

Assessment and Integration of Gender Vulnerability, Standards and its Access to Management and Conservation Actions in the Protected Areas in Albania



In the framework of the project

Improving coverage and effectiveness management of marine and coastal protected areas –phase II / Enhancing financial sustainability of Protected areas system in Albania

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ABBREVIATIONS:

AWEN	Albanian Women Empowerment Network
CBD	UN Convention on Biological Diversity
CSES	Cross Sector Environment Strategy
CITES	Convention on Int'l Trade in Endangered Species of Wild Fauna and Flora
CMS	Convention on the Conservation of Migratory Species
GEF	Global Environmental Facility
GBR	Global Biodiversity Review
INCA	Institute for Nature Conservation in Albania
INSTAT	Albanian Institute of Statistics
MEA	Multilateral Environment Agreement
MoTE	Ministry of Tourism and Environment
MoEI	Ministry of Energy and Infrastructure
NGO	Non-Governmental (not for Profit) Organization
NSDI	National Strategy for Development and Integration
REC	The Resource Environmental Center Albania
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change



EXECUTIVE SUMMARY

Since early 1990, Albania has become a Party to main environmental Conventions and has continued to adhere and participate in different international agreements on environmental protection. Furthermore, Albania has adhered to the main gender international agreements being followed by the dynamic national development agenda of the country fully takes into consideration the fact that its development will only proceed by adequately taking into account, global processes and trends.

Gender and nature conservation are considered largely as cross cutting issues. Nature protection and management of Protected Areas have been largely cast as the domain of men. Integrating the human dimension in conservation practice and ecosystem management, should be calling for the involvement of local communities in conservation. This approach has been essential where people live either inside or in the buffer zones of protected areas, similarly to the situation in Albania.

If we do not pay specific attention since the beginning to clearly reflect and mainstream gender perspective in the policy documents, program and project design, we will face many difficulties in the future, during its implementation, as well as on the preparation of specific reports in accordance with national/international requirements (where gender indicators and measuring of gender impact are considered important).

Considering the actual status in Albania, women remain largely absent at all levels of policy formulation and decision-making in natural resource and environmental management, conservation, protection and rehabilitation. Their experience and skills in advocacy for and monitoring of proper natural resource management too often remain marginalized in policy-making and decision-making bodies, as well as in educational institutions and environment-related agencies at the managerial level. Women are rarely trained as professional natural resource managers with policy-making capacities, such as land-use planners, agriculturalists, foresters, marine scientists and environmental lawyers

The Gender Action Plan contains a broad list of priority actions to address the Gender Equality in the Protected Area Administration and Management in Albania. It aims at gender advancement in all management levels: from Central Government to regional and local level. Albanian Government has expressed the clear commitment to incorporate gender perspectives into all policies and programs aimed at environmental policies and sustainable development. Such programs will be more sustainable and more equitable for both women and men in Albania. They will have multi positive effects to employment, income generation, democracy development and public participation in decision making processes, education and professional enhancement for both women and men, at local and national level.



PART ONE: INTRODUCTION

This report is prepared in the frame of the project: “Improving coverage and effectiveness management of marine and coastal protected areas –phase II / Enhancing financial sustainability of Protected areas system in Albania”, implemented by UNDP Albania. UNDP is supporting the Albanian Government to improve the coverage and management effectiveness of Albania’s network of marine and coastal protected areas as an essential complement to its network of terrestrial protected areas, and, contributing to country obligations under different UN Conventions and the EU accession process.

Since more than 20 years, conservation organizations began integrating the human dimension in conservation practice and ecosystem management, calling for the involvement of local communities in conservation. This approach has been essential where people live either inside or in the buffer zones of protected areas, similarly to the situation in Albania.

In relation to biodiversity and natural resources, taking a gender perspective involves understanding and integrating the relations and differences between men and women into strategies, program and projects. This includes the different roles, rights and opportunities of men and women concerning access, use, management and conservation of natural resources. It also involves considering the different ways in which environmental degradation affects men and women¹.

Integrating a gender perspective into the conservation of protected areas contributes toward the following activity in the Program of Work on Protected Areas, formulated during the Seventh Meeting of the Conference of the Parties (CoP7) of the Convention on Biological Diversity (CBD) in 2004: “Carrying out participatory national reviews of the status, needs and context-specific mechanisms for involving stakeholders, ensuring gender and social equity, in protected areas policy and management, at the level of national policy, protected area systems and individual sites”.

Including gender also contributes toward achieving the Sustainable Development Goals, especially in relation to gender equality and the empowerment of women, as well as addressing critical issues in the Platform for Action adopted at the Fourth World Conference on Women in Beijing, 1995.

The Albanian Government, and specifically by the one responsible for Nature Protection, consider the gender dimension a powerful tool for protected area conservation and management. In general, from a conservation and the management perspective, interventions and projects that have applied gender equity and promoted women’s participation have been more effective and balanced².

While each case Protected Area in Albania is different and has its unique features (Climate, Natural Resources, Local Communities, Culture and Traditions), incorporating gender in natural resource conservation and sustainable use:

¹ Parks in Peril –PiP-. 2006. Webpage. <http://www.parksinperil.org/howwework/operations/gender.html>

² Biermayr-Jenzano, Patricia. 2003. Maximizing Conservation in Protected Areas. Guidelines for Gender Consideration. Policy Brief. IUCN, Population Reference Bureau.



