided to duty bearers. Activities should also consider including higher management levels in the training to support higher sustainability of results.
- Consider integrating capacity development to **support local stakeholders addressing complex cases** coming from marginalized communities, including women survivors with disabilities and mental health problems. (*Target for both the last two recommendations: UN Agencies, implementing partners/CSO, Local/central government and relevant public institutions addressing GBV, donor*).
- UN agencies need to engage and possibly take the lead in facilitating a **strategic conversation to determine an exit strategy together with other development partners active in the area**, setting common indicators of success, assessing budget allocations and the financial gap, as well as the efficiency and ownership level of CRMs and services established through their support. An open strategic discussion across the agencies is necessary, and particularly at the higher level, on the over-reliance to international support and engaging jointly to increase the government ownership and commitment. (*Target: UN Agencies*)
- **Future programmes should go beyond domestic violence to address all forms of violence**. All forms of violence need to be addressed in a holistic and comprehensive manner, including legal, policy, strategic approaches, institutional response mechanisms especially at local level and specific specialised support services to victims of all forms of violence. In particular, interventions could support extending service provision in rural and remote areas along with building intermunicipal cooperation, advocate for establishing specialised services for women with disabilities, both intellectual and physical, integrate a component on the work with perpetrators. Other potential directions of work identified are focusing on the response to early marriages, human trafficking, sexual violence and increasing the work on sexual harassment. (*Target: UN Agencies, Implementing partners/CSOs/ central and LGs/Donors*)

## II. INTRODUCTION

### II.1. PROGRAMME DESCRIPTION

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The United Nations Joint Programme (UNJP) End Violence Against Women in Albania (EVAWIA) was a response to Government of Albania's efforts to address violence against women (VAW).

The joint programme (JP) was implemented through the modalities of the Delivering as One (DaO) mechanism, under the framework of the Albania-UN Programme of Cooperation for Sustainable Development 2017-2021 and Albania – UN Sustainable Development Cooperation Framework 2022-2026. The partner UN agencies involved in the programme are UNDP, designated as programme facilitator, UN Women and UNFPA. Key national partners included the Ministry of Health and Social Protection (MoHSP), as lead national partner, and other relevant national governmental bodies at the central level and local level. The programme, financed by the Swedish International Development Cooperation Agency (Sida) is implemented through January 2019 to June 2022 (including an approved non-cost extension) and has a budget of 3,554,370 USD.

The UNJP EVAWIA contributed to the UN Sustainable Development Cooperation Framework (UNSDCF) 2017-2021 between the Government of Albania (GoA) and the UN, and particularly within output 2.5, aiming at harmonizing legislation with international norms related to GB-VAW, to increase the number of and strengthen institutional mechanisms that prevent and address cases of GB-VAW and to develop and implement new tools that aid better understanding and prevention of GB-VAW. The UNJP EVAWIA also made direct reference to the implementation of 2030 Agenda, particularly SDG5 *Achieve gender equality and empower all women and girls*, and alignment with the 2016-2020 National Strategy on Gender Equality and Action Plan (NSGE) of the GoA Strategic Goal 3, *Reducing gender-based violence (GBV) and particularly domestic violence (DV)*.

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#### PROGRAMME GOAL AND OUTCOMES

The EVAWIA programme main goal was to make women free from all forms of GBV, as well from the threat of such violence. This goal was intended to be implemented through three outcomes.

The first outcome 1 was to ensure that the “government and service providers are accountable to women for prevention, protection and response”<sup>1</sup>. Under this outcome, the UNJP aimed to support national authorities in the design of a legal framework and policy on VAWG, in alignment with international human rights standards and practices, as well as assisting state, government, and civil society entities in having improved capacities to implement and monitor international HR commitments, and improving the system and capacities for national and local data collection, documentation, monitoring, and knowledge sharing on VAW among duty-bearers.

The second outcome 2 aimed to facilitate “women survivors safely access to adequate and appropriate support services (economic, medical, psycho-social, security and shelter)”<sup>2</sup>. For this component, the UNJP aimed to contribute to the improvement of the capacities of the state and non-state service providers across sectors at national and local levels. The support to the municipalities included efforts to assist municipalities to effectively apply Gender Responsive Budget (GRB) tools to analyse, plan and bring about budgetary decisions that respond to VAW, as well as contributing to the further strengthening of the existing emergency support services to address VAW.

The final outcome 3, aimed to encourage “women, girls, men and boys and CSOs working on GB-VAW to organize collectively to engage in prevention that builds the foundation for social change in eliminating GB-VAW”. For this outcome, the UNJP intended to assist women and girls, including those from disadvantaged groups, to have access to information to identify violence, report it to authorities and

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<sup>1</sup> In line with NSGE 2016-20 Objective 3.3. aiming to harmonize criminal legislation on gender-based violence and domestic violence with the internationally ratified documents.

<sup>2</sup> In line with NSGE 2016-20 Objective 3.2: aiming to increase the percentage of municipalities having an operational referral mechanism and more specialized support services offered to the victims.

escape from violent situations. The overall aim<sup>3</sup> was to promote institutional and behavioural change in preventing and responding to VAW. This awareness raising component included engagement with men and boys, women and girls, and challenge gender stereotypes, and societal norms in the country.

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## BENEFICIARIES, TARGET GROUPS AND GEOGRAPHICAL SCOPE

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The **key final beneficiaries and target groups** included:

- (1) Direct target groups: a) MoHSP with its Gender Equality sector and National Council of Gender Equality; b) municipalities being provided with new Coordinated Referral Mechanisms (CRMs) or with existing CRMs further strengthened; c) Service providers and specialized CSOs,
- (2) Indirect target groups: a) women survivors of Gender-Based-Violence Against Women (GB-VAW) with focus on women with disabilities, Roma and Egyptian women, LGBTI and elderly women; and b) general population for public campaigns.

A full review of the programme stakeholders is included in *Annex B*.

The geographic scope of the programme included a large part of the country municipalities. During the UNJP lifetime: 14 new CRMs were established (Skrapar, Memaliaj, Selenice, Divjake, Dropull, Kucove, Malesi e Madhe, Maliq, Dimal, Fushe Arrez, Has, Polican, Pustec, Libohove) and 14 existing CRMs further strengthened capacities (Kavaje, Kolonje, Bulqize, Roskovec, Konispol, Patos, Klos, Himare Puke, Mat, Vau Dejes, Konispoli, Kruja and Tropoja). The municipalities of Tirana, Durres and Pogradec were not in the list of CRMs supported through this UNJP but were targeted by the programme through various interventions and supporting strategic planning and intermunicipal cooperation<sup>4</sup>.

## II.2. BACKGROUND

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### SOCIO-ECONOMIC CONTEXT

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Albania is an upper middle-income economy and among the countries with a high Human Development Index (HDI 0.795); with an economy dominated by the services sector, especially tourism. The country joined NATO in 2009, and in March 2020, the European Union recommended the opening of accession negotiations with Albania. The EU accession process has become a cornerstone of Albania's global integration and foreign policy agenda and a key driver of reforms. The decision on starting of EU accession talks remains on hold – currently due to regional factors.

**Albania's poverty is one of the highest in the Western Balkans and EU, while its social protection coverage is among the lowest.** The poverty headcount is estimated to have increased by 0.8 percentage point in the aftermath of the earthquake and pandemic, partially reversing a declining trend started in 2014 (IMF, 2021). The at-risk-of-poverty rate of 21.48% in 2020, compared to 17.1% in the 27 EU countries. Long-term unemployment represents 66% of the unemployed, with women, youth and those with limited education being the most excluded from jobs. Household consumption fuelled by remittances (9.4% of GDP in 2019) continues to be one of the main drivers of growth (UNCT, 2020). As a result of informality, low labour participation rates, and low public spending for the sector, social protection coverage in Albania is noted as one of the lowest in the region (IMF, 2021).

**Inequality remains an important challenge.** Though living standards have improved substantially over the past decade, according to the latest European Income and Living Conditions Survey (INSTAT, EU-SILC 2019), the country's inequality index is above the regional average and 40% of households are severely materially deprived (Eurostat, 2020), Disparities are also strongly noted across ethnic groups, with Roma

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<sup>3</sup> This is in line with the NSGE 2016-20 Objective 3.1 aiming to increase number of individuals in our society believing that gender-based violence and domestic violence are unacceptable and intolerable.

<sup>4</sup> The CRM of Tirana was directly supported by the UNJP. UN Women provided technical support for the DV Coordinator and other members of the CRM particularly in the area of monitoring of PO/IPOs. This support part of an agreement between UN Women and the Municipality, based on which the latter planned in its 2022 and hired a second Local DV coordinator in 2022. Continuous training was also provided to administrative units on management of cases of GBV. Similarly, UN Women provided direct support to CRMs of the municipalities in the region of Elbasan (Peqin, Gramsh, Belsh, Librazhd, Perrenjas and Rrogozhine) on provision of psychological counselling and legal aid to women victims of violence.



and Egyptian minorities lagging considerably behind on most well-being indicators, such as access to education, infrastructure, and public services. Regional disparities are also strong with GDP per capita in Tirana being more than double that of the poorest province, Kukës, likewise, health and social security coverage is up to five times as high in Tirana than in other regions (INSTAT, 2021).

**Albania was hit by the COVID-19 pandemic after enduring its strongest earthquake in decade**, but the economic contraction in 2020 was smaller than originally expected. In response to the pandemic, the GoA temporarily expanded existing social protection programs by about 1% of GDP in 2020-21, still among the lowest in the Western Balkans (IMF, 2021). **The Covid-19 crisis has further compounded weaknesses in existing social protection, health, education, and employment systems** (Jorgoni, Stubbs, Ymeri, 2021). Increased poverty and inequality are matched by increased isolation, social exclusion, new forms of vulnerability and a considerable increase in psycho-social stress factors at the same time as community-based services, already inadequate pre-COVID, face massive constraints in terms of their operation (Jorgoni, Stubbs, Ymeri, 2021). Access and quality of services were affected by the pandemic, exacerbated by a lack of preparedness, and focus on emergency response.

**VAW in Albania has strong cultural roots, deep-seated in traditions and customs** such as gender identities and roles, patriarchal authority, adherence to an honour and shame system, and customs of hierarchical ordering within the family. According to the OECD Social Institutions and Gender Index (2019), discrimination against women overall in Albania is “low”, but there is room for improvement in the areas of family discrimination and safety. Gender norms that normalise VAW are also prevalent, with 30% of Albanian women considered a husband justified in hitting or beating his wife for trivial reasons, such as burning food, going out or refusing sex, compared to 8%, on average, in OECD countries (OECD, 2019).

Cultural resistance within responsible authorities, persisting discrimination and poverty lead to limited or no access to justice by victims of GBV belonging to various groups, including Roma and Egyptian, migrants and refugees, LGBTQI, the women with disabilities and the elderly, as well as children’s victims of crime or in conflict with the law (UN, 2021). Over half of Albanian women and girls have experienced one or more forms of violence, with women and girls in rural and otherwise marginalized communities facing barriers to accessing help and experiencing more violence. Further, 18.1% of women experienced sexual harassment during their lifetime; 18.2% of women experienced non-partner violence and 12.6% of women have experienced stalking during their lifetime (INSTAT 2019).

During 2021, there were 5,312 reported cases, out of which 1,631 criminally prosecuted and 3,266 protection orders (POs) issued vs. 4,701 reported DV cases for the same period in 2020, out of which 615 criminally prosecuted and 2,816 POs issued (State Police statistics). This persistent rising trend of reported cases reaffirms that DV violence remains an alarming phenomenon in Albania, but the number of criminally prosecuted cases during 2021 is an encouraging indicator of state institutions commitment to bring perpetrators to justice. On the other hand, **social services, which are the responsibility of local governments, are either underdeveloped or absent in many parts of Albania due to poor capacities and local authorities’ lack of experience** (OECD, 2021).

**Sexual violence is also common, although often considered a taboo and remains underreported.** Data from available research highlight that 28% of adolescent girls and 18% of adolescent boys have been victims of intimate partner’s violence (including sexual violence), (AWEN, 2018). Evidence also reveals a strong correlation between child sexual abuse and GBV in adulthood. CRMs and Child Protection Groups in municipalities are not fully functional, with support services understaffed and under resourced, and not tailored to address all forms of GBV and all groups of persons in need (UN, 2021).

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#### POLICY DEVELOPMENTS TOWARDS GENDER EQUALITY AND EU AGENDA

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**Albania complies overall with international human rights instruments and ratified most international conventions related to the protection of fundamental rights.** The latest European Commission (EC) Report for Albania (October 2021) acknowledges efforts to meet obligations that arise from international legal instruments. It also points out the obstacles of citizens to exercise the right to health and to sexual and reproductive health services, particularly for vulnerable groups. Moreover, the Law on Reproductive Health still lacks to foresee referral mechanisms between different levels of care; training for health care providers; youth friendly services; and outreach to vulnerable groups (EC, 2021).

The report (EC, 2021) also highlights that more efforts are needed to ensure monitoring of the practice as well as to address violence against persons with disabilities, improve overall accessibility (including services and information), to promote employment, and to collect statistical data on their situation. The **EC recognises the GoA efforts to increase public funding for victims of domestic violence** with the creation of four shelters and of the national helpline for victims of domestic violence. Yet it underlines that **specialised and reintegration services for victims should be provided**, while also strengthen the work on case management.

For years, the Government of Albania prioritized the strengthening of the legal and institutional framework with regards to gender equality, gender-based violence, and domestic violence. At the same time, it aimed to harmonize the national legal framework to the international human rights standards, including the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol, Beijing Declaration and Platform for Action, Sustainable Development Goals, Council of Europe Convention on Preventing and Combating VAW and DV, the European Union Gender Equality Strategy 2020-2025 and the EU Gender Action Plan (EU GAP III) 2021-2025, etc. There has also been significant progress in the participation and representation of women in leadership roles. Thanks to gender quotas, women seats in the National Parliament and local councils increased to 36% and 43.6% respectively. With 71.5% of women in ministerial positions, Albania stands among the top 10 countries in the world; 48.1% of the Central Bank board members are women, compared to the EU average of 20.3%.

These efforts brought forth the identification of issues of gender equality and the fight against gender discrimination, gender-based violence, and domestic violence, not only in specific legislation related to gender equality, but also in the entire Albanian legislation. The country also achieved concrete results in the improvement of the policy and legal framework on gender equality and addressing VAW, including policy DV framework more responsive to emergency situations. Some of the above-mentioned results were achieved with contributions of the UNJP EVAW, which are be discussed later in the evaluation.

Some of the most significant changes included the adoption of a Council of Ministers Decision (CoMD) 327/2021 on 2 June 2021 based on revision of the CoMD No. 334/2011 on CRMs functionality. This CoMD was consolidated in line with the 2018 and 2020 DV Law amendments, the Istanbul Convention requirements and GREVIO recommendations. Furthermore, the approval of CoMD No.400/ 2021 allowed the passage of the NSGE 2021 – 2030, its action plan, passport of indicators and costing, according to IPSIS standards, and the CoMD No.700/ 2021 led to the official approval of new National Action Plan on LGBTI+ persons 2021-2027.

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#### REMAINING CHALLENGES RELEVANT TO THE UNJP EVAWIA

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**Addressing in a comprehensive way other forms of violence against women, including stalking, harassment, and sexual violence (GREVIO, 2017) remains key.** The current legislation does not create space for victims of these forms of violence to benefit from protection and prevention measures as well as services normally available for victims of other forms of violence (UN, 2020). The national local referral mechanisms rarely manage and deal with cases of non-family and non-partner violence. In addition, the Albanian Criminal legislation needs to be fully in line with the Istanbul Convention, in particular with regards to the definition of rape which remains forced-based and needs to change to consent-based (UN, 2020).

The amendments to the Law on Domestic Violence, a stronger alignment of the new Gender Equality Strategy (2021-2030) with international standards, and improvements of the legal framework on free legal aid aim to introduce a more effective response to violence against women. However, **the implementation gap of policy and legislation remains considerable**, with the network of coordinated referral mechanism still not fully functional and unable to guarantee full protection of survivors, and deal with perpetrators (UNCT, 2020). Social services, which are the responsibility of local governments, are either underdeveloped or absent in many parts of Albania due to poor capacities and local authorities' lack of experience (OECD, 2021).

The latest Concluding Observations of the CEDAW Committee addressed to Albania in 2016 highlighted several concerns, including an inadequate knowledge of the Convention among legal professionals, within society and among women themselves. The Committee recommended to enhance the understanding of the Convention and promote gender equality through education and training, especially for parliamentarians, the judiciary, law enforcement and senior government officials (CEDAW Committee, 2017). The non-execution of court decisions granting protection orders to victims of GBV was another key observation from the 2017 GREVIO report.

Albania is far from achieving gender equality, and social norms and limited access to childcare continue to keep women at home (OECD, 2021 and Honorati et al, 2018). Albanian women spend more than six times on unpaid household chores than men, compared to around two times more in comparable regional economies, and the OECD average (OECD, 2019). Though the inclusion of women in the labour market has grown steadily over the last five years, they remain over-represented in informal employment, 66.5% of women vs. 60.1% of men (ILO, 2017). Gender gaps in formal employment are particularly high for women in their childbearing years; in 2018, the employment rate for women aged 25 to 29 was 54.1%, accounting for a gender gap of about 19.3 percentage points with men compared to 68% and 14.5 percentage points in OECD countries (OECD, 2021).

Cultural resistance within responsible authorities, persisting discrimination and poverty also lead to limited access to justice by victims of GBV belonging to various groups, including Roma and Egyptian, migrants and refugees, LGBTQI, the women with disabilities and the elderly, as well as children’s victims of crime or in conflict with the law (UN, 2021). In particular, the 2021 EC report also highlights that more efforts are needed to ensure monitoring of the practice as well as to address violence against persons with disabilities, improve overall accessibility (including services and information), to promote employment, and to collect statistical data on their situation (EC, 2021).

A snapshot of the above information is presented in the Figure 1, below.

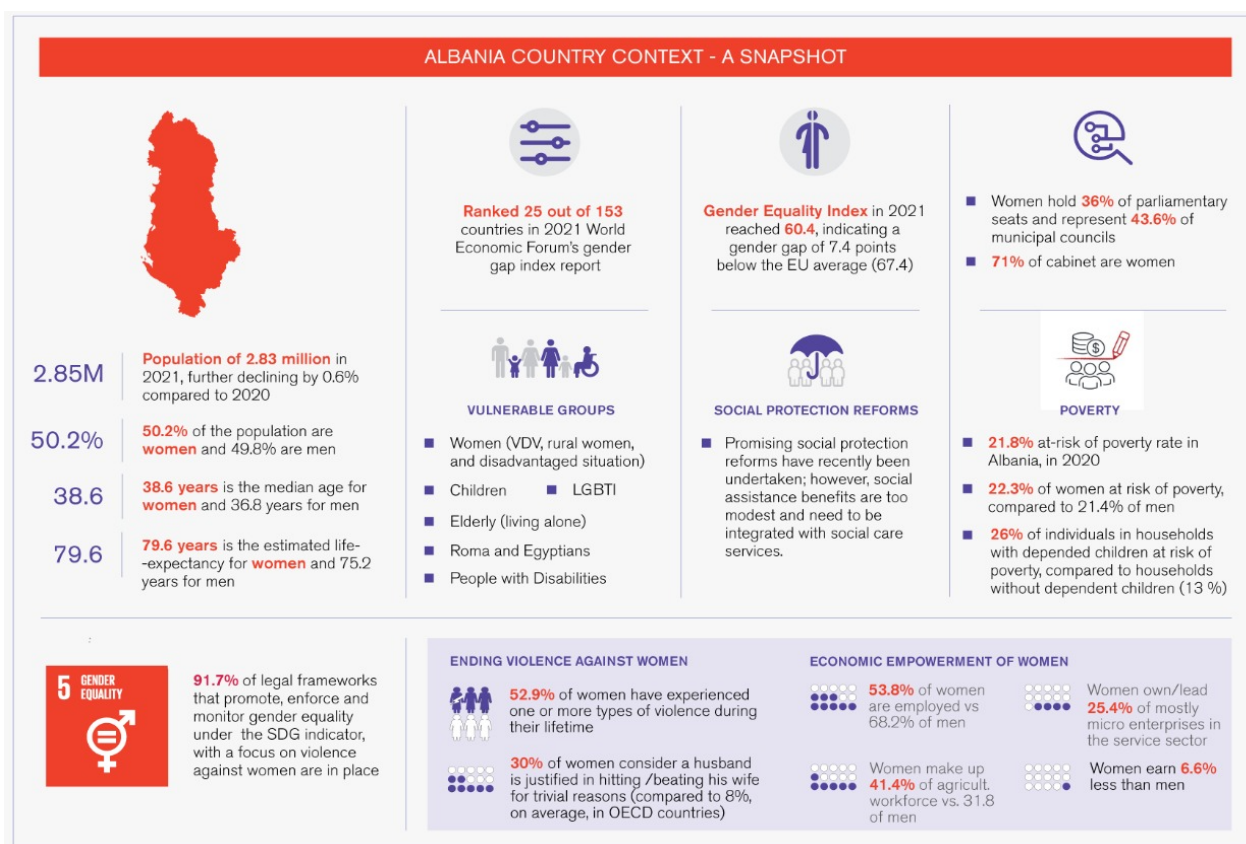


Figure 1 Socio-economic context Snapshot.

Sources of data used: GoA (2021) NSGE 2030; INSTAT (2019); INSTAT (2020) Gender Equality Index; INSTAT (2021), Women and Men in Albania; INSTAT (2020) Income and Living Conditions in Albania; INSTAT (2021) LFS; INSTAT (2022), Population of Albania; OECD (2019), SIGI Global Report; OECD (2021); UNDP (2020) HRD; MoHSP (2021 data); State Police 2021 data. Global Data on Parliament 2021. UN Women Data Albania (accessed online on 10 May 2022); WEF (2021)

### III. EVALUATION OBJECTIVES, APPROACH AND METHODOLOGY

#### III.1. PURPOSE AND OBJECTIVES

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This programme evaluation was a requirement set in the UNJP EVAWIA programme document. It was commissioned by UNDP, in coordination with the other two implementing agencies, UN Women and UNFPA, the UN Resident Coordinator Office, and the programme donor (SIDA), all of whom are the key users of this report. The evaluation also followed a collaborative and participatory approach ensuring close engagement of the UNJP EVAWIA Programme agencies, national and local government counterparts (Ministry of Health and Social Protection as the key main counterpart), CSOs, NHRIs, the Embassy of Sweden in Tirana and other key stakeholders. The Embassy of Sweden in Tirana commissioned three monitoring assignments for this programme, which provided significant inputs for this evaluation.

The purpose was to assess the Joint Programme accomplishment of the main expected outcome results and its contribution to an enabling environment that fights VAW and girls in Albania. The use intended was to identify lessons and good practices that could improve future Joint Programming on the area. Through a forward-looking perspective the evaluation aimed to document learning and positive examples and provide recommendations to enable the UN implementing agencies (UNDP, UN Women and UNFPA), the UNJP implementing partners and stakeholders draw on positive lessons and models/examples that reflect the national and local perspective of the programme, for future similar interventions. Finally, the evaluation aimed to highlight areas where the programme performed less effectively than anticipated, the rationale behind that, and the related recommendations for future interventions.

#### III.2. SCOPE

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The evaluation assessed all aspects of the programme interventions, outcome and output results and its allocated resources in relation to the programme's results. This was done through a review of all the six OECD/DAC Evaluation criteria Relevance, Coherence, Impact, Effectiveness, Efficiency, Sustainability. Considering the mandates to incorporate human rights and gender equality in all UN work, which promotes the integration of women's rights and gender equality principles, Human Rights and Gender Equality (HR&GE) dimensions are analysed within additional criterion. The consolidation of the specific evaluation questions is explored in depth within the following section.

In response to the Terms of Reference for this evaluation (*Annex N*), the report also analysed, the Joint Programme contribution to SDG5 and UNSDCF 2017-2021 Output 2.5 on Gender Based Violence (GBV) and the recently signed Albania-UNSDCF 2022-2026), and reviews, within its Effectiveness criteria, whether the UNJP communications and visibility guidelines and actions undertaken by UN agencies and implementing partners provide insights into the implementation of the programme activities.

This evaluation included all aspects of the programme and covers almost the entire implementation period, from December 2019 to the period when the evaluation took place (April-May 2022). The evaluation was conducted online and in country, with a focus consolidating the views of primary right holders and local participating municipalities. As per the Evaluation Terms of Reference (ToR), 10 municipalities were selected, with field visits to the municipalities of Tirana, Vau Dejes, Malesi e Madhe, Kavaja and Divjaka. The voices of DV survivors were included through the involvement of NHRIs and CSOs working directly with survivors of DV and specific vulnerable groups.

#### III.3. EVALUATION CRITERIA AND ELABORATION OF KEY QUESTIONS

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The evaluation addressed the updated OECD/DAC criteria, and was guided by the UN Women Evaluation and Gender-Responsive Evaluation guidelines, and the UNDP and UN Evaluation Group Evaluation Guidelines (UNEG).

The evaluation ToRs proposed twenty-six evaluation questions and seven evaluation criteria as the basis for this research (see *Annex N*). Based on introductory conversations with the UNJP Programme Team and the donor, and the limitations of time to delivery this evaluation, these questions were reduced to eleven

Key Evaluation Questions. The process of prioritization followed two key criteria: i) avoid duplications/bring together questions that were similar into the best-fitted criteria, ii) focus on the three evaluation criteria of interest for client: Impact/Effectiveness, Efficiency and Sustainability, iii) regrouping of the questions specifically linked into gender equality and human rights within a specific criterion.

As a result of this review, 11 questions across 7 evaluation criteria were selected. Specific indicators of success expected to be observed against each evaluation question, were consolidated. This integration is better observed within *Annex A*. The *Evaluation Matrix* which follows the structure of Tool 8 of the UN Women Evaluation Guidance for Gender-Response Evaluations, and it is linked with the programme's *Stakeholder Analysis (Annex B)* also included in this report.

### III.4. METHODOLOGY/THEORETICAL FRAMEWORK

#### THEORETICAL FRAMEWORK

The Theory of Change (ToC) for the EVAWIA joint programme was reconstructed by the evaluation team during the in-depth revision of the secondary data. To better understand the pathways of change embedded within the programme, the consultants expanded the presentation of the ToC by adding key elements such as the statement of the problem, barriers, key outputs, established the links between the Outputs and Outputs-Outcome and identified critical assumptions (which also present a view of the identified risks and barriers) at all levels. The ToC, as it is presented in *Figure 2*, was used during the data analysis as a theoretical framework (hypothesis) for the evaluation to answer the key evaluation questions for impact and effectiveness. A more thorough evaluation of the outputs and outcomes against the impact is presented in the Impact section.

#### DATA COLLECTION AND ANALYSIS

The final evaluation was conducted according to the Work Plan attached in *Annex C*. As the programme covered a variety of results that are measured both through qualitative and quantitative means, the evaluation deployed a variety of non-experimental assessment tools and extensive data triangulation through the 'mixed methods' approach. These included: i) a review of programme results from documentary means, ii) in-situ and online assessment of results and practices through various tools and methods (Focus Group Discussions (FGDs), Key Informative Interviews (KIIs) and Group Interviews (GIs)) with external and internal stakeholders, as well as Case Studies, and iii) triangulation of the information through comparison of information collected and validation meetings.

The list of the reviewed documents is found in *Annex D*. To ensure that this evaluation benefits from a variety of perspectives and opinions (of duty bearers' institutions and right holders' groups) and the evaluation process remains consultative, inclusive, and participatory process at all stages, the evaluation team undertook a *Stakeholder Analysis* during the inception phase. This includes a list of main stakeholders involved in the evaluation by their category and the role in the programme.

The *Stakeholder Analysis* revealed that information on the different Evaluation Criteria was shared across various stakeholders, and that these stakeholders need to be engaged differently through different tools, as follows. Thus, the evaluation used a combination of tools and questions (*Annex F*) tailored to the different stakeholders and following the Evaluation Criteria and Key Evaluation Questions as follows.

- KIIs and/or GIs were used primarily for primary and secondary duty bearers, including donors, UN Partners, national, regional, and local government partners, national and international programme partners and experts.
- Focus Group Discussions (FGDs) and case studies were used mainly for rights holders (CSOs) who were the intended and unintended beneficiaries of the intervention. In some cases, written answers were received when these stakeholders could not attend the meetings.
- Case studies showcasing positive examples and provide recommendations that reflect the national and local perspective of the programme. Case studies for more in-depth analysis were identified in consultation with the three implementing UN agencies. The specific methodology of selection for

these is described in *Annex E*. Shorter stories/boxes highlighting particular DV cases or results were requested from the participating CSOs.

Data analysis was based on the Evaluation Criteria and included primary and secondary data. *Quality control mechanisms* were built in through triangulation and regular feedback loops. Various briefing meetings with the UN teams and RCO were held during the visit and during a wrap-up meeting to validate initial findings, determine potential areas in which the analysis needed to be strengthened or highlight the need additional consultations/documents, and ensured that any doubts were solved. The data collected in the consultative process was consolidated against the agreed Evaluation Criteria.

Following the delivery of the draft report, the Evaluation Team will organise and led a debriefing session with the Joint Evaluation Management Group and other key team members from the UN agencies. Based on feedback provided during after the submission of the draft report and presentation of key findings and recommendations, the Evaluation Team reviewed and submitted the final evaluation report.

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#### GENDER AND HUMAN RIGHTS-RESPONSIVE METHODS

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Gender-responsive methods that facilitate participation and inclusion were used to ensure that both duty bearers and particularly right holder representatives, including those at the grassroots level, could actively participate in data collection and interpretation. The specific limitations, mitigations and responses encountered during the data collection phase are included in a section below. On the other hand, the programme did not have specific strategies in relation to implementation of the United Nations Disability Inclusion Strategy<sup>5</sup>, however, inclusion of DV referral cases from people with disabilities was given a special consideration, as well as interviews with representative's organisations providing support to them.

Data analysis also followed human rights and gender equality mechanism, such as: utilization of baselines established at the programme initiation and disaggregated data during the analysis when available; comparing qualitative data obtained during the interviews and focus groups discussions with existing information on the situation of HR & GE (i.e. national level monitoring and assessment reports, baseline studies, see detailed list in *Annex D*); identifying themes and responses which are common and different between groups of stakeholders (duty bearers and rights holders); comparing data obtained from different sources (triangulation); and focusing on individual stories and case studies. A detailed overview of Ethical and Safeguarding considerations is included in Annex L.

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#### KEY RISKS, LIMITATIONS AND MITIGATIONS

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The key risk of this evaluation was the tight timeframe for carrying out the evaluation, including several public holidays during the period of data collection. This was initially expected to have repercussions in the number of stakeholders consulted or the length/depth of the interviews. However, thanks to a quick mobilisation from the Evaluation Team and the UNJP team, as well as flexibility to have additional 10 days for the delivery of the report, this limitation was successfully mitigated as it will be observed in the sampling table. A more in-depth review of these risks and the mitigations used is presented in Annex M.

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#### SAMPLE AND SAMPLING DESIGN

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The target sampling was consolidated based on the *Stakeholder Analysis* categories. In total, out of a target of 20-26 KIIs/GI/FGDs, 67 to 83 identified stakeholders (corresponding to 35 organisations), a total of 48 KII/GI/FGDs, 89 people (9 male) corresponding to 57 organisations were interviewed. Targets and achieved numbers per category are described in Table 1, while detailed information on the participants involved is available in *Annex G*.

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<sup>5</sup> Available at [https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/03/UNDIS\\_20-March-2019\\_for-HLCM.P.pdf](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/03/UNDIS_20-March-2019_for-HLCM.P.pdf)

Table 1. Evaluation sample: targets and achieved figures

Categories	Details	Targets	Achieved
<b>Group 1. Duty bearers who have decision-making authority over the intervention such as governing bodies.</b>	Representatives of Ministry of Health and Social Protection with its Gender Equality sectors and National Council of Gender Equality	3 people, 2 KIIs	2 people, 2 KIIs
	Representative from the three UN agencies that are part of the UNJP: UN Women, UNDP, UNFPA and UNRC	12 people, 4 GIs	12 people/4 orgs, 5 GIs, 1 KII 6 people, 3 KIIs, 1 GI
	Representatives from the programme donor (SIDA) and other members of the Steering Committee (SC).	5 people, 2 GIs	
<b>Group 2. Duty bearers who have direct responsibility for the intervention, such as prog. managers and partners that don't have decision-making authority over the intervention.</b>	Programme partners/service providers at the national level MoJ, Mol, MoD, GDC, ASPA, School of Magistrates.	5 people, 4 KIIs/GIs	12 people, 7 KIIs/GIs
	Programme partners/service providers at the local level (members of the CRMs, LCDVs)	10 people/9 LGs, 5 GIs/KIIs	13 people/10 LGs (1 county), 8 GIs/KIIs, 1 case study
	Experts and consultants	4 people, 2 GIs/KIIs	9 people, 4 GIs/KIIs
<b>Group 3. Secondary duty bearers and intermediary/potential beneficiaries, such as the private sector or other associated donors and providers of human rights and gender empowerment services.</b>	Legislators and policy makers that supported legislative process: Parliamentary Sub-Committee on Gender Equality.	2 MPs, 2 KIIs	2 MPs, 2 KII
	National and local policy makers supporting provisions closer: GREVIO, Commissioner Against Discrimination and Ombudsman.	5 people, 4 GIs/KIIs	6 people, 4 KIIs/GIs
	Other donors, UN Agencies and/or INGOs working in similar areas.	3 people, 3 GIs/KIIs	2 people, 1 GI (one in SC)
<b>Group 4. Rights holders (individually or through the civil society organizations acting on their behalf) who are the intended and unintended beneficiaries of the intervention.</b>	Women representatives of CSO and community-based women's organizations that have been supported by the programme and representing survivors.	10 people/orgs, 2 GIs	26 people/21 orgs, 2 FGD, 5 written KIIs
	Representatives of men and boys' champions who actively advocate to end GB-VAW.	5 people, 4 GIs/KIIs	1 case study, with 3 organisations included above
<b>Group 5. Rights holders (individually or through CSOs) who should be represented in the intervention but are not, or who are negatively affected by the intervention</b>	Representatives from national partners, CSOs, academia of other associated programmes.  Local political, policy makers and/or religious leaders who have opposed one or more of programme objectives.	Some national partners of other associated programmes were interviewed or consulted (AWEN, GADC), but they are also part of other categories above.	

Geographically, the sampling considered the criteria set in the ToRs: (i) size of municipalities, (ii) length of time that they have received UN agency support related to addressing VAW through prior and this JP, (iii) hypothesized strength of the CRMs and municipalities with capacities to use GRB tools and (iv) presence of CSOs, particularly service providers. Besides the above, the Evaluators also proposed to include both municipalities that adopted special socio/economic integration schemes/models for GBV survivors, and others that did not, to review differentials in regard to the challenges that might have existed and could highlight lessons for future implementation.

The evaluation thus focused on areas targeted by the UNJP, with data collection carried out in 10 municipalities and 1 region<sup>6</sup> (corresponding to at least one third of the total municipalities), as required by the ToRs. A full review of the selection criteria is included in [Annex H](#).

<sup>6</sup> Representatives from CRMs (LCDVs in most cases) in the municipalities of Tirana, Durres (also member of the SC), Pogradec, Krujë, Roskovec, Mat, Vau Dejës, Malesi e Madhe, Kavaja and Divjaka, and the Directorate of Social Services of Korça Region.

**IMPACT: WOMEN ARE FREE FROM ALL FORMS OF GENDER-BASED VIOLENCE AND FROM THE THREAT OF SUCH VIOLENCE.**

**INDICATOR A.** Prevalence of GB-VAW (% of women -18-55 years- who ever experienced physical domestic violence.

**INDICATOR B.** Global Index on Gender Gap

**GOAL:** GoA and municipal duty-bearers ensure implementation of international and national legal and political commitments to prevent, detect and protect against GBV

All outcome indicators are related with indicators set within Strategic Goal 3 on reducing GBV and DV of the NSGEAP 2016-2020 (see Project Description).

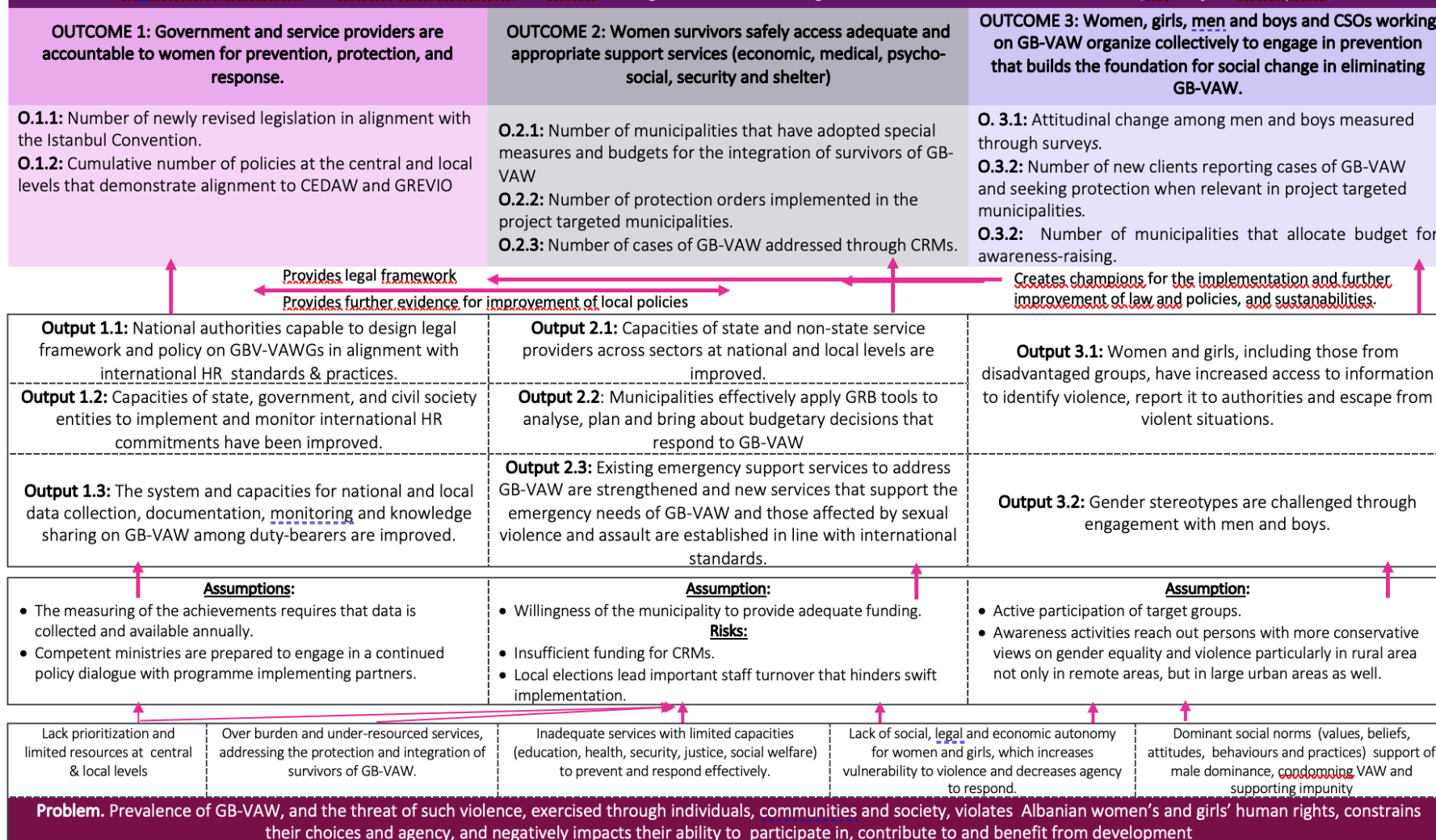


Figure 2 Reformulated EVAWIA JP ToC



## IV. FINDINGS

### IV.1. RELEVANCE<sup>7</sup>

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**FINDING 1: THE PROGRAMME WAS CONSISTENT WITH THE NSGE AND GEWE/WEE COMMITMENTS AND THE GOA-UN PoCSD; ITS IMPLEMENTATION DIRECTLY SUPPORTED THE COUNTRY IN MEETING INTERNATIONAL COMMITMENTS, FOSTER ACHIEVEMENT OF SDG 5 TARGETS, AND RESPONDED TO PREVIOUS PROGRAMMATIC LESSONS LEARN.**

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As mentioned in the 2021 Monitoring Report commissioned by SIDA, the “UNJP’s design responded to the beneficiary, country, and global needs, policies, and priorities”. From a global perspective, the JP’s design considered the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Group of Experts on Action against Violence Against Women (GREVIO) recommendations, and the Istanbul Convention. The UNJP sought to further implementation of the Istanbul Convention in Albania and the Strategic Goal 3 of the 2016-2020 GoA National Strategy on Gender Equality and Action Plan, contributing to further improvement of legal and policy framework on DV and GBV and its implementation at the central and local level, improving the monitoring and assessment capacities of governmental and non-governmental actors through mentoring and training, and increasing the oversight capacities and role of CSOs and the Parliamentary sub-committee on Gender Equality and GB-VAW.

