**SANE 27 gender assessment and strategic support**

Draft

**Submitted to:**

**Embassy of Sweden in Tirana, Albania**

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# List of abbreviations

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| SIDA | Swedish International Development cooperation Agency |
| SEPA | Swedish Environmental Protection Agency |
| EPA | Environmental Protection Agency |
| MTE | Ministry of Tourism and Environment |

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# Introduction

The call-off for the assignment was made by the Swedish embassy in Tirana on April 27, 2018 to the Global Gender Help Desk to Sida. Anja Taarup Nordlund from NCG Sweden was asked to undertake the assignment, as she has worked with Swedish Environmental Protection Agency (SEPA) and has long experience of working in the Albanian context. For quality assurance Suzana Zivkovic was selected, also from NCG Sweden. Five days were provided to the assignment, and five days were spent. Delivery deadline was the 25 of May, due to rescheduling by the Ministry of Tourism and Environment (MTE) in Albania of the workshop, the deadline was prolonged to after the workshop.

# Rational and purpose

ToR of the assignment state the following:

1. To study the program proposal for Support to Albanian Negotiations in Environment, Ch.27 (SANE27) and background documents (mainly the study report from the Swedish EPA).
2. To discuss with SEPA representatives (and with the Swedish embassy if needed) about the purpose of the program proposed and the main type of activities planned within SANE27 in order for the Consultant to get a good understanding of the program and in what way gender mainstreaming would be relevant.
3. Provide overall advice and recommendations to SEPA in their work with the gender analysis.
4. Provide overall advice and recommendations to SEPA in developing the results framework and possibly other specific advice, e.g. related to communication activities and the internal capacity of the Ministry of Environment (need for gender focal point etc.).
5. Draft a brief report with analysis and recommendations as to the above.
6. Participate in the kick off meeting in Tirana on 21st of May, 2018.

Documents provided were the draft SANE 27 proposal to Sida, as well as a Sida gender assessment of the proposal made in April 2017.

# Overall recommendations - actions

The following recommendations/suggestions are provided based upon the proposal as well as from the meeting with the project manager on skype. More in-depth recommendations may be provided after the workshop on the 21st of May.

1. According to the *EU Action plan on gender,* gender mainstreaming of projects and programmes must be done. Consequently, any new projects and programmes that the SANE27 will be engaged in, should promote integration of a gender perspective (e.g. when ToRs are developed). **Trainings on gender mainstreaming[[1]](#footnote-1)** in environmental project formulations are suggested for the Ministry staff and other key ministries, making use of real live cases to ensure high level of relevance. Key department is of course the EU integration department at MTE.
   1. The training should e.g. include an increased understanding of gender roles and impact on solid waste and water management (use, behaviour, affordability and willingness to pay, impact on diverse groups, access to business opportunities in potential projects)
2. **Stakeholder engagement and consultations** will form a large part of the SANE27 project.
   1. Consultations and meetings are suggested to make use of gender checklist for such events (Annex 2 of this report).
   2. As part of ensuring a wider engagement, it is recommended to have contact with gender/women’s organisations working with environmental issues. A list (not exhaustive) is annexed to this report (Annex 3).
3. It is suggested to procure a **locally based or international gender expert** to provide ad hoc support (in line with Sida recommendations). General input to ToRs are provided in Annex 1.

# Gender analysis

It is recommended, throughout the project, to develop further the following analysis areas (could be part of the work of a gender expert linked to the SANE27):

* Gender analysis/assessment of the MTE and key ministries:
  + Where are women/men situated (positions) and how does this affect who will be invited/trained/speaking etc.
  + for delivering on the Ch.27 process to understand what capacity they have in place to deliver as per the EU acquis related to gender (including, but not limited to systems, knowledge, people, funds)
* Gender analysis/assessment of stakeholders more generally, e.g.
  + How do environmental consultation processes tend to look (women, men, age, minority representation etc.) and if participation can be broadened aiming at broader dissemination as well as better informed processes?
* A deeper understanding of how gender is generally related to the Ch.27 areas is likely needed. However, such analysis is already provided, but could be compiled in short pamphlets or similar with accessible language (why is gender mainstreaming relevant for solid waste? for instance). Analysis could also be used as training material for training events with officials.