- ✓ Ensures that women's and men's traditional rights over resource use in protected areas are not diminished with the development of projects and programs³.
- ✓ Helps in changing stereotypes harmful to conservation, such as the belief that women are incapable of participating together with men⁴. It strengthens a vision in which men and women can develop the same or complementary activities in relation to nature. In the Karaburun area and nearby villages, for example, both men and women participate in fire prevention and control, according to their capacities.
- ✓ Contributes to resolving conflicts of interest in the definition and management of protected areas, by recognizing the different interests and priorities of men and women⁵.
- ✓ Helps ensure the representation of diversity in environmental management and to identify local organizations responsible for it⁶.
- ✓ Facilitates contact with external sources of financing interested in promoting gender initiatives⁷.
- ✓ Increases opportunities for sustainable activities, such as those women have traditionally carried out or in which they have a particular interest. Uncovers roles and interests which are usually ignored, such as those of women, who represent slightly more than half the population in Albania. Traditional handcrafting, bio-products for the local markets and touristic facilities are among many activities which will enrich the sustainable development of the local economies nearby the Protected areas, around Albania.

³ Martin, Angela. 2004. Gender Makes the Difference. Forestry. Fact Sheet. IUCN

⁴ Hill Rojas, Mary, Jon Dain and Constance Campbell. 2001. Community Conservation and Protected Area Management with a Gender Perspective: A Synthesis. A Woman in Development Technical Assistance Project (WIDTECH). Information Bulletin, August

⁵ Aguilar, Lorena. 2004a. Gender Makes the Difference. Biodiversity. Fact Sheet. IUCN

⁶ Biermayr - Jenzano, Patricia. 2003. Maximizing Conservation in Protected Areas. Guidelines for Gender Consideration. Policy Brief. IUCN, Population Reference Bureau.

⁷ Aguilar, Lorena and Montserrat Blanco. 2004. Diversity Makes the Difference! Gender Considerations for Promoting an Equitable Access to and Fair Sharing of Benefits Arising from the Utilization of Biodiversity. Information paper for the Seventh Meeting of the Conference of the Parties to the Convention on Biological Diversity.



1.1 OBJECTIVE AND TARGET AREA

The assessment objective is to “develop and define gender standards which will include collecting the socioeconomic baselines and trends, to identify, profile and quantify the local beneficiaries from a gender equality perspective, and potential benefits which the project can bring about”.

Through this Gender Analyses and Action Plan, the project provides a gender perspective on the different impact issues related to management, conservation, of ecosystem and sustainable fishing practices. As such, the project wants to mainstream with other UNDP priorities, including poverty alleviation, improved governance, the prevention and recovery from natural disasters, and gender, particularly by encouraging, engaging and promoting meaningful women participation in almost each and very activity on site and much larger on formulation of policies and strategic interventions in this area.

The assessment is implemented in the period November 2019 – April 2020 and covered the whole system of responsible institutions for the Management of Protected Areas in Albania, namely the National Agency for Protected Areas and the Regional Agencies for Protected Areas. Among them, the main target were three protected areas, namely: Divjaka-Karavasta National Park, Narta, Llogara, Karaburun Protected Areas and Dajti National Park.

The target areas are visited during the above-mentioned period, for having meeting and semi-structured interviews held with representatives of respective RAPAs, as well as with community members and local civil society, both environmental and women rights groups.

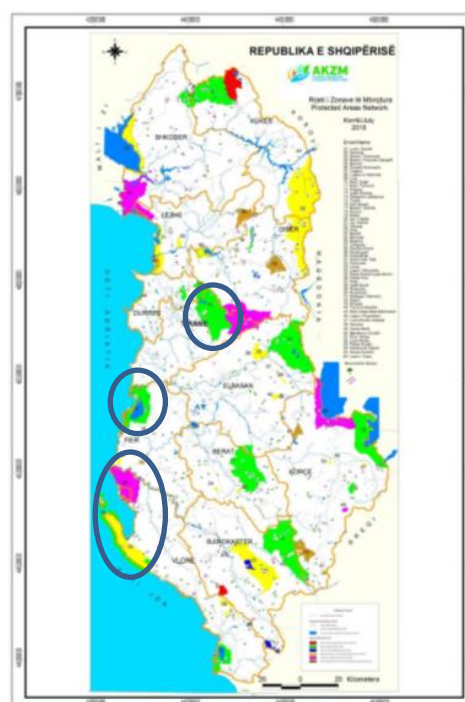


Table 1: Statistics of the target areas⁸ and the population of the respective regions⁹:

No	Region	Protected Area	IUCN Category	Surface (ha)	Men	Women	Total
1	Tirana	Dajti	II	29,216.9	447,525	458,641	906,166
2	Fier	Divjaka-Karavasta	II	22,230.2	146,633	143,256	289,889
3	Vlore	Karaburun-Sazan	II	12,428.0	94,809	94,113	188,922
4		Llogara	II	1,010.0			
5		Karaburun	IV	20,000.0			
6		Vjose-Narte	V	19,738.0			

⁸ AKZM (2019): Studim për rivlerësimin e sistemit të rrjetit të zonave të mbrojtura mjedisore në Shqipëri.

⁹ INSTAT: Popullsia 1 Jan. 2020

<http://www.instat.gov.al/al/temat/treguesit-demografik%C3%AB-dhe-social%C3%AB/popullsia/#tab2>



1.2 DIMENSIONS OF THE REPORT

This Chapter presents the main pillars of the Gender Report, developed and discussed with interested actors.