The programme also **generated evidence-based knowledge** on the prevalence of various forms of VAW and establishing the baselines for monitoring and reporting including SDG 5 and 16 GBV related indicators and widened the number of survivor-response mechanisms and promoted a multi-disciplinary and coordinated approach. The programme aimed to increase coordination in GBV, women’s rights and human rights awareness raising mechanisms, through a partnership with CSOs, media, universities, and local governments.

The programme likewise falls under the umbrella of output 2.5. of the GoA-UNPoCSD 2017-2021 and was in line with the UN Common Country Analysis, which specifically highlighted the issue of GBV-DV as a key priority within the Leave No One Behind (LNB) strategy. In specific, within the PoCSD 2017-2021, the EVAWIA JP was providing input into at least 10 of the 13 strategic objectives, including increased awareness of women and men in combating GBV and promoting favourable social norms, strengthening the capacities of responsible state authorities at the central and local level, improved laws and policies related to GB-VAW and expanded Coordinated referral mechanism (CRMs) services to GBV victims. With the LNB, the programme also aimed to target women survivors of GB-VAW with a keen focus on women with disabilities, Roma and Egyptian women, LGBTI and elderly women (more in the HR&GE section).

Finally, the **programme responded to lessons learned from the previous One UN Coherence Fund** supporting three sets of (gender) outputs (for more information see Annex O). For example, those programmes signalled that partnership building and consultations with governmental authorities at central and local level and CSOs were an essential ingredient of success to ensure country ownership and commitment to achieve and sustain results, an area which was prioritized during the revision of the JWP (see *Annex I*).

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**FINDING 2. THE IDENTIFICATION OF NEEDS WAS COMPLEMENTED WITH AN INCLUSIVE CONSULTATION PROCESS IMPLEMENTED JOINTLY BY THREE UN AGENCIES WITH THEIR NETWORK OF CSOs, PARTNER ORGANISATIONS AND GOVERNMENT STAKEHOLDERS. THE CONSULTATION PROCESS ALSO SUPPORTED THE CONSOLIDATION OF NETWORKS ACROSS CSOs AND THE LOCAL AND CENTRAL GOVERNMENTS.**

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At the onset of the programme design, the three agencies implemented a wider consultation process which included stakeholders at central government, local government (LG), CSOs, and local experts. The NHRIs and women CSOs organisations, and the main government stakeholders, participating in this evaluation, recognized **being part of the consultation process and assessing the programme design was highly relevant** to their needs and the communities they represent.

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<sup>7</sup> Guiding question was: To what extent is the intervention relevant to the needs and priorities as defined by partners, beneficiaries, and policies?

The programme was relevant for small local CSOs supporting service provision. It also allowed the provision of services in other municipalities, not covered before, and supported implementation in rural areas where access is difficult. Furthermore, while reviewing and consolidating national legislation, national strategies, protocols, and Standard Operational Procedures (SoPs), the local CSOs reported being regularly consulted, and the three implementing UN agencies promoted a direct interaction between them and local and central governments. The CSOs were also encouraged to implement “alternative solutions” like the inclusion of youth and men in awareness raising activities, empowerment self-defence (ESD)<sup>8</sup> or work with prisons and perpetrators, following focused consultations on the best approach to implement them.

NHRIs, like PA and the Commissioner for Protection from Discrimination, also shared the same considerations. They mentioned participating in the initial consultations and taking active part in the consolidation of research work supported by the programme providing further evidence on women’s empowerment challenges and needs of survivors at the local level. They also underlined that they were regularly involved in processes related to legal changes and protocols, as well as being consulted during the recruitment of experts. For the LCDVs also, the programme fully reflected the needs of municipalities and helped the government to fulfil better its obligations.

In general, the stakeholders shared that a periodic dialogue was maintained with the UN agencies to reflect on the main needs for social care services, identification, and management of cases. This dialogue helped all actors to remain close to communities, and to identify the needs for the reintegration of survivors, bottlenecks, and potential solutions. Furthermore, the programme delivery fostered the cooperation and networks between municipalities and local organisations that provided services that they were not providing and helped establish service delivery harmonisation models that are likely to remain.

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**FINDING 3. THE CONSULTATION PROCESS WAS ALSO DONE IN REGULAR/ITERATIVE WAYS DURING PROGRAMME DELIVERY AND RESPONDING TO NEW ARISING NEEDS AND ACTIVITIES. RESEARCH, MONITORING ACTIVITIES AND MEDIA MONITORING SUPPORTED THE PROCESS OF CONTINUOUS IDENTIFICATION OF NEEDS AND CAPACITIES.**

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As mentioned earlier, the consultation process was an integral component of the programme implementation. In some cases, the consultation process was done specifically to respond to the onset of a new activity. For example, during the revision of the Law on Domestic Violence (Law 125/2020) and the CoMD 327/2021, and Intersectoral Group with a team of experts was set up to review the existing legislation and protocols. The programme through the mobilisation of legal supported the review and GBV experts, which also helped later “provide a practical learning for the Ministry”. Other Ministries, like the Ministry of Defence, also mentioned being consulted and supported by local expertise during the development of the manual for sexual harassment. The intervention was in line with NATO’s policy and international documents and is contributing toward a safe working environment in the armed forces, which was key to the nature of their work.

For specific areas of work, additional consultations and needs assessments were carried out, through the programme or other UN programmes. For example, a review of the CRMs functioning at the local level in 40 LGs during the inception phase of the programme, was key in identifying the main gaps in CRMs functioning, supported the process of reviewing the legal framework and improving the use of REVALB. Moreover, on Gender Responsive Budgeting (GRB), a survey was carried out in all the 61 municipalities, covering the assessment of the public services offered before and after the pandemic, as well as the budget available and the kind of GRB offered. Furthermore, consultations with the Ministry of Finance and Economy were crucial for the work and provided feedback for the prioritization of municipalities.

Finally, the stakeholders reported that the collection and publication of data (including media monitoring and research), contributed to an evidence-based policy cycle, feeding into the preparation of protocols, strategies, SoPs and day-to-day implementation.

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<sup>8</sup> ESD focuses on the full range of GBV, and includes tools like effective boundary setting, assertiveness, de-escalation, and verbal self-defence skills. These strategies empower students to stop assaults in early stages before they escalate to physical danger.

## IV.2. COHERENCE<sup>9</sup>

**FINDING 4. IN THE PROCESS OF DRAFTING THE PROPOSAL THE UN AGENCIES WERE ABLE TO IDENTIFY OTHER RELEVANT INTERVENTIONS BEING PLANNED OR UNDER IMPLEMENTATION AND DRAFTED COORDINATION PLANS TO AVOID POTENTIAL OVERLAPS. YET, THIS PROCESS WAS MORE CHALLENGING AT THE LOCAL LEVEL, WHERE SOME INSTANCES OF OVERLAPPING WERE MENTIONED.**

The programme design aimed to be as comprehensive as possible, with interventions ranging from increasing awareness for prevention, improving legal and policy frameworks, building institutional responses to GB-VAW and providing services to survivors of GB-VAW. As a result, the programme document mapped the support provided by the Government of Sweden, through SIDA, alongside other donors such as the EU, Swiss Development Cooperation, World Bank (WB), German Cooperation (GIZ), Italian Cooperation, Austrian Development Agency (ADA), USAID, and the Embassy of the Netherlands. The consultation process also helped to identify smaller interventions that were under implementation or planning by local organisations, and that had not been identified at the onset, for example, initiatives working with prisons and perpetrators, ESD or GRB. According to the interviews with CSOs, many of those initiatives were later included in the programme either by complementing or expanding initiated efforts.

According to the UNJP Team, attention was placed on ensuring coordination with other EU programmes, including the UN Women regional project “Implementing Norms and Changing Minds”, which focused on providing grants to CSOs, and the Earthquake Response specific component of VAW. The team mentioned, “as many of the partners targeted were the same, the UNJP EVAWIA focused on providing complementary, rather than avoiding altogether work in the same areas”. Thus, to avoid duplications the UNJP decided to focus on improving the legislation and increasing monitoring capacities, while the EU programme was focused on improving the capacities of the CSOs and NHRIs to monitor the implement the revised legal framework.

However, in a few cases, some CSOs and donors discovered that similar work was being implemented in the same municipalities. In particular, this was mentioned for work with perpetrators and GRB. In the first case, two local organisations (one not part of the programme) found that some awareness raising activities implemented with boys/men were being implemented and with a very similar scope. In this case, the organisations identified jointly areas of interventions complementing each other, particularly on awareness raising. On GRB, the SIDA monitoring reports identified potential cross-over with the Women CSO GRB Regional Program. Upon careful review by all actors, no duplication was identified, and no initial discussions were held between the two, as the objectives of both activities were “vastly different”.

Finally, some of the international development partners recognized that coordination at the local level is not easy and duplication was sometimes unavoidable, as the level of information for smaller initiatives and activities implemented by directly funded CSO was difficult to identify. Furthermore, some initiatives worked together in different municipalities, even in different areas (access to justice and training of CRMs). In some cases, having the same partners working with different agencies, or the same agencies through different projects created some confusion in the discussions trying to identify the results linked to this programme. Yet, the evaluation could not identify significant duplications or inefficiencies.

**FINDING 5. PERMANENT COMMUNICATION WAS ENSURED THROUGH THE INVOLVEMENT OF LOCAL CSOs, GOVERNMENT REPRESENTATIVES AND OTHER DEVELOPMENT PARTNERS IN THE PROGRAMME STEERING COMMITTEE (SC). YET THE SC WAS NOT SEEN AS THE MAIN MECHANISM OF COORDINATION, WITH INFORMAL MEETINGS BEING MORE EFFECTIVE.**

According to the UNJP team, one of the main mechanisms utilised to ensure internal coherence and with other interventions, was the SC. In general, stakeholders confirmed that the SC composition was relevant for the programme at the level of representation, including, LGs, CSOs, representatives from development partners, as well as inviting local experts when needed. For example, it included umbrella organisations, such as Albanian Women's Empowerment Network (AWEN) during the first year of implementation; as well

<sup>9</sup> Guiding question: To what extent the programme design and implementation considered and coordinated the work of other actors working on addressing VAW? To what extent have UN agencies coordinated effectively and created synergies?

as NHRIs (and other local CSO, the Albanian Helsinki Committee (AHC) joined from 2020 onwards. A rotation of the membership at the level of CSOs was planned to ensure the representation of organisations with different thematic and geographic experiences and thus the opportunity to identify potential areas of similar work. The coordination efforts with these organisations reportedly continued beyond the SC.

According to the participating CSOs, the SC contributed to strengthening the UN's relation with CSOs and generating networking opportunities. Some CSOs mentioned that they use to see the UN as a big donor, or even a competitor in the different calls for proposals. With the SC, "there has been a change in terms of the communication and relationship with CSOs, ensuring that partners were part of the programme, and a more horizontal relationship was built". Similar positive feedback was obtained from international, government stakeholders and NHRIs. According to those interviews, the SC "was a good way to exchange and share information, follow up on the progress in the implementation of GREVIO recommendations and remaining challenges, and get information on others were doing in the same areas".

Nonetheless, as mentioned in the SIDA monitoring reports, and verified in the interviews, the SC meetings were "too formal to enable a more strategic coordination among these programs". For the UNJP team, the SC was considered a formal mechanism for validation by all SC members of achieved results and getting strategic guidance for future programmatic interventions in this area as well as for getting approval of reports and annual joint working plans. Coordination meetings among UN Agencies and in-depth discussions on issues relevant to the SC, were done at the technical level, prior of each SC meeting.

Furthermore, coordination meetings with MoHSP jointly with UNJP teams were regularly done especially in three strategic interventions undertaken by this UNJP, namely on coordinating contributions to (1) the national 16 days of activism, (2) division of labour with regard to the support provided to targeted Municipalities and (3) joint contributions to different laws and by-laws target of this UNJP. With regard to fostering coordination with CSOs, similar approach was adopted by implementing UN Agencies by coordinating support to municipalities and providing space for joining efforts in improving all relevant laws and by-laws target of this UNJP. When potential overlaps were identified wider coordination was planned, inviting the relevant LGs and partners to agree on the best approach.

Consolidation of SoPs in different areas<sup>10</sup> was also supported by bringing together the voices of other CSOs and NHRIs to avoid overlapping capacity building activities and coherence in the content. For example, there was strong cooperation with the CPD and PA, especially during the last report on VAW in politics, as well as in the consolidation of protocols, SoPs and changes in the legislation. Equally, it connected the School of Magistrates (SoM) with government institutions (such as the Ministry of Defence and the General Directorate of Police) and academic institutions such as the University of Tirana. These allowed the starting of conversations on other forms of violence and the introduction of sexual harassment policies within these institutions. Additional results were the consolidation of specific protocols and training to identify and address these issues institutionally.

Also, according to FGDs with the LGs, the coordination with the UN partners was "permanent and worked smoothly". For example, the municipalities mentioned that "the programme had to adjust to the new circumstances working with municipalities affected by both earthquake and the pandemic, and this was done effectively using online communication platforms and adopting the activities to the emerging needs in agreement with the LGs". Informal face to face meetings were mentioned as the more usual mechanism of coordination and seen as more efficient as they allowed for longer and more detailed (activity-level) conversations, which in some cases led to the adoption of new projects/activities or their modification.

For the Evaluators, the use of an SC and/or informal mechanisms is equally valid during the coordination process, and there is evidence that informal set ups did in fact informed the proceedings of the SCs. However, how, and when these informal mechanisms worked was not always clear for the interviewed stakeholders. Some SC members argued that a space for strategic discussion and synergy building was missing (more in the next sections). A higher involvement of the donors would have facilitated cross-learning and synergies across other SIDA programmes, supported the advocacy processes, and contributed to internal discussions on what possible additional support was needed.

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<sup>10</sup> See output indicator 2.3.b in Annex I. Analysis of Programme results against its Results Framework.

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**FINDING 6. THERE WAS A GOOD RELATION BETWEEN THE UN TECHNICAL TEAMS IMPLEMENTING THE PROGRAMME, BOTH DURING DELIVERY AND MONITORING PROCESSES. YET COMPLEMENTARITY AND COHERENCE COULD HAVE BEEN IMPROVED THROUGH MORE STRATEGIC CONSULTATIONS AT THE SC AND LEADERSHIP-LEVEL MEETINGS.**

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Within the external stakeholders interviewed, there was a general observation that work across the three agencies was “efficient and swift”, and that the cooperation across the three agencies allowed to work and engage in new areas (work with boys and men, for example). Some consultants also reported working with two of the agencies at different times. For them, coordination across the agencies was tangible, coordinating the deliverables and aligning the requirements in the drafting of ToRs to avoid overlaps. For them, “participation in different activities of the programme allowed (them) to contribute to the coordination of different deliverables”<sup>11</sup>.

Furthermore, the Evaluation Team observed that there was an: (i) agreement coordinating the geographical coverage and a joint performance monitoring set-up; (ii) joint implementation of specific initiatives e.g., training and support to selected municipalities and awareness raising activities; (iii) a joint calendar on policy advocacy opportunities; (iv) coordinated advocacy on the 16 Days of Activism and International Women’s Day for the three years of the programme; and (v) timely and joint delivery of the programme narrative and financial reports. The strategic areas of intervention were agreed upon in the Joint Work Plans (JWP), both of the UNJP EVAWIA and PoCSD 2017-2021, and in alignment with UNDAPF best practices by defining output-level results within a Common Budgetary Framework and specific activities. All the various elements mentioned above were contributed to good coordination at least at the technical level, and alignment with the “Delivering as One” approach.

There were significant efforts to ensure coordination of implemented actions in line with the accumulated experience especially at local level and complimenting each other in case of joint efforts with several UN JP programmatic interventions at national level. Yet, for some UN staff involved and findings from SIDA monitoring indicate that internal coordination could have been done better. Moreover, though the coordination between the technical teams was overall positive, it did not change the fact that the implementation of specific agency outcomes was done in silos, with “not sufficiently engaging in more strategic jointly reflective conversations about the approaches/models of work applied across the three agencies or capitalising on the lessons learned and best practices of this programme”.

In particular, a lack of more strategic-level discussions within the SC (and within the three agencies), was mentioned several times, as well as the need for cooperation prior to these meetings to ensure a better prioritisation and equal participation from the three agencies<sup>12</sup>. These issues were visible to the donor as well. The narrative reports and presentations of results rarely presented conversations about how the different outputs and deliverables were connected (the pathway of change), and it was not entirely clear to them whether (or how) the three agencies were ensuring the implementation of a coherent approach across municipalities, or how these approaches differed and/or were meant to connect.

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**FINDING 7. THERE IS EVIDENCE OF COORDINATION AND COMPLEMENTARITY WITH OTHER UN PROGRAMMES, INCLUDING THE UNJP LEAVE NO ONE BEHIND (LNB), UNDP ACCESS TO JUSTICE PROGRAMME (A2J), OR THE IMPROVING MUNICIPAL SOCIAL PROTECTION SERVICE DELIVERY (IMSPSD) - JOINT PROGRAMME, UN WOMEN REGIONAL PROJECT: CHANGING MINDSETS, AND PROGRAMMES ON EARTHQUAKE RECOVERY AND GRB.**

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Both local partners and other donors mentioned specific examples of coordination with other UN programmes. For some, this was seen as a result of having the EVAWIA JP firmly consolidated under PoCSD Strategic Outcome 2: Social cohesion: Health, education, social protection, child protection and GBV. On one side, according to the representatives of the UNRCO, the “EVAWIA JP represented most of the strategic

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<sup>11</sup> Some sources of concern on regards to the engagement with a small pool of consultants will be discussed in more depth in the Efficiency section.

<sup>12</sup> Specific observations on how the SC or interagency conversations could have been also instrumental in setting up a better sustainability or exit strategy, will be covered in the Sustainability section. Also, specific issues observed during the revision of the programme logical framework will be mentioned in the Impact section.

deliverables of output 2.5., which made the joint work very visible, in comparison with other outputs of the JWP”, as such “this output was not a group of standalone activities but instead a joint deliverable”.

Output 2.5 had also strong linkages with Output 2.3 – Social Inclusion and Protection, as well as with output 1.4. Access to Justice and 1.5: Mainstreaming Gender and GRB, belonging to the Governance and Rule of Law Outcome. The above-mentioned outputs were delivered through other Joint or individually implemented programmes such as the UN LNB, the IMSPSD JP, or the A2J. These interventions were in parts or entirely implemented with the participation of the three agencies of the EVAWIA JP, so potential areas of coordination were signalled in relation to various strategic objectives<sup>13</sup>.

According to the UN staff interviewed, when similar programming was identified, the most common coordination practice was adding to existing programmes, either by tackling different geographic areas with similar training or by ensuring the provision of training and funding for activities that had already started by other programmes and which programming was being finalised. The focus was thus on considering how to contribute to existing projects, rather than using these resources as a separate effort. In this way, the “coordination mechanism was focused on working on sustaining actions already implemented and searching efficiency in the funding schemes”.

Examples were provided, both in relation to previous programmes (UN Women Regional Project: Changing Mindsets), under implementation or in the planning process. For example, the EVAWIA JP supported the consolidation of new and existing CRMs, but information that supports the programme comes from systems that UNDP has been contributing to for many years and some of the CRMs supported had been already established through earlier interventions. Similarly, the local plan of action for providing services to GBV and trainings focusing on GRB have been supported by UN Women to mainstream the needs in the local prioritisation both with previous programmes and existing ones, with each one contributing to the expansion of the training and services.

Finally, within the A2J programme, UNDP undertook research on social services for DV victims, which then supported the training of CRMs and GRB activities. This research was carried out during second half 2021, therefore at a later stage with the aim to see the access to social protection schemes of vulnerable women and men in Albania as part of the “UNDP supported project “Expanding Free Legal Aid Services to Women and Men in Albania” EFLAS funded by ADA. Its findings and recommendations will inform future programming interventions of UNDP and other development partners in the GBV/EVAW related areas among others. This programme also provided support to MoJ for the adoption of various by-laws that were needed to ensure the process of implementation of the amended DV Law, and according to the main programme donor (ADA) is incorporating lessons from the EVAWIA JP and integrating them within the capacity building activities implemented by the programme. A similar approach is applied in other programmes focused on Public Finance (being funded by SDC) where some of the basic principles of GRB are included within their programmes<sup>14</sup>.

In relation to programmes outside the UN, some examples of potential missed opportunities for synergy were mentioned in SIDA’s monitoring reports. For example, in regard to the EU programme on rehabilitation and reintegration services, it was mentioned that rounds of consultation were held, mainly focusing on ensuring that no duplications were found, but that capitalisation of best practices and lessons learned were not sufficiently addressed. On the other hand, sharing the best practices and lessons learned of the GRB component with other programmes such as the GRB WCSO can create added value and greater sustainability on the area. For the future, it will be important to place more emphasis in building synergies and not just focusing on avoiding duplications.

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<sup>13</sup> Examples provided included amongst others: (i) Strengthen capacities of selected LGs to operationalize their functions related to SRH, education, gender, and social protection and inclusion, and to monitor them (LNB JP, implemented partly by UNFPA), (ii) Rural administrative units and municipalities respond to gender equality needs through conducting participatory budgeting processes. (LNB and IMSPSD, implemented partly by UN Women), (iii) Piloting free legal services and informing marginalized communities and individual groups about how to access legal aid services (A2J, implemented by UNDP).

<sup>14</sup> Other GBV projects, also implemented by UNDP during the duration of the EVAWIA joint programme, included the “Support to Accessible Justice for Women and Men in Albania”, “COVID-19 Women & girls’ survivors”, “UNDP Seoul Policy Centre” and “For a more Accessible Justice for Albanian Women and Men”.

### IV.3. IMPACT<sup>15</sup>

**FINDING 8. THE EVAWIA JP SHOWED A HIGH LEVEL OF ACHIEVEMENT ACROSS MOST OF ITS OUTCOME AND OUTPUTS. YET UNFIT OR MISSING INDICATORS, BASELINES AND TARGETS HAVE JEOPARDIZED THE ABILITY TO FULLY TRACK SPECIFIC RESULTS.**

For this criterion, a detailed assessment of results across the programme outcome and output indicators was carried out and is included in *Annex I*, based on narrative reports, Performance Monitoring Framework (PMF) and interviews. At the outcome level, it was evident that significant progress was achieved, including overachievements linked to the legislative and policy changes; an increase in the number of survivors of DV reporting their cases, 56% of the requests to Courts resulting in POs issued; an increased number of municipalities regularly using the system Recording Violence in Albania (REVALB)<sup>16</sup> system and cases recorded within; and increased capacities of LGs in applying GRB in their budgeting processes, with at least 6 municipalities adopting integrated socio/economic integration models for GBV survivors in their resource allocations.

Other key high-level achievements were reported by the programme stakeholders during the interviews, including an improved sub-legal DV framework tailored to emergencies (including natural disasters and COVID-19 pandemic); increased accountability and oversight role of the Parliament, CPD, PA and CSOs through support to their capacities to monitor the implementation of GBV legislation; provision of specialized services to sexual violence victims through the support provided through a new emergencies centre (LILIUM Centre), and better adoption of a multi-disciplinary and coordinated approach across the CRMs supported.

However, when looking at the indicators from only a quantitative view, the results were mixed. Out of the eight outcome indicators, only three indicators show a full or over achievement of the results (37,5%), two show a potential full achievement of the results (25%), one a partial achievement of the results (12,5%)<sup>17</sup>, and the last two not been able to be properly assessed (25%). For these last two, the key issue was the inadequacy of the indicator, either because the baseline or target data were missing, or because the indicator was not linked to mechanisms for measuring change<sup>18</sup>.

A similar level of mixed results was observed within the output indicators. At the qualitative level, some key examples of results are:

- increasingly in the National Council on GE meeting specific reports or key policies/documents were discussed (including the NSGE and national reports to CEDAW and Resolution 1325), as well as meetings from the Parliamentary sub-Committee on GE and GB-VAW<sup>19</sup>,
- contribution to the consolidation of new NSGE (2021-2030) where Violence Against Women remains a central priority for the Government,
- number of standardized protocols established for managing DV cases in normal and in COVID-19 situations, as well as SoPs setting rules and procedures for the management of emergency sexual violence in Emergency and Health Centres<sup>20</sup>,

<sup>15</sup> Responding to Evaluation Questions: To what extent have the expected outputs and outcomes have been achieved or are likely to be achieved, and how has the programme contributed to this? And to what extent has the UNJP initiated a change process that indicates a longer-term impact, as set on the logframe, ToC and programme design?

<sup>16</sup> A nation-wide online tracking system that is utilized by LCDVs in each municipality, and managed centrally by the MoHSP, to institutionalise data collection of DV cases.

<sup>17</sup> The output linked with this outcome indicator (GRB training/mentorship) was one of the last to start as a result of COVID-19 and the need to make full assessments of the situation. See outcome indicator 2.1.

<sup>18</sup> This relates to measuring the attitudinal change amongst boys and men. See outcome indicator 3.1.

<sup>19</sup> See output indicator 1.2.a and 1.2.b.

<sup>20</sup> See output indicator 1.2.c. and 2.3.a.

- alternative/shadow reporting from NHRIs on the national obligations, more joint-up work between these institutions and the GoA (reported in interviews), and systems in place to report on SDG5 indicators<sup>21</sup>,
- 14 new LGs were supported in establishing the CRMs, and other 14 LGs were supported for strengthening their CRMs, over 360 professionals/members of CRMs received training/mentorship on the legislation changes and promoting the consolidation of intersectoral committees and networks across CSOs, NHRIs and LGs, and allowing an expansion in the availability of services to VDV<sup>22</sup>,
- a newly established National Centre for Sexual Assault and Violence (Lilium), and new emergency services within the existing community based multi-functional centres, in the municipalities of Maliq, Dimal and Kruja<sup>23</sup>;
- SoPs and protocols to tackle other sources of GVB (sexual harassment) within the MoD, GPD, University of Tirana, and trainings on ethical and legal standards for reporting on GB-VAW cases in the media<sup>24</sup>;
- coordinated awareness raising activities across municipalities, media, CSOs, GoA, including new innovative interventions with boys and men (including perpetrators)<sup>25</sup>.

Yet, reviewing these results quantitatively mixed results are observed, such as:

- Output 1 (National authorities capable to design legal framework and policy on GBV-VAWGs-in alignment with international human rights standards and practices) shows a full achievement across six of the seven indicators (85,7%). The remaining indicator shows a partial achievement of results and has problems in its formulation. Also, two of the indicators have issues with their baselines not corresponding to the formulation of the indicator<sup>26</sup>, and the other two repeat results are included at the outcome level<sup>27</sup>.
- Output 2 (Women survivors safely access adequate and appropriate support services-economic, medical, psychosocial, security and shelter) indicates a full achievement across six out of nine indicators (66,7%). The remaining three could not be properly assessed as a result of missing baselines and/or targets. Whereas two of the indicators measure the same result<sup>28</sup>.
- Output 3 (Women, girls, men, and boys and CSOs working on GB-VAW organize collectively to engage in prevention that builds the foundation for social change in eliminating GB-VAW) shows likely achievements across all of its four indicators (100%), but observations on how these indicators proposed to be measured were also included for each of them.

Based on the above summary, it is clear that most of the output and outcome indicators have been achieved or are likely to have been achieved, and that the programme produced significant results in regard to the protection of survivors of domestic violence and a greater cooperation across duty bearers, representatives of the right holders and oversight HR mechanisms. Still, as will be analysed in more detail in the next section, the results-based framework did not necessarily facilitate the measuring of results and there is an obvious gap across output, outcome, and impact indicators, which limit the possibility to understand the linkages across activities or how long-term change was expected to be achieved.

Finally, on the level of contribution towards the reported results, at the output level, the primary data collection and additional verification data provided (training and research reports, SC meeting notes, JWPs) show that all deliverables have been mainly supported only by the financial contribution of this programme. However, the contribution from local LCDVs, GoA, CSOs, NHRIs and parliamentary representatives needs to be also acknowledged. There is solid evidence shared during the evaluation of how the programme helped

<sup>21</sup> See output indicator 1.2.d. and 1.3.a. with qualitative remarks about the level of cooperation with the GoA mentioned in KIIs/GIs.

<sup>22</sup> See output indicator 2.1.a., 2.1.b. and 2.1.c. with comments about the increase in network support across CRMs from interviews with municipalities, particularly during the fieldwork.

<sup>23</sup> See output indicators 2.3.b. and 2.3.c.

<sup>24</sup> See output indicator 3.2.b. and 2.1.a.

<sup>25</sup> See output indicators 3.1.a, 3.1.b., 3.2.a. and 3.2.b.

<sup>26</sup> See output indicators 1.2.a. and 1.2.b.

<sup>27</sup> See output indicators 1.1. and 1.2.d.

<sup>28</sup> See output indicators 2.3.b. and 2.3.c.



to instigate many of the results, yet the achievements at the legislative and policy level, and even the improved access to services for VDV, have benefited from the on-going efforts and work by local CSOs and NHRIs. At the municipal level, the examples of success were highly variable, with the key enablers of success being linked to the level of commitment, motivation, resources, and capacities of the local structures addressing DV, specifically of LCDVs and social workers, despite the support provided through the trainings received, mentoring and coaching.

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**FINDING 9. THERE ARE QUALITATIVE AND EXAMPLES OF CHANGE BOTH IN TERMS OF ENSURING THE IMPLEMENTATION OF INTERNATIONAL AND NATIONAL LEGAL AND POLITICAL COMMITMENTS TO PREVENT, DETECT AND PROTECT WOMEN AGAINST VIOLENCE AND CHANGE IN PERCEPTIONS AND NORMS. YET THESE EXAMPLES HAVE NOT BEEN SYSTEMATICALLY COLLECTED OR MEASURED TO PROVIDE AN ASSESSMENT OF IMPACT.**

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This finding addresses the second question of this evaluation, which looks at change processes indicating a longer-term impact, as set on the programme design. As observed in Figure 2 Reformulated EVAWIA JP ToC *Figure 2 Reformulated EVAWIA JP ToC*, the foreseen impact of the programme is rather ambitious. It aims to ensure that women are free from all forms of GBV and the threat of such violence. SDG5 Indicator, the prevalence of GB-VAW or % of women 18-55 years old who ever experience physical domestic abuse, and the Global Index on Gender Gap contributes to measuring this element. These two indicators were measured for the first and last time in the 2018 National VAWG Survey in Albania and the 2020 Gender Equality Index for Albania<sup>29</sup>. Therefore, these statistics cannot support the process of assessing the impact measured within this evaluation but could do so in future analysis.

On the other hand, information from KIIs provided some examples of change against the programme's intermediate goal and outcome descriptors. The objective of the next section is to showcase such examples, as well as a general analysis of the Theory of Change.

#### **Evidence of GoA and municipal duty-bearers taking steps towards ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence**

As mentioned in the last section, and *Annex I*, the programme supported the drafting and approval of a large number of laws, legal acts, national strategies and action plans, SoPs, protocols, and guidelines. These results were recurrently mentioned in interviews and FGDs, as a clear example of change. For CSOs and NHRIs, the "adoption of new legislation based on international conventions has been a great achievement, even if the country is not fully compliant in terms of implementation". For them, it was "important to understand that issues of implementation were not unique to Albania, and even in wealthier and more developed countries there are failures in the implementation of the laws from the judicial and executive actors". Yet the existence of such a legal framework, and particularly the legal acts like the Council of Ministers Decisions (CoMDs) and the particular SoPs and protocols facilitating the implementation of the policies "have played a key role in contributing to the implementation of services"<sup>30</sup>.

Amongst these policies, the NSGE and the CoMD 327/2021 (on CRMs functionality in line with the 2018 and 2020 DV Law amendments), were mentioned by CSOs and NHRIs as policy instruments that will "guide for future interventions linked to the implementation of the objectives and activities included in the strategy". Also, the support provided by the programme in contributing to strengthening and ensuring regular use of the monitoring systems (like REVALB), increasing the capacities of CSOs to advocate and consolidate shadow reports for GREVIO/CEDAW, and promoting research in diverse areas is seen as the key tool through which advocacy and future measuring of progress against these policies will be possible. These systems are "increasingly used compared to the beginning of the programme" and the information is now more consistently used to review progress and assess needs.

Furthermore, for many of those interviewed, the main impact of the EVAWIA JP was the provision of a "cross-sectorial coordinated response model of action to tackle VAW". According to the FGD with LGs, "the

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<sup>29</sup> With data used for calculation of the Index for Albania being from 2015-2018, with most indicators measured in 2018.

<sup>30</sup> SIDA's monitoring report 2021.

responsibility of tackling GBV is better distributed across all the actors in the system”. For them, other actors at the regional and national level, started to be more involved in providing additional resources and solutions when services are not available at the local level. This intersectoral approach contributed towards better coordination and engagement of relevant actors and awareness on the importance of including reintegration services in network with other municipalities at a regional level or even across other regions in proximity -see *short cases and examples #1 below* and *Case Study #2 in Annex K*.

As noted in SIDA’s monitoring report (2021) “the programme has supported steps towards decreasing GBV, particularly through expanding the availability of case management through CRMs that can potentially contribute to reducing violence and preventing recidivism”. Beyond the training, some “LCDVs demonstrated commitment and capabilities to carry out their work, including case management and data entry via REVALB”. Financial<sup>31</sup> and training support through the UNJP allowed them to reach out to remote areas, where “vulnerable women would have not had the possibility to access services, far from their home, otherwise”. In some municipalities, the increased coordination, cooperation, and better understanding GBV were also highlighted by different actors, like police, judiciary, and health providers, as illustrated also in the following case presented.

#### **CASE#1. The importance of an intersectional approach.**

In the municipality of Kruja, a “joint municipal assessment carried out through the programme allowed to identify the reasons why the local police were struggling with the management of cases. Police Stations were then provided with electronic forms such as the Immediate PO and Risk Assessment Forms. The concrete support provided based on the identified needs helped the coordinated response from the police, health, education and local government sectors to manage cases related to all forms of VAW, in accordance with the standards of CEDAW and the Istanbul Convention. As a result of the training of police officials, the risk assessment form is largely used for every police report, as required in the by DV Law and its sub-legal acts”. *Information provided by Kruja LCDV and local CSOs that supported the municipality.*

In one of the municipalities, a case was referred by the Health Unit. The family, belonging to a minority community, had a long history of mental issues. There were strong limitations to address as it was identified by the healthcare worker during COVID-19 lockdown and both victim and perpetrator were minors. Given the sensitivity of the case, the municipality requested support from the technical advisors of the programme, the MoHSP, as well as other CRMs. The victim was sent temporarily to the municipality of Tirana and then, from there in coordination with CSOs in the north, a longer-term solution was provided. The other children in the family were referred to other institutions in yet another municipality involved in providing support for this case. The case remains challenging given the lack of specialized institutions to deal with mental health issues. Yet the fact that the identification was done by another key actor, besides LCDV and that the municipality was able to engage in the response support from central and other local institutions is a positive example of a coordinated response to provide the best possible support not only for the and also the family<sup>32</sup>. *Case shared by a LCDV.*

Regarding GRB activities and trainings, the EVAWIA JP observed an increased engagement of the five main municipalities supported (Tirana, Durrës, Korça, Elbasan, Lezha). For the GRB expert, while this “intervention was not intended to produce immediate results, it is expected to lay the ground for long-term strategic and financial planning with regards to these services”. In particular, these five municipalities agreed to review their MTBP 2021-2023 with gender lenses and allocated resources for the purpose<sup>33</sup>. Progress was observed in increasing the total budget from the initial 1%, in the GoA Medium Term Expenditure Framework (MTBP) 2015-2017, to 9% in 2022-2022, as well as the recent confirmation of resources planned by the MoHSP for Liliu Centre. Finally, according to the UNJP technical team, these examples will help build up the support extended to other LGs, at a later stage.

In general, the interviews and documentary review revealed that the programme “lay down the foundations for future work in terms of improvement of legislation and its implementation. So far, the legislation is in line with international conventions, but mainly focusing on domestic violence, while more

<sup>31</sup> In particular support for transportation.

<sup>32</sup> A key missing point at the moment is the there are no correctional institutes that specialized in mental health patients.