# Advice and recommendations

It is not clear how progress could be measured, since short and medium term expected results and measurable indicators are not included, which makes the work of gender mainstreaming the results framework in its current form difficult. Some comments to indicators have been provided at a more overall level (in blue). In addition, suggestions on short- and medium-term gender results are provided together with indicators (in red) to be discussed further.

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|  |  | **Indicators** | **Proposed gender results (medium and short-term results as direct expected results of the program)** | **Proposed gender indicators** |
| Overall objective/s | Albania has the technical capability to successfully negotiate Ch.27 of the EU *Acquis*. |  |  |  |
| Programme objective | Capacity and capability of the Albanian Environmental Ministry and other institutions to prepare for EU Ch.27 negotiations is strengthened. | 1. Institutional structure and procedures for coordination and cooperation for Ch.27 preparation for negotiations is in place.  (suggestion: make use of this formulation as an output level result, formulate quantitative/qualitative indicators) | Gender mechanism in place at MTE for mainstreaming of Ch.27 preparation projects (as per Albanian law) | # of gender focal points at MTE engaged in EU preparations on EU ch. 27.  # and % of trained staff and managers in gender mainstreaming of environmental projects  # of staff and managers who report making use of gender mainstreaming as per EU acquis of environmental projects and programmes (disaggregated by sex) |
| ToRs for potential projects to roll out are gender mainstreamed | # and % of ToR with a gender perspective in description and qualifications required |
| 2. Ch.27 coordination unit in the Ministry of Environment has required skills and capacity and efficiently coordinates the preparatory process.  (suggestion: split this into two output level result, formulate quantitative/qualitative indicators) |  | # and % of women and men undertaking trainings on negotiations techniques  List of stakeholders included and invited encompass relevant women’s org./gender organisations working with/for environment. |
| 3. Institutions responsible for Ch.27 approximation are informed and participate in negotiations preparatory process, meetings are being held regularly and at least once per 6 months.  (suggestion: make use of this formulation as an output level result, formulate quantitative/qualitative indicators, e.g. that meetings are held regularly/biannually) | The network includes gender experts, as part of the preparatory process in selected sub-sectorial working groups | # of gender experts engaged (disaggregated by NGOs, Ministries, consultants and similar)  # and % of women and men participating in negotiations processes  # of meetings making use of gender planning (checklists) |
| Expected results | 1. The Ministry and other Ch. 27 institutions are supported for Ch.27 screening. | 1. EU integration Unit has at least staff of 2 members dedicated and competent for coordination of preparation for screening.  (suggestion: split this into two indicators) |  |  |
| 2. Situation regarding Ch.27 approximation is known and plans in place to close remaining gaps. | Gaps analysis is carried out with a gender perspective (e.g. do the existing laws, regulations and policies in place adequate from a gender perspective) | Gaps analysis with a gender perspective is applied for # areas |
| 3. Ch.27 institutions are informed about approximation and negotiating process needs and efficiently contribute to preparing for screening.  (suggestion: make use of this formulation – split into two output level results, formulate quantitative/qualitative indicators) | Ch.27 institutions are informed about the EU acquis requirements and IF undertaking CH.27 projects ensuring these are gender mainstreamed. | # of Ch.27 institutions with dedicated staff for the process (disaggregated by sex)  # and % of Ch27 project carried out with a gender perspective. |
| 4. Results of preparation are acknowledged by the national EU integration coordination structures (and the European Commission). |  |  |
|  | 2. Needs for Chapter 27 strategic planning identified and process is in place to deliver required planning documents. | 2.1 A systematic approach to Chapter 27 strategic planning is established.  (suggestion: make use of this formulation as an output level result, formulate quantitative/qualitative indicators) | Meta plan is gender sensitive | Gender screening of plan carried out |
| 2.2 Process is organised to deliver strategic planning documents. | IPA project documents are gender sensitive | # of IPA project documents which have been gender mainstreamed |
| **Main Activities** | * 1. Improving understanding regarding Ch.27 negotiations.   2. Support to the Ch.27 coordinating institution in strengthening its coordinating role.   3. Approximation GAP assessment (based on demands for preparation for Bilateral Screening) and planning how to close them.   4. Assessment of situation and identification of directives which potentially will require transitional periods.   5. Support to Ch.27 institutions in approximating EU environmental requirements as part of preparation for bilateral screening.   6. Improvement of communication with Chapter 27 stakeholders.   2.1 Assessment of the situation with strategic planning.  2.2 Develop strategic planning formats for Ch.27 and train institutional partners.  2.3 Supporting Ch.27 institutions in organising development of directive specific implementation plans (DSIPs).  2.4 Support in development of concept for environmental investment and financing planning. | | Gender related activities:   * Engage a local or international gender expert to – on an ad hoc basis - provide support to SANE27 (first task is the development of a simplified gender action plan, prioritising work in line with a detailed work plan for SANE27 when this exist) * Select 3-4 sectors to focus upon (e.g. solid waste, waste water, water) * Rapid Gender assessment of MTE (focusing on capacity and capability for mainstreaming) * Trainings on EU acquis gender related requirements * Trainings on mainstreaming of projects/program (incl. explaining why a gender perspective is relevant in relation to the subject areas (e.g. solid waste, water, waste water etc) * In line with national policies and strategies support the MTE and other supporting ministries to activate their gender focal points, and include them in trainings * Coordinate with the Ministry of Labour and Social affairs gender unit * Develop/adapt short guidelines/checklists for gender mainstreaming in different sector   Developed list of potential stakeholders to be invited for consultations, including women/gender NGOs, gender experts from academia and similar. | |