Dimension 1: The report establishes the baseline of legal framework as a general overview presentation of the national gender policies and commitments related to Protected Areas, with main focus on Marine Protected Areas, as well as establish the grounds for further gender analyses and Gender Plan development. Both International and National legal frameworks on guaranteeing the gender equality and rights are screened with gender lenses. Furthermore, the national environmental legal framework which specifically regulated Protected Areas, as well as Nature and Biodiversity Protection is screened with gender sensitive indicators to achieve a factual / evidence-based baseline on the level of gender mainstreaming of it.

Dimension 2: The assignment through specific gender segregated data makes evident women and men's respective roles in a better-informed decision-making related to the protected areas management and community involvement in this natural resource management level.

Through specific designed methodological tools, women and men involvement on different aspects of Protected Areas management is described. The situation report/chapter comprises gender comparative data at national and local level. The pilot areas of Protected Areas of Llogara/Karaburun (Vlora), Divjake/Karavasta (Lushnja) and Dajti (Tirane) are assessed on different social strata of the society, categories of employees within respective Regional Agencies of Protected Areas (RAPAs) as well as NAPA, involved SCOs in supporting women engagement of the local communities.

Dimension 3: Action Plan development is based a) on gender analyses¹⁰ of the legal national and international framework and b) the gender practice based on the baseline and situation analyses carried in the three pilot areas.

The provided recommendations are aiming at emphasizing the importance of understanding how men's and women's roles and gender relations change and may complement each other

Gender refers to the socially constructed differences and relations between men and women that vary according to situation, place, time and context, and which influence structure and decision making within communities, institutions and families.

Gender analysis requires "understanding how historical, demographic, institutional, cultural, socioeconomic and ecological factors affect relations between women and men of different groups, which partly determine forms of natural resource management.

¹⁰ Schmink, Marianne. 1999. Conceptual Framework for Gender and Community-Based Conservation. Case Study No. 1 of the Series "Gender, Community Participation and Natural Resource Management. Management Ecosystems and Resources with Gender Emphasis" (MERGE).



when dealing with Marine Protected Areas Management as well as other environmental challenges affecting the Protected Areas in Albania such as climate change, land desertification and biodiversity loss. The need to ensure participatory planning for activities within Marine Protected Areas, implementing and monitoring methods on Management Plans for the Marine Protected Areas, appropriate to encourage women and men to be engaged in different processes and activities which will generate income, will be evident through all product developed in the framework of this assignment, as well as through specific recommendations.

The Action Plan contains specific actions aiming at:

- a) fighting gender stereotypes and cultural norms which prevent women involvement and participation in discussion for conservation and management of Protected Areas in Albania
- b) ensuring equal participation based on informed and educated communities on their rights as well as on environmental related information such as natural resources of the Marine Protected Areas, management approaches; sustainable activities, etc.
- c) reducing the gender gap (knowledge, resource sharing, income generation, etc) by encoring women to be organized, involved and contribute in different sectors which ensure the advancement, job creation, consolidate the education, etc.

Steps for Developing the Gender Action Plan

- ✓ Identify the ways women and men learn, what they learn and how they use what they learn in relation to natural resources.
- ✓ Identify the sexual division of labour. Who does what in productive, reproductive and communal activities? When and how is it done?
- ✓ Identify access and control of resources, goods and services, as well as benefit and cost sharing, differentiating by gender, with an emphasis on the resources that protected area activities will have an effect on.
- ✓ Identify demographic trends: birth rates, average age that women have children, and significant migratory movements that can influence conservation efforts.
- ✓ Identify traditional or contemporary values that influence (either positively or negatively) the way in which men and women use natural resources.
- ✓ Identify gender-differentiated forms of participation (quantity and quality) in decision-making processes in both community and domestic spheres.
- ✓ Identify rules and laws that influence the way in which men and women use, manage and control natural resources.
- ✓ Illustrate the needs, demands and priorities expressed by men and women, as well as those expressed by young and older people



1.3 STRUCTURE OF THE REPORT

The report is composed on three main pillars:

1. Pillar one: *“Legal analyses of the gender equality obligations for protected areas management”*

The report contains three chapters. In the *first chapter*, is presented a short description of the background situation related to the gender and environment as cross cutting issue in Albania.

In the *second chapter*, the general international framework on the connection between gender and environment is described. This chapter brings forward the obligations deriving from the SDGs on Gender and Environmental related ones, focused specifically on the ones which tackle more Protected Areas and Nature.

In the *third chapter*, description of the national legislation and policies on gender and environment, focuses on mainstreaming aspects. National Integration strategies are taken into consideration and reviewed with gender analyses of some specific policy documents, such as: Draft Cross-Sectorial Strategy of Environment (CSES), National Biodiversity Strategy and Action Plan (NBSAP), National Action Plan on Land Desertification, etc.

In *chapter four* additional information on specific environment’ legislation approved in Albania for protected areas.

The last *chapter five* will comprise a set of key findings and suggestions/recommendations from the international and national experience on different issues, including also the discussion about men, masculinities and protected area management

2. Pillar two: *“Baseline on gender situation in three pilot protected areas with focus on Marine Protected Areas management”*

This part of the report includes the gender analyses of the current situation both at National level (NAPA) and regional/local level (RAPA) (focused at regions where the three pilot areas are located: Vlore, Lushnje and Tirane)

Two set of gender segregated data will be collected and analyzed:

- a) Gender data and meta-data of INSTAT commentary (2018) on women vs men on education, employment, participation, income sharing etc. The comparison of the national data versus regional gender data will help the gender analyses to draw conclusion on opportunities and alternatives for addressing the gender equality through specific activities in the Action Plan.
- b) Specific gender data collected from NAPA and RAPA on gender (in)equalities. Such data provide information and gender situation within the institutions in charge of Protected Areas Management. Data on gender ratio on employment, education, pay gap, representation in the management positions.
- c) Specific data on gender related activities implemented within the institutions (NAPA and RAPAs) and in the communities are collected directly from the involved institutions or indirectly through support Civil Society Organizations, active in the



three Pilot Areas. Good case studies such as trainings, women targeting activities, education and exchange, start-ups on nature-based products lead by women (or involving local women) are identified and described as models for further multiplication in the Gender Action Plan

3. Pillar three: ***“Gender Action Plan”***

Based on legal gender analyses and the baseline of gender (in)equality and gender mainstreaming, the Gender Action Plan with appropriate and measurable indicators (especially gender and community relations pertinence to natural/marine resources and the various stakeholders involved in the ecosystem management patterns locally). It consists on a proactive gender-based approach to project implementation, including monitoring and evaluation, to ensure continuing awareness of gender mainstreaming issues, and interventions, which address such barriers

The principles in developing the Gender Action Plan are:

- a) Contribute to achieve the Gender Equality
- b) Empower women through develop and implement participatory approach and techniques
- c) Ensure long standing results through mainstreaming gender equality in Marine Protected Areas Management

As an innovative plan it recommends at management plans level, action and activities which easily adaptable on different regions and settings, grounded on previous positive experiences, supported by local groups which are working on women rights, youth engagement and/or environmental groups.

Furthermore, actions and activities are identified to be measurable, implementable with limited resources, innovative, gender-sensitive actions focused not only on Protected Areas resources and management, but also in surrounding communities.

Finally, the Gender Action Plan aims at establishing new working methodologies within institution responsible for the management of Marine Protected Areas such as introduce gender segregated data collection, gender positive discrimination for supporting training and qualification on women in specific management positions, specifically designed activities which raise awareness on gender stereotypes, inequalities, representation and women rights for participation in Protected Areas Management.



1.4 WORKING METHODOLOGY

Each part of the report is drafted and developed based on the specific methodology designed to fulfill the objectives and expectations of that pillar.

Pillar one: *“Legal analyses of the gender equality obligations for protected areas management”*

The methodology used during the preparation of this report was based mainly on desk review of existing reports, researches, strategies, legislative framework and different policies related to the environment, protected areas and gender equality.

Some important materials (especially national strategies and action plans) are analyzed also from gender perspective and key guidelines on how to mainstream gender during their implementation are presented under each document analyzed. The conclusions and recommendations are primarily based on the existing international and national experience. They are validated through different in-depth interviews or information gathered from questionnaires surveys distributed in different institutions especially in NAPA and RAPAs of Vlora, Divjaka and Tirana.

Pillar two: *“Baseline on gender situation in three pilot protected areas with focus on Marine Protected Areas management”*

For this part of the assignment, the gender analyses was made based on data collection through official data published by INSTAT and other national-databases and reports. In addition, institutions such as NAPA and RAPAs are contacted with inquires for information on specific data which are not part of publicly available information, specifically for the three pilot Protected Areas or sectors at local level which are impacting Protected areas.

A semi-structured questionnaire is drafted to retrieve information on gender analyses from individuals or institutions at local level (Annex 1). Two missions to pilot Protected Areas are held for holding interviews and collecting data.

Pillar three: *“Gender Action Plan”*

The Gender Action Plan is drafted in two parts: a) Background, Strategic Objective and Principles and b) Action Plan with specific Objectives, Results, Actions, Resources, Targets and Monitoring Indicators.



PART TWO:**LEGAL ASSESSMENT ON GENDER AND PROTECTED AREAS**

Since early 1990, Albania has become a Party to main environmental Conventions and has continued to adhere and participate in different international agreements on environmental protection. Furthermore, Albania has adhered to the main gender international agreements being followed by the dynamic national development agenda of the country fully takes into consideration the fact that its development will only proceed by adequately taking into account, global processes and trends.

The principles of the conventions, as well as of the European Union environmental policy, have been established as priority areas in different key national strategies and the legislation is improved trying to address the international requirements. But, the reporting obligations under the existing environmental regulations have been restricted to compliance with environmental quality standards without including any information about policies' effects and effectiveness. The lack of policy-oriented monitoring and information support tools hinders inter-sectoral collaboration throughout the entire policy process.

Gender and environment are considered largely as cross cutting issues. Environmental science and “the international environmental movement” have been largely cast as the domain of men. In fact, while the dominant and most visible structures of both science and environmentalism may indeed be dominated by men, mostly from the wealthier nations, the women of the world, and many men and children with them, have been hardly involved at work as grassroots environmental movements. And while it is the same few who may claim to pieces of the living landscape as private and state property throughout the world, women and many men and children have also been busy maintaining and developing their own places on the planet through the daily management of the living landscape.¹¹

There is even a wider gender gap when it comes to management of natural resources and specifically on the management of Protected Areas.

Women's multiple roles as producers, reproducers and consumers, have required women to develop and maintain their integrative abilities to deal with complex systems of household, community and landscape, and have often brought them into conflict with specialized sciences that focus on only one of these domains. The conflict revolves around the division of domains of knowledge, as well as the division of knowing and doing, and of formal and informal knowledge.

While women throughout the world under various political and economic systems are to some extent involved in commercial activities, they are often responsible for providing or managing the fundamental necessities of daily life (food, water, fuel and clothing) and are most often those charged with healthcare, cleaning and childcare in the home, and in community level. This responsibility puts women in a position to oppose threat to health, life, and vital

¹¹Feminist Political Ecology: Global Issues and Local Experiences edited by Dianne E. Rocheleau, Barbara P. Thomas-Slayter, Esther Wangari. London, 1996.



subsistence resources, regardless of economic incentives and to view environmental issues from the perspective of the home, as well as that of personal and family health.