<sup>33</sup> Specific percentages/data not available.

needs to be done regarding other forms of violence”<sup>34</sup>. Some progress has been started by the programme such as tackling sexual harassment and promoting gender equality, with policies and trainings in place involving central institutions and educational structures (Ministry of Defence, Academy for Defence, General Directorate of State Police, DoPA, University of Tirana), and some of them are starting to produce gender disaggregated data. Yet, this process seems to be in a very early phase.

Yet, despite the progress observed, recent studies, *“Rehabilitation and reintegration services within the social welfare system in the Republic of Albania for women survivors of violence”*,<sup>35</sup> have highlighted that the existing services provided by public and non-public providers do not fully comply with international standards. From the analysis of the survivors, public officials do not all provide full coverage for all the needs of survivors such as psychological and social support, safe housing, job opportunities, and temporary care for their children. Further, not all case managers or social workers prepare the individual support plan for survivors of violence or in cases when drafted they do not follow it. Services remain mainly offered by CSOs. The same report argues that despite a number of women satisfied with the services and the increasing assistance, there a lot more that could be achieved through the multi-agency services and better coordination for women survivors of domestic violence.

### Evidence that the programme has contributed to a change in perceptions and norms

Examples shared indicate that the programme has contributed to some change in the perceptions and norms of duty bearers. For the 2020 SIDA’s monitoring report, “CRM members seemed fairly dedicated to continuing their work, particularly in municipalities that had a long experience with CRMs, having witnessed their added value”. Both consultants and CSOs working at the local level also reported that “attitudes of local officials have changed regarding the management of cases and allocation of necessary funding”, and “deeper understanding of the poverty vicious cycles created when these cases are not addressed in time or properly”. According to these FGDs, this meant an “increase in the level of awareness at administrative levels to increase the budget allocation and hiring specialised services for survivors”. More CRM best practices can be seen in Case Study #1, *Annex K*.

The programme contributed to data collection on GBV indicators and research. According to the CPD, thanks to the programme “studies that help to understand the vulnerabilities of women were prepared. The evidence gathered supports the work of NHRIs and their advocacy efforts for addressing the needs and gaps of the citizens and vulnerable communities in particular and increase the public awareness on issues related to violation of rights and access to basic services”. The evidence gathered has been used in campaigns, and according to qualitative examples some signs of impact are becoming visible, such as more “open public debates on all different forms of VAW, contributing to increasing the understanding and awareness of the institutions on different forms of GBV”.

The programme contributed to a higher impact on the public opinion on the contribution of the civil society and awareness on the issue of VAW. Firstly, the consolidation of the new legislation has already increased awareness and provided new advocacy tools for the CSOs. NHRI mentioned a growing interest from the media as the legislation changes were announced, which became more open to supporting raise awareness. This was also likely related to the specific work being implemented with media outlets within output 3. According to the NHRIs interviews, “before there was no interest from the media, now there is a growing interest and journalists are contacting to verify the information and ensure that cases are addressed with the sensitivity and respect needed while writing of reports covering GBV cases”. Media outlets “also seem to be granting more space for social issues and showing more empathy towards survivors”<sup>36</sup>.

<sup>34</sup> KII with CSOs, 7th April 2020.

<sup>35</sup> Arqimandridhi, M., and Leskaj, I., (2021). The study was conducted by the Gender Alliance for Development Centre (GADC) and AWEN in the framework of the regional project, financed by Austrian Development Agency (ADA).

<sup>36</sup> For example, journalist have starting to use appropriate language to refer to victims of sexual trafficking (instead of referring to them as prostitutes). Issues like that have contributed to negative narratives and lack of willingness to treat them as victims and survivors and support modern slavery/anti-trafficking legislation and programmes.

Further, the awareness and public campaigns implemented contributed to informing on the services available and how to access them. While difficult to conclude, given the monitoring tools measuring behavioural changes, based on data recorded, the outreach activities implemented have contributed to encouraging survivors to reach out for help. The increase in the number of cases recorded within REVALB, changing from 668 in 2017 to 758 in 2018, 994 cases in 2020 and 1.489 in 2021. This was also illustrated through the examples shared by local officials during the evaluation, highlighting the impact of social media campaigns informing the public on the services available and where to seek help. Moreover, the national helpline also experienced an increased number of calls during 2020 (by four times over the same period for the previous year), as a result of intensified campaigning during the pandemic using different communication means.

**CASE#2. The impact of awareness raising through different channels of communication and the important contribution of the availability of helplines.**

An anonym caller living abroad called a helpline to report a case of violence in a remote locality in north Albania. The case was referred to the LCVD covering the respective municipality. During the case assessment the LCDV understood that the caller was a family member of the survivor of DV and did not feel safe revealing her identity fearing the potential consequences to her and her family. The case reported revealed to be more complicated, entailing also human trafficking of the daughter by her husband, besides the violence happening home. The father's denial to accept that their daughter was a victim of traffic served as one of the triggers leading to violence towards his wife (mother). The wife and her family members could not report the case because the perpetrator had threatened them. The case was discussed in the local multi-sectorial committee, with the case of DV being addressed with the support of the police and the authorities responsible to address trafficking. More cases have been reported in the municipality through calls following the awareness raising campaigns implemented during the pandemic. *Case shared by a LCVC in the north of the country.*

The importance of introducing innovative approaches was also regularly mentioned by stakeholders interviewed. The work with youngsters and boys, was seen as a potential contributor preventing violence (KII, CSOs). Activities which captured their interest included theatre performances, bootcamps, life-skills trainings, or rewriting old stories to address stereotypes and gender roles (see more in *Annex K*). The engagement of young people was particularly important in increasing their awareness on Sexual and Reproductive Health Rights, drugs and alcohol addictions, gender discrimination and stereotypes, and helping to identify GBV.

For the CSOs involved, all the interventions contributed to raising awareness, initiating debates, and encouraging open discussions, but specifically, activities like "Empowerment through Self Defence had also the potential to create a mechanism of protection and self-defence which is expected to have a durable influence over the lives of the participating girls". On the other, engaging with the religious communities in Vlora, an unintended positive result, led to a multi-religious Joint Declaration against GBV.

Overall, the programme is likely to have contributed to long-term change, yet most of the indicators supporting this conclusion are qualitative and not sufficiently consolidated through the programme reporting. The programme could have benefited from methodologic approaches designed to capture best practices and capitalize on lessons learned across the programme. This will be reviewed in more detail in the following section.

**Overall analysis of the Theory of Change**

This section aims to assess if there is evidence that the ToC and results framework has been implemented and is valid, based on the reformulated ToC (Figure 2), Annex I and the above information. Two main observations came from the analysis. On one side, the indicators, particularly at the outcome level were not realistic or did not have the correct tools to be measured. For example, indicators for outcomes 2 and 3 were difficult to assess, as for many of them the baseline and target data were missing, or there was no adequate mechanism or definitions to measure change. Further, the information provided within the PMFs, and reports was not always responding to what the indicator itself was intending to measure.

From the data analyses and the SIDA monitoring reports, it was clear that different approaches and level of support was provided to different municipalities. However, as it will be also analysed in the Efficiency and Effectiveness sections, the PMF did not include a mechanism that would measure the degree of implementation of the relevant legal framework across the different municipalities. The narrative reports provided disaggregated information about what were the different activities implemented within each of the municipalities, but this information was not consolidated in a way that would allow a comparison. **Without a tool that would allow a comparison of the approaches and progress per municipalities, an opportunity was missed to identify gaps, best practices, and lessons to be capitalised.**

The SIDA monitoring reports did caution about many of the issues mentioned in Table I, regarding the lack of targets, baselines, or clear means of verification of the indicators of the PMF. In response, according to the interviews with the implementing UN agencies, the ToC was never reviewed, but the PMF underwent a revision in February 2020, when the UNJP was preparing the annual reporting for the first year of implementation. With the PMF revision also the Log Frame underwent respective revisions. Further on, the agencies provided narrative responses including elaboration on risks and mitigating strategies. However, for the evaluation team, it is not clear why baselines and targets were not revised, particularly at the outcome level.

In conclusion, the team observes strong results regarding policy changes introduced (outcome 1), but the PMF does not offer sufficient information to measure the degree of *implementation* of the approved *international, legal, and political commitments*. There was also a missed chance to use the programme to compare approaches of delivery across municipalities or to capitalize lessons learned. Finally, as the programme is not focused on other areas of GBV, the level of achievement of the main goal can only be measured against domestic violence.

## IV.4. EFFECTIVENESS<sup>37</sup>

### FINDING 10. THE CONSOLIDATION OF MULTI-SECTORIAL NETWORKS SUPPORTED THE MANAGEMENT OF DV CASES AND THE PROVISION OF WIDER SERVICES FOR VICTIMS AND THEIR FAMILIES.

As mentioned in the last section, though the analysis of programme provided many examples of change/impact, those examples were not found consistently in all the municipalities supported. Thus, this section is focused on trying to deconstruct the key factors influencing the success<sup>38</sup>, and a light touch review of delivery approaches that were likely to contribute to more sustainable results.

The enabler of success, as frequently mentioned, was the existing networks, including duty bearers, CSOs and experts, resulting to mitigate effectively, to some extent, the lack of shelters and specialized services available across the country<sup>39</sup>. As a result of the existing gaps, the LCDVs would often rely on the support of other municipalities, CSOs and religious centres to help provide specific services needed and adequate solutions for difficult cases. The support provided by the MoHSP, larger municipalities such as Tirana, Shkodra or Elbasan, the Liliun Centre, and CSOs/experts engaged through the programme were commonly mentioned in the interviews and cases/stories submitted. These examples commonly showcased the multi-disciplinary and intra-institutional support, ranging from support in the identification and management of cases to the provision of temporary and long-term shelter, as well as more specialized services.

#### CASE#3. Showcasing support across municipalities.

B.D. and her child asked for protection away from her place of residence after enduring violence for five years by her partner. The case was referred to the Shelter for Abused Women and Girls (SAWG) by the LCDV, after the risk assessment was carried out in cooperation with the local police. In cooperation with the CRM, survivors were transported safely and were supported the legal counselling and representation in court, as well as with the psychological assessment of the case. In cooperation with another municipality, the child was registered in the civil registry, and with the necessary documentation provided they could apply for social assistance. The child received his overdue vaccines and did his medical check-up with the paediatrician, which was essential given his health condition. In coordination with the social services in the Municipality of Tirana and the Directorate of Creches and Kindergartens, the child was enrolled in one of the creches, while the mother was supported through mediated employment service to a small business near the centre. The SAWG is cooperating with the LCDV in Tirana Municipality to ensure a safe and long-term housing solution for the mother and her child, survivors of domestic violence. *Case shared by SAWG.*

For the CSO, LGs and central government representatives interviewed, the implementing UN agencies have played a key role in fostering the collaboration between main actors. The complementary expertise of the UN agencies in addressing GBV/DV/VAWG, implied that the three of them contributed through a wider network of ministers, private sector, parliament, schools, health centres, national and regional activists/experts, and politicians. These partnerships and networks contributed to the “preparation of needs assessments and designing best approaches. Moreover, enabled an environment allowing transfer of knowledge, increasing ownership across duty bearers and supported more coordinated awareness raising campaigns” (see a more in-depth analysis in Case Study #2 in *Annex K*).

Municipalities with similar levels of support from the programme had very different outcomes. These differences were independent of the level of resources, or the technical assistance provided, but mainly resulted from the level of motivation and commitment of the actors involved. Having experienced professionals in the field of gender equality and ending VAW as MPs, greatly influenced all the activities

<sup>37</sup> What are the enabling and limiting factors that are contributing to the achievement of results and what actions need to be taken to overcome any barriers? And to what extent the intervention has responded effectively to key risks and changes so far?

Also, in accordance with the ToRs, the effectiveness of the visibility actions will be reviewed here.

<sup>38</sup> As indicators of success, the Evaluation Team used the outcome and goal descriptors already covered in the previous section: evidence of steps towards ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence, and evidence of changes in perceptions and norms.

<sup>39</sup> See Results Table, output indicators I2.3b and I2.3c.

that the parliament carried out during these years. In addition, it contributed to a more comprehensive approach from the civil society actors and a timely response.

Experts and CSO representatives highlighted that evidence base advocacy can influence the level of commitment of relevant public actors, while mentoring and on the job trainings were considered more effective approaches compared to standard trainings – especially in given the staff changes. Mentoring and coaching were mainstreamed especially in the programmatic interventions supporting CRMs. The collection and publication of new research and data carried by the programme, the involvement of youth, media, and the private sector to support the awareness raising process, and the cooperation with training institutions such as ASPA and the School of Magistrates, were seen as potential enablers of future institutional change.

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**FINDING 11. CAPACITY BUILDING AND PROGRAMMATIC SUPPORT CANNOT BE SEEN AS A GUARANTEE OF SUCCESS, GIVEN THE EXISTENCE OF A WIDE NUMBER OF INSTITUTIONAL LIMITATIONS, SUCH AS STAFF TURNOVER, LACK OF RECOGNITION OF GBV AS AN IMPORTANT SOCIAL PROBLEM, AND LACK OF RESOURCES/SERVICES AVAILABLE TO TACKLE VAW**

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Stakeholders consulted mentioned that working with local governments (was) always a challenge, especially during election periods. This resulted in a constant change of the stakeholders, restarting conversations, and having to persuade the new stakeholders to prioritise GBV and engage with the UNJP to achieve the changes proposed. Even beyond elections, the staff turnover was frequent in the local public administration, which meant that capacities “build were lost, and was a need to restart again”. There were also capacity limitations to allocate dedicated professional human resources on gender and GBV issues. Instead in many cases, the assigned LCDV cover a variety of other areas also such as administration of cash assistance, child protection, or general work with minority communities. As a result, regardless of their level of commitment or awareness of GE and GBV, LCDVs often did not have sufficient time to dedicate to all the tasks required.

Capacity and commitment also need to be tackled with other stakeholders. Both local CSOs and LGs explained that engagement with Courts and Police remains a challenge. On one side, it was indicated that in some cases the police would not report cases in time or follow the existing protocols to guarantee the safety and confidentiality in the receipt of the case. For Courts, the main issue shared was the lack of awareness of some of the judges and prosecutors involved in GBV cases, thus leading to fewer POs issued, or cases not being treated with the necessary sensitivity needed, thus leading to the revictimization of the survivors. On the other hand, even in cases where Police or Courts are more cooperative, they do not have sufficient capacities to carry out their tasks accordingly, such as reporting and case management, and lack resources to ensure dedicated spaces for confidential reporting. The short case study below provides a good example.

**CASE #4: Mitigations taken after a mismanaged DV case.**

In a municipality in the north of the country, at the onset of the Programme, a victim went to Police to report that she had been consistently abused by a family member, who was now threatening to set her on fire. The Police did not take the victim to a separate room to hear the case. The perpetrator was also present at the Police Station and heard the whole testimony, also asking to be heard. Given the specific threat it was decided to remove the victim and her children from the house, but as the police tried to do so, the perpetrator, who knew in advance about this, brought his weapon out and threatened the family and police officers. The whole situation escalated, but the Police eventually managed it, without further harm to the victim. Yet, this case did not follow a Do Not Harm approach and could have had tragic consequences. An evaluation of the case determined that not only the previous officers were not properly trained but also had a mentality that was deferential to the perpetrator and led to the escalation of issues. The new Police force has now been trained by the programme and this case is used as a reference for what not to do. *Case study collected during field work.*

The programme mitigated some of these issues. Guidance and training were provided on “Practical Steps for Management of DV cases for Police Officers members of CRMs” following the DV Law amendments of 2018 and 2020. Training for justice sector officials was also being coordinated through another UN programme (particularly the UNDP A2J programme). Yet the stakeholders involved, including UNJP teams, described cooperation with the Justice Sector as “still in the early stages”, and NHRIs mentioned that they should be more integral parts of reintegration plans.

Additionally, for both duty bearers and representatives of the right-holders, there is not sufficient institutional funding for the provision of services, which was both applicable to the national and local context. For example, by the time of this Evaluation field visit, most of the staff of the new Emergency Centres were either being paid through the programme, and the supporting members (doctors, psychologists) were volunteers<sup>40</sup>. At the KIIs and FGDs, many of the LCDVs described not having access to specialized services such as emergency shelters (and even bigger was the need to have shelters to separately house minors and adults or people with disabilities), psychosocial or legal support, transportation means to visit survivors or their families (especially if these were leaving in remote areas) or even the ability to provide temporary social housing within its territory. As such, support from other larger municipalities, CSOs and institutions was always required.

The lack of a sufficient allocated budget was associated with a lack of recognition, within some institutions, of GBV/VAW being a critical problem. At the local setting, implementation in rural and remote areas was particularly difficult, as “cultural receptiveness was lower but also needs were higher”. In these areas, a process of awareness and conscientization was only in “very early stages, with extremely conservative values being difficult to root out”, but some initial areas of success (work with religious leaders). In the institutional setting, academic and training centres manifested that at ministries, universities, police or armed forces, there “was an initial rejection to recognize that they have internal problems in terms of GBV or sexual harassment”, which limited the initial advances of programme activities. It was only when confronted with evidence about what could be improved within their policies and practices, or when specific cases were brought forward, that the need was accepted.

Overall, there is a recognition that these institutional changes require a long-term perspective and stronger work with other associated programmes (e.g., access to justice and public finance). Furthermore, LGs requested a focus on guaranteeing that existing services were maintained, networks across CSOs and municipalities continue to be promoted,<sup>41</sup> and that additional resources are dedicated to address cases involving mental health and rehabilitation services to perpetrators.<sup>42</sup> The lack of available services would result counterproductive in the view of increased reporting of violence, as a result of the lack of adequate services, thus discouraging the survivors to seek support.

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**FINDING 12. THE PROGRAMME RESULTS FRAMEWORK LACKED SPECIFIC INDICATORS OR MEANS OF VERIFICATION TO ASSESS CHANGE AND AID THE PROCESS OF CAPITALISATION OF APPROACHES AND GOOD PRACTICES.**

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As described in the Impact section and *Annex I*, at least five of the outcome indicators (62,5%) and fourteen of the 20 output indicators (70%) presented issues with their baselines, targets, duplication of deliverables being measured, lack of clarity on the definition of the indicators and targets, or integration of the data. Furthermore, qualitative data indicate good progress both in terms of the implementation of international and national legal and political commitments and changes in perceptions and norms. These examples were being systematically collected or measured to provide an assessment of impact (see *Finding 9*). The above meant that a potential capitalisation of best practices was not done systematically.

Furthermore, there were no indicators measuring the different levels of effectiveness of approaches used in the different municipalities. For example, implementation of the new legislation across the CRMs could have been measured against set criteria of progress, such as LCDV is working and funded by the municipality, systematic use of REVALB, coordination across members of the intersectional committees (e.g., other dependencies of the LG, health centres, police), coordination with other CRMs (e.g., examples of support across CRMs, either by offering or requesting it), number of services offered to survivors directly, and indirectly, number of POs obtained per municipality or allocation of resources to GBV.

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<sup>40</sup> In April 2022, the MoHSP has decided to allocate resources through the state budget for LILIUM, which will contribute to the sustainability of the service supported through this UNJP. Scope of the allocation is unknown.

<sup>41</sup> The three protocols for CRMs and sexual violence case management include mapping all available networks of support services in all the regions to better support the work at the local/regional level.

<sup>42</sup> More specific references were given in regard to the management of cases from minority communities and people with disability, but these will be covered in the HR&GE section



Regarding behaviour changes, specific indicators were built to measure such change, but no pre/post-surveys results were conducted or, at least, their results were not shown within the logical frameworks. As such, there is no sufficient evidence to link examples of change (e.g., an increase in case reporting) to attitudinal changes across duty bearers and right holders.

Without such indicators, this Evaluation found it difficult to assess and compare approaches across municipalities. It also meant an opportunity lost to contrast and evaluate the effectiveness of the different approaches of work, or to explore areas of coordination within municipalities. It was also noted that, except SIDA monitoring reports, the programme did not have a consolidated table of activities/deliverables per municipality, and that based on such work, the approaches and level of support varied notably across municipalities. As such, recommendations in this area will be covered within the Forward-Looking Recommendations section.

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**FINDING 13. THE PROGRAMME ADAPTED QUICKLY TO SIGNIFICANT CHANGES IN THE SOCIO-ECONOMIC CONTEXT, WITH BOTH THE DONOR AND THE IMPLEMENTING AGENCIES USING A FLEXIBLE AND CONSULTATIVE APPROACH TO CHANGE.**

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A final set of challenges mentioned in the KIIs, were those of external nature, in particular the local elections in June 2019, the earthquake in November 2019 and the COVID-19 pandemic. For both external and internal stakeholders, these three events lead to some delays in implementation, the need to adapt to new emerging needs and requirements, but also the possibility to use these setups as opportunities for change.

For example, the earthquake and the pandemic meant that local/national budgetary priorities were centred in other areas, with GBV not being a particularly important priority. The earthquake response also increased the importance of more attention and resources GBV and services, as well as the need for the engagement and coordination mechanisms across private and public partners. The pandemic, like in other countries, lead to an increase in DV cases, challenging the processes of drafting and consulting new legislation and policies, and the need to adapt the capacity building deliverables (shifting to an online working approach). Specific gender-based responses to emergencies were also promoted within the disaster response, which helped to create capacities and change mentalities. As a result of the pandemic, there were some savings from the renting venues and fast resource mobilisation for using online setups for communication and training. Findings from the fieldwork highlight that the programme team was impressively effective in quickly adapting to the new situations with tailored interventions and addressing the needs of the GBV&DV victims at the local level. CSOs, NHRIs and LGs specifically praised the process and approval of tailored protocols for the provision of services and multisectoral responses during emergencies (including the COVID-19 pandemic).

For the implementing partners, the UNJP team was flexible enough to consolidate interventions responding to the earthquake and the pandemic. The three agencies were commended for being closer to their target groups and providing tailored technical assistance and guidance and support services. As mentioned by one of the CSOs, “for risk response, you need to have strong partnerships at the local level, this sometimes comes by working with organisations that have a long history and commitment to continue the work. The three agencies did a good job in fostering partnerships with experienced CSOs and promoting cross-sectorial response and partnerships to be able to address both prevention and rehabilitation”. Additional financial support was mobilised to complement the response, through UN core funding and other programmes implemented by the agencies.

In this aspect, SIDA was also recognized as “the perfect donor, very easy to work with and understandable approving the adjustments of interventions based on the new needs and also, helpful guiding to avoid overlaps”. Soft earmarking also allowed flexibility, and responses from the donor were rapid, if not immediate.

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**FINDING 14. THE DIVERSITY OF COMMUNICATION CHANNELS HELPED TO EXPAND THE REACH OF THE CAMPAIGNS AND CONTRIBUTED TO AWARENESS-RAISING. THE PROGRAMME SUPPORTED WOMEN AND GIRLS, TO INCREASE ACCESS TO INFORMATION TO IDENTIFY VIOLENCE, REPORT IT TO AUTHORITIES AND ESCAPE FROM VIOLENT SITUATIONS.**

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Key activities, outputs and publications were disseminated by combining different channels of communication with the primary focus on online platforms (Twitter, LinkedIn, Facebook, Instagram, and

YouTube). The activities were also reported through the key partners involved in the implementation of the programme, public institutions and CSOs contracted by the programme. Different materials and publications such as factsheets, leaflets, reports, and information on the response provided through the programme were published in the publication section of the participating UN agencies and implementing partners. Summary information on key activities was also included UN periodic publication “Delivering for Development Newsletter”.

The information was easily accessed and regularly updated. Social media was the main channel for the dissemination of all programme activities and outputs. A variety of printed and audio-visual promotional and awareness-raising materials were developed with the support of the programme for different users, either the UN agencies partnering in the implementation, targeted LGs and national partners. As shared by the local officials interviewed, the promotional and informative materials used were carefully tailored to include local voices from different sectors, identifying local champions and equal ensuring involvement of women and men.

Audio-visual materials were also used to promote the results achieved or raise awareness using specific moments such as 16 days of activism<sup>43</sup> or the 8<sup>th</sup> of march, to include testimonials from key national, local actors and citizens. CSOs partnering with the UN agencies reached out all over the country with awareness activities during the 16 days of activism campaign<sup>44</sup> through a series of diverse activities focusing on GBV-VAWG. The mechanisms used included: debate forums, artistic performances, video, and photo messages, painting and essay competitions, information sessions in schools, booklets, forums with professionals across different disciplines, and on-site campaign events.

Likewise, the EVAWIA JP relied on mainstream media to disseminate its activities, results, and publications as well as to engage in TV public discussions and debates. Various stakeholders mentioned, in particular, the effectiveness of the TV spot and campaign designed during the pandemic. Communication and visibility are particularly linked to the programme, supporting women and girls, including those from disadvantaged groups, to increased access to information to identify violence, report it to authorities and escape from violent situations. Thanks to such approaches, according to the programme reports, “3,630,950 people were reached out”, although this number might be including wider regional audiences<sup>45</sup>. Some examples of communication and visibility materials used by this UNJP are presented in this footnote<sup>46</sup>, extracted by the 2021 annual report of the programme.

However, visibility and comms sometimes resulted to be an issue as the local CSOs consulted reported that “all agencies want their logos within, which does not necessarily allow a stronger visibility from the local stakeholders”. Furthermore, some local actors mentioned confusion in some of the events, as the agencies will focus on showcasing individual logos, instead of using the programme and UN logo. This, based on the internal guidelines of the UN, it is not mandatory to have all the agency logos if the UN logo is included. The use of logos was agreed upon among UN Agencies and used throughout the JP implementation.

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<sup>43</sup>As presented in the annual reporting of the programme, the MoHSP with the joint coordinated support of UN Women, UNDP, and UNFPA and in partnership with civil society organizations and local state institutions launched on 24th Nov 2021 the nationwide campaign of the 16 days of activism against GBV-DV under the slogan: Orange the World: End Violence against Women, Now!”.

<sup>44</sup>Examples: <https://www.facebook.com/103748486460505/posts/2082217728613561/>;  
[https://m.facebook.com/story.php?story\\_fbid=306552404805115&id=100063510739056](https://m.facebook.com/story.php?story_fbid=306552404805115&id=100063510739056);  
[https://twitter.com/UN\\_Albania/status/1466381372919066625?t=p6uFpxLArAhgMyqfjps3w&s=19](https://twitter.com/UN_Albania/status/1466381372919066625?t=p6uFpxLArAhgMyqfjps3w&s=19);

<sup>45</sup> UNDP social media reach: 532,027- people (FB: 41018, LinkedIn: 8500, Instagram: 301852, YouTube: 1406, Twitter: 46800; CRMs’ social media reach 23,104 people; CSOs social media reach 109,347 people. UN Women social media reach 553, 579 people: FB, 74430, Twitter 33758, Anabel platform 445,391, Artwork exhibition viewers 2,545,344. As mentioned in indicator I3.1b, UN Women and the contracted communication partner mentioned having specific tools to ensure that these viewers/users/audience were not counted twice, yet the numbers might include regional audiences..

<sup>46</sup> Examples: <https://www.facebook.com/112905290119844/posts/662068131870221/>;  
<https://www.facebook.com/106885084096149/posts/521504389300881/>; [https://www.facebook.com/watch/?extid=NS-UNK-UNK-UNK-IOS\\_GK0T-GK1C&v=2819324151651478](https://www.facebook.com/watch/?extid=NS-UNK-UNK-UNK-IOS_GK0T-GK1C&v=2819324151651478)

## IV.5. EFFICIENCY<sup>47</sup>

**FINDING 15. DESPITE THE COMPLEX CHALLENGES RESULTING FROM BOTH CRISES (POST-EARTHQUAKE AND COVID-19 PANDEMIC) THE PROGRAMME WAS TIMELY IMPLEMENTED, AND NO SIGNIFICANT CHANGES IN THE BUDGET DISTRIBUTION AND SPEND WERE OBSERVED.**

For this section, a review of the programme budget was implemented with the resulting tables showcased in *Annex J*. From this analysis, the Evaluators concluded that the delivery of outputs and budget disbursements did not encounter significant delays, while the programme staff remained stable and within the initial budget throughout the programme implementation. Programme funds were used according to respective budgetary allocations mostly due to a strong collaboration between the participating UN agencies and its implementing partners. Details about the financial management of the programme were also provided in the annual reports and the Steering Committees.

Following the pandemic, the programme managed to catch up quickly with any implementation delays and all activities were delivered within the lifetime of the programme. Few activities were postponed due to COVID-19 such as the CEDAW report and the new NSGE 2030, which required the attention and input of the key stakeholders for their development. To cope with the challenges of working during the pandemic, the three UN agencies coordinated jointly a re-prioritisation of the resources, which were consulted with the donor. This prioritization was based on a rapid assessment of needs, led by the MoHSP. Through other projects the three agencies worked hard to combine resources to better complement the support in line with the identified needs of the LGs. There were no “sacrifices” made in the workplan due to the global crisis, but a careful review of additional efficiencies (adjusting the delivery approaches such as trainings and mentoring carried out online) ensured that the budget would fully cover the needs providing all the support needed, no less.” – member of the UNJP team.

In relation to the budget and expenditure review, the Evaluation Team assessed the information provided which is included in *Annex J*. The main findings point to a spending relatively in line with the initial budget distribution (overall change of -2,24%) and final expected spend closer to 99% (91% was spent by 31 December 2021). Underspending was noticed also during the first two years, but UNFPA was the agency contributing to the highest spend (with an overspend of 119% yet having the smaller budget allocation). The budget was coherent with the planned activities of each agency. However, all implementing agencies stated that could have contributed to more results if more resources would have been allocated to them, and this was particularly relevant for those with the lowest allocations.

**FINDING 16. THE PROGRAMME ENSURED A GOOD LEVEL OF SYNERGY BETWEEN OUTPUTS ENSURING EFFICIENT USE OF RESOURCES THROUGH DIFFERENT IMPLEMENTATION MODALITIES, INCLUDING THE USE OF EXPERTS AND CSOs.**

The diverse implementation mechanisms were carefully planned, considering the capacities of each LG, existence, capacities of CSOs operating in the targeted localities as well as the demography and needs of the communities. The approach of strategic partnership with the selected CSOs (mainly used by UN Women and UNFPA) is identified as a best practice supporting efficiency and sustainability of the intervention vis a vis smaller contract grants for CSOs (12 CSOs contracted following one call for proposal launched of UNDP). Though the reasoning behind the grants modality (UNDP) could have been to ensure greater oversight of the quality of results produced by CSOs, it also increased management transaction costs for UNDP and CSOs.

Internal reflections on the pros and cons of the different types of contracting approaches used by the UNJP should take place before planning a new programme intervention. The support at the local level was organised by combining the following modalities: (i) providing financial support to LGs with more capacities to directly implement activities and attaching external experts to help them with technical assistance; (ii) engaging CSOs active in the targeted LGs with strong experience in the components they were engaged to

<sup>47</sup> To what extent has the programme been implemented in the most efficient way, making best use of available human, technical, technological, financial and knowledge inputs to achieve its desired results?

contribute – i.e., service providers and members of local CRMs; (iii) additional focused technical expertise to capacitate the targeted actors and equipping them with instruments to apply the knowledge gained.

The engagement of experts and CSOs in mentoring and coaching LGs also helped maximise the efficiency of the results. On one hand, working directly with stronger LGs resulted to be an efficient approach and established a good practice contributing to further strengthening the capacities of LGs. They were more incentivised to engage as active partners in the implementation feeling a greater sense of responsibility also as a result of the trust given through the direct engagement modality. On the other, this approach led to increased efficiency of results empowering the local staff to negotiate for allocating municipal resources to cover some of the activities and costs initially supported by the UNJP. Though the needs remain high, the positive outcomes need to be acknowledged, encouraging these LGs to further improve their performance and increase the sustainability of their results in their efforts EAW. Some municipalities have budgeted funds for basic emergency support services such as clothing, legal and psychological services, and safe accommodation for DV survivors. A summary of these best practice examples consolidating the work of CRMs and allocation of resources for service provision is provided in Case Study #2, within *Annex K*.

In other cases, the UNJP would reach out to experts to support the LCDV and members of CRMs. “Most of the experts contracted are part of CSOs engaged in the same area, and while this modality seems a more efficient way of procuring the needed service, funding CSOs could have contributed to a larger impact both in terms of outreach but also in terms of institutional support to the available CSOs.” – participant in the monitoring/CSO representative. There were cases when the same consultant was contracted by all three agencies, leading to some confusion for the stakeholders. Furthermore, as it will be also covered in the Sustainability section, the overreliance did not help to establish in-house capacities that could deliver quality reports once the programme ends.

Yet, engaging experts helped in scaling up the interventions and providing support to CSOs that lack the technical capacities or cannot focus on the more technical aspects due to being absorbed in the implementation of daily activities and service provision. The support of individual consultants and particularly mentorship approaches, were appreciated by all LGs interviewed, and many stated that the management of difficult cases would not have been possible without their support. Even in some cases, some of these experts were hired by the municipalities in which they were working (e.g., municipality of Tirana), contributing to the institutionalisation of efforts.

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**FINDING 17. THE REPORTING AND MONITORING FRAMEWORK OF THE UNJP EVAWIA MISSED THE OPPORTUNITY TO DO JUSTICE TO THE RESULT-ORIENTED EFFORTS AND PROVIDE A FULL PICTURE OF THE PROGRESS AND ACHIEVED IMPACT.**

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This finding complements what was already mentioned in Finding 9 and 12 of the Impact and Effectiveness Sections, and particularly related with the efficiency in programme reporting. Several findings were identified during the monitoring of the programme. At the programme level, for the donor there was a preference to have only annual reports and not semester reports which were considered redundant. Furthermore, the progress narrative experienced challenges capturing the achieved impact of this UNJP EVAWIA in coherence with the results framework (PMF). The information was presented by blocks identifying results by agencies but did not go further in explaining how these interacted or were meant to create pathways of change. This approach contributed to an unfair dilution of the achieved results for the UNJP and unsuccessful presentation of constructive reflections, which could have created a better capitalisation of best practices.

Furthermore, and as described also earlier, the narrative reports were inconsistent in ensuring the coherence between the description of the progress with the matching targets presented in the PMFs. It was not easy to fully assess change and the level of achievement versus targets and compare the various reporting documents (narrative reports), while follow up steps/recommendations for the next implementation phase were not always provided.

Finally, at the grantees level, the CSOs felt that there was a significant administrative burden for managing the small grants that they received. They felt the required reporting was at the same level despite the amounts, with no simplified processes. Quarterly reporting for small scale programmes increased the management costs for both CSO grantees and UNJP team who had to review these reports. Most of the grants were rather small, yet the administrative requirements needed considerable time and resources

from the implementation of activities. Moreover, the requirement to print all documentation for submission, rather than providing electronic version was underlined as a burden.

## IV.6. GENDER EQUALITY AND HUMAN RIGHTS

**FINDING 18. GE AND HR PRINCIPLES WERE INTEGRATED IN THE DESIGN AND IMPLEMENTATION OF THIS UNJP THROUGH DIFFERENT MODALITIES, INCLUDING CONSULTATIONS WITH GRASSROOT AND NHRI ORGANISATIONS, AND USING HUMAN RIGHTS AND GENDER ANALYSES AND INTERVENTIONS TO COMPLEMENT EXISTING INTERVENTIONS.**

**The EVAWIA JP integrated a human-rights based approach through empowerment, participation, non-discrimination, and prioritization of vulnerable groups<sup>48</sup>.** As mentioned in the Relevance and Coherence sections, the consultation process was a particularly relevant part of this approach, as organisations representing a variety of marginalised groups were integrated during the process, and some later as partners/implementers. A strong emphasis was also put into the consolidation of a unique output for GBV within the UNDSF, as well as coordination with other outputs (1.5. Mainstream GE, 1.4. Access to Justice). Furthermore, the programme focused on coordination and strengthening of the existing relevant mechanisms such as child protection units and referral mechanisms for trafficked women. It introduced the concept of responsive service delivery and social inclusion, reflecting good governance principles, and consolidated specific training to strengthen the capacity of service providers in these areas.

**Through the engagement of local CSOs, the programme also ensured better outreach to rural and remote areas as well as marginalized groups.** Also as observed in previous sections, the programme contributed to the development of the capacities of ‘duty-bearers’ to meet their obligations and of ‘rights-holders’ to claim their rights. The external monitoring reports commissioned by the donor (SIDA) also highlighted the efforts towards hard-to-reach people. Women with disabilities, Roma and Egyptian women, LGBTI and elderly women were of primary focus and were reached through CRMs and CSOs that provide protection services and represented their interests. For example, there is a considerable number of Roma/Egyptian community in the municipalities of Fushe Kruja and Kruja. About 30 % of beneficiaries of services (VDV) provided by the local CSO (HRDC) are Roma/Egyptian – whereas 10 % of beneficiaries of services are elderly and women with disabilities. Several other cases against the LGBTI people were addressed through LILIUM.

### **CASE #5. Using intersectional approach to ensure HR and access to basic services.**

**B. A,** A 27-year-old member of the LGBTQ community was raped by two individuals and was self-reported to the state police. As a victim of sexual violence B.A was immediately referred to LILIUM by the representatives of the state police. B.A was living in a vulnerable situation, and it was not the first time that she was sexually abused, therefore not the first time that she was self-reported to the police. B.A was living alone and was afraid of returning home. B.A was also a victim of trafficking. LILIUM provided the following support: immediate forensic examination; continuous psychological support; psychiatric examination; medical treatment; and accommodation for a period of five days including the provision of basic needs. LILIUM’ staff faced several challenges to identify and ensure support from the existing social services. The centre worked closely with the LCDV to develop a follow up plan, achieving that the state police would consider her as a victim of trafficking; and the State Social Service would ensure long term support for housing and psychosocial services. *Case shared by LILIUM.*

**Information gathered through REVALB provides disaggregated data including information on people with disabilities, Roma and Egyptian and by age group.** This type of data also helped to feed into the development of other national policies, where survivors of domestic violence are one of the categories addressed through the proposed policies – such as Social Housing Strategy, Social Protection Strategy, Action Plan for Roma and Egyptian communities etc. Moreover, the GRB component is another key element underlining the programme’s contribution towards gender equality programming by capacitating the central and local public officials and partners on GRB.

**The programme also centralized GE&HR by strengthening the oversight role of key central institutions, such as the Parliament and NHRIs.** At the central level the UNJP worked closely with the Parliamentary sub-Committee on Gender Equality and VAW increased its involvement and monitoring role over government’s actions with regards to its response to VAW. Partnering with the PA and the Commissioner Against Discrimination the UNJP contributed at strengthening their role in voicing out concerns of the

<sup>48</sup> UN SDG 2030. UN <https://unsdg.un.org/2030-agenda/universal-values/human-rights-based-approach>

vulnerable communities that signal GE&HR violations further complemented by empiric.