# Annex 1 Input to development of ToRs

**Scope of work:**

For a gender resource in the pool of consultants:

* Support in stakeholder engagement outside of Tirana (safeguarding diversified stakeholders, consider methods for engagement)
* Provide other suggestions for involvement of gender experts/stakeholders with this perspective
* Identify and train gender focal points in key stakeholders (likely 2nd year)
* Potential support to IPA program/project proposals (likely from 3rd year)
* Potential develop/adapt short guidelines/checklists for gender mainstreaming in different sector
* Train key stakeholders (how does gender link to selected components)
* Input on communication outreach

Potential international support

* Strategic input to the process
  + Link to the EU directive on equal opportunities and to gender mainstreaming
  + Identify what components to focus upon (set up criteria, e.g. sectors with high social impact, sector highly impacted by humans, sectors with major investments. Could e.g. be water, waste water, solid waste, access to environmental information)
  + Input to gap assessment (e.g. do key document take into account a gender perspective to planning, implementation and monitoring)
* Input to ToRs for national policies, strategies and other aspects directly from the SANE27 project
* Support to MTE in ToR development for IPA projects

**Qualifications:**

* Significant experience in gender mainstreaming in environmental sector
* Training experience in gender and environment
* Experience of IPA proposal and processes

# Annex 2 Gender checklists

## Conferences

1. Are an equal number of women and men visible as speakers on ‘the platform’? If you do not know where to find women speakers on this topic – where else can you search? Women’s organisations? Talent data-base? Internet?
2. Do you have an equal ratio of men and women chairing sessions?
3. Have the Chairs been briefed to encourage women as well as men to ask questions and to take part in the discussions and debates?
4. Speakers - if you do not know enough women who can speak on a certain topic - how will you increase your contact list?
5. What time/date have you arranged your conference? Is it at a suitable time for people with family responsibilities?
6. Is safe transport provision accessible?
7. Does the conference place offer possibilities for people with accessibility constraints?
8. Are there childcare provisions?
9. Invitations - have you been pro-active in seeking out female as well as male participants to attend the conference?
10. Literature - does the conference literature portray men and women equally?
11. Posters - do the conference posters portray women and men equally? (see also 4.4 communications material)
12. Agenda - were women as well as men consulted on the topics for the agenda?

## Consultations

1. Have you invited organisations that work specifically with gender equality? (i.e. ministries, agencies, NGOs)
2. Have you invited organisations working with disabilities or other traditionally excluded groups? (i.e. ministries, agencies, NGOs)
3. Have you invited gender experts?
4. Do you have an equal ratio of men and women chairing sessions? Have the chairs been briefed to encourage women as well as men to ask questions and to take part in the discussions and debates?
5. What time/date have you arranged your meeting? Is it at a suitable time for people with family responsibilities? Suitable time during the year?
6. Is safe transport provision accessible when coming to and leaving the meetings?
7. Are women and men provided with equal speaking time? Consider making use of ‘speaking time’ i.e. maximum 2 minutes during discussions.
8. Do you make use of participatory methodologies such as smaller group work?