The increased involvement of women is leading to a sense of agency and empowerment. As a result, there are new perceptions of women's roles. Women's visions of their right, roles and responsibilities have changed. Increasingly, women's voices are being aided in doing so by their participation in groups and organizations. More women led groups are involved directly in activities and management of Protected Areas.

What is women's relationship with the environment? Is it distinct from that of men's? These were the opening questions of Bina Agarwal at her paper "The gender and environment debate, lesson from India". She suggests and argues that women, especially in rural poor countries, on the one hand are victims of the environmental degradation in quite gender-specific ways. On the other hand, they have been active agents in movements of environmental protection and regeneration, often bringing to them a gender specific perspective, which need to inform our view of alternatives. Women as victims and women as actors, are basic background to the term and link of "feminist environmentalism" or like some people call it ecofeminism.¹²

It is common knowledge that vulnerability to biodiversity loss, desertification and climate change impacts are deeply connected to gender, and that, conversely, sustainability interventions, responses and solutions need to consider gender issues if they are to fully meet the objectives for which they were established.

The above international experience, as well as findings from key surveys or international best practices, have served as the key guidelines while conducting the analyses for situation in Albania and the engagement of women and men in Protected Areas Planning, Management and Monitoring issues. Good practices and examples can be identified accross Albania, where active women and environmental groups are engaging women of local communities and /or academia and civil societies in discussion of policies, plans, doing business, providing education and training for Protected areas management.

¹² The gender and Environment debate: Lessons from India, Bina Agarwal, Feminist Studies, 1992.



2.1 GENERAL OVERVIEW OF INTERNATIONAL FRAMEWORK ON GENDER AND ENVIRONMENT

Multilateral Environmental Agreements (MEAs) play a critical role in the overall framework of environmental laws and conventions. Complementing national legislation and bilateral or regional agreements, MEAs form the over-arching international legal basis for global efforts to address particular environmental issues.

Albania's presence and accession to different international conventions or multilateral agreements on environment has been strictly formal and very limited prior '90s. However, after '90s, the situation has changed and Albania is party to and has ratified a number of international environmental agreements including, but not limited to: Air Pollution, Biodiversity, Climate Change, Climate Change-Kyoto Protocol, Desertification, Endangered Species, Hazardous Wastes, the Sea, Ozone Layer Protection, Wetlands, Transboundary waters, etc. Some of these key conventions and MEAs will be shortly described below, but a full list of these documents is attached to this report as Annex 1.

THE CONVENTION ON BIOLOGICAL DIVERSITY (CBD)

The Convention on Biological Diversity (CBD), offers a range of tools, services and expertise that assist vulnerable countries and communities in enabling effective adaptation and achieving sustainable development. Through facilitating knowledge-sharing and learning, strengthening technical and institutional capacities, and facilitating access to financial and technological support, the Rio Conventions support Parties in undertaking the full adaptation cycle: from assessing impacts, risks and vulnerability, to planning and implementing adaptation actions, to monitoring and evaluation. A coordinated approach to responding to climate change can ensure that adaptation activities have multiple benefits, including combating desertification and preventing biodiversity loss, thus catalyzing progress in achieving sustainable development goals¹³. The increasing awareness of **gender** in the context of sustainability adds a new opportunity to further strengthen cooperation among different Conventions. In this sense, this is an interesting and exciting time for this convention, because **gender awareness** is at an all-time high in the context in which the convention function. It is common knowledge that vulnerability to biodiversity loss, desertification and climate change impacts are deeply connected to **gender**, and that, conversely, sustainability interventions, responses and solutions need to consider gender issues if they are to fully meet the objectives for which they were established. This important and on-going paradigm shift on **gender mainstreaming** is also increasingly reflected in the respective mandates that Parties have given to the convention. The CBD's decision on access and benefits sharing has a clear reference to **gender considerations** at the policy level and beyond;

Albania is a Party on this Convention since 10.11.1996. Considering the important knowledge and role that women have with regard to biodiversity resources, their use and conservation since the significance of biodiversity to individuals varies according to gender, also, depending on the ease of access to biodiversity resources and the provision of ecosystem

¹³The Rio Conventions, Action on Adaptation, pg. 5. See: http://www.unccd.int/Lists/SiteDocumentLibrary/Publications/rio_20_adaptation_brochure.pdf



services, healthy ecosystems affect the daily lives of many women by limiting their access to education and alternative livelihood options. Women are particularly dependent on biodiversity for their livelihoods, and, in some cases, for their survival¹⁴. The current rate of biodiversity loss is severe. So, severe, in fact, that humankind is exacerbating the detrimental impacts of climate change and there is a risk of initiating conflicts over limited natural resources and increasing levels of poverty. To address biodiversity loss, the accumulation of gender differentiated biodiversity knowledge and gendered biodiversity related knowledge acquisition and usage are critically important. As to the Convention on Biological Diversity (CBD) in particular, the Parties emphasized the relevance of gender equality and equity notably in the 13th preamble paragraph of the Convention. The preamble to the text of the CBD recognizes the vital role that women play in the conservation and sustainable use of biodiversity and affirms the need for the full participation of women in the implementation of the convention. *Recognizing also the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation.*¹⁵ The **Gender Plan of Action** under the Convention on Biological Diversity is the main reference document for all stakeholders as regards the mainstreaming of gender into their work on the conservation of biological diversity. The importance of women's role in biodiversity conservation, management and distribution of benefits derived from such use cannot be underestimated. Women play a key role in managing local biodiversity to meet food and health needs. In many countries, they also play a crucial role in managing agriculture and are the primary savers and managers of seeds. Furthermore, they are responsible for the control, development and transmission of significant traditional knowledge. As men are increasingly drawn to seek remunerated work away from their lands and resources, women's role in farming and in the management of family and community biological resources, as well as the protection of traditional knowledge is increasing.¹⁶ Republic of Albania has adhered also into two Protocols of the Conventions of the Biological Diversity: (a) The Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits through Law no. 113/2012, 22.11.2012 and (b) The Nagoya-Kuala Lumpur Supplementary Protocol on Liability and Redress to the Cartagena Protocol on Biosafety, adhered to by Law no. 112/2013, of 22.11.2012¹⁷.