**The JP established several effective approaches and mechanisms for enhancing inclusiveness, especially in the provision of service to women and girls from marginalized groups.** Findings also highlighted the significant work with media, youth, engaging boys, and men in activities as well as supporting rehabilitation programmes for perpetrators. Men engagement is an interesting approach in support to inclusive programme implementation as it tackles attitudinal changes that will be vital for more sustainable change, as seen in *Annex K*, Case Study. #3. The work with media, on the other hand, increased awareness and improve reporting on GBV and integrating principles of GE and HR. Integrating inclusiveness in the designed and implemented activities also led to the incorporation of intersectionality.

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**FINDING 19. DESPITE POSITIVE RESULTS ACHIEVED BY THIS UNJP AT THE LEVEL OF GOVERNANCE MECHANISMS AND SERVICE DELIVERY, ADDITIONAL WORK IS REQUIRED TO MAKE AN IMPACT AND CHANGE THE SOCIETY'S CULTURE AND NORMS REGARDING GE&HR AND INCLUSION OF PEOPLE WITH DISABILITIES.**

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The above **results are hampered by uneven capacities at local level** in terms of gender responsive skills and expertise, as well as sustainability considerations necessary to maintain these results in the long run and introduce a culture of change. Change is also hampered by staff turnover in the backdrop of a complex of attitudes and patriarchal norms which remain deeply rooted in the society. Positive practices and approaches at the community level that were implemented during this programme can be further consolidated and upscaled to support change. In particular, intersectoral and intermunicipal cooperation, GRB, working with community and religious leaders, working with CSOs to reach out to marginalized groups, working on gender transformative approaches, and engagement with media and business communities were highlighted during data collection.

**Measuring change especially at the community level remains a direction that requires additional attention.** As mentioned in the UN Common Country Analysis 2020, "little is known of the particular ways in which women from marginalised groups in Albania are affected by violence as data are not collected and disaggregated regularly. A 2018 evaluation report by three women's organisations on access to services by marginalised women showed that women and girls from Roma, LGBT and disability communities in Albania do experience violence, though this is barely identified or reported. (...) Moreover, the evaluation report shows that they experience additional types of violence, related to stereotypes, tradition, culture, and health, social or economic status. The report shows that women and girls with disability, and those from Roma and LGBT communities are not informed on the phenomenon, are largely dependent on the perpetrator, and completely lack support services that would help them live self-sufficiently".

However, stakeholders also shared that **elderly woman and those with disabilities could have benefited from a better targeting.** For example, data in the annual reports could have been better structured, consolidating information provided by CSOs on these populations. and providing more analyses on the vulnerable groups reached through direct interventions. Further attention and analysis to the emerging needs of marginalised communities, and particularly people with disabilities, is needed for planning relevant and systemic interventions (see also *cases #1 and #5*). The offer of specialized services for people with disabilities, and particularly for survivors and perpetrators dealing with mental health emerged as the gap more commonly mentioned within the data collection.

**The programme included the GE&HR considerations, but the results still need to be integrated within the institutional set up to guarantee sustainability.** Finally, the Team is aware that needs of people with disabilities and minority groups were also partly addressed through other parallel interventions implemented by the partnering UN agencies<sup>49</sup>, complementing the efforts to better targeted interventions towards GE&HR, but more information about how these were integrated within the programme, and how

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<sup>49</sup> For example, the EU-UN Women's regional programme on EAW in the Western Balkan and Turkey, with the support of the Vodafone Albania Foundation and the Albanian Disability Rights Foundation (ADRF) provided smartphones equipped with a mobile application to report violence called BrightSky. This is meant to boost safety and technology literacy among women with disabilities, Roma and Egyptian women as well as LGBTI persons.

service delivery for these populations could be further improved, was needed to be provided with more clarity in the narrative reports.



## IV.7. SUSTAINABILITY

**FINDING 20. RISKS AND SUSTAINABILITY WERE EMBEDDED IN THE PROGRAMME DESIGN. LEGAL CHANGES AND CAPACITY BUILDING HAVE BEEN SET AS THE MAIN MITIGATION MECHANISMS, BUT THE MAIN SIX RISKS INITIALLY IDENTIFIED REMAINED VALID AT THE END OF THE PROGRAMME AS ACTIVE THREATS TO THE SUSTAINABILITY OF THE INTERVENTION.**

The programme document includes a specific section on risks that highlight the main identified threats and the respective mitigation strategies to support the sustainability of the interventions and results. Below the Evaluation Team will do a brief assessment of the main risks and mitigation strategy, and its connection with the sustainability of the intervention.

1. **Lack of motivation at the local level, financial resources, and capacities of authorities.** The interviews and monitoring documents revealed that training and support was provided across all target municipalities, yet there was a high variability in the level of engagement from LCDVs, and their ability to find solutions to the limited resources. Further, the logical framework and monitoring systems also did not support the process of assessing and comparing delivery approaches across municipalities, or the capitalisation of best practices; and the GRB interventions were limited to some municipalities thus results in the level of funding provided by the municipalities are limited to larger urban areas<sup>50</sup>.
2. **The broad mandate of the MoHSP along with the limited capacities** have remained valid risks hampering the effectiveness and timely response to the gender agenda.

As mentioned in SIDA's 2021 monitoring report, the "impact on the MHSP's lasting ability to ensuring implementation of international and national legal and political commitments to addressing GBV is hampered by insufficient human resources and political clout within the Ministry". Also, many of those interviewed, recognized the level of support provided by the Policies and Gender Equality/NCG department, but also that the level of engagement was limited at some periods, because of staff limitations. In this sense, it was expected that two more specialists will be hired in the Unit for Gender Equality Policies, but as of April 2022, this was not materialised.

The UNJP succeeded in working closely with the central government to implement actions on GB-VAW and complete the legal and policy review actions planned within the timeline of the programme. Yet, fostering the implementation of the Social Fund<sup>51</sup> at the local level, one of the key mitigation strategies, only achieved limited results. The UN engaged through parallel interventions in this joint programme to support the MoHSP in this regard. More specifically, the local social plans designed, mostly through the support of UN agencies (UNDP, UNICEF, and UN Women) have been a useful instrument to encourage the municipalities to plan and budget for social services.

However, **challenges persist both at the central and local levels** The Social Fund mechanism operated by the MoHSP has clear limitations related to its design, while at the local level, despite some progress in several municipalities, capacities and procurement of social services remain important challenges. The capacities of local governments to plan and manage the local social fund have been recognised as a key challenge also in the National Social Protection Strategy (2020-2023). The MoHSP also recognised the need to review this mechanism, particularly on the level of contributions from municipalities, financial sustainability of services, and levels of Social Fund tapering. Whereas attention is required to complete the secondary legislation for the procurement of social care services which remains pending. These expected developments will have an impact on the local service delivery and sustainability of services.

3. **Limited adequate services for survivors of gender-based violence,** is one of the challenges most frequently mentioned by all stakeholders. Long-term rehabilitation services remain lacking, as well as specialized services have been highlighted as a major concern by all stakeholders consulted for this

<sup>50</sup> As explained by UN Women representatives, this was due to the limited funding allocated to capacity building on GRB. However, UNJP was one of the first programmes addressing specifically the issue of budgeting of GBV and the five municipalities were selected for a pilot intervention which can be replicated to other municipalities in the future.

<sup>51</sup> Decision of Council of Ministers "For the Establishment and functioning of the Social Fund", No. 111, date 23.02.2018

evaluation. The UNJP supported municipalities to diversify specialized services for women survivors of violence through the establishment of four new emergency facilities<sup>52</sup>, the engagement of experienced CSOs in service provision, the consolidation of networks of support across municipalities, and by advocating at different levels for a higher financial commitment.

4. Limited **budgetary resources for the implementation of policies on preventing and eliminating VAW**, have been highlighted as a major concern by all stakeholders consulted for this evaluation. The JP, in line with the proposed mitigation strategy, has been advocating at different levels for a higher financial commitment from the government to support service provision. However, stronger efforts through the empowerment of CSOs could have increased the likelihood of sustainable results. The most recent EC report<sup>53</sup> recognised the GoA efforts to increase public funding for victims of domestic violence with the creation of four shelters, yet it underlines that specialised and reintegration services for victims should be provided, while further strengthening the work on case management.
5. Staff **turnover at the local level** continues to be a significant factor influencing the sustainability of results, leading to challenges of essential knowledge retention for the implementation of actions for addressing GBV and fulfilling the assigned responsibilities.
6. Weak **monitoring mechanism of GBV legislation** also remains a valid risk beyond the programme implementation as it impacts the effective multidisciplinary response and follow up plans. Monitoring systems and research are largely supported through donor projects, including the UN agencies, while inhouse resources remain scarce to effectively engage in monitoring activities independently.

As discussed, above, particularly in *findings 8 and 9*, the programme design details a number of strategies and results contributing towards the sustainability of the intervention and response to GB-VAW. Overall, the programme design and implementation have prioritized capacity development, policy, and legal initiatives. Various legal amendments and efforts toward the strengthening of the policy framework and institutional mechanisms for the implementation of the NSGE-DV as well as the development of harmonized indicators contribute to sustainable results.

The national and local **stakeholders have adopted some of the results into their everyday work**, such as the use of SOPs and REVALB system. Most of the LCDVs and CRMs in the targeted municipalities have incorporated the new legal and policy changes into their daily work and have also been capacitated with the necessary tools to ensure their sustainability beyond this programme. Another positive example is the **Lilium Centre which is fully operational as a new service** which prospects became more sustainable following the state budget from the MoHSP – a milestone for ensuring a higher degree of government ownership for the service supported by donors/UNJP.

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**FINDING 21. SOME OF THE ACHIEVEMENTS OF THE PROGRAMME WILL LIKELY BE MAINTAINED BEYOND THE PROGRAMME IMPLEMENTATION. FACTORS THAT CONTRIBUTE TO THE SUSTAINABILITY OF THE PROGRAMME BENEFITS INCLUDE A HIGHER COMMITMENT OF LOCAL CSOs AND LOCAL AUTHORITIES TO CONTINUE THE STARTED WORK. THE INSTITUTIONALISATION OF TRAINING CURRICULA ALONG WITH OUTREACH AND AWARENESS RAISING APPROACHES WILL REMAIN AND CAN BE USED FOR FURTHER REPLICATION.**

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The approach of **engaging experienced CSOs and building on existing initiatives enhanced the likelihood of sustainability**. CSOs were engaged to contribute to the municipalities they normally operate in and are part of their CRMs so the knowledge and introduced tools will be used regularly beyond the UNJP. All the social care service professionals interviewed report an increase capacity and said they will continue to provide services with a particular focus on vulnerable groups and preventing and addressing violence. **The capacity building activities helped to establish “informal” networks of professions which continue to support each other on daily bases**. This is particularly relevant for the LCDVs which have created a WhatsApp group where they ask their colleagues for advice and help on difficult cases but also referrals,

<sup>52</sup> Lilium Centre and three emergency facilities, included within the community based multi-functional centres, in Maliq, Dimal and Kruja.

<sup>53</sup> European Commission, Albania Report 2021. Publication data 19 October 2021.

fostering intermunicipal cooperation. These types of practices are even more efficient and thus also sustainable in the longer run.

Besides the formal training interventions and mentorship from experts and CSOs, the various SoPs, policies and protocols have also increased awareness about the need to have a victim-centred approach and created specific responses for emergency situations. There is a wide consensus among the stakeholders consulted that without the assistance of this programme, public authorities would not have been able to achieve the same results. Specific examples of change are presented in the short case study below.

#### CASE#6. Examples of ownership across municipalities

##### 1) Increased sustainability of LCDV roles.

- Dimal municipality after a year of programme support for the salary of the LCDV, included the role within the structure of Social Services Department and appointed a staff member.
- The municipality of Maliq did not have an LCDV at the beginning of the programme. The position is now included within their Social Service Department and budgeted. The municipality of Tirana hired as a permanent staff, the consultant that supported the process of revision of their budget and case management set up.
- The Municipality of Elbasan divided the function of the DV Coordinator and the Gender Equality employee
- The municipality of Gramsh hired the consultant supported by the Programme through Women Forum Elbasan as Child Protection Unit.
- The Municipality of Prrenjas hired the consultant supported by the Programme through Women Forum Elbasan as psychologist.
- The Municipality of Belsh supported the hiring of the consultant supported by the Programme through Women Forum Elbasan as psychologist of the three schools.
- The Municipality of Peqin supported the hiring of the consultant supported by the Programme.

##### 2) Measures related to the **provision of emergency services for victims of violence** through social housing or emergency centres near municipalities

- The Municipality of Maliq with the support of the program set up and operates the Emergency Centre and for 2022 budgeted 1,500,000 ALL which includes emergency support for cases of domestic violence.
- The Municipality of Kavaja budgeted for the very first time in 2022 a small fund of 300,000 ALL for psychological support of cases and awareness activities on GBV.
- The Municipality of Dimal, with the support of the program, set up and made operational the Emergency Center.
- The Municipality of Patos, for more than two years, has been budgeting emergency support for cases as well as apartments for victims of domestic violence.

##### 3) **All CRMs supported have management and technical Interdisciplinary committees** where DV cases are discussed using intersectional and DNH approaches, with CSOs and experts observing many good examples of intersectional approach. All these Committees have re-signed the CRM agreements in accordance with DCM 327 and approved new protocols for the management of cases of sexual violence.

The capacity building and the various training curricula prepared (for CRMs, for police, for armed forces, for the magistrates' school, for public administration, healthcare providers, etc.) were also integrated into the regular upskilling plans of respective institutions. **The programme also created the foundations of institutionalized capacity through partnerships with educational institutions such as ASPA, School of Magistrates and the Police and Armed Forces Academies.** In the Police Academy, online training on issues such as GBV and harassment are now part of the regular programme. These courses will be maintained and will be mandatory for every student, but also annually for the existing police officers. For health practitioners, there are ongoing discussions to prepare interactive online modules. Continues trainings on the use of REVALB remain at risk without support of external experts.

For NHRIs, the programme contributed to **improvements in the capacities of civil society and government entities to implement and monitor international human rights commitments** and produce monitoring reports. As mentioned during the FGD with CSOs, "capacity building to CSOs has increased our voice and shadow reporting capacities, which will support the process of accountability and ownership from duty bearers".

Furthermore, innovative, and youth-centred approaches, focused on engaging trained peer educators to capacitate the new generations of men and boy volunteers is a first step in creating long-term attitudinal change. These activities showcase qualitative examples of change, and active participation by men, in the process of changing mentalities. This is particularly important as there is a challenge to maintain the consolidate achievements in a context where the VAW and girls is still pervasive and deeply rooted in the patriarchal traditions of Albanian society. In this sense, on-going discussions with the Ministry of Education and Sport of Albania (MoES), to incorporate the Men Engage<sup>54</sup> and ESD programmes in the schools are seen as significant steps for sustainability. This programme contributed to the consolidation of quick awareness tools, and good campaigns through the engagement also of the private sector.

In general, we observed key factors that will support the sustainability of results, as highlighted by the stakeholders interviewed. These include:

- **The UNJP supported local CSOs highly committed to continue activities they were already working.**
- **Involvement of local authorities**, also through dedicated financial support for service delivery and outreach served to increase their capacities in delivering and will serve to continue the efforts started. It also helped raising their awareness on the importance of LGs role for supporting survivors of DV increase their lobbying efforts to provide necessary financial support as prevention of the GBV.
- Some of the **activities at the community level (both LGs and CSOs) as well as CSOs mentoring LCDV have already been integrated in the work of these local actors.**

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**FINDING 22. THERE ARE MANY REMAINING CHALLENGES IDENTIFIED IN REGARD TO SUSTAINABILITY INCLUDING THE LACK OF SUFFICIENT GOVERNMENT FINANCING, LACK OF SPECIALIZED SERVICES, AND DEPENDENCY ON SERVICES OFFERED BY CSOs AND RELIGIOUS INSTITUTIONS. A MORE THOROUGH EXAMINATION AND DISCUSSION OF SUSTAINABILITY FACTORS WILL BE NEEDED FOR ANY FUTURE PROGRAMMES.**

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The increased ownership, regulations and tools designed by the programme alongside the local and national governments has not been matched with increased financing which can enable sustainability in the provision of services. There is a wide consensus among stakeholders that without the assistance of this programme, public authorities would not have been able to achieve the same results. Public actors' inconsistent coordination and support for sustainability were also highlighted due to the lack of political will. Thus, coordination from the public actors which is key for the sustainability of actions addressing GBV remains weak and requires more take time to show results. The evaluation identified many **remaining challenges with regards to sustainability**:

- **Despite the improved policy and legal framework on domestic violence**, key challenges remain such as insufficient financial and human resources, and weak accountability mechanisms to ensure its full implementation. Also, the programme has only mainly tackled the issue of domestic violence, with more needed to be done in regard to other sources of GBV, based on the initial work in the area of sexual harassment. This is particularly important because some of the shorter case studies obtained showed links with other sources of VAW, particularly child/early-marriage and sex-trafficking.
- **Procurement of social services by municipalities remains a challenge** due to legal gaps and lack of clarity related to procurement procedures.
- The **adequacy and availability of services to address GBV**, as well as mechanisms to support reaching out to rural women and women from disadvantaged communities, are still insufficient and inconsistent.
- **Lack of specialized services challenges the effectiveness and sustainability of interventions.** Knowledge and capacities to treat more difficult cases such as survivors with mental issues or disabilities were some of the most complex cases, particularly those that require medical and psychological treatment remains almost non-existent. The limited availability of psychologists was repeatedly mentioned as a challenge by stakeholders.

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<sup>54</sup> The Men Engage programmes encases the Be a Man Club initiative. The programme is being piloted in Tirana aiming to roll it out gradually also to other municipalities. See more information in the BMC initiative in Annex K.

- **Overreliance in services offered by the CSOs** was also highlighted, since “they have been doing this for a very long time and have the experience, capacities, and can access international funds to support the services”.
- **The resource limitations for CSOs may limit some of their services, outreach, and monitoring role.** The government’s commitment to financially support CSOs services has not yet been materialised, apart from a few exceptions. Some municipalities have provided the venue for the services and sometimes even running costs, yet more support is needed to ensure the sustainability of existing essential services for DV. Drafting the secondary legislation on procurement of services and the efficient use of this mechanism by the LGs would further support the sustainability at the local level.
- **Frequent staff turnover at the local level and challenges in strengthening the role of LCDV.** This challenge is transposed to all the achieved results, the CRMs and LCDV, as well as established services and positive work approaches. Local coordinators are replaced, and capacities and resources are lost, while in some LGs there are no dedicated position dealing only with DV. Budgeting case referral and services and outreach needs in rural areas where the Needs Assessment and Referral Units that are not established yet/are incomplete remains a key challenge.
- **Though the programme built the capacities of a critical mass of service providers (public and non-public) the main challenge is their long-term retention.** Some of the training curricula have been integrated into the education institutions partnering with the UNJP Trainings and have become mandatory as in the case of police and school of magistrates. Yet the interviewed officials were not confident about the capacities to deliver qualitative training on harassment and DV without external support. Ensuring the needed capacity standards to efficiently run CRMs and REVALB is also a challenge. The capacity building support of the CRMs, beyond the programme will rely on the support of local CSOs which can provide mentoring and coaching to new members. However, for more consolidated interventions CSOs also depend on donor support. To conclude, the sustainability of the capacity building component of the UNJP is challenged by the turnover of staff, limited resources to replicate the trainings on their own as well as potential changes in the policy and legal framework.
- **Weak capacities and ownership to support LGs in their work for prevention and addressing DV might become a significant challenge beyond the JP.** The responsibility to provide technical support to LG, the LCDV, addressing difficult case difficult cases, coordinating REVALB, etc. all fall on the understaffed structure of the MoHSP. Technical support with REVALB is unlikely to continue beyond the programme. In addition, also difficult cases at the local level were assisted by experts engaged by the programme. The existing uneven capacities of the LCDV remain an issue along with the availability of services and CSOs to engage in the response.
- **Monitoring the implementation of policies and their impact remains a challenge.** Establishing monitoring systems across key institutions is faced with several obstacles related to the integration of different systems of data management across Police, Judicial Sector and REVALB. The challenge to provide technical support to REVALB will continue, while its population is not happening across all LGs (41 out of 61) and not systematically. Moreover, REVALB is not used systematically across all LGs and the dependence on external technical support remain as challenges. In addition, though the data from REVALB are increasingly used by policy makers at the central level mainly to inform national strategies and reporting, there is a need to further consolidate GBV data on policies and budgets. Such knowledge would be important for the ownership and further support evidence. In addition, there is a need to harmonise REVALB with other systems introduced, such as the National Register for Social Care Services (NERSCS) also supported by UN to ensure coherence and efficient use of resources.
- **Challenges to maintaining and consolidating provision of reintegration services.** As underlined by the interviewees, the lack of rehabilitation services leads a large percentage of survivors to withdraw from the process. Efforts supported by this UNJP towards establishing reintegration services at the municipal level are highly relevant, yet their success depends fully on the local capacities and resources. The model introduced by the programme is adopted based on the concrete experience of the CSOs working with victims of trafficking. Capacities built in the LGs with more resources, able to maintain the services, will be beneficial also to smaller municipalities in the region.

- Other support provided so far by the targeted LGs such as free legal aid, social housing, and emergency packages for survivors of violence have been essential and highly appreciated by all stakeholders. Yet the continuation of such support is unlikely to be guaranteed by all municipalities, especially from those with fewer capacities and resources. The **availability of free legal aid remains a significant challenge across the country.**
- Service delivery is in many cases dependent on the offer from CSOs and religious institutions. In many of the cases, the long-term care of the survivors was directed to centres/facilities managed by religious institutions or CSO providers as it was observed on the case studies. However, this is not sustainable because these actors are dependent on external financing and the dependency is diluting the fact that responsibility for these services should be in the hands of the state duty bearers. **A dialogue on how to support the service delivery offered by CSOs/religious institutions, and/or how to transition to increasing responsibility from the state needs to be continued.**
- There is a challenge also to **further strengthening gender-responsive capacities in national institutions**, especially those that feel they have a more marginal role in contributing to gender equality and GBV national commitments (i.e., other line ministries and agencies).

Despite the above, it is positive that **the UN agencies remain committed to continuing the work in this area as outlined in the UN Sustainable Development Cooperation Framework 2022 – 2026 and the 2030 Agenda.** For future programming, a more thorough examination and discussion of sustainability factors will be needed for any future programmes.

## V. LESSONS LEARNED

This section will present the main lessons learned across the six criteria of analysis. To complement this section, three case studies presented by the three UN agencies are included in Annex E.

### V.1. ON RELEVANCE

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- i. The consultation process prior and during the programme delivery, put national and local government in constant contact with local organisations and experts that provided services that the municipalities were not providing, and generated relationships and networks of work that are likely to remain.
- ii. Using NHRI and academic organisations to lead on research aimed to guide the prioritization process and permanently reviewing baselines and targets was a good practice. The collection and publication of data (including media monitoring and research), particularly by academic institutions helped to improve the evidence base behind protocols, strategies, SoPs and day-to-day implementation of activities.
- iii. The information provided by the research data collection on GBV/DV indicators and research, is also providing evidence base to understand conditions of vulnerability for women and improve advocacy.

### V.2. ON COHERENCE

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- iv. The consultation process at the start of the programme helped to identify pilots and interventions that were under implementation or planning by other donors and CSOs. This helped to highlight areas in which increasing coordination was needed or to identify smaller initiatives and best practices that were later brought within the programme to complement or expand efforts already initiated.
- v. Partnership building and consultations with governmental authorities at central and local level, and between them and CSOs, was an essential ingredient of success to ensure ownership and commitment to achieve and sustain results. The three agencies were impressive in fostering partnerships with experienced CSOs and promoting cross sectorial response and partnerships to be able to address both prevention and protection aspects.
- vi. Strategic conversations on issues such as Comparative Approaches of implementation and exit strategies are needed at either formal or informal mechanisms of coordination.

### V.3. ON IMPACT AND EFFECTIVENESS

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- vii. The framework and monitoring systems need to support the process of assessing and comparing delivery approaches across municipalities. This allows to contrast and evaluate the effectiveness of the different approaches of work, to explore areas of coordination within municipalities, and to understand pathways of change.
- viii. The provision of a “cross-sectorial coordinated response model of action to tackle VAW” was very effective because it distributed the responsibility of tackling GBV across all the actors in the system, created cross-efficiencies and promoted dialogue and sharing of expertise. The creation of a network of support that connects municipalities, CSOs and religious centres facilitated the widening in the offer of services and solutions for difficult GBV cases.
- ix. Implementing new and innovative pilots helped to consolidate new best practices and involve new stakeholders. In particular, the work with media, young men/women, girls, and boys, was seen as a likely contributor, over time, to the prevention of violence, and growing gender empowerment.

### V.4. ON EFFICIENCY

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- x. Strong flexibility in adapting the programme to cope with emerging needs and realities, is key in mitigating risks and crises encountered during the programme delivery. Designing interventions that address both national and local actors helped to ensure that the assistance provided contributed to coherence in the efforts of EVAW and that both levels work jointly instead of isolated disconnected interventions. Tailoring activities to the local needs and context was a lesson learned also for the efficiency of awareness raising component to reflect better the needs of the communities from different regions and municipalities of the country.

- xi. Ensuring complementarity with other ongoing initiatives implemented by the UN agencies added value to the programme results and increased the impact and outreach of stakeholders and communities. Stakeholders were satisfied with the direct emergency support provided to vulnerable communities and survivors of violence, by the joint efforts of the three agencies. Linking the programme more strongly with other programmes in related areas (i.e., access to justice) will remain essential in future interventions.

## V.5. ON GE & HR

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- xii. Intersectional approaches remain key to interventions addressing human rights along with a stronger understanding of the needs of each group. Training for healthcare workers require a different approach to ensure that the relevant healthcare workers participate and to maintain their interest in capacity building for working with survivors of violence. Another lesson learned has been that the healthcare workers, in general, are not interested in becoming trainers

## V.6. ON SUSTAINABILITY

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- xiii. Building on existing initiatives, and particularly pilots that are focused on awareness raising and work with perpetrators, it is likely to enhance sustainability.
- xiv. Engaging with the public officials as implementing partners helps ensure government ownership and responsibility in implementing and institutionalizing reforms. Their implementation and the sustainability of the services and changes introduced will depend on greater government ownership and leadership.
- xv. Obligatory training in SOPs, protocols, and REVALB still require further government ownership and leadership to ensure that the capacity development of all responsible institutions is sustained, particularly amid the clear risk of staff turnover. Institutionalization of the training curricula means that the support provided can be sustained.
- xvi. Working with CSOs is essential for ensuring sustainability as their engagement will likely continue in prevention, service provision and monitoring, beyond the JP. “CSOs in Albania, have managed to maintain the momentum between projects and amid rising and falling foreign interest in addressing GBV. However, resource limitations may lessen some of their services, outreach, and more in-depth monitoring activities” – participant in the monitoring. Creating ownerships requires for a good balance between support provided by external expertise and service providers.
- xvii. Financing essential services, such as those for survivors of violence requires interventions within the broader framework of all social protection, including the needs of persons with disabilities (particularly mental disabilities) and other vulnerable groups. More reflections and efforts are required to improve the current services in ensuring the provision of accessible and adequate services for all categories.



## VI. CONCLUSIONS

**UNJP EVAWIA was an ambitious and important programme.** The programme responded to the needs and priorities identified during its strategic planning process as well as to the new emerging needs, mainly in regard to domestic violence. **The implementation of the UNJP EVAWIA comprised several layers of complexity – systemic and contextual,** especially in the perspective of two overlapping crises (post-earthquake and the Covid-19 pandemic). The challenges were exacerbated by COVID-19, which was not foreseen at the design stage. Yet both the donor and the implementing UN agencies of **the EVAWIA showed agility by adapting efficiently and effectively to significant changes in the socio-economic context** (earthquake, elections, and the pandemic) to better respond to the emerging needs.

**The programme implementation benefited from the accumulated expertise of three UN agencies and established partnerships at the national and local level.** On one side, the programme implementation benefited from good cooperation between the UN technical teams and there was evidence of coordination and complementarity with other UN programmes. However, spaces for strategic discussion were lacking. On the other, **delivery in partnership with key stakeholders and local experienced CSOs added value to the programme.** The local CSOs increased the outreach, especially in rural and remote areas and ensure timely support to the LGs in case management and referral.

**The programme managed to achieve high-level results,** such as consolidating a stronger policy framework on domestic violence, strengthening capacities, and providing tools and instruments at a national and local level, and supporting intersectional approaches. Findings also highlighted the significant work with media, youth, engaging boys, and men in activities as well as supporting rehabilitation programmes for perpetrators. **The programme used different communication channels to expand the outreach of the campaigns and contributed to wider awareness-raising.** The campaigns focused on the programme's support for women and girls increasing their access to information to identify and report violence, access services empowering them to a life free of violence, as well as fostering the involvement of youth, men, and boys in gender-transformative activities.

**There was also a good approach to adaptation, particularly given the challenges imposed by the COVID-19 pandemic.** For example, the programme managed to ensure a high involvement of all key actors at the local and national level, communities, men, women, and youth across the targeted municipalities and beyond. Despite challenges associated with online activities, especially during 2020, the overwhelming majority of stakeholders interviewed approached that were satisfied with the continuity and consistency of support, as well as the adaptations in format and duration implemented within the online activities. The pandemic also had an impact on a personal level of public national and local partners, CSOs and communities, and many individuals were coping with anxiety or loss. Thus, a **wellbeing component could be integrated in future interventions.**

However, **the monitoring and evaluation framework of the programme could have supported better the assessment of impact and tracking of the progress of specific results.** For example, many indicators lacked appropriate baselines and targets, and some results did not fit within the indicators in which were reported. **The effectiveness of interventions was also hindered by a number of institutional limitations,** such as staff turnover, lack of sufficient recognition of GBV as an important social problem, and lack of resources allocated to respond adequately to VAW and women survivors of violence.

**Gender Equality and Human Rights principles were integrated into the design and implementation of this programme** through different modalities, including consultations and partnering with CSOs and NHRIs, integrating human rights and gender analyses and interventions to complement the overall objectives. **The JP also established several effective approaches and mechanisms for enhancing inclusiveness,** especially in the provision of service to women and girls from marginalized groups. Women with disabilities, Roma and Egyptian women, LGBTI and elderly women were of primary focus and were reached through CRMs and CSOs working with these groups. Yet, despite positive results achieved by this UNJP, there is a need for additional efforts to **increase the impact and introduce change in the society's culture and norms**

**regarding GE&HR, as well as to ensure sustainable provision of specialised services, particularly for women with disabilities and women living in rural and remote areas and other vulnerable communities.**

Finally, the evidence shows that **some programme achievements of the programme will likely be sustained beyond its implementation.** Factors contributing to sustainability include a higher commitment of local CSOs and local authorities, the institutionalisation of training curricula, and a focus on coordination in outreach and awareness-raising. In particular, informal networks established with the LCDV are a clear example for the need of networks to ensure ongoing professional support. Yet, the risks identified in programme design remain valid, such as lack of motivation at the local level, financial resources, and capacities of authorities, limited adequate services for survivors of GBV, weak monitoring of GBV legislation and staff turnover. **Designing future joint interventions should focus on capitalization of best practices and dedicating resources to support sustainability and increase government ownership and commitment. Establishing or strengthening existing local and networks will also remain key.**

## VII. FORWARD LOOKING RECOMMENDATIONS

The recommendations were developed by the evaluation team based on the responses from project partners and stakeholders and representatives of beneficiaries who had opportunities to provide with their opinion and feedback during the data collection process. Given the fact that the programme is finalising within the next months, the recommendations have a forward-looking perspective and in line with best practice are linked with corresponding findings and lessons learned. Finally specific responsibilities across the main Evaluation users (UNJP Teams/Donor) are highlighted, as well as a level of priority.

Reference	Recommendation	Target	Timeframe	Priority
<b>Operational Recommendations</b>				
Finding 5, 6 and 7	<p>Strengthen the <b>coordination between implementing UN agencies</b>. Actions for consideration:</p> <ul style="list-style-type: none"> <li>Clearly highlighting areas in which other programmes are complementing to different outputs or outcomes.</li> <li>Regularly capture and discuss best practices and approaches across agencies and disseminate lessons learnt for further scaling-up.</li> <li>Providing space for more strategic and forward-looking conversations on areas such as sustainability or comparing and assessing approaches of delivery.</li> </ul>	UNRCO, UNJP Technical Team	Long-term	Medium
Finding 9, 12 17	<p><b>Mobilise resources to support the development of clear monitoring tools and reporting</b>. Actions for consideration:</p> <ul style="list-style-type: none"> <li>Diminish the number of output and outcome indicators, while avoiding duplications.</li> <li>Link activities, results, and outcomes more clearly to document change, and to support the comparison between approaches used and identification of best practices.</li> <li>Include outcome indicators that assess the degree of implementation of policies/legislation across different sectors and municipalities, in order to identify best practices.</li> <li>Identify ways to measure in the impact of awareness raising efforts and support learning.</li> </ul>	UNJP Technical Team, three agencies	Short-term	High
<b>Programmatic Recommendations</b>				
Findings 1, 9, 10, 18	<p><b>Continue working with the Parliament and NHRIs</b>. New MPs and especially male MPs should be more involved. Further, MPs need to be more involved in sharing the key findings and best practices from the projects, to understand the main problems and gaps so they can help influencing policy processes. Research and findings could be presented to MPs in a very summarized manner. Training the MPs on GRB was identified as a good practice that should continue. The oversight role of Parliament and NHRIs should be strengthened by providing clear and updated evidence to support this role. Legal changes have different and sometimes unforeseen effects which often remain not fully assessed and thus failing to make it to policy for increased efficiency of GBV actions.</p> <p>Work with the Parliament could also be strengthened by bringing into the discussions with MPs, any relevant CSOs, NHRIs and donors, so a concerted action on advocacy, visibility and funding is built.</p>	UN Agencies working in the area Donors and relevant CSOs	Medium-term	Medium

Reference	Recommendation	Target	Timeframe	Priority
	The donor (SIDA) can be also more involved to contribute in the context of policy dialogue on gender equality.			
Findings 9 and 16	<b>Foster strategic partnerships with CSOs and empowering them in service provision, and advocacy.</b> Mechanisms that incentivize CSOs networking and engagement in advocacy through joint efforts could be defined. Re-thinking of interventions should be done with the purpose of further enhancing the local/national capacities, specifically focusing on encouraging activism. Empower CSOs to advocate jointly for increased funding for social care services.	UN Agencies working in the area, local and central government, donors and relevant CSOs	Medium-term	High
Finding 9 and 12	A more consistent outreach to the population <b>using different channels of communication</b> should be prioritised focusing on increasing awareness of women, men and specially boys, on prevention, reporting and support available. Actions for consideration: <ul style="list-style-type: none"> <li>• Ensuring that pre/post-surveys are applied to try to measure the relative effectiveness of different platforms of communication.</li> <li>• Work with communication companies to consolidate more realistic audience results, that avoid duplication in the counting of viewers/audience and/or provides a better reflection of who the viewers of the different channels are and what is the added value of each of the channels used.</li> <li>• Set differential approaches to reach communities in rural areas as well as marginalised communities and people with disabilities</li> <li>• Continuation of education and awareness of the younger generation, teachers, parents and communities.</li> </ul>	UN Agencies working in the area	Medium/Long-term	Medium
Finding 16 and 18	<b>A greater focus on geographical coverage and outreach.</b> Future interventions need to also focus on smaller communities and remote areas with the support of local CSOs to improve outreach and service delivery. Combining synergies with CSOs active in the targeted areas might be more effective for the consolidation of results. Stakeholders have also suggested the need to diversify the CSOs to ensure that capacities do not remain concentrated in a few organisations. This is particularly the case for CSOs located in remote areas and which could be empowered through mentoring/coaching of larger CSOs or umbrella organisations in order to improve service delivery.	UN Agencies working in the area. Larger CSOs, umbrella organisations, donors	Medium/Long-term	Medium
Finding 6, 9, 12, 20 and 21	<b>Capitalize and consolidate the best practices</b> initiated through this UNJP and considering other successful interventions supported by different actors. Reflections need to take into account the approaches at the local level and CSOs, sharing good practices/approaches from the field and going beyond the higher-level achievements (ie strategy, legal changes etc). The dissemination of good practices will also serve to other municipalities, CSOs and donors. Voices of identified champions can	UN Agencies, Implementing partners/CSOs / LGs and	Short-term	High

Reference	Recommendation	Target	Timeframe	Priority
	<p>be included in the advocacy and awareness campaigns. Internal reflections or brief assessments together with key stakeholders should take place prior to designing outcomes in areas already addressed by this UNJP and other interventions to ensure relevance, focus and effectiveness of proposed actions.</p> <p>Working with youth, schoolteachers and community leaders was identified as an effective mechanism to ensure sustainable changes in mentalities and institutional ownership. Findings also highlight that significant progress on realizing the rights of women and EVAW will require the <b>further consolidation of work with youth, engaging boys and men in activities as well as supporting rehabilitation programmes for perpetrators.</b></p> <p>Legal changes had allowed for the obligation to take the perpetrators out of the households, which was a positive step, yet the lack of services have led to reluctance of enforcing the law. Furthermore, even when POs were set and perpetrators sent to prison, the possibility for the acts to be repeated once they ended their sentences is high, as survivors were very likely to re-encounter the perpetrators.</p>	education institutions		
Finding 9, 11, 18 and 19	<p>Future interventions should <b>explicitly include strategies targeting disadvantaged communities, minority groups and those living in rural/remote areas and strengthen efforts to reach out to them.</b> This should be focused on strong knowledge on their specific circumstances feeding into the designing of tailored outputs fostering their resilience and empowerment through a human rights-based approach.</p>	UN Agencies, Implementing partners/CSOs / LGs	Medium-term	High
Finding 9, 10, 11, 19, 20, 22	<p>Capacity building of the relevant institutions addressing GBV remains a need in the view of frequent turnover of staff, not sufficiently consolidated education institutions. <b>Future capacity building actions need to integrate clear strategies for increased ownership, consolidation, and institutionalization of trainings, for example ensuring that the courses become part of regular capacity building courses provided to duty bearers.</b> Activities should also consider including higher management levels in the training to support higher sustainability of results.</p> <p>Consider integrating capacity development to <b>support local stakeholders addressing complex cases coming from marginal communities, including survivors with mental issues, and disabilities. Designing multidisciplinary trainings</b> among relevant public institutions- combining dedicated trainings jointly with CRMs members could be beneficial supporting an integrated response and ensuring that roles of each actor are well understood. A similar approach can be applied for trainings targeting prosecutors and school of magistrates. Mentoring and <b>trainings in the workplace</b> were highlighted as effective approaches that could continue.</p> <p><b>Focusing on media.</b> Local journalists are not likely to be included in trainings, but also, they are more likely to change mentalities. Mentorship could be supported for young and local journalists, encourage exchanging of experiences between local and national journalists and involve reporters from different</p>	UN Agencies, implementing partners/CSO, Local/central government and relevant public institutions addressing GBV, donor	Medium-term	Medium High