## Communication material

1. Is the material adequate for the group you want to communicate with? Will they be able to access the material? Will they understand the messages? Test material on your target group when feasible.
2. Are both women and men depictured in the material?
3. How are women and men displayed on pictures? Avoid stereotyped pictures such as passive women (i.e. listening to a man, looking up at men), sexual undertones etc.
4. Are both women and men quoted/interviewed in the material (such as experts)?
5. Are stories or examples from both women and men included in the material?
6. Are women and men, girls and boys described in similar ways? Avoid sexist language or stereotyped presentations of their contribution/work.

## Surveys

1. Does the survey ask if the respondent is female or male? (considering ethnicity, disabled and others as needed)
2. Is there a target and a plan to ensure respondents are both women and men, girls and boys? (considering ethnicity, disabled and others as needed)
3. Do you make use of both male and female interviewers as appropriate to ensure both women and men will be amongst respondents? In some countries women will be reluctant to speak with men, or men will jump in and answer the questions on behalf of women.
4. Does analysis disaggregate according to who responded? (male/female), (considering ethnicity, disabled and others as needed)
5. Does analysis make use of cultural norms to explain the result of the survey?

## Policy work at national level

Strategy processes should consider who they engage with, i.e. what kind of interests and knowledge are included.

Who should be included:

* Women’s commission/group at parliament;
* State level gender mechanism (e.g. Gender Equality Agency or Ministry with gender/women responsibility);
* Women’s organisations operating at a national level.

What documents should be referred to:

* CEDAW;
* HABITAT gender references (especially investments into water supply, solid waste and waste water treatment)
* Maybe Treaty of Amsterdam in 1999 and/or EU Gender Action plan
* National gender equality law;
* Always take into account the national strategy for GE. Likely it will have aspects related to both equal opportunities/gender equality, it likely also specifies the national priorities, which should relate to national challenges. Make use of some of the nationally set indicators/target indicators in the strategy document, as this will leverage the programme, as well as lift the national strategy (which is sometimes ignored).

## Policy work at municipal level

At municipal level gender knowledge in the public structures as well as policy documents relating to gender for the local level development are less developed compared to national level. Emphasis on practical needs will also require a practical approach to gender mainstreaming. Engaging with locally based women/gender organisations is necessary to find adequate solutions.

Who should be included:

* Women’s commission at municipal level (if this exist);
* Gender focal points at municipal level (will often be embedded into relevant agencies/actors with whom the programme/projects will engage with anyhow. Always ask for their inclusion. They may, however, have very limited knowledge;
* Women’s organisations (they will often have more knowledge as well as network than the national institutions).

What documents should be referred to:

* CEDAW
* HABITAT gender references (especially investments into water supply, solid waste and waste water treatment)
* National gender equality law (often municipal level actors have no real knowledge about the law related to equal opportunities/gender equality)
* Refer to the national gender strategy, make use of indicators for own projects.

# Annex 3 – Stakeholder engagement input

## Women’s organisations working across Albania with environmental projects

* **Today for Future**
* **Streheza per Grate dhe Vajzat e dhunuara**
* **Agritra, Peshkopi** (forestry, agriculture)
* **Unë Gruaja/Me, the women, Pogradec** (environmental services)
* **Forumi Gruas Elbasan/Women's Forum Elbasan** (environmental services)
* **Together for Life,** Tirana
* **National Centre for Community Services**

## Environmental organisations working with a gender perspective

**Regional Environment Centre - REC**

**Connecting Natural Values and People - CNVP**



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1. With the entry into force of the Treaty of Amsterdam in 1999, the promotion of equality between men and women throughout the European Community has become one of the essential tasks of the Community (Article 2 EC). Furthermore, according to Article 3(2) EC, the Community shall aim to eliminate inequalities, and to promote equality, between men and women in all the activities listed in Article 3 EC. This obligation of gender mainstreaming means that both the Community and the Member States shall actively take into account the objective of equality between men and women when formulating and implementing laws, regulations, administrative provisions, policies and activities. [↑](#footnote-ref-1)