¹⁴ As one example, according to some estimates women account for 70 per cent of the world's poor, while women farmers are responsible for 60 to 80 per cent of food production in developing countries. The Rio Conventions, Action on Gender, pg. 7. see:

http://www.unccd.int/Lists/SiteDocumentLibrary/Publications/rio_20_gender_brochure.pdf

¹⁵ Preamble of Convention on Biological Diversity

¹⁶ Tobin B and Aguilar L (2007)

¹⁷ Adherence instruments were deposited by the Ministry of Foreign Affairs to the Secretariat of CBD on January 29, 2013.



CONVENTION FOR THE PROTECTION AND DEVELOPMENT OF THE MARINE ENVIRONMENT AND COASTAL REGION OF THE MEDITERRANEAN SEA, BARCELONA CONVENTION, BARCELONA, 1976.

In 1975, 16 Mediterranean countries and the European Community adopted the Mediterranean Action Plan (MAP), the first-ever Regional Seas Programme under UNEP's umbrella. In 1995, the Action Plan for the Protection of the Marine Environment and the Sustainable Development of the Coastal Areas of the Mediterranean (MAP Phase II) was adopted by the Contracting Parties to replace the Mediterranean Action Plan of 1975.

Today, the Barcelona Convention and MAP are more active than ever. The Contracting Parties are now 22, including Albania, and they are determined to protect the Mediterranean marine and coastal environment while boosting regional and national plans to achieve sustainable development.

The Convention's main objectives are: to assess and control marine pollution; to ensure sustainable management of natural marine and coastal resources; to integrate the environment in social and economic development; to protect the marine environment and coastal zones through prevention and reduction of pollution, and as far as possible, elimination of pollution, whether land or sea-based; to protect the natural and cultural heritage; to strengthen solidarity among Mediterranean coastal States; to contribute to improvement of the quality of life.

Climate change is not gender neutral. The poor and marginalized segments in many societies (women, the elderly, immigrants, groups, etc.) are structurally vulnerable. Climate change impacts men and women differently, largely due to their gender-differentiated relative powers, roles and responsibilities at the household and community levels. Women tend to be overly burdened with household work and caring for children, the sick and the elderly.

Further, cultural and religious norms on respective gender roles sometimes limit women's abilities to make quick decisions in disaster situations and, in some cases, the clothes they wear and/or their responsibilities in caring for children could hamper their mobility in times of emergency. Disparities in economic opportunities and access to productive resources also render women more vulnerable to climate change because they are often poorer, receive less education, and are not involved in political, community and household decision-making processes that affect their lives.

Women do not always enjoy the same rights as men to land, a crucial resource for poverty reduction, food security and rural development. Poverty, along with socio-economic and political marginalization, therefore cumulatively put women in a disadvantaged position in coping with the adverse impacts of the changing climate.

On the other hand, women are powerful agents of change and continue to make increasing and significant contributions to sustainable development, despite existing structural and socio-cultural barriers. There can be no genuine sustainable human development without gender equality¹⁸.

¹⁸ See: UNDP Policy Brief "Overview of linkages between gender and climate change" (2016).
<file:///C:/Users/user/Downloads/UNDP%20Linkages%20Gender%20and%20CC%20Policy%20Brief%201-WEB.pdf>



BEIJING DECLARATION AND PLATFORM FOR ACTION (BPFA)¹⁹.

The Platform for Action made comprehensive commitments under 12 critical areas of concern: *Women and Environment* is one of these areas. This Platform pinpointed three strategic objectives for government action on the environment. These include: (i) involving women actively in environmental decision-making at all levels; (ii) integrating their concerns and perspectives in policies and programmes; and (iii) establishing ways to assess the impact of development and environmental policies on women²⁰.

The Platform for Action imagines a world where each woman and girl can exercise her freedoms and choices, and realize all her rights, such as to live free from violence, to go to school, to participate in decisions and to earn equal pay for equal work. Human beings are at the center of concern for sustainable development. They are entitled to a healthy and productive life in harmony with nature.

Women have an essential role to play in the development of sustainable and ecologically sound consumption and production patterns and approaches to natural resource management. Awareness of resource depletion, the degradation of natural systems and the dangers of polluting substances has increased markedly in the past decade.

These worsening conditions are destroying fragile ecosystems and displacing communities, especially women, from productive activities and are an increasing threat to a safe and healthy environment. Poverty and environmental degradation are closely interrelated. While poverty results in certain kinds of environmental stress, the major cause of the continued deterioration of the global environment is the unsustainable pattern of consumption and production, particularly in industrialized countries, which is a matter of grave concern, aggravating poverty and imbalances. Through their management and use of natural resources, women provide sustenance to their families and communities. As consumers and producers, caretakers of their families and educators, women play an important role in promoting sustainable development through their concern for the quality and sustainability of life for present and future generations.