Reference	Recommendation	Target	Timeframe	Priority
	sectors. Focusing on the editorial level and promoting female leadership, reporting standards and constructive journalism were identified as entry points to support media. Create an enabling environment that promotes a stronger role of the Albanian Media Authority to ensure best and minimum standards is also important.			
Finding 9, 17, 20 and 22	<b>Gender indicators and data collection</b> by different key institutions remains an important direction of work which requires further attention to support consolidation of data and information management systems that possibly speak to each other. <b>There is a need for greater clarity on the prospects and possible interface between REVALB and NERSCS.</b> The used indicators should be carefully reviewed with data requested by NERCS to avoid possible overlapping of data entry and keep in REVALB only the more specific data. <b>REVALB data could also be better used to inform policymaking, including budgeting.</b>	UN Agencies, Donors, Central and local government and LCDV	Medium-term	Medium
Finding 10, 19, 20, and 21	<b>Further technical support is needed for the management of social services at the local level's</b> administrative units. Interventions could focus on fostering cooperation among public and non-public actors to provide services together as part of a consolidated network of local social services. While at the same time <b>fostering intermunicipal cooperation and further consolidation of best practices.</b> <b>Wellbeing is an essential entry point for further support and dedicated work component.</b> Working in DV there is a need for available and adequate psychosocial support and supervision for the professionals engaged both at the service delivery and management level. Resilience building activities should be integrated in future actions as a key element.	UN Agencies, Implementing partners/CSOs / LGs	Medium-term	Medium
Finding 6 and Sustainability Section	UN agencies need to engage and possibly take the lead in facilitating a <b>strategic conversation to determine the feasibility of an exit strategy in the medium and longer term, together with other development partners active in the area</b> , setting common indicators of success, assessing budget allocations and the financial gap, as well as the efficiently and ownership level of CRMs and services established through their support. An open strategic discussion across the agencies is necessary, and particularly at the higher level, on the over reliability on international support and engage jointly to increase the government ownership and commitment. Future programming should <b>ensure a better coordination with EU</b> and national accession priorities.	UN Agencies, Implementing partners/CSOs / central (MoHSP, MoFE) and LGs/Donors	Medium and Long-term	High
Finding 5 and 9	<b>Addressing of all forms of violence beyond domestic violence.</b> Review the current system to better plan the institutional mechanisms needed for effective prevention and addressing other forms of violence. <b>Other mechanisms of sexual violence, early marriages, human trafficking in relation to early marriages and sexual exploitation</b> as well as safe cities for ensuring basic standards across cities, are key priorities.	UN Agencies, Implementing partners/CSOs / central and LGs/Donors	Short/medium-term	Medium

## VIII. ANNEXES

### ANNEX A. EVALUATION MATRIX<sup>55</sup>

Q#	Evaluation Criteria	Key Evaluation Questions	Sub-questions	Indicator(s) data	Relevant Stakeholder	Collection method(s)	Data source	Assumptions
1	RELEVANCE	To what extent is the intervention relevant to the needs and priorities as defined by partners, beneficiaries, and policies?	<ul style="list-style-type: none"> <li>How was the process of identifying the needs that needed to be addressed with this programme?</li> <li>How have the programme objectives addressed identified rights and needs of women and girls, victims of violence in national and local contexts?</li> <li>How relevant is the programme to target groups:                             <ul style="list-style-type: none"> <li>central and local government’s needs and priorities.</li> <li>women and girls, survivors of violence and their needs.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Number of stakeholders, across different stakeholder groups, that agree that the programme was relevant, adaptive/responsive and sufficiently consultative.</li> <li>Quality and type of studies/analysis and documents utilised to determine the needs and priorities (scoping studies)</li> </ul>	UNJP Technical Team B Government partners (national and subnational level). CSO partners and other grassroots organisations Potential spoilers.	<ul style="list-style-type: none"> <li>Documentary analysis, mainly monitoring reports and records, plans and needs analysis.</li> <li>Interviews (KIIs with relevant stakeholders)</li> </ul>	<ul style="list-style-type: none"> <li>Planning documents, Programme reports (internal and external)</li> <li>KIIs/GIs, FGDs.</li> </ul>	<ul style="list-style-type: none"> <li>Relevant information is available within the documentary evidence</li> <li>International and National counterparts are willing/able to meet</li> <li>Discussions with beneficiaries are able to be held either directly or online.</li> <li>Stakeholders are willing to be honest about things that can be done better/differently.</li> </ul>
2	COHERENCE	To what extent programme design and implementation considered and coordinated the work of other actors working on addressing VAW?	<ul style="list-style-type: none"> <li>What are other actors (donors, int and national CSOs/grassroot organisations) doing?</li> <li>Do national and local governments are participating in other related programmes/projects? How many of these are known by the programme?</li> <li>How has the programme interacted and coordinated with other implementers and vice versa? Are there any signals of duplication or opposing work?</li> </ul>	<ul style="list-style-type: none"> <li>Qualitative evidence of coordination and avoidance of duplication.</li> <li>Number of similar/relevant projects coordinating efforts with the EVAWIA JP.</li> <li>Number of relevant partners that have not heard about the EVAWIA JP.</li> </ul>	UNJP Technical Team other UN partners. Government partners (national and subnational level). CSO partners and other grassroots organisations. Potential spoilers	<ul style="list-style-type: none"> <li>Documentary analysis, mainly monitoring reports and records, plans and needs analysis</li> <li>Interviews (KIIs with relevant stakeholders)</li> </ul>	<ul style="list-style-type: none"> <li>Programme reports (internal and external)</li> <li>KIIs/GIs, FGDs.</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholders are willing to be honest about things that can be done better/differently.</li> </ul>
3	COHERENCE	To what extent have UN agencies coordinated effectively and created synergies in the delivery of assistance?	<ul style="list-style-type: none"> <li>What coordination mechanism exist (within the programme, between the programme and other UN related programmes?</li> <li>Is the current coordination set up producing the intended results and responding to goals within the UNDS reform?</li> <li>Is the current coordination set up producing the intended results?</li> </ul>	<ul style="list-style-type: none"> <li>Qualitative evidence of coordination and avoidance of duplication.</li> <li>Qualitative evidence/examples of synergies.</li> </ul>	UNJP Technical Team other UN partners	<ul style="list-style-type: none"> <li>Interviews (KIIs).</li> <li>Documentary evidence.</li> </ul>	<ul style="list-style-type: none"> <li>Planning and coordination documents.</li> <li>KIIs/GIs, FGDs.</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholders are willing to be honest about things that can be done better/differently.</li> </ul>

<sup>55</sup> Relevance: what extent the results of the joint programme are consistent with the needs and priorities of the intended beneficiaries, partners, and stakeholders. Coherence: how well does the intervention fit. Impact: Positive and negative, primary and secondary long-term effects produced by the Joint Programme, directly or indirectly, intended or unintended. Effectiveness: what extent results at various levels, including outcomes, have been achieved based on planned activities. Efficiency: how well and productively the programme has utilized its resources to reach the predefined goals. Sustainability: assess preliminary indications of the degree to which the programme results are likely to be sustainable beyond the programme’s lifetime and provide recommendations.

Q#	Evaluation Criteria	Key Evaluation Questions	Sub-questions	Indicator(s) data	Relevant Stakeholder	Collection method(s)	Data source	Assumptions
4	IMPACT AND OUTCOME ACHIEVEMENT <sup>56</sup>	To what extent has the UNJP initiated a change process that indicates a longer-term impact, as set on the logframe, ToC and programme design?	<ul style="list-style-type: none"> <li>• What was the direct impact/expected impact of the programme?</li> <li>• Is there evidence that the programme has caused or incentivized GoA and municipal duty-bearers to ensure the implementation of international and national legal and political commitments to prevent, detect and protect their citizens against GBV?</li> <li>• Is there evidence that the programme has contributed to a change in perceptions and norms?</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of changes amongst key partners, beneficiaries, and their communities.</li> <li>• Quantitative and qualitative evidence of unintended effects on excluded/more vulnerable groups.</li> <li>• Evidence of impact contribution by other programmes.</li> </ul>	UNJP Technical Team  Beneficiaries: GB-VAW survivors  Government partners (national and subnational level)  CSO partners and other grassroots organisations	<ul style="list-style-type: none"> <li>• Document analysis</li> <li>• Monitoring records</li> <li>• Interviews (KIs with delivery partners and beneficiaries)</li> <li>• FGDs with women beneficiaries</li> <li>• Case studies</li> </ul>	<ul style="list-style-type: none"> <li>• Programme reports and logframe</li> <li>• KIs, FGDs and case studies with all relevant stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant Information is available within the documentary evidence</li> <li>• International and National counterparts are willing/able to meet</li> </ul>
5	IMPACT AND OUTCOME ACHIEVEMENT	To what extent have the expected outputs and outcomes have been achieved or are likely to be achieved, and how has the programme contributed to this?	<ul style="list-style-type: none"> <li>• Is there evidence that the ToC and results framework is being implemented and valid? Have there been any changes in the ToC and framework, and if so, why?</li> <li>• Is there any evidence that the programme directly or indirectly contributed to these results? (e.g., by directly influencing national relevant stakeholders or creating/supporting local capacity building?)</li> <li>• Where there any unintended positive or negative, if so which and why?</li> </ul>	<ul style="list-style-type: none"> <li>• Achievement against of programme's outcome and output indicators (see Indicators for Measuring Results).</li> <li>• Evidence of contribution to results as outlined in the programme/programme reports and articulated in the theory of change.</li> <li>• Specific indicators in terms of progress on Gender Equality Forum commitments.</li> </ul>	UNJP Technical Team  CSO partners and other grassroots organisations  Beneficiaries: GB-VAW survivors  Government partners (national and subnational level)	<ul style="list-style-type: none"> <li>• Document analysis</li> <li>• Monitoring records</li> <li>• Interviews (KIs with delivery partners and beneficiaries)</li> <li>• FGDs with women beneficiaries</li> <li>• Case studies</li> </ul>	<ul style="list-style-type: none"> <li>• Programme reports and logframe</li> <li>• KIs, FGDs and case studies with all relevant stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Discussions with beneficiaries are able to be held either directly or online.</li> <li>• Stakeholders are willing to be honest about things that can be done better/differently.</li> </ul>
6	EFFECTIVENESS	What are the enabling and limiting factors that are contributing to the achievement of results and what actions need to be taken to overcome any barriers?	<ul style="list-style-type: none"> <li>• What are the major factors influencing the achievement or non-achievement of the outcomes/expected results/outputs? (What factors have been identified that are driving or hindering progress?)</li> </ul>	<ul style="list-style-type: none"> <li>• Qualitative analysis of enablers and challenges.</li> <li>• Contrast against the programme assumptions on barriers and enablers.</li> </ul>	UNJP Technical Team  CSO partners and other grassroots organisations	<ul style="list-style-type: none"> <li>• Document analysis</li> <li>• Monitoring records</li> <li>• Interviews (KIs with delivery partners and beneficiaries)</li> </ul>	<ul style="list-style-type: none"> <li>• Programme reports.</li> <li>• KIs, FGDs and case studies with all relevant stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholders are willing to be honest about things that can be done better/differently.</li> </ul>

<sup>56</sup> Coherence: how well does the intervention fit. Impact: Positive and negative, primary and secondary long-term effects produced by the Joint Programme, directly or indirectly, intended or unintended. Effectiveness: what extent results at various levels, including outcomes, have been achieved based on planned activities. Efficiency: how well and productively the programme has utilized its resources to reach the predefined goals. Sustainability: assess preliminary indications of the degree to which the programme results are likely to be sustainable beyond the programme's lifetime and provide recommendations.



Q#	Evaluation Criteria	Key Evaluation Questions	Sub-questions	Indicator(s) data	Relevant Stakeholder	Collection method(s)	Data source	Assumptions
7	EFFECTIVENESS /RELEVANCE (ADAPTABILITY)	To what extent the intervention has responded effectively to key risks and changes so far? What could be doing differently to better adapt to future needs?	<ul style="list-style-type: none"> <li>Were there any changes in national policy/strategy during programme implementation? How does the programme ensure that new priorities are included and taken into consideration?</li> <li>Have there been any unforeseen problems? How well are they resolved?</li> <li>How were risks assessed and managed?</li> </ul>	<ul style="list-style-type: none"> <li>Qualitative analysis of Risk and Problem/Issues identification and response/adaptation processes.</li> <li>Evidence of good practices and learnings being incorporated and shared.</li> </ul>	UNJP Team Main delivery partners.	<ul style="list-style-type: none"> <li>Document analysis.</li> <li>Interviews (KIIs with delivery partners and UNJP team).</li> </ul>	<ul style="list-style-type: none"> <li>KIIs with relevant stakeholders</li> <li>Planning documents, risk register and monitoring reports.</li> </ul>	<ul style="list-style-type: none"> <li>Relevant Information is available within the documentary evidence</li> </ul>
8	EFFICIENCY <sup>57</sup>	To what extent has the programme been implemented in the most efficient way, making best use of available human, technical, technological, financial and knowledge inputs to achieve its desired results?	<ul style="list-style-type: none"> <li>What measures have been taken during planning and implementation to ensure that resources are efficiently used?</li> <li>Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?</li> <li>Was the sharing of the resources for each of the agency adequate and sufficient to deliver the expected outcomes and outputs?</li> </ul>	<ul style="list-style-type: none"> <li>Qualitative analysis of programme narrative and financial reports and monitoring records and analysis against delivery.</li> <li>Qualitative evidence from interviews and review of key cost drivers.</li> </ul>	UNJP Team Main delivery partners.	<ul style="list-style-type: none"> <li>Document analysis</li> <li>Interviews (KIIs with CSOs and local organisations, UNJP team).</li> </ul>	<ul style="list-style-type: none"> <li>Interviews (KIIs with relevant stakeholders)</li> <li>Planning documents, financial records and Monitoring reports</li> </ul>	<ul style="list-style-type: none"> <li>International and National counterparts are willing/able to meet</li> <li>Discussions with beneficiaries are able to be held either directly or online.</li> </ul>
9	GENDER EQUALITY AND HUMAN RIGHTS	To what extent delivery and monitoring set ups were adequate for the implementation of integrate human rights and gender equality?	<ul style="list-style-type: none"> <li>Were resources (financial, time, people) sufficiently allocated to integrate human rights and gender equality in the design, implementation, monitoring and review of the JP?</li> <li>Where the reporting formats adequate to show change? Was sufficient information was collected during the implementation period to measure progress on human rights and gender equality results?</li> <li>How have been the benefits and limitations of using specific delivery set ups instead of others, e.g., delivery through women CSOs in comparison to utilizing individual consultants, engaging local expertise, and building on Women CSOs' long-term engagement?</li> </ul>	<ul style="list-style-type: none"> <li>Analysis of reporting formats (coherence across years, coherence with initial targets)</li> <li>Qualitative analysis of main challenges and learning (What would you do differently?)</li> <li>Evidence of good practices and learnings being incorporated and shared.</li> </ul>	UNJP Team Main delivery partners.	<ul style="list-style-type: none"> <li>Document analysis.</li> <li>Interviews (KIIs with delivery partners and UNJP team).</li> </ul>	<ul style="list-style-type: none"> <li>KIIs with relevant stakeholders</li> <li>Planning documents, risk register and monitoring reports.</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholders are willing to be honest about things that can be done better/differently.</li> </ul>

<sup>57</sup> The Efficiency criteria includes gender equality and human rights considerations, instead of including these being a standalone criterion. This has been done as per discussion with donors and participating UN agencies and is consistent with UNEG and UN Women Guidelines best practices.

Q#	Evaluation Criteria	Key Evaluation Questions	Sub-questions	Indicator(s) data	Relevant Stakeholder	Collection method(s)	Data source	Assumptions
10	SUSTAINABILITY	To what extent is it expected that the benefits from the programme will continue after programme completion?	<ul style="list-style-type: none"> <li>• What is the programme sustainability plan (does it exist)? And how is being implementing it?</li> <li>• Are the approaches and methods used likely to ensure a continued benefit after the end of the programme?</li> <li>• What are the major factors influencing the achievement or not of sustainability of the programme? Are there key contextual factors affecting long term sustainability?</li> </ul>	<ul style="list-style-type: none"> <li>• Qualitative analysis of sustainability plans and mechanisms</li> <li>• Evidence of a sustainability plan being developed and implemented.</li> <li>• Evidence of the appropriateness of the sustainability plan against the key sustainability challenges.</li> </ul>	<p>UNJP Technical Team</p> <p>Beneficiaries: GB-VAW survivors</p> <p>Government partners (national and subnational level)</p> <p>CSO partners and other grassroots organisations</p>	<ul style="list-style-type: none"> <li>• Document analysis</li> <li>• Monitoring records</li> <li>• Interviews (KIIs with delivery partners and beneficiaries)</li> <li>• FGDs with women beneficiaries</li> <li>• Case studies</li> </ul>	<ul style="list-style-type: none"> <li>• Programme reports and sustainability plans</li> <li>• KIIs, FGDs and case studies with all relevant stakeholders</li> </ul>	<p>Information is available</p> <ul style="list-style-type: none"> <li>• National counterparts are willing/able to meet</li> <li>• Discussions with beneficiaries are able to be held either directly or online.</li> </ul>
11	SUSTAINABILITY	To what extent did the programme build programme ownership from beneficiaries and partners?	<ul style="list-style-type: none"> <li>• Did the programme contribute to capacity building and organisational development of duty bearers as planned? Did the programme enhance local ownership and capacity to influence policy?</li> <li>• Are all key stakeholders sufficiently and effectively involved? Are their expectations met and are they satisfied with their level of participation?</li> <li>• What is the risk that the level of stakeholder ownership (including ownership by governments and other key stakeholders) will be insufficient to allow for the programme's outcomes/benefits to be sustained?</li> </ul>	<ul style="list-style-type: none"> <li>• Qualitative evidence of ownership by beneficiaries and partners.</li> <li>• Qualitative evidence of capacity and organisational development having been built by the programme.</li> <li>• Analysis of remaining risks for sustainability.</li> </ul>	<p>UNJP Technical Team</p> <p>Beneficiaries: GB-VAW survivors</p> <p>Government partners (national and subnational level)</p> <p>CSO partners and other grassroots organisations</p>	<ul style="list-style-type: none"> <li>• Document analysis</li> <li>• Monitoring records</li> <li>• Interviews (KIIs with delivery partners and beneficiaries)</li> <li>• FGDs with women beneficiaries</li> <li>• Case studies</li> </ul>	<ul style="list-style-type: none"> <li>• Programme reports and sustainability plans</li> <li>• KIIs, FGDs and case studies with all relevant stakeholders</li> </ul>	<p>Information is available</p> <ul style="list-style-type: none"> <li>• National counterparts are willing/able to meet</li> <li>• Discussions with beneficiaries are able to be held either directly or online.</li> </ul>

## ANNEX B. STAKEHOLDER ANALYSIS

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
Duty bearers who have decision-making authority over the intervention such as governing bodies.	Representatives of Ministry of Health and Social Protection with its Gender Equality sector and National Council of Gender Equality	Key national partners of the programme.	They can provide substantial insights/reflections on how the programme is being implemented, lessons learned and reflect on the future outlook of the intervention.	KIIs, Tool #4, likely part of field visits	Data Collection, and possibly as part of programme SC during data analysis, presentation.	High
	Representative from the three UN agencies that are part of the UNJP: UN Women, UNDP, UNFPA and UNRC	UN Women, UNDP and UNFPA as implementing agencies and UNRC as coordinating structure.	Same as above	KIIs and/or FGDs, Tool #1, likely part of field visits		High
	Representatives from the programme donor (Sweden/SIDA)	Programme donor	Same as above	KIIs, Tool #2, likely part of field visits		High
	Any other members of the programme SC such as: Prime Minister's Office; the representative from the LG and the two CSOs (Albanian Helsinki Committee and Institute for Democracy and Mediation)	Members of the SC. The Deputy Prime Minister is also the National Coordinator of Gender Equality.	Same as above	KIIs and/or GIs, Tool #2, likely part of field visits		High
Duty bearers who have direct responsibility for the intervention, such as programme managers and associated partners that do not have decision-making authority over the intervention	Programme partners/service providers at the national level such as: Ministry of Justice, Ministry of Interior, State Social Service, ASPA, School of Magistrates.	<p><b>MoJ</b> has been involved in the due diligence process from the perspective of applying with legislative technique of the drafting of the relevant laws, MoHSP has established a working group of drafting all relevant legislation in this area where reps from the MoJ and MoI have been members.</p> <p><b>MoI</b> responsible for public order and security. State Police, a structure related to this Ministry, is key in ensuring a secure community environment. This structure addresses among others GB-VAW, and identifies as issues of priority, multidisciplinary trainings for police including those covering gender equality and sexual harassment, the establishment of emergency centres, including rape crises centres, and awareness activities.</p>	<p>MoJ plays an important role in legal drafting process and legal harmonisation in the country. Involved in policy development to end GB-VAW and benefiting in the programme's capacity building activities.</p> <p>State Police/MoI benefit directly from multi-sectoral capacity building activities and the technical assistance for the implementation of relevant SOPs. School of Magistrates will offer trainings on the regulatory framework that underpins combating GB-VAW. ASPA engaged through theUNJPin training sessions organized for CRM Local Coordinators and Municipality Social Workers.</p>	KIIs and/or FGDIs. Tool #4, likely part of field visits	Data Collection and dissemination	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
		<b>School of Magistrates</b> is the primary agent of capacity building of both judges and prosecutors in the country. <b>ASPA</b> has been providing training and development opportunities for civil servants of public administration, focusing on building sustainable management capacities – including a gender training module since 2012.				
	Programme partners/service providers at the local level such as: Representative from regional governments and municipalities that received CRMs, and members of CRMS.	Twenty-eight local institutional response mechanisms (CRMs) were established or further consolidated. Local authorities represented within the CRMs are both beneficiaries and partners.	They are service providers and indirect beneficiaries of the programme at the same time. They can provide substantial insights/reflections on how the programme is being implemented and lessons learned.	KIIs and/or FGDs. Tool #4, likely part of field visits	Data Collection and dissemination	High
Secondary duty bearers and intermediary/potential beneficiaries, such as the private sector or other associated donors and providers of human rights and gender empowerment services.	Legislators and policy makers that supported the passages of laws in alignment with the Istanbul convention – the Parliamentary Sub-Committee on Gender Equality;	Legislative bodies guarantee the development of adequate legal and institutional framework need to prevent, detect, and protect (outcome 1)	They can provide some insights/reflections on how the programme is being implemented and suggestions for improvement particularly in terms of implementation for outcome 1.	KIIs and/or GIs Tool #4, likely part of field visits	Data collection, dissemination	High
	National and local policy makers that supported the consolidation of policies in alignment to CEDAW and GREVIO, such as the Commissioner Against Discrimination and the Ombudsman	This will include technical advisers or policy makers that were part of the process of improvement of sub-legal and policy DV framework. <b>Specific stakeholders to be confirmed by UNJP.</b>	They can provide some insights/reflections on how the programme is being implemented and suggestions for improvement particularly in terms of implementation for outcome 1.	KIIs and/or FGDs. Tool #3, some of them maybe part of field visits-	Data collection, dissemination	High
	Other donors, UN Agencies and/or INGOs working in the implementation of UN Output 2.5 on GBV, and/or JWP UNDAF outcomes 2 (Social Cohesion) and 4 (Gender Responsive Governance).	Other donors, UN agencies and INGOs have been supporting related programmes around social cohesion, gender responsive governance and VAW. Some of them had already been included in previous monitoring visits.	They can provide insights in regard to coherence, relevance and effectiveness of the programme.	KIIs and/or GIs. Tool #2, some of them maybe part of field visits-	Data collection, dissemination	Medium
Rights holders (individually or through the civil society organizations acting on their behalf) who are the intended and unintended	Representatives from women and girl survivors of conflict and violence and at-risk receiving services from the programme, with focus on women with disabilities, Roma, and Egyptian women, LGBTI and elderly women	Direct beneficiaries of the programme. particularly outcome 3.	They are the beneficiaries and subjects of the entire programme. They can provide some insights/reflections on how the programme is being implemented and suggestions for improvement particularly in regard to future interventions in the sector.	FGDs. Tool #3, some of them maybe part of field visits-	Data collection, dissemination	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
beneficiaries of the intervention	Representatives of men and boys' champions who actively advocate to end GB-VAW.	Direct beneficiaries of the programme, particularly outcome 3.	They are the beneficiaries and subjects of the entire programme. They can provide some insights/reflections on how the programme is being implemented and suggestions for improvement particularly in regard to prevention and working with boys and youth in general.	KIIs/GIs or FGDs. Tool #3, some of them maybe part of field visits-	Data collection, dissemination	Medium
Rights holders (individually or through the CSOs on their behalf) who should be represented in the intervention but are not, or who are negatively affected by the intervention -potential spoilers	Representatives from women leaders (women parliamentarians) that are informed of the programme but were not part of any of the activities.	None, but might have been observers.	They may become barriers if they perceive that there are being excluded intentionally. We need to know their perceptions of the programme in order to respond to potential harmful perceptions. They are also normally good observers of the potential gaps of the programme.	Tool not designed as no stakeholders were identified.	Data collection, dissemination	Medium
	Representatives from national partners of other associated programmes tackling VAW and/or promoting women empowerment and equality, not already included.	None, but might have been observers.		Tool not designed as no stakeholders were identified.	Data collection, dissemination	Medium
	Local political, policy makers and/or religious leaders who have opposed one or more of the programme objectives, particularly legislators and policy makers opposing the passage of legislation promoted in outcome 1.	They may hinder the changes the programme/ intervention attempts to promote if they perceive any threat in traditional power balance	We need to know their perceptions of the programme in order to identify adequate responses to obstacles, challenges and potential harmful perceptions.	Tool not designed as no stakeholders were identified.	Data collection, dissemination	Medium

## ANNEX C. WORKPLAN

The work plan below is indicative and will be adapted depending on circumstances during the implementation of the evaluation. Changes in the workplan will all be approved by the UN Women Evaluation Group.

Task / week commencing	Mar 2022		April 2022				May 2022			
	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
Delivery 1: Desk review of background documentation										
Delivery 2: Inception meeting with EMG (1)										
Delivery 3: Inception report that includes the evaluation matrix										
Delivery 4: Data collection, field visits and data analysis										
Delivery 5: Debriefing meeting										
Delivery 6: Draft Report										
Delivery 7: Consultation on and validation of the draft report										
Delivery 8: Final evaluation report completion										

- (1) Proposed revised delivery: 24 March
- (2) Proposed deadline to receive comments on Tools if field data collection is to start on 29 March: 27 March
- (3) Proposed deadline to receive comments on Other Areas: 5 April
- (4) Proposed start of data collection 28 March with field work mission on 19-22 April.
- (5) Proposed presentation of key findings from the field: 29 April
- (6) Proposed delivery of draft report and presentation – 6 May/10 May (presentation)
- (7) Proposed deadline for providing comments to the Report – 16 May
- (8) Proposed delivery of final report – 20 May

## ANNEX D. DOCUMENTS REVIEWED

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## ANNEX E. CASE STUDIES CRITERIA FOR SELECTION

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### SELECTION CRITERIA

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The criteria that used and discussed for the selection included:

- Experience/intervention is easily replicable
- Experience/intervention has a high impact
- Experience/intervention is innovative
- Experience/intervention has systemic effects
- Experience/intervention is an opportunity for future intervention

The Evaluation Team also aimed to include a diverse range of practices based on the level of intervention (central and local government, service, and communities' level); and type of intervention (approach/process/tools), and include specific interventions highlighted both within the secondary data information and the interviews/FGDs.

### PROPOSED STRUCTURE AND QUESTIONS FOR EACH CASE STUDY

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#### 1. Description of experience

- What has been done?
- Problem/issue addressed
- How was it organised?
- Who were the actors and participants?
- When and where was the experience made?
- What were challenges?

#### 2. Results

- What are the effects induced by the experience?
- What has happened that was not expected?

#### 3. Sustainability/Replicability

- How can this approach be replicated for future programmes or geographical areas/sectors?
- How complex is a replication? What are the key resources/enablers needed?

## ANNEX F. DRAFT DATA COLLECTION INSTRUMENTS

### INTRODUCTION TO ALL TOOLS

The Evaluation Team and the UN Joint Programme would like to thank you and appreciate the time and information you are sacrificing to participate in this important and valuable study aiming to evaluate the Joint Programme (JP) Ending Violence Against Women in Albania (EVAWIA). The EVAWIA programme main goal is that women are free from all forms of GBV and from the threat of such violence. The purpose of the evaluation will be to assess the Joint Programme accomplishment of the main expected outcome results, contribution to an enabling environment that fights violence against women and girls in Albania and identify lessons and good practices that can improve future Joint Programming on Ending Violence against Women. This research is being developed by Elira Jorgoni and Lina Gonzalez-Pineros. You can contact us in our emails [elira.jorgoni@gmail.com](mailto:elira.jorgoni@gmail.com) and [linagonzalezp@gmail.com](mailto:linagonzalezp@gmail.com), in case of any doubt.

Please be aware that you can refuse to answer any of the below questions and our stop the interview at any point. If you feel uncomfortable around any of the questions, you want me to reframe it/explain it in any other way, please let me know and I will do. By allowing us to continue you agree with us using the information for the purposes of this evaluation only. The information collected will be stored in safe information management systems, without major personally identifiable data.

Interview Date: \_\_\_\_\_ Location (Municipality): \_\_\_\_\_

Respondent ID (DateStakeholderTypeNumber): \_\_\_\_\_

Gender:  F  M  Other  Prefer not to say Age:  Below 30  30-65  65+

#### Tool 1. UNJP representatives and members.

Questions show slight variations as some of the questionnaires will be applied to Senior/Executive members, and others to stakeholders closer to the day to day of the programme. These differences have been noted below.

Criteria	SPECIFIC INTERVIEW QUESTION
GN.0	What was your role in the Programme implementation?
RELEVANCE (I)	How was the process of identifying the needs that needed to be addressed with this programme? How was the process of prioritisation of these needs? Are there any others attending to needs that were not prioritised?
	How have you assessed programme relevance since the planning process? Is there any verification process? Is this covered within the SC or programme meetings?
	Do you think that new legislation, policies, and special measures/budgets responded to the needs of the expected beneficiaries?
COHERENCE (I)	Do you know of any other stakeholders (donors, int and national CSOs/grassroot organisations) doing similar or related work to this programme? What are these other programmes doing?
	How has the programme interacted and coordinated with these other projects/programmes? Have any duplications been found? If so, how they have been solved?
COHERENCE (II)	What coordination and planning mechanism exist within the programme? How are the three participating agencies distributing and coordinating work?
	<b>(For Programme Teams -PT)</b> Is the sharing of the resources for each of the agency adequate and sufficient to deliver the expected outcomes and outputs? What could be done better/differently?
IMPACT	What do you think have been the main impact of the programme? <ul style="list-style-type: none"> <li>- In terms of the Government of Albania (GoA) and municipal duty-bearers taking steps towards ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence.</li> <li>- In regard to changing perceptions and norms?</li> <li>- In terms to better protection and response mechanisms for victims and particularly: women with disabilities, Roma, and Egyptian women, LGBTI and elderly women.</li> </ul>
IMPACT (II)	Are there any other specific results that you want to highlight? Have there been any positive or negative unintended results?

Criteria	SPECIFIC INTERVIEW QUESTION
	(For Programme Teams -PT) Do you feel the ToC framework has been implemented and valid? What evidence exist of the programme directly contributing to these results? (e.g., Do you feel the Programme has effectively been able to influence government institutions? Or creating/supported local capacity building that is leading to these results? Do you have any specific examples?)
EFFECTIVENESS	What have been the major factors (of success/failure) influencing the achievement or non-achievement of the outcomes/expected results/outputs? (Identify main obstacles, challenges, and catalysts) Were there any changes in national policy/strategy during Programme implementation? Are there any new needs that have not yet been attended to? How does the programme ensure that new priorities are included and taken into consideration? Have there been any unforeseen problems? How well are they resolved? How were risks assessed and managed?
EFFICIENCY For Programme Teams mainly:	What measures have been taken during planning and implementation to ensure that resources are efficiently used? Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?
HR&GE For Programme Teams mainly:	Where the reporting formats adequate to show change? Was sufficient information was collected during the implementation period to measure progress on human rights and gender equality results? Were resources (financial, time, people) sufficiently allocated to integrate human rights and gender equality in the design, implementation, monitoring and review of the JP? How? Please provide examples. How have been the benefits and limitations of using specific delivery set ups instead of others, e.g., delivery through women CSOs in comparison to utilizing individual consultants, engaging local expertise, and building on Women CSOs' long-term engagement?
SUSTAINABILITY (I)	What is the Programme sustainability plan (does it exist)? And how is being implementing it? Do you feel the main results of the programme will be continued after its finalisation? What are the main challenges/biggest concerns in achieving sustainability?
SUSTAINABILITY (II)	Do you feel all key stakeholders have taken ownership of some or all of the Programme results? Do you have any specific examples of this ownership? Do you feel sufficient capacity has been created in order to ensure that these results are continued? What is missing? What could have been done differently?

### Tool 2. Donors – both programme specific donor, SC members and international stakeholders

Questions show slight variations depending on whether the donor is specifically providing support to the UNJP EVAWIA or to other programmes. These differences have been noted below.

EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
GN.0	<b>For SIDA:</b> What is your role? <b>For other donors:</b> How did you learn about the UNJP EVAWIA programme? what specific projects/programmes addressing GBV and VAW are you supporting? What do they do/what are their aims? (the last will be used also for COHERENCE)
RELEVANCE (I)	<b>For SIDA:</b> How was the process of identifying the needs that needed to be addressed with this programme? How was the process of prioritisation of these needs? Are there any others attending to needs that were not prioritised? <b>For other donors:</b> Where you consulted in the process of identification/adaptation of needs for the UNJP EVAWIA? <b>For SIDA:</b> Has there been any assessment of programme relevance since the planning process? Is there any verification process? Is this covered within the SC or programme meetings? <b>For other donors:</b> How much do you feel the UNJP EVAWIA e has responded to the needs of the local government and survivors of GB VAW.
COHERENCE (I)	<b>For both:</b> Do you know of any other stakeholders (donors, int and national CSOs/grassroot organisations) doing similar or related work to this programme? Do you finance any other related programmes? If so, what are these other programmes doing? <b>For SIDA:</b> How has the programme interacted and coordinated with these other projects/programmes? Is there any specific mechanism of coordination? Have any duplications been found? If so, how they have been solved?

EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
	<b>For other donors:</b> How has the UNJP EVAWIA p coordinated efforts with the programme you are supporting? Has this been effective? What could have been done better/differently?
COHERENCE (II)	<b>For SIDA only:</b> Is the sharing of the resources for each of the agency adequate and sufficient to deliver the expected outcomes and outputs? What could be done better/differently? Do you feel there is any disequilibrium?
IMPACT	<b>For both (others may not know but asking the question will help to assess their level of knowledge of the programme):</b> What do you think have been the main impact of this programme? <ul style="list-style-type: none"> <li>- In terms of the Government of Albania (GoA) and municipal duty-bearers taking steps towards ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence.</li> <li>- In regard to changing perceptions and norms?</li> </ul> In terms to better protection and response mechanisms for victims and particularly: women with disabilities, Roma, and Egyptian women, LGBTI and elderly women. <ul style="list-style-type: none"> <li>- Are there any other specific results that you want to highlight? Do you feel the ToC framework has been implemented and valid? Have there been any positive or negative unintended results?</li> </ul>
EFFECTIVENESS	Have there been any unforeseen problems? How well are they resolved? How were risks assessed and managed? <b>For both:</b> Have there been any significant changes in national policy/strategy during programme implementation? <b>For SIDA:</b> How does the programme ensure that new priorities are included and taken into consideration?
EFFECTIVENESS HR&GE <b>For SIDA only</b>	<b>For SIDA:</b> Have new, more relevant needs emerged and how did the programme address them? Are there any specific new needs that have not been addressed already? <b>For other donors:</b> How have the projects that you supported adapted to these changes? Do you know of any significant changes the UNJP EVAWIA has done to adapt to these changes?
EFFICIENCY (I) <b>For SIDA only</b>	Do you feel that resources have been efficiently used? Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?
HR&GE <b>For Programme Teams mainly:</b>	Where the reporting formats adequate to show change? Was sufficient information was collected during the implementation period to measure progress on human rights and gender equality results? How have been the benefits and limitations of using specific delivery set ups instead of others, e.g., delivery through women CSOs in comparison to utilizing individual consultants, engaging local expertise, and building on Women CSOs’ long-term engagement?
SUSTAINABILITY (II)	Do you know the programme sustainability plan (does it exist)? Do you feel has been properly implemented? Do you feel the main results of the programme will be continued after its finalisation? <b>For both:</b> What are the main challenges/biggest concerns in achieving sustainability? <b>For both (others may not know but asking the question will help to assess their level of knowledge of the programme):</b> Do you feel all key stakeholders have taken ownership of some or all of the programme results? Do you have any specific examples of this ownership? <b>For both (others may not know but asking the question will help to assess their level of knowledge of the programme):</b> Do you feel sufficient capacity has been created in order to ensure that these results are continued? What is missing? What could have been done differently?

**Tool 3. For implementing partners (within the programme and from other programmes)**

Questions show slight variations depending on whether the organisation is specifically integrated within the UNJP EVAWIA or to other programmes. These differences have been noted below.

EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
GN.0	<b>For ProgPartners:</b> What is your role within the programme? <b>For others:</b> How did you learn about the UNJP EVAWIA? What is your role in addressing GBV and VAW in Albania? What kind of associated projects do you implement? (The last will be used also for COHERENCE)

EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
RELEVANCE (I)	<b>For ProgPartners:</b> How was the process of identifying the needs that needed to be addressed with your specific support? How was the process of prioritisation of these needs? Are there any needs that have not been addressed? <b>For others:</b> Where you consulted in the process of identification of needs for the UNJP EVAWIA?
	<b>For programme partners:</b> Has there been any assessment of programme relevance since the planning process? Is there any verification process? Is this covered within the SC or programme meetings?
	<b>For others:</b> Do you feel the activities implemented by the programme are adequately addressing the existing needs? Are there any needs that have not been addressed?
COHERENCE (I)	<b>For programme partners:</b> Do you know of any other stakeholders (donors, int and national CSOs/grassroot organisations) doing similar or related work to this programme? What are these other programmes doing?
	<b>For programme partners:</b> How has the programme interacted and coordinated with these other projects/programmes? Is there any specific mechanism of coordination? Have any duplications been found? If so, how they have been solved?
	<b>For others:</b> How has the UNJP EVAWIA programme coordinated efforts with the programme you are supporting? Has this been effective? What could have been done better/differently?
IMPACT	<b>For both (others may not know but asking the question will help to assess their level of knowledge of the programme):</b> What do you think have been the main impact of this programme? <ul style="list-style-type: none"> <li>- In terms of the Government of Albania (GoA) and municipal duty-bearers taking steps towards ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence.</li> <li>- In regard to changing perceptions and norms?</li> <li>- In terms to better protection and response mechanisms for victims and particularly: women with disabilities, Roma, and Egyptian women, LGBTI and elderly women.</li> </ul>
	<b>For programme partners only:</b> Are there any other specific results that you want to highlight? Do you feel the ToC framework has been implemented and valid? Have there been any positive or negative unintended results?
	<b>For both:</b> Have there been any significant changes in national policy/strategy during programme implementation? Are there any new needs that have not yet been attended to?
EFFECTIVENESS (I and II)	<b>For programme partners:</b> What have been the major factors (of success/failure) influencing the achievement or non-achievement of the outcomes/expected results/outputs? (Identify main obstacles, challenges, and catalysts)
	<b>For both:</b> Have there been any significant changes in national policy/strategy during programme implementation? Are there any new needs that have not yet been attended to? <b>For programme partners:</b> How does the programme ensure that new priorities are included and taken into consideration?
	<b>For both:</b> Have there been any unforeseen problems? How well are they resolved? How were risks assessed and managed?
EFFICIENCY	<b>For programme partners only:</b> Do you feel that resources have been efficiently used? Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?
HR&GE <b>For programme partners only</b>	Where the reporting formats adequate to show change? Was sufficient information was collected during the implementation period to measure progress on human rights and gender equality results?
	How have been the benefits and limitations of using specific delivery set ups instead of others, e.g., delivery through women CSOs in comparison to utilizing individual consultants, engaging local expertise, and building on Women CSOs' long-term engagement?
SUSTAINABILITY (I) <b>For programme partners mainly</b>	Do you know the programme sustainability plan (does it exist)? Do you feel has been properly implemented?
	Do you feel the main results of the programme will be continued after its finalisation?
	<b>For both:</b> What are the main challenges/biggest concerns in achieving sustainability for programmes like this in Albania?
SUSTAINABILITY (II)	<b>For both (others may not know but asking the question will help to assess their level of knowledge of the programme):</b> Do you feel all key stakeholders have taken ownership of some or all of the programme results? Do you have any specific examples of this ownership?
	<b>For both (others may not know but asking the question will help to assess their level of knowledge of the programme):</b> Do you feel sufficient capacity has been created in order to ensure that these results are continued? What is missing? What could have been done differently?

**Tool 4. For governmental stakeholders (both local and national)**

Questions show slight variations depending on whether the stakeholder is national or local. These differences have been noted below.

EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
GN.0	<b>For all:</b> What is your role within the programme? What is your role in addressing GBV and VAW in Albania?
RELEVANCE (I)	<b>For all:</b> How was the process of identifying the needs that needed to be addressed with your specific support? How was the process of prioritisation of these needs?
	<b>For national stakeholder within the SC:</b> Has there been any assessment of programme relevance since the planning process? Is there any verification process? Is this covered within the SC or programme meetings?
	<b>For all:</b> Do you feel the activities implemented by the programme are adequately addressing the existing needs? Are there any needs that have not been addressed?
COHERENCE (I)	<b>For all:</b> Are there any other related programmes in which the Government is participating? What are these other programmes doing?
	<b>For all:</b> How are you ensuring there are not repeating efforts?
IMPACT	<b>For all:</b> What do you think have been the main impact of this programme?
	<ul style="list-style-type: none"> <li>- In terms of ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence.</li> <li>- In regard to changing perceptions and norms?</li> <li>- In terms to better protection and response mechanisms for victims and particularly: women with disabilities, Roma, and Egyptian women, LGBTI and elderly women.</li> </ul>
	<b>For all:</b> Are there any other specific results that you want to highlight? Have there been any positive or negative unintended results?
EFFECTIVENESS (I and II)	<b>For all:</b> What have been the major factors (of success/failure) influencing the achievement or non-achievement of the outcomes/expected results/outputs? (Identify main obstacles, challenges, and catalysts)
	<b>For all:</b> Have there been any significant changes in national/local policy/strategy during programme implementation? Are there any new needs that have not yet been attended to?
	<b>For all:</b> Have there been any unforeseen problems? How well are they resolved? How were risks assessed and managed?
EFFICIENCY	<b>For all:</b> Do you feel that resources have been efficiently used? Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?
HR&GE	<b>For all:</b> How have been the benefits and limitations of using specific delivery set ups instead of others, e.g., delivery through women CSOs in comparison to utilizing individual consultants, engaging local expertise, and building on Women CSOs' long-term engagement?
SUSTAINABILITY (I)	Do you know if there is sustainability plan for the programme (does it exist)? Do you feel the main results of the programme will be continued after its finalisation?
	What are the main challenges/biggest concerns in achieving sustainability for programmes like this in Albania?
SUSTAINABILITY (II)	How will you be taking ownership of the programme activities once delivered?
	Do you feel sufficient capacity has been created in order to ensure that these results are continued? What is missing? What could have been done differently?

**Tool 5. FGD questions for groups of beneficiaries (including groups of CSO, women-based organisations)?**

EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
GN.0	What kind of services, training/capacity building or activities have you benefited from? Be as specific as possible please?



EC/CRITERIA	SPECIFIC INTERVIEW QUESTION
RELEVANCE (I)	Do you feel the activities implemented by the programme are adequately addressing the existing needs in regard to the response to VAW? Are there any needs that have not been addressed?
	Do you feel you have been consulted or participated in the process of selecting programme activities or determining priorities?
COHERENCE (I)	Are you benefiting from any other programme/programme which attends the needs of GBV/VAW survivors or organisations supporting them?
	If so, do you feel efforts are being equally coordinated?
IMPACT	What do you think have been the main impacts of this programme?
	<ul style="list-style-type: none"> <li>- In terms of ensuring the implementation of international and national legal and political commitments to prevent, detect and protect women against violence.</li> <li>- In regard to changing perceptions and norms?</li> <li>- In terms of better protection and response mechanisms for victims and particularly: women with disabilities, Roma, and Egyptian women, LGBTI and elderly women.</li> </ul>
	Are there any other specific results that you want to highlight? Have there been any positive or negative unintended results?
EFFECTIVENESS (I and II)	Have new, more relevant needs emerged? Do you feel the programme has adapted to consider these new priorities?
	What key needs and priorities are still unmet in regard to GBV/VAW?
	Have there been any unforeseen problems? How they have been resolved? What is missing, can be done better or differently?
	What do you think are the key risks of this programme? Have there been adequately mitigated? (If no/yes, please provide an example.
EFFICIENCY	Do you feel that resources have been efficiently used? Have programme funds and activities been delivered in a timely manner? If not/yes, why you think was the main reason?
HR&GE	How have been the benefits and limitations of using specific delivery set ups instead of others, e.g., delivery through women CSOs in comparison to utilizing individual consultants?
	<b>Project partners only:</b> Where the reporting formats adequate to show change? Was sufficient information was collected during the implementation period to measure progress on human rights and gender equality results?
SUSTAINABILITY (II)	What are the main challenges/biggest concerns in achieving sustainability for programmes like this in Albania?
	Do you think government stakeholders will be taking ownership of the programme activities once delivered?
	Do you feel sufficient capacity has been created in order to ensure that these results are continued? What is missing? What could have been done differently?

## ANNEX G. LIST STAKEHOLDERS INTERVIEWED

## DETAILED DATA OF STAKEHOLDERS INTERVIEWED PER CATEGORY

CATEGORY	SPECIFIC STAKEHOLDER	TARGETS	ACHIEVED	# KIIs/GI/FGDs	DIFF
<b>Duty bearers who have decision-making authority over the intervention such as governing bodies.</b>	Representatives of Ministry of Health and Social Protection (MoHSP) with its Gender Equality sectors and National Council of Gender Equality (NCGE)	2 from the MoHSP;	1	1	1
		1 from the NCGE;	AWEN, SC member is part of the NCGE, as well as GREVIO		NA
	Representative from the three UN agencies that are part of the UNJP: UN Women, UNDP, UNFPA as well as representatives from the UNRC	About 2 participants from each agency – or 8 participants in total	12	7	0
	Representatives from the programme donor (Sweden/SIDA)	Up to 2 participants	2	2	0
	Any other members of the programme SC such as Deputy Prime Minister's office; the representative from the LG and the two CSOs (Albanian Helsinki Committee and Institute for Democracy and Mediation)	3 participants	4	2	+1
<b>Duty bearers who have direct responsibility for the intervention, such as programme managers and associated partners that do not have decision-making authority over the intervention</b>	Programme partners/service providers at the national level such as: Ministry of Justice, Ministry of Defence, State Social Service, ASPA, School of Magistrates. Liliun centre	5 representatives	12	7	+6
	Programme partners/service providers at the local level such as: members of the CRMs	About 10-15 reps. from 9 selected LGs whose CRMs were established or further consolidated.	13 from 10 LGs and 1 region <sup>58</sup> .	8	+3
	Experts and consultants	4	10	4	+5
<b>Secondary duty bearers and intermediary/potential beneficiaries, such as the private sector or other associated donors and providers of human rights and gender empowerment services.</b>	Legislators and policy makers that supported the passages of laws in alignment with the Istanbul convention	2 reps. from the Parliamentary Sub-Committee on Gender Equality;	2	2	0
	National and local policy makers that supported the consolidation of policies in alignment to CEDAW and GREVIO.	2 reps. from the office of the Commissioner Against Discrimination.	1	1	0
		2 reps. from the office of Ombudsman	3	1	-1
		1 rep. from the Albanian Women Empowerment Network	1	1	0
		1 rep. from GREVIO;	1	1	0
	Other donors supporting implementation of UN Output 2.5 on GBV, and/or JWP UNDAF outcomes 2	1 rep. from the CoE	Interviewed as part of the SC members.		NA

<sup>58</sup> See footnote 6 and information provided in next table.

CATEGORY	SPECIFIC STAKEHOLDER	TARGETS	ACHIEVED	# KIIs/GI/FGDs	DIFF
	(Social Cohesion) and 4 (Gender Responsive Governance).	1 representative from ADA	1	1	0
		1 representative from EUD;	1	1	0
<b>Rights holders (individually or through the civil society organizations acting on their behalf) who are the intended and unintended beneficiaries of the intervention</b>	Representatives of women CSO and community-based women's organizations that have been supported by the programme.	5 - 10 representatives from CSOs	25, representing 21 orgs. <sup>59</sup>	9	+18
	Representatives of men and boys' champions who actively advocate to end GB-VAW.	3 representatives from CSOs/and academia	Already included either within category immediately above and as a case study.		NA
<b>Rights holders (individually or through the CSOs on their behalf) who should be represented in the intervention but are not, or who are negatively affected by the intervention - potential spoilers</b>	Representatives from national partners of other associated programmes tackling VAW and/or promoting women empowerment and equality, not already included.	2 representatives	Some national partners of other associated programmes were interviewed or consulted (AWEN, GADC), but they are also part of other categories above.		NA
	Local political, policy makers and/or religious leaders who have opposed one or more of the programme objectives, particularly legislators and policy makers opposing the passage of legislation promoted in outcome 1.	2 representatives			NA
<b>TOTAL</b>		<b>64 people, 20 to 26 KIIs</b>	<b>89 people</b>	<b>48 KIIs</b>	<b>+25</b>

#### DETAILED ROLES OF PEOPLE INTERVIEWED PER CATEGORY

Participant	Date, Tool
<b>Representatives of Ministry of Health and Social Protection with its Gender Equality sectors and National Council of Gender Equality</b>	
Brunilda Dervishaj, Head of Sector of Policies and Gender Equality/NCG	KII, 19th April
<b>Representative from the three UN agencies that are part of the UNJP: UN Women, UNDP, UNFPA and UNRC</b>	
Estela Bulku, Head of Programmes, UN Women	KII, 4th April
Alba Agolli, Programme Manager, UN Women	KII, 4th April; GI, 19th/22nd April (visit)
Megi Llubani, Technical Project Analyst	KII, 4th April
Elsona Agolli, PD and Gender Programme Analyst UNFPA	KII, 6th April
Entela Lako, Programme Specialist, UNDP	KII, 5th April
Edlira Papavangjeli, UNJPCoordinator, UNDP	KII, 4th April; GI, 19th/22nd April (visit)
Elona Dini, Gender Equality Expert, UNDP	KII, 4th April; GI, 19th/22nd April (visit)
Azeta Çollaku, Associate Development Coordination Officer, Data Management and Results Monitoring/Reporting	KII, 8th April
Fiona McCluney, UN Resident Coordinator	GI, 19th/22nd April (visit)
Monica Merino, UNDP Resident Representative	
Michele Ribotta, UN Women Representative	KII, 20th April, GI, 22nd April (visit)
Isabel Suarez, UN Women Europe and Central Asia Regional Evaluation Specialist	KII, 27th April
<b>Representatives from the programme donor (Sweden/SIDA)</b>	
Rezarta Katuçi, Programme Officer, Embassy of Sweden in Albania	KII, 6th April

<sup>59</sup> See detailed list in next table.

Participant	Date, Tool
Nicole Farnsworth, Expert SIDA. Programme Manager and GBV expert, SIDA's MEL Expert for the Programme	KII, 28th April, 2 p.m.
<b>Members of the programme SC</b>	
Olsi Dekovi, Deputy Head of Office, CoE (also in donors' category)	FGD, 6th April
Gjergji Vurmo, Programme Director, Institute for Democracy and Mediation	KII, Answers in writing
Erida Skendaj, Albanian Helsinki Committee	FGD, 6th April
Olimbi Hoxhaj, Executive Director, People Living with HIV in Albania	FGD, 6th April
<b>Programme partners/service providers at the central/national level such as: Ministry of Justice, Ministry of Interior, Ministry of Defence, ASPA, School of Magistrates, LILIUM, media</b>	
Albana Koçiu/Keida Meta, Department of Public Administration	KII, 11th April
Arta Mandro, School of Magistrates, Mariana Semini, School of Magistrates, Aurela Anastasi, Academia and expert legal areas	FGD, 8th April
Silvana Alimadhi, Head of Sector, Juveniles and Domestic Violence, Criminal Police Department, General Directorate of Police	KII, 14th April
Alma Katragjani, Gender and Diversity Specialist. General Directorate of Police	KII, 7th April
Adela Kula, Albanian School of Public Administration	KII, 22nd April (visit)
Manushaqe Shehu, General Armed Forces, Ministry of Defence Alda Sula, MoD CIMIC & PA Chief CIMIC	FGD, 22nd April (visit)
Pellumb Shehu, MoD, PA Chief - Training and Doctrine Commande	
Erjola Vako, Case Manager, LILIUM	KII, 11th April
Valbona Sulçe, Media Expert UN Women	KII, 7th April
<b>Programme partners/service providers at the regional and local level such as: Representatives from Regional Directorate of SSS, municipalities whose CRMs were established or further consolidated CRMs, and members of CRMs.</b>	
Meme Xhaferraj, Director of Social Services, Municipality of Durres Irsida Bicolli, Regional Directorate of State Social Services of Korça Entela Fejzo, Regional Directorate of State Social Services of Korça	FGD: 14th April
Nertila Pelivani, Local Coordinator against Domestic Violence, Municipality of Roskovec, Enea Gjyla, Local Coordinator against Domestic Violence, Municipality of Mat	
Arbi Basho, Local Coordinator against DV, Municipality of Pogradec Municipality of Kruja supported by Executive Director, HRDI	KII, Answers in writing
Çuka Babani, Director of Social Services. Former LCDV, Vau Dejes Municipality	KII, 20th April (visit)
Brisjana Vojvoda, Local Coordinator against Domestic Violence, Malesi e Madhe,	KII, 20th April (visit)
Migena Kokeri, Director of Protection and Social Inclusion, Municipality of Tirana	KII, 19th April (visit)
Migena Ismailati, UN Women expert and now LDCV in Municipality of Tirana	KII, 19th April (visit)
Medina Papoj, Director of Social Services, former LDCV, Municipality of Kavaja	KII, 21st April (visit)
Xhoana Çoku, Local Coordinator against Domestic Violence, Municipality of Divjaka	KII, 21st April (visit)
<b>Experts and consultants</b>	
Monika Kocaqi, CRM expert and gender expert in MoHSP Elvana Gadeshi, REVALB Margarit Ekonomi, REVALB	FGD: 7th April
Marsela Allmuça, Shelter for Abused Women and Girls (SAWG) Aurela Bozo, Centre for Legal Civic Initiatives (CLCI) Gertjana Hasalla, Centre for Labour Rights	
Elida Metaj, monitoring expert for the UNJP	KII, Answers in writing + follow up call 12th April
Blerina Xhani, UN women expert	KII, 11th April
Irida Agolli, Gender Expert	KII, Answers in writing

Participant	Date, Tool
Agustela Nini, Expert Consultant on EVAW	GI: 4th April
<b>Legislators and policy makers that supported the passages of laws in alignment with the Istanbul convention – the Parliamentary Sub-Committee on Gender Equality;</b>	
Eglantina Gjermeni, Former MP and Head of the Sub-Committee GE & VAW Prevention	Answers in writing
Vasilika Hysi, Former Deputy Speaker of the Parliament	KII, 28th April
<b>National and local policy makers that supported the consolidation of policies in alignment to CEDAW and GREVIO, such as the NHRIs, President of Grevio and AWEN</b>	
Erinda Ballanca, People's Advocates	FGD, 11th April
Vilma Shurdha, People's Advocates	
Etleva Sheshi, People's Advocates	
Robert Gajda, Commissioner for Protection from Discrimination	KII, 19th April
Iris Luarasi, President of GREVIO	KII, 28th April
Ines Leskaj, AWEN	KII, 4th April
<b>Other donors or INGOs working in the implementation of UN Output 2.5 on GBV, and/or JWP UNDAF outcomes 2 (Social Cohesion) and 4 (Gender Responsive Governance).</b>	
Enkelejda Lopari, EU Gender Focal Point	GI, 28th April
Elona Fana, Austrian Development Agency	GI, 28th April
<b>Women representatives of CSO and community-based women's organizations that have been supported by the programme.</b>	
Marinela Muçobega, Shelter for Abused Women and Girls (SAWG)	FGD: 7th April
Fabiola Laço Egro, Community Development Center "Today for the Future"	
Eleni Jacari, Me, the Woman	
Esjurda Tallushi, Me, the Woman	
Aferdita Prroni, Human Rights in Democracy Centre	
Irena Kraja, Mary Ward Loreto Foundation	
Elma Teršana, Observatory for Children and Youth Rights	
Shpresa Banja, Women Forum Elbasan,	
Dhoksa Gjoka, Women Forum Elbasan,	
Denada Shpuza, Women's Center Light Steps, Shkoder	
Liliana Dango, National Center for Community Services (NCCS)	Additional input in writing
Sidorela Horeshka, Argitra Vizion	Answers in writing
Gentiana Susaj, Director, Aikido Albania	FGD: 8th April
Erisilda Shpata, Association Gender Peace and Security	
Edlira, Association Gender Peace and Security	
Bajana Çeveli, Executive Director, Association of Women with Social Problems (AWSP)	
Marjana Meshi, Different and Equal	
Stela Tanellari, Different and Equal	
Diana Kasa, Tjeter Vizion	
Holta Koci, Albanian Community Assist	
Armela Pengili, Act for Society	Answers in writing
Altin Hazizaj, CRCA/ECPAT	Answers in writing
Elona Gjebrea, Albanian Centre for Population and Development	Answers in writing
Atila Uligaj, Woman to Woman Shkoder (CSO) supported CRMs in Puka, Vau Dejes and Mat	KII, 20th of April

## ANNEX H. SELECTION OF SAMPLED MUNICIPALITIES

As mentioned in footnote 2, the geographic scope of the project included a large part of the country municipalities. During the UNJP lifetime: 14 new CRMs were established (Skrapar, Memaliaj, Selenice, Divjake, Dropull, Kucove, Malesi e Madhe, Maliq, Dimal, Fushe Arrez, Has, Polican, Pustec, Libohove) and 14 existing CRMs further strengthened capacities (Kavaje, Kolonje, Bulqize, Roskovec, Konispol, Patos, Klos, Himare Puke, Mat, Vau Dejes, Konispoli, Kruja and Tropoja). Other municipalities were also part of project events, but the main beneficiaries of activities are those mentioned above.

### Methodology and managing data limitations:

Three **primary** criteria have been used for the selection of the municipalities targeted by the UNJP, to be included in the data collection phase: 1) population, 2) length of support/CRM, 3) presence of service provision (non-public/CSOs). The objectives were to gather experience from municipalities with different socio-economic and spatial characteristics. The methodology assumed that the approach underpinning the selection of municipalities needs to focus on maximising learning and effective logistics arrangement (i.e., clustering LGs for the field visit).

The municipalities have been clustered, based on population size and the geospatial distribution of indicators such as poverty and the concentration of services. The selected municipalities are representative of different contexts in terms of existence of social care services and population. A **secondary filter** has been applied to complement the primary criteria: the number of beneficiaries in receipt of number in receipt of NE cash assistance.

Therefore, the list of municipalities is based on an approximation akin to the line of *best fit* with the goal, purpose, outputs, and outcomes of this UNJP evaluation. The line of best fit should not be viewed as a statistical representation of a sample of municipalities. Instead, the list of municipalities, which is based on combination of quantitative data and qualitative criteria, aims to ensure there is as much alignment as possible between contextual features and the objectives of this evaluation.

### Managing data gaps and the use of proxy variable<sup>60</sup>:

The selection of municipalities is entirely based on data available at the geospatial level of administrative municipalities. However, data for some variables - such as poverty, is only available at the regional level. This limitation was addressed using proxy variables to estimate some key characteristics of the poverty, and urban-rural dichotomies:

The share of economic aid (NE) recipients in a given municipal population used as proxy for **poverty**.

In the aftermath of territorial administrative reform urban/rural classification has become less straightforward. The degree of urbanisation within a given municipality is relevant given its correlation (or mutual connection) with (a) the structure of economy and employment opportunities; and (b) density of population and access to services. The current geospatial configuration of municipalities is comprised of conglomerates with distinctly urban and distinctly rural settlements. For the purposes of maintaining correlations between key variables and the distinctive attributes of spatial configurations, municipalities where the majority of population reside in urban areas (i.e., towns/cities) are classified as **urban**; where the majority of the population reside outside of urban centres are classed as **rural**.

### Criteria for the selection of municipalities:

The selection of municipalities is based on clustering municipalities linked to the following indicators:

**Length of Support.** Length of time that they have received UN agency support related to addressing VAW through prior and this JP. This assessment is done based on the **CRMs supported – existing and new**.

<sup>60</sup> A proxy or proxy variable is a variable that is not in itself directly relevant, but that serves in place of an unobservable or immeasurable variable. In order for a variable to be a good proxy, it must have a close not necessarily linear, with the variable of interest. This correlation might be either positive or negative.

Pre/existing CRMs referrers to municipalities with CRMs in place prior to thisUNJP– and that the focus of cooperation was not specifically on CRMs, but to further capacitate the key actors on referral and tools addressing VAWG and GE.

**Hypothetic strength of CRMs and capacities of LGs.** Hypothesized strength of the Coordinated Referral Mechanisms (CRMs) and municipalities with capacities to use GRB tools.

This selection reflects mixed capacities of municipalities. These municipalities have been included through targeted activities: on budget planning and spending in the Action Plans, increasing the knowledge of municipality councillors about gender responsive budgeting as well as tools to use for influencing the budget increase in their respective municipalities for improved services to women and girls survivors of violence; training of social care workers (Durrës and Tirana) focusing on capacity building of Administrative Units to address more effectively VAW&DV cases; as well as activities is supporting municipalities to develop and implement new models/schemes for socio-economic reintegration of GB-VAW survivors. (Output 2 as well as Output 3.2. “Be a Man Club”).

**Demographic structure and geographic location.** Municipalities with different population size are included. Vulnerability to social risks linked with the specifics of the local demographic structure are an additional factor taken into consideration, such as the poverty profile based on the share of households receiving economic aid, the presence of minority groups<sup>61</sup>. Furthermore, geospatial location has also been considered as a key determinant in selecting the municipalities, ensuring that they are selected from the four development regions (north, central, south, and east) as well as urban/rural.

**Social indicators.** The focus here has been the presence of CSOs/service providers at the local level. However, other indicators have been included, such as the number of beneficiaries from existing social protection programmes (NE) – as described above, as well as the number of educations and health care centres along with the presence of all types of social care services (public and non-public ones).

#### Proposed list of selected municipalities

	LGs	Demographic & geographic indicators			Poverty	CRMs			Social Services	
		Population	Geographic location	Urban/Rural	% of economic aid beneficiaries	CRMs	Hypothetic strength of CRMs <sup>2</sup>	Length of UN support <sup>3</sup>	Social Services	Presence of CSOs/service providers
1	Tirana	High	Center	U	Low	Pre/exist.	High	H	High	49
2	Malesia e Madhe	Av./High	North	R	Average	Pre/exist.	High	H	Av.	3
3	Maliq62	Av./High	East	U	Low	Pre/exist.	High	H	Av./high	4
4	Roskovec	Average	South	U	Low	Pre/exist.	High	H	Av.	4
5	Kavaje	Av./High	Center	U	Low	Existing	Average/high	H	Av.	3
6	Patos	Average	East	R	Low	Existing	Average/high	A	Av./low	0
7	Vau i Dejes	Average	North	R	Av.	Existing	Average/high	A	Av./high	2
8	Divjake	Av./High	West	R	Low	New	Average/low	L	Av./low	1
9	Kruja	Av./High	Centre	U	Low	Existing	Average/high	A	High	7
10	Durrës	High	Centre - west	U	Low	Pre/exist.	High	H	High	10
11	Pogradec	High	East	R	High	Pre/exist.	High	H	Av.	4

The suggestions of the UN team were reflected during the above pre-selection, focusing to combine LGs who were supported in strengthening or establishing their respective CRMs. Pre/existing CRMs referrers to municipalities with CRMs in place prior to thisUNJP– and that the focus of cooperation was not specifically on CRMs, but to further capacitate the key actors on referral and tools addressing VAWG and GE.

<sup>61</sup> There are no accurate data on Egyptian communities and where they are settled. In few cases, such as in Shkodra, some of them still live-in separate communities, while the majority of them are integrated in the society.

<sup>62</sup> Covered through the information provided by the Regional Directorate of State Social Services in Korça Region.

## ANNEX I. ANALYSIS OF PROGRAMME RESULTS AGAINST ITS RESULTS FRAMEWORK

Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
<b>O.1.1:</b> Number of newly/revised legislation in alignment with the Istanbul Convention.	<u>Baseline:</u> Two (2) revised laws, 2018 DV Law improvements and 2017 Criminal Procedural Code, <u>Target:</u> up to 2 revised laws in alignment with Istanbul convention passed.	<p><b>Achievement according to the last report.</b></p> <ul style="list-style-type: none"> <li>• The amended Law on Domestic Violence (Law 125/2020) developed and enforced rules and procedures on management of emergency sexual violence cases in COVID-19 situation.</li> <li>• Approved CoMD 327/2021 2021 on "The mechanism coordinating the work between the authorities responsible for the referral of cases of domestic violence and its supporting processes for the rehabilitation of victims of violence".</li> <li>• Development of a Commentary on the implementation of Law No. 9669/2016 (amended) "On measures against Domestic Violence".</li> <li>• Approval of the Law on Foreigners 79/2021 with embedded gender-sensitive provisions.</li> </ul> <p><b>Evaluation Team Assessment and comments: Overachieved (4 out of 2 expected).</b></p>
<b>O.1.2:</b> Cumulative number of policies at the central and local levels that demonstrate alignment to CEDAW and GREVIO	<u>Baseline:</u> 0. <u>Target:</u> at least 3 policies at the central and local levels that demonstrate alignment to CEDAW and GREVIO.	<p><b>Achievement according to the last report.</b></p> <p>17 policies at the central and local levels were referenced and they are disaggregated In</p> <ul style="list-style-type: none"> <li>• Approved National Strategy on GE 2021 – 2030, its action plan, passport of indicators and costing according to IPSIS standards.</li> <li>• Approved National Action Plan on LGBTI+ persons 2021-2027.</li> <li>• Two standardized protocols developed for managing DV cases in normal and in COVID-19 situations, pursuant to the 2018 DV law amendments.</li> <li>• Tailored rules and procedures for management of emergency sexual violence cases in COVID-19 situation in LILIUM Centre.</li> <li>• Approved Minimum Standards of Social Care Services for GBV&amp;DV Victims Survivors in Public (short term) Residential Emergency Centres.</li> <li>• Approved standardized protocol for CRMs' members and professionals to manage sexual violence cases at local level through coordinated multisectoral approach.</li> <li>• MoHSP "On operation protocol for public and non-public residential centres providing shelter services to victims of DV and human trafficking during the COVID-19 pandemic".</li> <li>• MoHSP approved Multisectoral Response to GBV SoPs for Health and Psycho-social care in Emergencies.</li> <li>• MoJ and High Council of Justice (HCoJ) approved the Joint Ministerial Order on the establishment of a unified DV database generated by courts.</li> <li>• Developed Guide on Practical Steps for Management of DV cases for Police Officers members of CRMs in accordance with the DV Law amendments of 2018 and 2020.</li> <li>• Approved policy and procedures against harassment and sexual harassment to protect women and men among MoD personnel including armed forces.</li> <li>• Revised policy on Harassment including Sexual Harassment approved by order of the General Director of the State Police.</li> <li>• Unified guideline to prevent and handle all forms of violence, harassment, and sexual harassment in the workplace in partnership with PA and DoPA.</li> <li>• MoU between INSTAT and PAsigned in September 2020 on HR related data following the guidance from OHCHR.</li> <li>• University of Tirana (UT) initiated the development of procedural safeguards against violence, harassment, and sexual harassment.</li> </ul> <p><b>Evaluation Team Assessment and comments: Achieved (policies approved, and legal initiatives reported under O.1.1. have been improved to improve to align with international human rights standards and practices). Perhaps it will be good to differentiate between the policies reported at the outcome level and the ones in outputs.</b></p>
<b>O.2.1:</b> Number of municipalities that have adopted special measures and budgets for the integration of	<u>Baseline:</u> 4 municipalities, <u>Target:</u> At least 8 municipalities with adopted special socio/economic integration	<p><b>Achievement according to the last report and clarifications from UNJP Teams.</b></p> <ul style="list-style-type: none"> <li>• A model for socio-economic reintegration of GB-VAW survivors with associated costs developed and available to be implemented in 6 municipalities (Tirana, Elbasan, Vlora, Durres, Shkodra, Pogradec)<sup>63</sup>.</li> <li>• 5 municipalities (Durres, Korça, Tirana, Elbasan, Lezha) assisted in applying GRB within MTBP 2021-2023<sup>64</sup>.</li> </ul>

<sup>63</sup> Durres was one the first pilots supported in establishing and further strengthening their CRM, through previous programmes. They were mentored to provide budget support to DV victims and outsourced support services to CSOs that were members of the CRMs out of the municipal budget. Durres municipality now supports the local emergency centre out of their own budget. Pogradec was supported through another UNJP "Leave No One Behind" to establish and make functional the community based multi-functional centre which have dedicated emergency support services and shelter for DV victims. This center is budgeted out now of the municipal budget.

<sup>64</sup> The staff from social services and budget offices were trained and mentored on planning and budgeting the GRB services, and Women Alliances in the Municipality Councils involved for advocacy purposes. Representatives from MoF were involved in trainings at the local level.



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Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
survivors of GB-VAW	schemes/models for GBV survivors.	<b>Evaluation Team Assessment and comments:</b> <b>Partly achieved, but difficult to properly assess.</b> According to information provided by UN Women the “special measures and budget” comprise a legal and policy framework in place, awareness, and knowledge among officials on their budget planning responsibilities and actual allocations. <b>No information on resulting knowledge, planning responsibilities and actual allocations was provided in the indicator.</b> Additional associated results can be observed also in output ind. 2.2.a. and 2.2.b.
<b>O.2.2:</b> Number of POs (POs) implemented in the project targeted municipalities.	<u>Baseline:</u> in 2018, 3037 cases; in 2017, 2593 cases <u>Target:</u> All POs issued are fully implemented in the project targeted municipalities.	<b>Achievement according to the last report and clarifications from UNJP Teams.</b> During January-December 2021, 3266 requests were submitted by State Police to the Courts for POs. The actual number of PO issued by the Court is expected to be lower. Data for 2021 has not yet been published by the Ministry of Justice. Yet 233 POs were validated by relevant Courts and recorded in REVALB by the targeted municipalities. For 2020, there were <b>4702 reports of domestic violence</b> ; out of this, 2836 requests (60%) including those of the Police and requests submitted directly by victims were brought to the Court for protection measures. The courts approved only 1596 (56%) requests by a court order <sup>65</sup> . This means overall 34% of the reports done lead to a PO. 2,835 POs issued by police for January-December 2019. <b>Evaluation Team Assessment and comments:</b> <b>Likely achieved. Following to additional information provided by the UNJP teams, in all targeted municipalities POs were fully implemented as 100% of all reported DV cases have been managed. The LCDVs do a periodic monitoring of the POs and provided written reports as foreseen in the legal requirements. Yet, the reports did not provide evidence of all POs being implemented and during data collection some municipalities said they were having some issues finalising cases in REVALB. A more in-depth external verification mechanism for this target needed to be established.</b>
<b>O.2.3:</b> Number of cases of GB-VAW addressed through CRMs	<u>Baseline:</u> According to REVALB, 2,461 cases of violence have been recorded since 2014. For 2016, 622 cases were recorded, for 2017, 758 cases of violence recorded and for 2018 668 cases recorded. <u>Target:</u> All cases addressed to CRMs managed within the programme in the targeted municipalities.	<b>Achievement according to the last report.</b> During January-December 2021, 1,489 cases are recorded in REVALB and handled through CRM mechanisms <sup>66</sup> . 994 cases recorded in REVALB during January –December 2020. 637 cases recorded in REVALB during January-December 2019. The 2021 figure for DV casies recorded in REVALB comes mostly from CRMs that are further consolidated such as CRM of Durres, Korce, Tirane, Vlore, Shkoder, Berat, Dimal (Ura Vajgurore), Lushnje and have stable CRM members and/or LCDV. <b>Evaluation Team Assessment and comments:</b> <b>Likely achieved. Difficult to assess what the target indicator was intended to measure, whether it was all CRMs managing all cases in REVALB, or all DV cases being sent to CRM for management. In either of these cases information submitted is insufficient to present an evaluation. Finally, according to data provided by the MoHSP, for 2021: 41 of the 61 (67%) municipalities with a CRM have entered the data in the REVALB system and have updated them in a regular basis, but no specific assessment is given about the other 20. It is also not known whether the CRMs regularly reporting cases are part of the 28 supported by this programme.</b>
<b>O. 3.1:</b> Attitudinal change among men and boys measured through surveys	<u>Baseline:</u> 33% of men that girls mostly have to be engaged with house responsibilities, while boys should pursue career and leadership opportunities (2018). <u>Target:</u> Boys and men who are involved in awareness activities become advocates for change.	<b>Achievement according to the last report and clarifications from UNJP Teams.</b> It is estimated that over 3,630,950 people are reached through awareness raising interventions targeting women and men, girls and boys focusing on GBV/DV and sexual violence through various art activities in social and traditional media, written stories by youth, round tables and forums, online platforms, videos, posters, leaflets, banners, messages, and public exhibitions to support attitudinal change to DV-GBV particularly during 16 days of activism campaign against gender based-violence. The increase in the rate of reports is an indication of the impact of awareness raising and informing women and girls for ways on how to report violence to authorities. In 2019, the number of reported cases of violence to the Police was 4629, in 2020 4701, and 2021, 5312. Religious leaders are currently engaged in campaigns like the “Most active spiritual leader of the 2022 year in the protection of families, gender inequalities and women’s rights”. An estimate of 50.000 people has been reached, through the messages of the religious leaders,

<sup>65</sup> According to data from UN Women partners, a significant issue remains the absence of legal aid for victims of DV, which makes it difficult for their cases to be effectively managed by the Police and Courts. For example, in Elbasan during 2021, 54 women were supported with legal aid, out of which 46 received PO, a much higher rate than the average of other cases. Apart from accessible support services for victims, including the legal aid, there still is a low sensitivity from the judges to conduct due diligence principle while issuing POs. To mitigate this challenge, the UNJP intensified training of judges in partnership with the School of Magistrates. Yet enrolling in these training program as part of continues training they need to attend depends on the interest and requests coming from the judges and prosecutors.

<sup>66</sup> There are 1256 cases of domestic violence compared to 1051 cases in 2020. Of these, 1061 women / girls and 195 men/boys result; 32 minors / of which 4 boys and 28 girls minors; Persons with disabilities (PWDs) 7 of which 7g / girl; from the Roma-Egyptian minority there were 12 cases of which 9 women / girls and 3 men / boys. 972 cases come from urban areas and 384 from rural areas. 575 cases are employed, 317 unemployed and 415 in economic assistance (NE).