Governments have expressed their commitment to creating a new development paradigm that integrates environmental sustainability with gender equality and justice within and between generations. Women remain largely absent at all levels of policy formulation and decision-making in natural resource and environmental management, conservation, protection and rehabilitation, and their experience and skills in advocacy for and monitoring of proper natural resource management too often remain marginalized in policy-making and decision-making bodies, as well as in educational institutions and environment-related agencies at the managerial level.

Women are rarely trained as professional natural resource managers with policy-making capacities, such as land-use planners, agriculturalists, foresters, marine scientists and

¹⁹ Decided in the Fourth World Conference on Women in September 1995

²⁰ Albania has prepared and submitted the Beijing +20 Review in 2014, but the focus on environmental issues was weak.

See:

https://www.unece.org/fileadmin/DAM/Gender/publication/Albanian_National_Report_Beijing__20_ENGLISH_30_April_2014.pdf



environmental lawyers. Even in cases where women are trained as professional natural resource managers, they are often underrepresented in formal institutions with policy-making capacities at the national, regional and international levels.

Often women are not equal participants in the management of financial and corporate institutions while their decision-making most significantly affects environmental quality. Furthermore, there are institutional weaknesses in coordination between women's non-governmental organizations and national institutions dealing with environmental issues, despite the recent rapid growth and visibility of women's non-governmental organizations working on these issues at all levels²¹.

AICHI BIODIVERSITY TARGETS.

A set of 20 global targets under the Strategic Plan for Biodiversity 2011-2020. They are grouped under five strategic goals:

- Address the underlying causes of biodiversity loss by mainstreaming biodiversity across government and society.
- Reduce the direct pressures on biodiversity and promote sustainable use.
- Improve the status of biodiversity by safeguarding ecosystems, species and genetic diversity.
- Enhance the benefits to all from biodiversity and ecosystem services.
- Enhance implementation through participatory planning, knowledge management and capacity building²².

Albania has 7 (seven) National Objectives, 4 (four) of which can nevertheless be linked to the Aichi Biodiversity Targets and the 2020 implementation framework²³.

SUSTAINABLE DEVELOPMENT GOALS (SDGS).

SDGs are a set of goals to end poverty, protect the planet, and ensure prosperity for all as part of a new sustainable development agenda, adopted on September 25th, 2015. Each goal has specific targets to be achieved over the next 15 years. The proposed Sustainable Development Goals offer major improvements on the Millennium Development Goals (MDGs). The SDG framework addresses key systemic barriers to sustainable development such as inequality, unsustainable consumption patterns, weak institutional capacity, and environmental degradation that the MDGs neglected.

The 2030 Agenda for Sustainable Development includes 17 goals and 169 targets. Environment domain is expanded in the SDGs: environmental dimension of sustainable development is fully fleshed out in the goals on oceans and marine resources, ecosystems and biodiversity, land degradation and desertification, and are also mainstreamed/embedded under all other goals²⁴. Almost half of the SDG targets require environment statistics in order to be

²¹See: http://beijing20.unwomen.org/~media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf#page=161

²²Secretariat of the Convention on Biological Diversity (CBD Secretariat) (2014). See: <http://biodiversitya-z.org/content/aichi-biodiversity-targets>

²³For details see: <https://www.cbd.int/nbsap/targets/default.shtml>

²⁴See: <http://unstats.un.org/unsd/statcom/47th-session/side-events/documents/20160308-1M-ReenaShah.pdf>



able to compile its indicators and enable regular monitoring of progress. If we continue to analyze the SDGs, we will find out that in 4 goals (respectively 2, 3, 8 and 9) the selected targets are environmental, while 7 goals (respectively: 6, 7, 11, 12, 13, 14 and 15) are entirely environmental. The selected targets are as follows:

- **SDG Target 2.4:** By 2030, ensure sustainable food production ... implement resilient agriculture... that help maintain ecosystems ... strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and...improve land and soil quality.
- **SDG Target 3.9:** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
- **SDG Target 8.4:** Improve...resource efficiency in consumption and production and ... decouple economic growth from environmental degradation...
- **SDG Target 9.4:** By 2030 upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and ... clean and environmentally sound technologies...

SDG 5 on achieving gender equality and empowering all women and girls and commits to overall deliver for all women and girls are inextricable. SDG 5 and the gender equality component of the 2030 Agenda for Sustainable Development, for example, by committing to promoting safety and eliminating discrimination and all forms of violence; ensuring public participation providing safe and equal access for all (SDG 5.1); eliminating all forms of discrimination, violence, and harassment against women and girls in private and public spaces (SDG 5.2); eliminating harmful practices against women and girls, including child, early, and forced marriage, and female genital mutilation (SDG 5.3); recognize the contribution of the working poor in the informal economy, particularly women, including the unpaid, domestic, and migrant workers to the urban economies (SDG 5.4); ensuring women's full and effective participation and equal rights in all fields and at all levels of decision-making, including in local governments (SDG 5.5); promoting access to adequate, inclusive, and quality public services, social infrastructure and facilities, such as health-care services, including universal access to sexual and reproductive health-care services to reduce new-born child and maternal mortality (SDG 5.6).



2.3. NATIONAL LEGISLATION AND POLICIES ON GENDER AND ENVIRONMENT

The process for the formulation of national environmental legislation and policies is based on the approximation of EU environmental directives. This is a methodological principle for the preparation and adoption of normative environmental legislation²⁵.