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Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
		that violence against women is a cruel and barbaric act that worsens and destroys relationships. <b>Evaluation Team Assessment and comments:</b> <b>Difficult to assess in absence of a mechanism to measure change and a proper target. The formulation of the indicator suggests the use of surveys to measure change in attitudinal areas, but the results of these surveys were not used in the reports or provided for the evaluation. Some qualitative examples of change about boys and men being advocates of change were provided (see Annex K, Case Study #3) were presented by the UNJP teams, there are no mechanisms set in place to identify if this was the case for all boys and men involved or when was this more effective. Also, no pre/post impact surveys to measure quantitative change in boys and men was established to facilitate a proper independent verification of the indicator. Some data from awareness raising activities were also shared by each agency, yet not aggregated by category and mainly linked to outreach through awareness.</b>
<b>O.3.2:</b> Number of new clients reporting cases of GB-VAW and seeking protection when relevant in the project targeted municipalities	<u>Baseline:</u> 46 additional cases recorded by REVALB in 2017, compared to 2016. <u>Target:</u> 49 new clients annually reported GB-VAW cases from 2020 onwards.	<b>Achievement according to the last report.</b> 289 new clients recorded for the period 2018-2021 (42 in 2018, 5 in 2019, 88 in 2020 and 134 in 2021).  In 2021, integrated support services to 29 survivors of sexual violence, (5 women, 21 girls, 3 boys), who were assisted with integrated specialized support services by the multi-sectorial socio-medical staff at LILIUM Centre and 425 cases handled by CRMs. <b>Evaluation Team Assessment and comments:</b> <b>Likely overachieved, based on the data reported through REVALB, verified through the UNJP annual reports and information shared by MoHSP, an increase in cases is observed in 2020 and 2021. The concept of new clients refers only to “new entries” in the REVALB system. This indicator also likely repeats output indicator 1.3.b and outcome indicator O2.3.</b>
<b>O.3.3:</b> Number of municipalities that allocate budget for awareness-raising	<u>Target:</u> To be determined annually through REVALB.	<b>Achievement according to the last report.</b> No specific data provided. <b>Evaluation Team Assessment:</b> <b>Difficult to assess as baseline data and target are missing. Furthermore, the reports do not provide data on increased local budgets for implementing awareness raising activities.</b>
<b>Output 1.</b> National authorities capable to design legal framework and policy on GBV-VAWGs-in alignment with international human rights standards and practices		
I1.1. Number of legal initiatives undertaken to align legal framework/ policy on GBV-VAWG with international human standards.	<u>Baseline.</u> Current policy and legislative framework on GB-VAW not in full compliance with international HR standards/practices. <u>Target.</u> 5 new/amended laws/by-laws/ policies	<b>Achievement according to the last report and clarifications from UNJP Teams.</b> 4 legislative amendments and 17 policies referred under Outcome 1.1 and 1.2 above.  <b>Evaluation Team Assessment and comments:</b> <b>Achieved. This indicator repeats information from outcome indicator 1.1. 4 Legislative changes, 2 national strategies/plans, 13 policies.</b>
I1.2a Number of sessions of National Council (NC) where GBV is discussed	<u>Baseline.</u> Capacities to monitor implementation on action related to GB-VAW are uneven among various state, government, and civil society entities. <u>Target.</u> At least one NC meeting per year focused/targeting GB-VAW.	<b>Achievement according to the last report and clarifications from UNJP Teams.</b> In 2019, the National Council on GE approved the BDPfA +25 report. During 2020 one meeting of the NC on GE was gathered to approve the GE Index, the monitoring report on the implementation of Resolution 1325. During 2020-2021 several meetings comprising all the members of the council met as well as other stakeholders to discuss and approved key policies and documents including the NSGE or the State CEDAW report. Therefore, specific meetings of the council were not held by the Ministry to avoid duplications.  <b>Evaluation Team Assessment and comments:</b> <b>Achieved. Yet, the baseline formulation does not correspond to the formulation of indicator (no. of sessions on the years previous to the programme), but rather suggests a qualitative assessment of main stakeholder groups.</b>
I1.2b Number of parliamentary committee/subcommittee meetings/hearings/debates/constitency meetings on GB-VAW	<u>Baseline.</u> As on I1.2a. <u>Target.</u> At least 10 meetings of Committees/sub-committees.	<b>Achievement according to the last report and clarifications from UNJP Teams.</b> For 2019, two meetings of Parliamentary sub-Committee on GE and GB-VAW (Roskovec municipality and design of action plan on GRB).  For 2020, 7 meetings of the Parliamentary Sub-committee on GE and GB-VAW and Committee on Human Rights respectively i) to discuss proposals for amendments of the Electoral Code on GBV during elections and ii) to review civil society proposals on measures to prevent sexual violence, local government mechanisms in referring to domestic violence, and impact of the Covid-19 pandemic 19 on women’s issues and gender equality. In 2021 due to elections the subcommittee was dissolved. The new legislative session started in September and the subcommittee was not re-established. UN Women is currently lobbying

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Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
		<p>for the re-establishment. Yet on 10 Dec 2021 the Speaker of Parliament held a session with CSOs, development partners and others in the context of the 16 days of activism, reflecting on challenges of addressing GBV/DV in Albania.</p> <p><b>Evaluation Team Assessment and comments:</b> <b>Partly achieved, as total number of meetings reported in 2019 and 2020 Annual reports is 9. Also, the baseline does not fully corresponds to the formulation of this indicator.</b></p>
<p>I1.2c Number of working protocols</p>	<p><u>Baseline.</u> As on I1.2a. <u>Target.</u> Up to 5 working protocols developed and/or improved.</p>	<p><b>Achievement according to the last report.</b></p> <ul style="list-style-type: none"> <li>• Two standardized protocols developed for managing DV cases in normal and in COVID-19 situations, pursuant to the 2018 DV law amendments.</li> <li>• Approved standardized protocol for CRMs’ members and professionals to manage sexual violence cases at local level through coordinated multisectoral approach.</li> <li>• MoHSP “On operation protocol for public and non-public residential centres providing shelter services to victims of domestic violence and human trafficking during the COVID-19 pandemic”.</li> <li>• Approved Minimum Standards of Social Care Services for GBV&amp;DV Victims Survivors in Public (Short term) Residential Emergency Centres.</li> <li>• MoHSP approved Multisectoral Response to GBV SoPs for Health, Psycho-social care in Emergencies.</li> <li>• Developed Guide on Practical Steps for Management of DV cases for Police Officers members of CRMs in accordance with the DV Law amendments of 2018 and 2020.</li> <li>• Unified guideline to prevent and handle all forms of violence, harassment a sexual harassment in the workplace in partnership with PA and DoPA.</li> <li>• Developed Guide on Practical Steps for Management of DV cases for Police Officers members of CRMs in accordance with the DV Law amendments of 2018 and 2020</li> </ul> <p><b>Evaluation Team Assessment and comments:</b> <b>Achieved (9 achieved from 5 that were targets). Indicator repeats information measured at the outcome level.</b></p>
<p>I1.2d Number of NHRI and CSO shadow reports</p>	<p><u>Baseline.</u> As on I1.2a. <u>Target.</u> 2 new shadow reports by 2021.</p>	<p><b>Achievement according to the last report.</b></p> <p><u>Shadow reports</u></p> <ul style="list-style-type: none"> <li>• 2021 CSOs’ CEDAW shadow report with focus on SRHR.</li> <li>• PA’s Shadow Report submitted to CEDAW (2020).</li> </ul> <p><u>Other reports that contribute to shadow reports.</u></p> <ul style="list-style-type: none"> <li>• Ongoing pre-and-post election monitoring of media content to provide data and analysis on the scale and forms of VAW/VAWP</li> <li>• Monitoring Reports on the implementation of the NSGE 2016-2020 during 2020 in five municipalities finalized.</li> <li>• Draft study on the dimensions of Violence Against Women in Politics (VAWP) in Albania prepared and currently under review by various stakeholders including PA and CPD.</li> <li>• Monitoring Report by PA’s on GBV measures 2020-2021 upon the request of the Albanian Parliament.</li> <li>• Monitoring Report on “Violence against women during elections (VAWE) and gender bias in media coverage of the 2021 elections in Albania, by UN Women and Observatory for children and youth rights” by PA and CPD. Link in Annex D and Annex IB.</li> <li>• Monitoring Reports on measures to address GBV during Covid-19 pandemic in 11 municipalities finalized.</li> <li>• Report on monitoring and analysis of budget planning to address GBV in the Medium-Term Budget Program (MTBP 2018-2020) of the central government and five municipalities for the year 2018.</li> </ul> <p><b>Evaluation Team Assessment and comments:</b> <b>Achieved. The specific shadow reports are the first two mentioned, with other documents providing information to complement them.</b></p>
<p>I1.3a System in place to report on SDG indicators 5.1 &amp; 5.2 and 16.1 &amp; 16.2.</p>	<p><u>Target.</u> System in place.</p>	<p><b>Achievement according to the last report and clarifications from UNJP Teams.</b></p> <p>In 2019, baseline indicators established on SDG 5 indicator (5.2.1, 5.2.2, and 16.1.2 and 16.2.2. INSTAT and PA established in February 2021 an MoU to collect HR SDG specific indicator. Analysis of the SDG 5 indicators relating to Sexual and Reproductive Health analysis, are also collected through dedicated Surveys like ADHS 2017-2018. .</p> <p><b>Evaluation Team Assessment and comments:</b> <b>Achieved, as a system is in place.</b></p>
<p>I1.3b Number of CRM Mechanisms where REVALB has been established</p>	<p><u>Baseline.</u> 22 CRMs use REVALB, but not systematically used. <u>Target.</u> 37 CRMs systematically use REVALB.</p>	<p><b>Achievement according to the last report.</b></p> <p>For 2021, 61 CRMs use REVALB. For 2020, 37 CRMs use REVALB. For 2019, 29 CRMs use REVALB.</p> <p><b>Evaluation Team Assessment and comments:</b> <b>Likely overachieved. Data collection (including information provided by the MoHSP) indicate that 41 municipalities have been entering and updating the data in REVALB.</b></p>
<p><b>Output 2.</b> Women survivors safely access adequate and appropriate support services (economic, medical, psychosocial, security, shelter).</p>		

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Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
<p>I2.1a Number of professionals/members of CRMs trained in accredited / unified training courses on GBV-VAWG provided by responsible educational and training institutions.</p>	<p><u>Baseline.</u> As of 2017, 60 professionals. <u>Target.</u> 360 professionals will be trained to better service the needs of survivors of GB-VAW.</p>	<p><b>Achievement according to the last report.</b> <b>2021:</b></p> <ul style="list-style-type: none"> <li>• 20 LCDVs and over 656 members of 21 CRMs supported and mentored to provide services to DV survivors to manage effectively DV/GBV cases and ensure undisruptive services in normal situations and during COVID-19.</li> <li>• 769 CRM members and first line responders across the country trained on recent DV law amendments by 14 CSOS with UNDP and UNW support.</li> <li>• 17 judges and prosecutors introduced to the commentary of the Law "On Measures against Violence in Family Relations".</li> <li>• LCDVs in 20 municipalities trained on coordination and documentation of cases in REVALB.</li> <li>• 19 academic staff of the Academy of Armed Forces trained on implementation of the "Policy and Procedures against Harassment and Sexual Harassment" in AF and MOD. Albania is the 1st country in the region to have this policy in place.</li> <li>• 24 senior officials of the Albanian Armed Forces trained through a ToT on implementation of the harassment policies and procedures against harassment and sexual harassment, and various forms of violence.</li> <li>• 40 civil servants in line ministries and relevant institutions trained on the "Guideline on prevention and addressing violence, harassment &amp; sexual harassment at workplace in Public Administration institutions, developed by PA and DoPA with UNDP support.</li> <li>• Tirana municipality supported to manage 56 DV case, organise 18 meetings of the Technical Multidisciplinary Team and conduct the monitoring of 162 POs.</li> <li>• 195 health and social care providers trained in accredited training on SoPs for Health Care and Psycho-Social Care Response to GBV.</li> </ul> <p><b>2020:</b></p> <ul style="list-style-type: none"> <li>• 67 judges, prosecutors and judiciary chancelleries trained on the international standards and national legal developments on VAW and the role of the judiciary bodies for an adequate law implementation.</li> <li>• 48 DV Local Coordinators trained on new amendments on DV law 2018.</li> <li>• 246 members of CRMs from 18 municipalities benefited from the online trainings.</li> <li>• 65 MTT members from 27 municipalities trained on coordination efforts for adequate documentation of DV cases in REVALB system</li> <li>• 400 police officers and psychologists from the Police Academy and 4 Police Districts (Shkodra, Gjirokastra, Vlora, Fier), trained on measures for preventing and addressing VAW in their workplace.</li> <li>• 37 representatives from MoHSP, National State Social Service as well as public and NGO-run shelters trained on the provision of services during COVID-19 pandemic.</li> <li>• 118 municipal staff from 61 LGs and 41 (36 women and 5 men) social and health care providers from 3 LGs (Tirana, Vlora and Shkodra) trained on SoPs.</li> <li>• 14 representatives of CSOs received Women's Level 1 ESD Instructor Training (Training of Trainers).</li> </ul> <p><b>2019:</b></p> <ul style="list-style-type: none"> <li>• 393 (21 trainers+ 329 police officers +43 LCDVs) professionals trained on DV law 2018.</li> <li>• 34 judges, prosecutors and judiciary chancelleries trained on the international standards and national legal developments on VAW and the role of the judiciary bodies for an adequate law implementation.</li> </ul> <p><b>Evaluation Team Assessment and comments: Overachieved. Aggregated information cannot be provided as during data collection some of the participants indicated attending more than one course, thus there is a risk of double counting. It will be a good practice to consolidate a list of participants avoiding potential duplications.</b></p>
<p>I2.1b Number of municipalities supported to set up community coordinated response mechanisms.</p>	<p><u>Baseline.</u> 37 municipalities supported to establish functioning CRMs in 2017 were functioning, <u>Target.</u> Up to 15 new CRM mechanisms are established.</p>	<p><b>Achievement according to the last report.</b> During the UNJP lifetime: 14 new CRMs were established (Skrapar, Memaliaj, Selenice, Divjake, Dropull, Kucove, Malesi e Madhe, Maliq, Dimal, Fushe Arrez, Has, Polican, Pustec. Libohove.) and 14 existing CRMs further strengthened capacities (Kavaje, Kolonje, Bulqize, Roskovec, Patos, Klos, Himare Puke, Mat, Vau Dejes, Konispoli, Delvine, Kruja and Tropoja)</p> <p><b>Evaluation Team Assessment and comments: Achieved. The formulation of these indicator (up to) leaves room for interpretation as achievement could have been any number of new CRMs between 1 and 15. Our recommendation for the future is to replace formulations such as "up to" with "at least".</b></p>
<p>I2.1c Number of events of the network of Local Domestic</p>	<p><u>Baseline.</u> 0 in 2017, <u>Target.</u> 3 annual conferences /exchange forums of LCDV have been held.</p>	<p><b>Achievement according to the last report.</b> <b>(For 2021)</b></p> <ul style="list-style-type: none"> <li>• 50 LCDVs from 36 municipalities introduced to the commentary of the Law "On Measures against Violence in Family Relations".</li> </ul>

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Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
Violence Coordinators.		<ul style="list-style-type: none"> <li>• 56 LCDVs introduced to the newly approved CoMD No. 327/2021 to increase their capacities and further cooperation among the responsible institutions to manage DV cases.</li> <li>• During the lifetime of the UNJP there are 7 live events of the LCDVs.</li> </ul> <p><b>(For 2020)</b></p> <ul style="list-style-type: none"> <li>• 38 LCDVs and over 60 service providers at local level trained online on the newly approved protocols in managing DV cases.</li> <li>• LCDV knowledge network established, and first e-meeting organized to share best practices and provide peer support for GB&amp;DV victims.</li> </ul> <p><b>Evaluation Team Assessment and comments: Achieved.</b></p>
I2.1.d # of municipalities with strengthened CMRs.	<p><u>Baseline.</u> 35 out of 40 supported municipalities have functional CRMs in 2019,</p> <p><u>Target.</u> TBD after CRM assessment.</p>	<p><b>Achievement according to the last report and clarifications from UNJP Teams.</b></p> <p>61 municipalities have functional CRMs. Functionality is measured according to the findings of the baseline study on the functionality of the CRMs (UNDP, 2019). These criteria include they are all managing cases, through a multisectoral approach. 41 CRMs systematically enter data in REVALB system.</p> <p><b>Evaluation Team Assessment and comments: Difficult to assess as the target is missing. Based on the NSGE, 61 CRMS have been established across the country, but continuous support is needed to make all of them effective and sustainable. Yet at least 41 are managing cases and inputting data systematically in REVALB.</b></p>
I2.2a Number of gender policy analyses related to response to GB-VAW done as a result of GRB trainings by municipal staff	<p><u>Baseline.</u> TBD after MTB analysis.</p> <p><u>Target.</u> At least one gender policy analyses related to response to GB-VAW done as a result of GRB trainings in each targeted LG.</p>	<p><b>Achievement according to the last report.</b></p> <ul style="list-style-type: none"> <li>• Analysis of MTBP 2018- 2020 to respond to GBV concluded by PA in 5 municipalities (Durrës, Tiranë, Elbasan, Lezhë and Korçë) and 4 public institutions (MoHSP, MoI, MoJ, MOFE). These LGs developed project proposals to finance services for victims of GBV and are revising their 2021 budget through gender lenses.</li> <li>• In 2020, the costing of the Liliun centre was conducted to enable annual budget planning.</li> </ul> <p><b>Evaluation Team Assessment and comments: Likely Achieved. Baseline is missing and formulation of target is unclear. The indicators states that the “gender policy analyses” are done “as a result of GRB trainings by municipal staff”. The evidence of achievement seems to refer to an analysis undertaken by the central levels and not necessarily by municipal staff to demonstrate their enhanced capacities.</b></p>
I2.2b % of Municipal budget allocated to services related to GB-VAW	<p><u>Baseline.</u> TBD after MTB analysis.</p> <p><u>Target.</u> Specific % of Municipal budget allocated to services related to GB-VAW in each targeted Municipality.</p>	<p><b>Achievement according to the last report and clarifications from UNJP Teams.</b></p> <p>From PMFs reports, it is reported the same result as in outcome indicator 2.1 or reports that 187 women and 354 children in the municipalities of Tirana, Elbasan, Vlora, Durres, Pogradec and provided with services based on their needs and as per the tailored plan of reintegration. UNJP in collaboration with the other ongoing UN Women interventions on GRB has a broader focus in this area, focusing both at the national and local levels. For the program, “special measures and budget” comprises a legal and policy framework in place, awareness, and knowledge among officials on their obligations with regards to their relevant obligations to plan accordingly budgets and actual allocation of budgets. Overall, as the result of this improved legal framework and advocacy work under UN Women GRB programming since 2015, there has been an important increase in gender budgeting, from 1% of the total budget in MTBP 2015-2017 to 9% in 2022-2024. Gaps persist, particularly to ensure specific budget planning for services on GBV, which often are included in the overall budget planning on gender, making it difficult to identify real expenditures for services to survivor of violence. Therefore, UN Women, used the opportunity of the adoption process of legislation and policies on domestic violence supported by UNJP to integrate GRB67, and in parallel increase budget planning capacities at the local level (see outcome indicator 2.1.).</p> <p><b>Evaluation Team Assessment and comments: Not possible to assess in the absence of a baseline and clear target. An increase of 8% was identified in the MTBP 2022-2024 in comparison to 2015-2017 (see also the findings for indicator. O.2.1.) Yet, no data was provided on the municipal budgets. Some examples of change observed such as the fact that two staff initially employed by the UNJP to help the municipalities of Elbasan and Tirana to manage cases of DV are now integrated in the organograms and budges of these two municipalities it is considered an achievement of the programme. Overall the achievements provided speak to overall budget for gender equality, but not explicitly for municipal budget for GB-VAW as per the indicator.</b></p>

<sup>67</sup>These changes include: (i) Council of Ministers Decision (CoMD) 327/2021 on CRMs functionality includes the obligation for municipalities to conduct an analysis of financial costs associated with case management and other costs related to DV prevention as well mid-term and long-term services. In addition, financial costs should be determined for the implementation of the Individual Support Plan for long-term reintegration services. (ii) The new National Strategy on Gender Equality and Action Plan, 2021–2030 includes a detailed costing of all activities under Strategic Objective 3 on GBV, according to IPSIS standards. The budget planned for the implementation of activities related to GRB is the highest among all strategic objectives, around 39% of the total budget.

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Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
12.3a Number of customized and implemented Standard Operating Procedures for various entities.	<u>Baseline.</u> No SOPs for centres for sexual violence exist. Standards of Services for emergency centres are in the drafting process, <u>Target.</u> 2 customized SOPs have been created.	<b>Achievement according to the last report and clarifications from UNJP Teams.</b> 5 SOPs approved: <ul style="list-style-type: none"> <li>• Tailored rules and procedures for management of emergency sexual violence cases in COVID-19 situation in LILIUM Center;</li> <li>• MoHSP proved SoP on GBV for Psycho-Social Response, SoP for Health Care Response to GBV, SoP on GBV in Emergencies.</li> <li>• Approved Minimum Standards of Social Care Services for GBV&amp;DV Victims Survivors in Public (Short term) Residential Emergency Centers.</li> <li>• Approved CoMD 327/2021 2021 on "The mechanism coordinating the work between the authorities responsible for the referral of cases of domestic violence and its supporting processes for the rehabilitation of victims of violence.</li> <li>• Approved standardized protocol for CRMs' members and professionals to manage sexual violence cases at local level through coordinated multisectoral approach.</li> </ul> <b>Evaluation Team Assessment and comments Achieved. Trainings for all these SoPs were reported within the narrative reports. Some of the results reported for 2021 include improved tools for the capacity development of health and social care state service providers and members of the CRMs; the trainings modules have been accredited by the Centre for Continuous Education<sup>68</sup>.</b>
12.3b Number of emergency centres on GB-VAW and national sexual violence centre established and operational.	<u>Baseline.</u> There are currently four emergency centres for the entire country. <u>Target.</u> 4 new emergency centres are established.	<b>Achievement according to the last report.</b> No information was provided in the PMFs. Yet the UNDP team clarified that before the start of the programme there were emergency centres in Permet, Roskovec, Pogradec and Saranda, which were established with support provided by UNDP. Currently, these centres are fully run by the respective LG, thus funded by their municipal budgets. This was confirmed by UNDP colleagues also. From 2019 Liliium Center was consolidated with support of this programme and the UNJP LNOB. New emergency facilities, included within the community based multi-functional centres, were built during 2019-2021 in Maliq, Dimal and Kruja. <b>Evaluation Team Assessment and comments: Achieved. Initially difficult to assess, as no specific results have been reported in the PMFs. Liliium Centre is being counted twice in the report (see also indicator 2.3c below).</b>
12.3c Centre for sexual assault and violence is operational.	<u>Baseline.</u> As above. <u>Target.</u> Operational.	<b>Achievement according to the last report.</b> LILIUM Centre fully operational and provided integrated services to 12 survivors (3 women, 9 girls) of sexual violence during the reporting period. During the UNJP lifetime: 93 sexual violence survivors supported through LILIUM Centre. The UNJP Teams informed of a recent (April) decision that Liliium centre will have allocated budget from the state that would make the centre fully sustained without the UNJP funding for 2022 onwards. <b>Evaluation Team Assessment and comments: Achieved. The centre for sexual assault and violence, LILIUM is established and operational. Recently (in April 2022) the MoHSP has decided to allocate resources through the state budget for LILIUM, which will contribute to the sustainability of the service supported through this UNJP.</b>
<b>Output 3.</b> Women, girls, men and boys and CSOs working on GB-VAW organize collectively to engage in prevention that builds the foundation for social change in eliminating GB-VAW.		
13.1a Number of municipality administrative units targeted for outreach through information and awareness activities.	<u>Baseline.</u> missing baseline, <u>Target.</u> All administrative units in 25 municipalities.	<b>Achievement according to the last report.</b> <b>2021:</b> <ul style="list-style-type: none"> <li>• 21 CRMs reached over 23,104 viewers through social media information campaigns on DV. 240 women in two municipalities of Tropoja and Kruja received information on forms of GBV and support services.</li> <li>• 13 CSOs with UNDP support reached out all over the country 109,347 viewers through social media information campaigns on DV.</li> </ul> <b>2020:</b> <ul style="list-style-type: none"> <li>• 18 CRMs reached over 160,746 people through social media campaigns on DV.</li> </ul> <b>2019:</b> <ul style="list-style-type: none"> <li>• Over 3 million people are reached out through the launching of the 16 days of activism campaign nationwide and through a considerable number of activities in 20 LGs.</li> <li>• 153 DV public and non-public service providers in 15 municipalities are informed on VAW statistics provided by 2018 NPBS-VAWG and how to build communities free from VAW.</li> <li>• 187 CRM members are reached out in MoUs signing and renewal.</li> </ul> <b>Clarifications</b> UN Women worked in 9 municipalities. Elbasan, Prrenjas, Librazhd, Cerrik, Belsh, Gramsh, Peqin Kruja and Tropoja. UNDP worked in 25 municipalities overall during the 16 days of activism. UNFPA worked in Shkodra, Korca, Tirana, Gjirokaster, Elbasan, Gramsh, Puke, and the

<sup>68</sup> The capacities of around 80 health care workers in the municipalities of Fier, Lezha, Kruja, Kukes, Elbasan, Gjirokastra, and Korca are improved on the better understanding of VAW&DV, legislation in place and their responsibilities of using the approved SOP. Information on other specialist support services and the existence of the Coordinated Referral Mechanism in their municipalities were also provided. Gonzalez-Pineros, Jorgoni -2022

Outcome/Output	Baseline/Target	Status against the last report and evaluator assessment
		<p>scale up of the Be a Man Club initiative (part of the Men Engage Programme) in 9 municipalities, as Puke, Diber, Kukes, Lezhe, Kruje, Berat, Shkoder, Gjirokaster, and Korce.</p> <p><b>Evaluation Team Assessment: Likely achieved. Based on the clarifications provided, work was done in at least 18 LGs by UN Women and UNFPA and to 25 municipalities by UNDP. The information included in the annual reports does not provide a complete and clear picture on the progress achieved for this indicator. The information is over fragmented across target groups and UN agencies and hard to consolidate.</b></p>
<p>I3.1b Number of people reached through information packages and innovative tools.</p>	<p><u>Baseline.</u> 0. <u>Target.</u> 800.000 women and men reached annually.</p>	<p><b>Achievement according to the last report.</b></p> <ul style="list-style-type: none"> <li>• (2021) Over 3,630,950 viewers reached out through (on-line) awareness campaigns, information, art activities and video messages focusing on GBV/DV during the 2021 16 days activism campaign.</li> <li>• 115 students and teachers (97 girls and women and 18 young men) participated in information sessions in the region of Elbasan.</li> <li>• (2020) Around 2,700,000 people reached out through (on-line) awareness campaigns, information, art activities and video messages focusing on GBV/DV</li> <li>• Around 150 businesses, public institutions, media outlets and CSOs movement #Orangetheworld during the 16 Days Campaign.</li> <li>• (2019) Over 3 million people are reached out through the launching of the 16 days of activism campaign nationwide and through a considerable number of activities in in 20 municipalities.</li> </ul> <p><b>Evaluation Team Assessment: Likely achieved. Reports inform that the numbers provided above include viewers beyond Albania, so it is difficult to assess the specific number for the country. UN Women and the private comms partner also mentioned having specific tools to ensure that these viewers/users/audience were not counted twice.</b></p>
<p>I3.2a Estimated no of men and boys reached out through national campaign on GB-VAW conducted by state partners and CSOs.</p>	<p><u>Baseline.</u> 0. <u>Target.</u> Up to 10 CSOs.</p>	<p><b>Achievement according to the last report.</b></p> <p><b>2021:</b></p> <ul style="list-style-type: none"> <li>• 100 young girls (86) and boys (14) aged 16-18 years applied for the Bootcamp on using artistic writing for women and girl’s empowerment.</li> <li>• 26 young girls and boys selected to participate in the Bootcamp and trained on gender equality concepts and artistic writing skills leading to the publication “They lived their lives as their wished happily ever”. 11 children (9 girls and 2 boys) from the educational centre TUMO Tirana provided illustrations for the book with clear messages on gender equality.</li> <li>• Be a Man club scaled up in 11 municipalities in 2021 and 378 young people (204 girls and 174 boys) reached out and engaged in GBV awareness activities in 10 municipalities.</li> </ul> <p><b>2020:</b></p> <ul style="list-style-type: none"> <li>• Around 1,556 young girls and boys, women and men participated in awareness events organized by CRMs with messages on ending VAW and addressing gender stereotypes and other forms of discrimination</li> <li>• A Joint Declaration is signed by the Religious Leaders in Vlora on 25th November to join up against GBV.</li> <li>• Annual Forum on Men and Boys who inspire II conducted on 9th December 2020 via zoom platform, and live streamed on Facebook page reaching out over 2,117 people.</li> </ul> <p><b>Overall:</b></p> <ul style="list-style-type: none"> <li>• 4 CSOs (ACPD, ACA, Afs, OChY) supported and engaged in activism campaign throughout the programme duration.</li> </ul> <p><b>Evaluation Team Assessment: Likely achieved. Indicator formulation refers to the # of boys and men reached out, while the target refers only to no. of CSOs. Only the PMF 2019 mentions the number of the CSOs involved (3). From the reports, there is detailed data on the number of boys and men reached, but in the absence of a clear target it is not possible to accurately assess the level of achieved results . Comparing the achievement (3 CSOs) with the target the formulation (“up to 10 CSOs”), the indicator is achieved, yet the success could be from 1 CSO to 10 CSOs, so even 3 CSOs is interpreted as achievement. As commented earlier, the formulation of a target “up to” does not contribute to confident assessment of the results achieved.</b></p>
<p>I3.2b Number of media professionals trained to report in accordance with journalism and international reporting standards related to GB-VAW.</p>	<p><u>Baseline.</u> 0. <u>Target.</u> Up to 25 reporters in total</p>	<p><b>Achievement according to the last report.</b></p> <ul style="list-style-type: none"> <li>• (2021) NA for this period.</li> <li>• (2020) 32 journalists trained on ethical and legal standards for reporting on GB-VAW and privacy protection of victims and guidelines for media on better addressing the issues of GE&amp;VAWG revised.</li> <li>• (2019) 15 journalists from different TV stations informed on 16 days of Activism campaign and ethical reporting on VAW and 45 media reports covered the campaign.</li> </ul> <p><b>Evaluation Team Assessment: Achieved. However, based on the formulation of the target even 1 journalist trained could have been considered as achievement. Also, for this indicator it is not possible to provide a consolidated result, as the information provided through PMFs does not explicitly mention if the same journalist has participated in 2019 and in 2020.</b></p>


ANNEX IA. LIST OF ALL PUBLICATIONS AND RESEARCH PRODUCED BY THE PROGRAMME<sup>69</sup>

Title of publication	Brief Summary	Links	Language available	Related outcome
DV Survey 2018	National Population Survey: Violence against Women and Girls in Albania	<a href="http://www.al.undp.org/content/albania/en/home/library/poverty/national-population-survey--violence-against-women-and-girls-in-.html">http://www.al.undp.org/content/albania/en/home/library/poverty/national-population-survey--violence-against-women-and-girls-in-.html</a>	English/ Albanian	Outcome 1
Infographics DV survey	Infographics DV survey	<a href="http://www.al.undp.org/content/albania/en/home/library/poverty/national-population-survey--violence-against-women-and-girls-in-.html">http://www.al.undp.org/content/albania/en/home/library/poverty/national-population-survey--violence-against-women-and-girls-in-.html</a>	English/ Albanian	Outcome 1
Research brief	Help-Seeking Behaviours of Women Who Experience Violence in Albania	<a href="http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/help-seeking-behaviours-of-women-who-experience-violence-in-alba.html">http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/help-seeking-behaviours-of-women-who-experience-violence-in-alba.html</a>	English/ Albanian	Outcome 1
Research brief	Impact of Domestic Violence in Women and Children in Albania	<a href="http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/impact-of-domestic-violence-on-women-and-children-in-albania.html">http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/impact-of-domestic-violence-on-women-and-children-in-albania.html</a>	English/ Albanian	Outcome 1
Research brief	Violence Against Women in Albania: In Comparison to the European Union	<a href="http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/violence-against-women-in-albania--in-comparison-to-the-european.html">http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/violence-against-women-in-albania--in-comparison-to-the-european.html</a>	English/ Albanian	Outcome 1
Research brief	Violence Against Women and Girls in Albania: Data Comparisons From 2007, 2013 to 2018	<a href="http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/violence-against-women-and-girls-in-albania--data-comparisons-fr.html">http://www.al.undp.org/content/albania/en/home/library/womens_empowerment/violence-against-women-and-girls-in-albania--data-comparisons-fr.html</a>	English/ Albanian	Outcome 1
Guideline	<i>Politikat dhe procedurat për eliminimin e dhunës, ngacmimit dhe ngacmimit seksual në mjedisin e punës të strukturave të ministrisë së mbrojtjes dhe forcave të armatosura</i>	<a href="https://www.mod.gov.al/images/akteligjore/perkujdesjasociale/urdher391.pdf">https://www.mod.gov.al/images/akteligjore/perkujdesjasociale/urdher391.pdf</a>	Albanian	Outcome 1
Guideline	<i>Udhëzuesi “Për parandalimin dhe adresimin e dhunës, ngacmimit dhe ngacmimit seksual në mjedisin e punës në institucionet e administratës shtetërore”</i>	<a href="http://dap.gov.al/legjisllacioni/udhezime-manuale/468-udhezues-per-parandalimin-dhe-adresimin-e-dhunes-ngacmimit-dhe-ngacmimit-seksual-ne-mjedisin-e-punes-ne-institucionet-e-administrates-shteterore">http://dap.gov.al/legjisllacioni/udhezime-manuale/468-udhezues-per-parandalimin-dhe-adresimin-e-dhunes-ngacmimit-dhe-ngacmimit-seksual-ne-mjedisin-e-punes-ne-institucionet-e-administrates-shteterore</a>	Albanian	Outcome 1
CoM Decision 327/2021	Adoption of a new CoMD 327/2021 on 2 June 2021 based on revision of Council of Ministers Decision (CoMD) No. 334/2011 on CRMs functionality in line with the 2018 and 2020 DV Law amendments, the Istanbul Convention requirements and GREVIO recommendations	<a href="https://shendetesia.gov.al/wp-content/uploads/2021/07/VKM-Nr.-327-dat%C3%AB-2.06-00000002.pdf">https://shendetesia.gov.al/wp-content/uploads/2021/07/VKM-Nr.-327-dat%C3%AB-2.06-00000002.pdf</a>	Albanian	Outcome 1
DV Law Commentary	Commentary for the Law Against Domestic Violence	<a href="https://undp-my.sharepoint.com/:b:g/personal/elona_dini_undp_org/EekVZxuB3udNtRaCm_hd2PcBrK-">https://undp-my.sharepoint.com/:b:g/personal/elona_dini_undp_org/EekVZxuB3udNtRaCm_hd2PcBrK-</a>	Albanian	Outcome 1

<sup>69</sup> Only information provided by UNDP is provided here. Information from the other agencies has not been received.



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Title of publication	Brief Summary	Links	Language available	Related outcome
		<a href="https://www.al.undp.org/content/albania/en/home/library/women_empowerment/analiza-e-funksionimit-te-mekanizmit-te-koordinuar-te-referimit.html">Jx8yk8vPQY3rlrMWUFg?email=eneida.shuli%40undp.org&amp;e=4%3ae2cpSv&amp;at=9</a>  UNDP Dhuna ne Familje 20 prill e fundit.pdf		
Research brief	<i>Analysis of the results of monitoring the sex-harassment and harassment situation in the State Police. The need to review the Policy and Procedures Document against harassment and sexual harassment in the State Police. Prof. Dr. Arta Mandro. May 2020.</i>	<a href="#">Open link not found.</a>	English/ Albanian	Outcome 1
Monitoring report	<i>Monitorim i Strategjisë Kombëtare për Barazinë Gjinore. Bashkia Fier, Kamëz, Korçe, Pogradec, Sarandë,</i>	<a href="https://drive.google.com/drive/folders/1KaON9EcuckkiNsEzHFQO21VMHfzK_nrV">https://drive.google.com/drive/folders/1KaON9EcuckkiNsEzHFQO21VMHfzK_nrV</a>	English/ Albanian	Outcome 1
Monitoring report	<i>Monitorimi i punës së Mekanizmit të Koordinuar të Referimit gjatë periudhës pandemike COVID-19</i>	<a href="https://gadc.org.al/media/files/upload/Raporti%20Final%20i%20Pershfaqes UnW COVID-19.pdf">https://gadc.org.al/media/files/upload/Raporti%20Final%20i%20Pershfaqes UnW COVID-19.pdf</a>	Albanian	Outcome 1
Media Monitoring Report	<i>Violence against women during elections (VAWE) and gender bias in media coverage of the 2021 elections in Albania</i>	<a href="https://albania.unwomen.org/sites/default/files/2022-06/media_brief_web.pdf">https://albania.unwomen.org/sites/default/files/2022-06/media_brief_web.pdf</a>	English/ Albanian	Outcome 1
Report	<i>Alternative Report on the Implementation of the CEDAW Convention in Albania, 2016-2020. Prepared by the Ombudsperson of the Republic of Albania for the presentation before the United Nations Committee on the Elimination of All Forms of Discrimination against Women (CEDAW)</i>	<a href="https://www.ecoi.net/en/document/2046181.html">https://www.ecoi.net/en/document/2046181.html</a>	English/ Albanian	Outcome 1
Strategy	<i>National Strategy of Gender Equality, 2021-2030. Approved with Council of Ministers Decision No. 400, dated 30.6.2021</i>	<a href="https://drive.google.com/drive/folders/1t8MAAJESz_XZoUJKQ9m-5Jeg1sDMebCe">https://drive.google.com/drive/folders/1t8MAAJESz_XZoUJKQ9m-5Jeg1sDMebCe</a>	English/ Albanian	Outcome 1
Evaluation Report	<i>Implementation of the National Strategy on Gender Equality and its Action Plan, 2016-2020.</i>	<a href="https://www.shendetesia.gov.al/wp-content/uploads/2021/07/Raporti-i-vleresimit-te-SKBGJ-2016-2020.pdf">https://www.shendetesia.gov.al/wp-content/uploads/2021/07/Raporti-i-vleresimit-te-SKBGJ-2016-2020.pdf</a>	English/ Albanian	Outcome 1
Report	<i>National Review for Implementation of the Beijing Platform for Action Beijing+25</i>	<a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Albania.pdf">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Albania.pdf</a>	English/ Albanian	Outcome 1
Report	<i>Albania: Implementation of the Recommendations addressed by the Committee of Parties 2018-2020. Submitted on 30 June 2021</i>	<a href="https://rm.coe.int/albania-report-on-the-implementation-of-the-recommendations-from-cp-ic/1680a30d7f">https://rm.coe.int/albania-report-on-the-implementation-of-the-recommendations-from-cp-ic/1680a30d7f</a>	English/ Albanian	Outcome 1
Final Report 2019	<i>Analysis of the functioning of the coordinated referral mechanism of cases of domestic violence at the local level in Albania</i>	<a href="https://www.al.undp.org/content/albania/en/home/library/women_empowerment/analiza-e-funksionimit-te-mekanizmit-te-koordinuar-te-referimit.html">https://www.al.undp.org/content/albania/en/home/library/women_empowerment/analiza-e-funksionimit-te-mekanizmit-te-koordinuar-te-referimit.html</a>	English/ Albanian	Outcome 2
Informative Brochure	<i>What should we know for Sexual Violence?</i>	<a href="https://www.al.undp.org/content/albania/en/home/library/women_empowerment/cfare-duhet-te-dime-per-dhunen-seksuale-dhe-ate-me-baze-gjinore.html">https://www.al.undp.org/content/albania/en/home/library/women_empowerment/cfare-duhet-te-dime-per-dhunen-seksuale-dhe-ate-me-baze-gjinore.html</a>	Albanian	Outcome 2

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Title of publication	Brief Summary	Links	Language available	Related outcome
Protocol on managing DV cases during the COVID-19 situation	The protocol aims to assist local authorities at municipal level, members of the CRMs responsible for prevention and management of DV cases, in particular members of the Multidisciplinary Technical Team (MTT), in adequately handling DV cases during COVID-19 situation.	<a href="https://www.al.undp.org/content/albania/en/home/library/womens_empowerment/protocol-on-managing-domestic-violence-cases-at-local-level-duri.html">https://www.al.undp.org/content/albania/en/home/library/womens_empowerment/protocol-on-managing-domestic-violence-cases-at-local-level-duri.html</a>	Albanian/English	Outcome 2
Protocol on managing DV cases through CRMs	The protocol aims to assist local authorities at municipal level, members of the CRMs responsible for prevention and management of DV cases, in particular members of the Multidisciplinary Technical Team (MTT), in adequately handling DV cases	<a href="https://www.al.undp.org/content/albania/en/home/library/womens_empowerment/protokoll-i-menaxhimit-te-rasteve-te-dhunes-ne-familje-ne-nivel-.html">https://www.al.undp.org/content/albania/en/home/library/womens_empowerment/protokoll-i-menaxhimit-te-rasteve-te-dhunes-ne-familje-ne-nivel-.html</a>	Albanian	Outcome 2
Udhëzues për Punonjësit e Policisë	Cfare duhet të kemi në konsideratë gjatë menaxhimit të nje rasti të dhunës në familje” – ky material informues ju vjen në ndihmë dhe shërben si kujtesë për punonjësit e policies, mbi veprimet që duhet të kryejnë në zbatim të akteve Ligjore, nënligjore dhe procedurave standard, në trajtimin e rasteve të dhunës në familje.	udhezuesi UNDP per web.pdf	Albanian	Outcome 2
Factsheet	UNDP interventions in support to domestic and sexual violence victims	<a href="https://www.al.undp.org/content/albania/en/home/library/womens_empowerment/get-the-facts--ending-violence-against-women-in-albania-.html">https://www.al.undp.org/content/albania/en/home/library/womens_empowerment/get-the-facts--ending-violence-against-women-in-albania-.html</a>	Albanian/English	Outcome 2
Study VAW in Politics	The Study "Violence Against Women in Politics" in commissioned by the UNDP Albania, in partnership with PA and the CPD. The study shows the known trend: women politicians, compared to men, are more likely to experience violence that is not visible.	<a href="https://www.al.undp.org/content/albania/en/home/library/poverty/violence-against-women-in-politics.html">https://www.al.undp.org/content/albania/en/home/library/poverty/violence-against-women-in-politics.html</a>	English/Albania	Outcome 2
Informative Brochure	A brochure produced with relevant information for women and girls victims and survivors of sexual violence	<a href="https://www.al.undp.org/content/albania/en/home/projects/unit-ed-nations-joint-programme-end-violence-against-women-in-alb.html">https://www.al.undp.org/content/albania/en/home/projects/unit-ed-nations-joint-programme-end-violence-against-women-in-alb.html</a>	Albanian	Outcome 2
Informative Brochure	Report of activities: Five (5) courses of Empowerment Through Self Defence for women and girls during the 16 days of Activism against Gender-Based Violence		English/Albania	Outcome 2
Programme monitoring	Modeli I Riintegritit Për Të Mbijetuarat E Dhunës Me Bazë Gjinore. Të Nryshëm & Të Barabartë.		Albanian	Outcome 2
Protocol	Protocol on the operation of public and nonpublic residential centers providing shelter services to victims of domestic violence and human trafficking during the COVID-19 pandemic- April 2020	<a href="https://albania.unwomen.org/sites/default/files/Field%20Office%20Albania/Attachments/Publications/2020/04/Protokoll_eng.pdf">https://albania.unwomen.org/sites/default/files/Field%20Office%20Albania/Attachments/Publications/2020/04/Protokoll_eng.pdf</a>	English/Albania	Outcome 2
Analysis	Analysis of the Albanian Legislation on Protection from Violence Against Women In Elections. Prof. Dr. Aurela Anastasi.	<a href="https://albania.unwomen.org/en/digital-library/publications/2021/05/analysis-of-the-albanian-legislation-on-protection-from-violence-against-women-in-elections">https://albania.unwomen.org/en/digital-library/publications/2021/05/analysis-of-the-albanian-legislation-on-protection-from-violence-against-women-in-elections</a>	English/Albania	Outcome 2

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Title of publication	Brief Summary	Links	Language available	Related outcome
Booklet: Escaping Violence	8 untold stories of real survivors of GBV: This booklet brings to you eight stories from eight brave women who fight with this often-hidden pandemic, day in, day out. These stories are powerful, heartbreaking but inspiring too.	<a href="https://www.al.undp.org/content/albania/en/home/library/women_empowerment/booklet--escaping-violence--8-untold-stories-of-real-survivors-o.html">https://www.al.undp.org/content/albania/en/home/library/women_empowerment/booklet--escaping-violence--8-untold-stories-of-real-survivors-o.html</a>	Albanian	Outcome 3
Besa e Doruntines/ Doruntina's Besa	The children's book 'Doruntina's Besa', a bilingual publication, aims to highlight gender emancipation and to show that a 'besa,' or a pledge of honor, is a concept that belongs to all genders.	<a href="https://www.al.undp.org/content/albania/en/home/library/women_empowerment/doruntina-s-besa.html">https://www.al.undp.org/content/albania/en/home/library/women_empowerment/doruntina-s-besa.html</a>	Albanian/English	Outcome 3
Change the narrative	"They lived as they wished, happily ever after" features 9 stories. Some of them are Albanian famous legends and fairy tales re-written through gender lenses and some others brand new stories. All of them bring to the public new perspectives, challenge gender stereotypes and smash patriarchy. In the book girls and women come from all walks of life. They are independent, decide for themselves, and inspire young and old. They are true role models. They are changing the narrative.	<a href="https://www.al.undp.org/content/albania/en/home/library/poverty/they-lived-as-they-wished-happily-ever-after.html">https://www.al.undp.org/content/albania/en/home/library/poverty/they-lived-as-they-wished-happily-ever-after.html</a>	Albanian/English	Outcome 3
Report	Orange the World Campaign in Albania: Listen, Believe, and Support Survivors of Violence	<a href="https://albania.un.org/index.php/en/107189-orange-world-campaign-albania-listen-believe-and-support-survivors-violence">https://albania.un.org/index.php/en/107189-orange-world-campaign-albania-listen-believe-and-support-survivors-violence</a>	Albanian/English	Outcome 3

Videos:

- Video putting the message spotlight on the violence affecting one in two women in their daily lives across the country through real life stories narrated by a TV producer, a journalist, a lawyer, news anchor, bloggers and a human rights activist: <https://www.facebook.com/PNUDSHQIPERI/videos/1381930768647464>
- Five (5) courses of Empowerment Through Self Defense for women and girls during the 16 days of Activism against Gender-Based Violence. [https://www.youtube.com/watch?time\\_continue=2&v=-lQ8hYxZr88&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=2&v=-lQ8hYxZr88&feature=emb_logo)
- Video message on the launching of the 16 days of activism against GBV campaign: <https://www.facebook.com/302120716513378/posts/3647466638645419/>
- Awareness raising video spotting out messages against sexual violence: <https://www.youtube.com/watch?v=9Eqf-Lqddv4&feature=youtu.be>
- Doruntina's Besa: <https://youtu.be/Z9JjDgkxjLI>
- Change the narrative: <https://www.facebook.com/PNUDSHQIPERI/videos/3096892117259003>
- "What were you wearing" exhibition seek to end victim-blaming - YouTube
- Street art exhibition on gender based violence - YouTube
- Generation Equality stands against rape – 16 Days activities in Albania - YouTube

## ANNEX J. REVIEW OF THE PROGRAMME BUDGET

The below analysis is based on the information provided by the Programme Teams.

2019 (Figures by end of the financial year)					
AGENCIES	ORIGINAL	AWP	SPEND	% BUDGET CHANGE	% SPEND (FROM AWP)
UNDP	663 347,00	668 929,00	406 178,48	0,84%	61%
UN WOMEN	312 168,00	312 168,00	152 661,80	0,00%	49%
UNFPA	145 795,00	145 795,00	140 000,00	0,00%	96%
<b>TOTAL</b>	<b>1 121 310,00</b>	<b>1 126 892,00</b>	<b>698 840,28</b>	<b>0,50%</b>	<b>62%</b>
2020 (Figures by end of the financial year)					
	ORIGINAL	AWP	SPEND	% BUDGET CHANGE	% SPEND (FROM AWP)
UNDP	673 679,00	670 607,00	555 660,00	-0,46%	83%
UN WOMEN	443 456,00	400 570,75	379 699,52	-9,67%	95%
UNFPA	136 960,00	137 000,00	192 328,00	0,03%	140%
<b>TOTAL</b>	<b>1 254 095,00</b>	<b>1 208 177,75</b>	<b>1 127 687,52</b>	<b>-3,66%</b>	<b>93%</b>
2021 (Figures by end of the financial year)					
	ORIGINAL	AWP	SPEND	% BUDGET CHANGE	% SPEND (FROM AWP)
UNDP	630 392,00	560 000,00	687 096,00	-11,17%	123%
UN WOMEN	381 421,00	422 000,00	470 124,03	10,64%	111%
UNFPA	131 610,00	123 000,00	150 252,86	-6,54%	122%
<b>TOTAL</b>	<b>1 143 423,00</b>	<b>1 105 000,00</b>	<b>1 307 472,89</b>	<b>-3,36%</b>	<b>118%</b>
TOTAL THREE YEARS (Figures by end of the financial year)					
	ORIGINAL	AWP	SPEND	% BUDGET CHANGE	% SPEND (FROM AWP)
UNDP	1 967 418,00	1 899 536,00	1 648 934,48	-3,45%	87%
UN WOMEN	1 137 045,00	1 134 738,75	1 002 485,35	-0,20%	88%
UNFPA	414 365,00	405 795,00	482 580,86	-2,07%	119%
<b>TOTAL</b>	<b>3 518 828,00</b>	<b>3 440 069,75</b>	<b>3 134 000,69</b>	<b>-2,24%</b>	<b>91%</b>

According to the above table:

- There was a large underspend in 2019 (62% spend only). According to the Annual Report 2019, the UNJP faced several challenges related mainly to external factors such as local elections in June 2019, and earthquake that hit Albania on 26 November 2019. The local elections in June 2019 brought political changes in the municipal administration at leadership and senior management level posing risks with regard to:
  - i) CRM staff retention (DVLCs and social services staff)
  - ii) maintaining the commitment of previous municipal leadership to GRB implementation with particular focus on budgeting for rehabilitation and reintegration services for GBV survivors. EVAWIA staff has established contacts with the newly elected mayors to gain their political support for smooth implementation of the program and their commitment for GRB implementation at municipal level.
  - iii) UNDP supported activities for 2019 were originally planned to take place in several municipalities as foreseen in the 2019 AWP but given the impact of local government elections and its effects on staff retention vital for the establishment and further strengthening of the CRMs, intensified work and support was provided after the local government elections with the new mayors in their offices.

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- For 2020, the AWP budget was revised down slightly (-3%), but this resulted in an overspend of 8% at the end of the same year (2020). The main overspend was carried out by UN Women (+17%), which is a positive finding as this agency is the ones with the largest underspend for 2019. UNFPA also overspend by 10%. According to the information given by the UNJP Programme Team, the main reason for a slight revision of -3% of the total foreseen budget for 2020, was based on all three implementing UN Agencies being cautious over the fact that Albania was badly affected by the November 2019 earthquake and this would require reorganization of work without losing the overall goal of the total delivery at the end of the year.
- Based on our analysis of the spend over the last three years (by agency) and the AWP for 2022, the Programme will reach 99% spend at the end of the programme. If this spend is fulfilled, there will be an overspend from UNFPA (+21%), which is not an issue overall, as the +USD88,215 overspend expected for UNFPA will be counteracted by expected overspends of USD\$ -16 626,52 and USD\$-97 559,65 from UNDP and UN Women respectively. Information on the main contributor to this overspend has been requested but not provided yet.

The Information on spend per outcomes is not available for all three agencies, so only partial results are presented below.

Original Budget against Spend									
	Budget 2019	Spend 2019	Budget 2020	Spend 2020	Budget 2021	Spend 2021	Total Budget	Total Spend	% Spend
OUTCOME 1 UNDP	125 100,00	80 454,90	168 500,00	126 866,29	129 850,00	73 494,73	423 450,00	280 815,92	66%
OUTCOME 1 UN WOMEN	88 000,00	57 570,47	127 000,00	132 544,71	95 000,00	132 399,22	310 000,00	322 514,40	104%
OUTCOME 1 UNFPA	35 000,00		33 000,00		32 000,00		100 000,00	Complete information not available yet	
<b>TOTAL OUTCOME 1</b>	<b>248 100,00</b>		<b>328 500,00</b>		<b>256 850,00</b>		<b>833 450,00</b>		
OUTCOME 2 UNDP	381 950,00	245 593,14	364 107,00	339 440,00	342 500,00	463 464,01	1 088 557,00	1 048 497,15	96%
OUTCOME 2 UN WOMEN	145 000,00	22 538,44	182 000,00	136 232,08	158 000,00	269 749,81	485 000,00	428 520,33	88%
OUTCOME 2 UNFPA	56 000,00		52 800,00		51 200,00		160 000,00	Complete information not available yet	
<b>TOTAL OUTCOME 2</b>	<b>582 950,00</b>		<b>598 907,00</b>		<b>551 700,00</b>		<b>1 733 557,00</b>		
OUTCOME 3 UNDP	60 900,00	28 130,41	45 000,00	37 353,71	39 800,00	98 137,26	145 700,00	163 621,38	112%
OUTCOME 3 UN WOMEN	60 000,00	37 932,49	107 226,00	93 800,64	105 000,00	58 375,54	272 226,00	190 108,67	70%
OUTCOME 3 UNFPA	45 255,00		42 200,00		39 800,00		127 255,00	Complete information not available yet	
<b>TOTAL OUTCOME 3</b>	<b>166 155,00</b>	<b>Missing information</b>	<b>194 426,00</b>	<b>Missing information</b>	<b>184 600,00</b>	<b>Missing information</b>	<b>545 181,00</b>		
<b>TOTAL</b>	<b>997 205,00</b>	<b>Missing information</b>	<b>1 121 833,00</b>	<b>Missing information</b>	<b>993 150,00</b>	<b>Missing information</b>	<b>3 112 188,00</b>		
OTHERS/ADMIN UNDP	124 105	52 000		52 000,00		52 000,00		156 000,00	NA
OTHERS/ADMIN UNWOMEN		36 302,85	132 262	22 563,67	150 272	9 599,44	406 639	68 465,96	
OTHERS/ADMIN UNFPA									
	<b>1 121 309,72</b>	<b>-</b>	<b>1 254 095,23</b>	<b>-</b>	<b>1 143 422,06</b>	<b>-</b>	<b>3 518 827,01</b>	<b>TBC</b>	

Some observations based on the information available so far are:

- The lowest spend for UNDP was within outcome 1 (Normative environment further strengthened through action in relevant regulatory framework, gender equality governing bodies and monitoring of results). Underspend in this outcome was nonetheless balanced out by overspend in outcome 3.
- For UN Women, the lowest spend was in outcome 3 (Women, girls, men, and boys and CSOs working on GB-VAW to organize collectively to engage in prevention that builds the foundation for social change in eliminating GB-VAW). Underspend in this outcome was balanced out by overspend in outcome 1,

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in reversal to what was observed for UNDP. This seems to indicate that underspend across outcomes was balanced out through coordinated action across the agencies. Information on UNFPA is still missing.

- The spend on Human Resources and Monitoring Evaluation was distributed across a full time MEL Project Coordinator and Gender Expert, and part time (0,5) Project Assistant.

## ANNEX K. IN-DEPTH CASE STUDIES PER AGENCY

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### CASE STUDY #1: UNDP BEST PRACTICES AND RESULTS IDENTIFIED ACROSS CRMS

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The Coordinated Referral Mechanisms (CRMs) are the local institutional response to domestic violence (DV) cases bringing together state and non-state actors in their joint efforts to prevent DV, protect, support and rehabilitate victims. The 2018 and 2020 legal amendments of the DV Law led to an improved Council of Ministers' Decision, supported by the UN Joint Programme (JP) "Ending Violence Against Women in Albania" (EVAWIA), aiming to: a) consolidate the functionality of CRMs, delimiting clear roles and responsibilities for the key actors, b) introduce the role of Local Coordinator of Domestic Violence (LCDV) for municipalities, c) institutionalize local disaggregated data collection on DV case management, d) strengthen local partnerships and multi-sectorial coordination between all mandated state and non-state local actors through well-established legal procedures and protocols.

By end of 2018, only 40 CRMs were formally established with a great diverse degree of functionality in DV case management and overall prevention work. During 2019-2022, UNJP EVAWIA supported establishment and further consolidation of 28 CRMs<sup>70</sup> across the country aiming at building a culture of multi-sectorial cooperation among its members that provide integrated support services to DV victims as per the need in their local communities. Some of the key best practices are detailed below:

- All 28 CRMs succeeded in taking swift actions to sustain the LCDV position and make it part of the organigram of the respective municipalities with approved job descriptions and allocated budget.
- Municipalities of Klos and Divjake have **separated the responsibilities of the LCDV from other roles**, such as the Child Protection Officer in these cases.
- Seven municipalities<sup>71</sup> have **budgeted funds for basic emergency support services for DV survivors** such as clothing, legal and psychological services, safe accommodation, and employment support.
- Three municipalities<sup>72</sup> have provided **rent bonus and/or social housing support for DV survivors**.
- Steering Committees<sup>73</sup> have **systematically overseen the work performance of the Multi-Technical Teams in DV cases management and provided guidance**.
- **Effective partnerships of intermunicipal cooperation regarding case referral and management has led to efficient use of available emergency services and maximizing the results** through use of existing, are also noted<sup>74</sup>.
- **In their efforts to provide specialized support to violence victims, several CRMs<sup>75</sup> have referred the sexual violence cases to the LILIUM Centre**, the state-run emergency centre for sexual violence victims.
- The **trainings** also helped to **establishing "informal" networks of local coordinators** which support each other in daily bases for complex cases. The combination of these two elements has led to a more responsive support system for DV.

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<sup>70</sup> See footnote 2.

<sup>71</sup> Vau i Dejes, Konispol, Pustec, Kavaje, Patos, Roskovec and Maliq.

<sup>72</sup> In Patos, Divjaka and Konispol.

<sup>73</sup> In Patos, Roskovec, Divjake, Klos, Konispol, Libohove, Dropull, Himare, Malesia e Madhe, Dimal, Kucove, Skrapar, Maliq, Vau i Dejes, Has, Fushe Arrez, Memaliaj, Polican and Mat.

<sup>74</sup> This observation is particularly relevant for the following examples, such as the case of Municipality of Klos referring cases to the emergency support services of Dibra municipality; Konispol and Delvina Municipalities relying on Saranda's emergency center services for their cases of DV survivors; Dropull and Libohova referring cases to Gjirokastra emergency center services; Mat, Vau i Dejes, Puka, Malesia e Madhe municipalities using Shkodra emergency center services and Selenica and Himara using Vatra Center support services in Vlora.

<sup>75</sup> CRMs of Divjaka, Libohova, Has, Fushe Arrëz and Kavaja municipalities.

The capitalization of best practices has been sought through: the consolidation of career-based trainings through ASPA and School of Magistrates. All the training modules and materials shared in these events serve as a good base for reference for future knowledge and experience sharing in future undertakings for other areas of violence against women and girls and GBV.

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**CASE STUDY #2: UN WOMEN MULTISECTORAL INTERVENTIONS AT THE REGIONAL LEVEL, BUILDING UP ON A SERVICE ADEQUACY AND EFFICIENCY MODEL OF DELIVERY – THE CASE OF ELBASAN**

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The region of Elbasan is one of the main regions in centre Albania, comprising seven municipalities (Elbasan, Cerrik, Gramsh, Librazhd, Peqin, Belsh and Prrenjas) and with 433.244 inhabitants (or 16% of country's population). While the municipality of Elbasan has one of the most consolidated Community Referral Mechanisms, in other municipalities these mechanisms have been recently established and require capacity support. With the CSOs/women's rights organizations and available services for women survivors of violence concentrated in the municipality of Elbasan, one of the challenges faced was the lack of psycho-social counselling and legal services in other LGs. During the Covid-19 pandemic it became increasingly difficult for people to travel from distant and rural municipalities to Elbasan to get services. The lack of legal support and psychological reports in the court processes are among the key factors a considerably lower number of protection orders issued by the courts compared to the overall reported cases to Police.<sup>76</sup> For example, at the national level, in 2020, there were 4702 reports of domestic violence, 2836 requests (60 percent) brought to the Court for protection measures, and 1596 (56 percent) accepted by a court order.<sup>77</sup>

Through the UNJP EVAWIA, UN Women intervention focused at (i) **increasing the capacities of service providers** (police officers, nurses and economic aid employees) **in the six smaller municipalities and service provision for women victims of violence**; (ii) developing and implementing **new models for socio-economic integration of GB-VAW survivors** in the municipality of Elbasan and expending the provision of these services at the regional level and (iii) providing technical assistance and mentoring to the municipality of Elbasan, in **applying GRB in their planning and budgeting cycle to ensure adequate allocation of recourses for services**.

The **capacity building** component in the six municipalities of the region was supported through a local CSO, Women Forum of Elbasan (WFE), which has a long-term experience in providing services to women survivors of violence in the region. Training sessions revealed that staff of municipalities and other services providers in these areas had limited knowledge on domestic violence legislation due to lack previous capacity building support in a context where legislation on domestic violence and violence against women has drastically improved. As the result of these trainings, there has been an increase of referral of cases from these institutions to other service providers as well as to the WFE, which has the capacities to offer specialized services in the region.

**Intersectionality** was in the centre of this component, engaging key actors across the relevant sectors and members of the referral mechanisms, such as social care service providers, community policing specialists, health care workers, economic aid employees, representatives from education sector as well as young girls and boys (15-18 years old), through tailored trainings and activities. In parallel, legal aid and psychological support was provided to women and girls by WFE psychologists and lawyers working closely with municipality staff.

**Reintegration** was supported by two other organisations, namely Different and Equal (based in Tirana) and Tjeter Vizion (based in Elbasan municipality). Both organizations, in partnership, supported the municipality of Elbasan to develop a socio-economic integration model, aiming to establish level a service package combining rehabilitation and reintegration services. The focus on the socio-economic empowerment services for survivors of DV towards an independent life free of violence. The

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<sup>76</sup> UNCT Alternative report to CEDAW Committee fifth review of Albania, 2022

<sup>77</sup> Data analyzed based on information made public by the Police and Ministry of Justice Annual Statistics <https://www.drejtesia.gov.al/wp-content/uploads/2022/01/Vjetari-2020-i-plotë-per-publikim-1.pdf>



reintegration model requires a greater cooperation at the regional level to ensure services are regionally provided when not well dispersed, or for better efficiency, and making them available at the appropriate scale. The specialist from social services and finance departments of the municipality of Elbasan were trained on **Gender Responsive Budgeting**. Municipal councillors were also addressed through advocacy and lobbying activities, aiming to influence the relevant budget allocations for GBV.

**The main challenges faced were related to the pandemic and societal norms.** The team adjusted the interventions to be able to provide the support highly needed especially during the pandemic. The combination of awareness raising activities at the local level with those at the national level resulted as a more effective approach. In addition, the intervention placed important consideration to engaging girls and boys, high school students, through multiple interactive awareness raising activities, jointly with the academic staff and school psychologists across Elbasan region. Awareness raising activities contributed towards more informed women and girls understanding forms of violence, their rights and where to seek help as well as information on the services available across the region.

**Through this regional service provision approach around 430 women and girls benefited from psychological counselling and legal aid**, which were services completely lacking in the six smaller municipalities of the region. Women from these areas had to travel to the city of Elbasan, which few of them could afford due to financial costs and long-distance. Over 80% of the reported cases of violence to police received were able to obtain Protection Order. Finally, **the municipality of Elbasan introduced and adopted a socio-economic model for integration of survivor's victims of violence** with a solid package of services. This regional approach enabled a better outreach and service provision through CSOs geographically closer. Another lesson learned is that the existence and empowerment of CSOs is essential for the well-functioning of CRMs and increase the accountability of local officials. Using different approaches to reach out better to different target groups have been key for the success of intervention – such as innovative approaches and technology to reach out to youngsters, including in the region of Elbasan under other components of UN Women interventions such as Empowerment through Self Defence Trainings and social media campaigns. At the same time, traditional forms of activities, such as community forums are equally important for sharing information with men and women with no/limited access to technology. Finally, scarcity of resources can be better addressed through a regional approach and empowerment of CSOs, activists and local actors to working together. Such an approach can be replicated to other regions, centralising experienced CSOs as key enablers.

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### **CASE STUDY #3: UNFPA INNOVATIVE SOLUTIONS, THE CASE OF THE BE A MAN CLUB (BMC)**

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“Be a Man” Club is established and branded in Albania as part of the larger regional “Young Men Initiative” (YMI) implemented in 5 countries in the Balkans, currently 58 active “Be a Man” Clubs with 5,000 active members. In Albania, is implemented through two local CSOs, the Center ACT for SOCIETY (AfS) in collaboration with Albania Community Assist (ACA), as partners of UNFPA Albania, in the framework of the UNJP EVAWIA. The guiding philosophy of the “Young Men Initiative” and “Be a Man” Club is that young men should not be seen as an obstacle to peace and gender equality, but as allies in promoting nonviolent and healthy communities and relationships. Youngsters learning about violence and questioning prevailing gender norms are more likely to absorb this information, which, over time, will contribute to a more gender-equitable and non-violent lifestyle. This path of change, where young men and women apply and acquire new ideas, is empowered by several support structures, such as nonviolent models (e.g., YMI trainers), social media, and stimulation in the school environment.

In Albania, BMC was established in 2018. The first group was created in Tirana, with more than 60 active youngsters who participated actively in different activities held by AfS. Since October 2018 AfS in collaboration with ACA, was scaled up to 9 different municipalities, Puke, Diber, Kukes, Lezhe, Kruje, Berat, Shkoder, Gjirokaster and Korçe. Each BMC in these regions is guided by a standardized methodology, conducting sessions from Program Y with an increased focus on four key areas of the program: (1) gender attitudes; (2) violence; (3) Sexual Reproductive Health, and (4) alcohol and drug use, celebrating International Days and organizing team building activities. About five meetings per

month were held by the local coordinator of each BMC, combining non-formal education sessions, fun activities, and recreative different initiatives. More than 600 young people, aged 15-19 years old, have participated actively in the 10 municipalities.

During these two years of project implementation, BMC achieved significant results through raising awareness on Life Skills Education and upscaling the capacities of youngsters in understanding and addressing GE and GBV issues. These are the main changes that this project produced, bearing in mind that before this initiative, all the young people involved had very little exposure, experience, and engagement on topics related to GE and GBV. From the perspective of the impact, the project has influenced changes in the internal culture and mindset of each of the 10 BMCs in addressing issues of GE, GBV, and SRH. After the initiative cycle, members of the 10 involved BMCs and local CSOs commit integrating GE, GBV, and SRH topics in their future advocacy activities and personal mission and are ready to implement new projects/ideas and approaches in the field. Furthermore, through this intervention, there is evidence that the local CSOs and stakeholders went through a process of learning how to involve and support men and boys' empowerment and engagement through the implementation of innovative, interactive tools and methodologies such as Program Y.

Program Y is structured in a form that can be used by trainers and youth workers, in all geographical areas. The main goal of the BMC project is to scale it up in other cities of Albania, especially municipalities that are lacking non-formal education and Life Skills Education training. To advance is required dedicated investment to support it throughout until some change in attitudes and norms is seen. Having a sustainable BMC in Albania, in the next years, will demand greater efforts on advocacy to include the Program Y manual and other materials produced under this programme as part of extra-curricular materials and activities in schools, tailored to the key stakeholders in the field of GE, GBV and SRH. These materials serve as guide resources to institutions and youngsters willing to engage as agents of change.

## ANNEX L. ETHICAL/SAFEGUARDING CONSIDERATIONS

Besides the Gender and Human Rights-Responsive methods mentioned in the Methodological Section, the evaluation was implemented in compliance with UNEG Ethical Guidelines and Code of Conduct and best standards on data and information management, safeguarding and gender/conflict sensitivity. The KEG had particularly account for complexity of gender relations and to ensure participatory and inclusive processes that are culturally appropriate. As such, it adhered to basic principles for the data collection and analysis:

The questions asked were appropriate and adapted to age, level of education and culture of the participants, and the questions were formulated to reflect the sensitive nature of some topics.

Sampling was systematic. However, the team remained flexible to adjust the initial sample following the recommendations of the UN team, aiming to capture, to the extent possible, the different types of interventions implemented by all three UN agencies.

The participants were provided with information about the programme being evaluated and the methodology used, in an accessible and simple language format. Sufficient time to consider the information and raise any queries before deciding on their involvement was also given.

Data gathering was done with particular emphasis on confidentiality. The information collected is stored in encrypted information management systems, without major personally identifiable data. Data will be returned to UNDP Albania at the end of the process.

## ANNEX M. LIMITATIONS AND MITIGATIONS

KEY RISKS IDENTIFIED	MITIGATIONS
Timeframe for carrying out the evaluation is tight, including several public holidays during this period.	<ul style="list-style-type: none"> <li>• The experts guaranteed flexibility and mobilised quickly. The timeline never represented a barrier to the evaluation team to seek for more meetings and additional information identified as necessary during the data collection.</li> </ul>
Many of the stakeholders interviewed, particularly during the field visit, feel more comfortable and can provide more in-depth views in Albanian.	<ul style="list-style-type: none"> <li>• Efficient coordination for the research was supported by the UNJP team, so all meetings were agreed within the time available.</li> </ul>
Stakeholders involved have been involved in many previous monitoring exercises and some expressed research tiredness.	<ul style="list-style-type: none"> <li>• Data collection tools were prepared for each different category of stakeholders to ensure relevance. An additional review of the tools was done for stakeholders that had limited time.</li> </ul>
Some CSO/LG representatives are more vocal than others during the GI/FGDs and can monopolize the conversations leading to lack of inclusiveness in the research.	<ul style="list-style-type: none"> <li>• Moderation was guided by both experts to support inclusiveness of all stakeholders.</li> <li>• Interviews with key stakeholders were prioritized as face-to-face encounters during the field visits.</li> </ul>
Some municipalities/organisations and participating UN agencies are busy and did not respond in time to the requests for GIs or KIIs.	<ul style="list-style-type: none"> <li>• The option to have interviews in Albanian was offered as needed, led by the local expert.</li> <li>• A large part of data collection was conducted online, which helped to adjust and accommodate to the preferred time schedules proposed by the stakeholders. When not possible, alternatives were offered such as the option to provide written inputs, calls or new spots for meetings.</li> </ul>

## ANNEX N. TERMS OF REFERENCE<sup>78</sup>

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### **Evaluation of the United Nations Joint Programme Ending Violence Against Women in Albania (EVAWIA)**

#### **Purpose and Scope of the Evaluation**

As specified in the UNJP EVAWIA programme document, it is a requirement to conduct an end of programme evaluation. The purpose of the evaluation will be to assess the Joint Programme accomplishment of the main expected outcome results, contribution to an enabling environment that fights violence against women and girls in Albania and identify lessons and good practices that can improve future Joint Programming on Ending Violence against Women. The general objective of the assignment is to conduct a final evaluation of the project outcomes in terms of its Relevance, Coherence, Impact, Effectiveness, Efficiency, Sustainability against the project-level theory of change.

The international expert for the final evaluation will conduct this assignment in close cooperation with a national expert for the joint programme evaluation. The International expert (to be recruited under this vacancy) will be the team leader and fully responsible for the below listed deliverables.

A list of the key **Evaluation Questions** is provided to guide the evaluation, based on UNDP Evaluation Guidelines (2021), UNEG Norms and Standards for Evaluation (2016)<sup>79</sup> and the OECD-DAC evaluation criteria. The list of questions is not exhaustive and therefore, the consultant is expected to suggest the adjustment of this list within the Inception Report. The final list of questions and the evaluation methodology will be discussed and be agreed with the assigned management structures of this joint evaluation.

The evaluation shall document the learning and positive examples and provide recommendations to enable the UN implementing agencies (UNDP, UN Women and UNFPA), the UNJP implementing partners and stakeholders draw on positive lessons and models/examples, for future similar interventions. The evaluation will also highlight areas where the programme performed less effectively than anticipated, the rationale behind that, and the related recommendations to be considered in similar future interventions.

Through a forward-looking angle the evaluation shall document learning, positive examples and provide recommendations that reflect the national and local perspective of the programme. The evaluation is expected to contain a lesson learnt section which will serve as a basis for forward looking recommendations and follow-up programme in this area. Furthermore, the evaluation should provide an overview of key EVAW related improvement recommendations that are appropriately tailored to specific actors. They should be articulated clearly so that they can be used for any future programming needs and generate lessons for the overall national EVAW landscape. All three implementing UN agencies will coordinate and provide joint inputs throughout the entire process.

The evaluation is expected to follow a collaborative and participatory approach ensuring close engagement of the UNJP EVAWIA agencies, national and local government counterparts (Ministry of Health and Social Protection as the key main counterpart), CSOs, NHRIs, the Sweden Embassy in Tirana and other key stakeholders.

The end evaluation of EVAWIA programme will cover all aspects of the project interventions, outcome and output results and its allocated resources in relation to the project's results. The evaluation will include the entire period of the JP to the date of the evaluation mission. The monitoring will focus on geographic areas targeted by the JP. Monitoring will be carried out in at least one third of the

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<sup>78</sup> Given the length of the document, this is a summarized version of the Terms of Reference – focusing only on key elements of the evaluation.

<sup>79</sup> UNEG Norms and Standards for Evaluation, 2016, <http://www.unevaluation.org/document/detail/1914>

municipalities targeted by the JP (9 LGs). Sampling will include selecting municipalities considering the following criteria:

- Size of municipalities
- Length of time that they have received UN agency support related to addressing VAW through prior and this JP
- Hypothesized strength of the Coordinated Referral Mechanisms (CRMs) and municipalities with capacities to use GRB tools
- Presence of CSOs, particularly service providers

### **The Evaluation Questions / Analytical Framework**

The final evaluation will assess **the below criteria of OECD/DAC guidelines:**

- **Relevance** – will assess to what extent the results of the joint programme are consistent with the needs and priorities of the intended beneficiaries, partners, and stakeholders.
- **Coherence:** will assess how well does the intervention fit.
- **Impact**<sup>80</sup> – Positive and negative, primary and secondary long-term effects produced by the Joint Program, directly or indirectly, intended or unintended.
- **Effectiveness** - will assess to what extent results at various levels, including outcomes, have been achieved based on planned activities.
- **Efficiency** - will assess how well and productively the programme has utilized its resources to reach the predefined goals.
- **Sustainability** – will assess preliminary indications of the degree to which the programme results are likely to be sustainable beyond the programme’s lifetime and provide recommendations.

The entire evaluation process will be guided by principles of human rights and gender equality. Since Albania has ratified the international conventions on human rights relevant for VAW area, it is expected that a Human Rights Based Approach, including the right to life and security, to address inequities, discrimination, marginalization and vulnerabilities will be applied in all phases of the programme’s evaluation. Furthermore, since Albania is a signatory to a number of important and binding international documents, which guarantee the equality of men and women and prohibit gender-based discrimination the programme’s evaluation will be guided by principles of gender equality and the advancement of women’s rights.

**The final evaluation report should also cover:**

**Joint Programme contribution to SDGs.** – assess whether the programme’s goal and outcomes and progress done so far are contributing to SDGs progress.

**Joint Programme contribution to Albania-UN Sustainable Development Cooperation Framework 2017-2021** and more particularly Output 2.5 on GBV and the recently signed Albania-UN Sustainable Development Cooperation Framework 2022-2026.

**UNJP communication and visibility** – assess and review whether the communications and visibility guidelines and actions undertaken by UN agencies and implementing partners provide insights into the implementation of the programme activities.

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<sup>80</sup> The evaluation will not be able to fully assess the Joint Program’s impact, as the UNJP is still ongoing; however, it will address the following questions with the results and evidence that is available to date.

## ANNEX O. ONE UN COHERENCE FUND SET OF GENDER OUTPUTS

First Grant 2012-2014 PoC 2012-2016	Second Grant 2015-2016 PoC 2012-2016	Third Grant 2017 PoCSD 2017-2021
<b>Output 1.1.1: Public oversight bodies including the Parliament, Ombudsman, and the antidiscrimination commissioner have the capacity to implement appropriate policy frameworks that ensure transparency and accountability of government</b>	<b>Output 1.3:</b> Mandated line ministries and state institutions ensure that their practices and policies effectively prevent and address violence (against women and children) in society.	<b>Output 1.1</b> - Constitutional, ministerial and independent mechanisms are reinforced to identify and report human rights violations and enable evidence-based policy making and response.
<b>Output 1.1.2: Civil Society and media facilitate a public demand for human rights, gender equality and access to justice including the compliance with international legal instruments and the Convention on the Elimination of All Forms of Discrimination against women</b>	<b>Output 3.1:</b> Parliament and electoral institutions have the capacity to perform core functions	<b>Output 2.5</b> - Capacity of institutions and service providers to implement legislation and normative standards on Elimination of Violence against Women (EVAW) and other forms of discrimination is strengthened
<b>Output 1.2.5: State institutions and local governments have the technical capacity to mainstream gender issues into legislation, strategies, policies, and budgetary processes, and to implement a women's economic empowerment strategy</b>	<b>Output 3.2:</b> Line ministries and public service delivery institutions are able to mainstream gender and conduct gender responsive planning and budgeting and evidence-based policy making at all levels	
<b>Output 4.1.5: Action taken at national and local level to implement improved legislative and policy framework on combating gender-based violence</b>	<b>Output 4.3:</b> National and sub-national government units have the capacity to generate and strengthen investments, employment, and livelihood opportunities, especially for youth and women.	
<b>Output 4.4.1: Key state institutions and social partners are capable to develop and implement, in a fair and inclusive manner, employment policies and programmes that meet international standards</b>		