THE INSTITUTIONAL FRAMEWORK FOR SUSTAINABLE DEVELOPMENT IN ALBANIA

Legislation on protection of nature is based on the **Constitution of the Republic of Albania, 1998**²⁶. Article 59 of the Constitution points out that: "The State aims at ensuring a healthy and ecologically appropriate environment for the current and future *generations*, and the rational use of natural resources based on the principle of sustainable development ", while aiming at: (a) Ensuring a healthy and ecologically sustainable environment for the current and future *generations*; (b) Rational use of forests, water, pastures and other natural resources on the bases of the principle of sustainable development. Article 56 of the Constitution points out that: "...*everyone* is entitled to information about the status of environment and its protection". Constitutional provisions point out that: (i) Environment and its protection are deemed as the main goals of the State; (ii) The essence of environmental protection is continuous conservation of a healthy environment and ecological appropriate environment; (iii) Protection of the environment represents a permanent duty, and at any time, and under any circumstance and directly affects the life and health of the *population*.

As it can be seen from the above description, the language used in the Constitution of the Republic of Albania regarding the legislation on protection of nature is **gender-neutral** (as made evident from the words in italic such as "generations", "everyone", "population", etc.). But while in the article 18, point 2 of the Constitution (Principles of Equality), gender is mentioned among the different causes which should not create the base for discrimination, the gender-sensitive language is not a characteristic of this document.²⁷ Furthermore, the

²⁵Every draft-law and draft DCM has as attachment a "Table of concordance of the normative project with EU Acquis that identifies which EU directive or part of the directive may be transposed, and the level of transposition of directives in the Albanian legislation. The proposed legislation gets verified in detail by the Ministry of Integration before it is revised by the Council of Ministers and the Parliament". Ministry of Environment (2015): "Document of Strategic Policies for the Protection of Biodiversity in Albania" pg. 40. See: <https://www.cbd.int/doc/world/al/al-nbsap-v2-en.pdf>

²⁶ "Constitution of the Republic of Albania" adopted by law no. 8417, 21.10.1998 and published in the Official Gazette, no. 28, date 07.12.1998, pg. 1073.

²⁷ The discussion on engendering constitutional language is a long discussion and a common concern for many countries, not simply for Albania. Some reasons why such discussion is globally opened, are: (1) Constitutional language expresses the principles and values of the society. (2) Historically, constitutional language has reflected male interests and norms, excluding women. A gender sensitive constitutional language can correct this. (3) The constitution's gender sensitive language can send a strong signal to current and future law-makers that they should consider the gender implications of legislation. (4) The constitution is more difficult to amend and sexist language may thus be more difficult to change once the constitutional text is ratified.

Considering these points, there are some general guidelines/recommendations for techniques to be used for a constitutional language, but not all of them are valid for Albanian language. This because one of these recommendations is to use certain gender neutral terms such as "person" or "individual". But we know that in Albanian these terms are in masculine so the problem is not fully addressed. Or another suggestion is to use gender neutral alternatives for masculine-based nouns, such as chairperson instead of chairman. Still this is not



national legislation and different national policies on environment which are based in the Albanian Constitution, as well as in other international conventions or multilateral agreements, seem to have a gender-neutral or sometimes even gender-blind language. This is the first indicator that warns us on the implications that the gender-neutral or gender-blind language used in a law or policy document, might have while speaking for the implementation of such law or policy. An extended analysis of such indication is presented in this report, in the sections where key national strategies are presented²⁸.

LAWS INTEGRATING PRINCIPLES OF SUSTAINABLE DEVELOPMENT

Albania has adopted a good Legislative Corpus on Environment and Sustainable Development. As integration into the European Union is the main strategic and political objective of the country, national legislation has been developed in line with the Acquis. This framework is very important to ensure that new laws in Albania are compatible with the principles of sustainable development. The new laws approved in Albania, especially the last years, are in line with the respective EU Directives. Albania has introduced new legislation and improved the capacity to address environmental challenges in recent years but implementation is weak. There are also gaps between the NSDI and the Medium-Term Budget Program and between the Medium Term Expenditure program and the annual budget²⁹.

The main Albanian laws in the field of environment are as follows³⁰:

- The first national Environmental Law “**Law on Environmental Protection**”, approved right after 1992 Rio Conference. For almost 10 years, this was the only law on environment until a new “Law on Environmental Protection” was approved in 2002. The main EU Environmental Directives were fully transposed by the “**Law on Environmental Protection**” in 2011.
- **Law No 9587, dated 20.07.2006 "On protection of Biodiversity"**³¹, recently amended by **law no. 68/2014, of 03.07.2014 "Law on Biodiversity Conservation"**. The Law on Biodiversity Protection established the legal basis for the conservation and sustainable use of biodiversity and for achieving targets, of the Convention on Biological Diversity. The law is based on the objectives of the Convention on

valid for Albanian language, because we do not have such options in our language and if we use “kryetari” this is again in masculine. Or using the plural they instead of the singular pronouns he/she, again is not something that can apply in Albanian language, because “they” in Albanian is masculine “ata”.

So the suggestion for Albanian Constitution and other legislation is to consider the general recommendations and to make them specifically working for our own language (meaning instead of using “Kryetari” to use Kryetari/e”. And while using “person” and “indivind” to add “ai/ajo” and “ata/ato” as pronouns.

Some examples on how to engender the constitutional language can be found at: Handbook for engendering constitution making: “ABC for a gender sensitive constitution” (2015), produced by Euromed Feminist Initiative IFE-EFI with the financial support of the European Union and Sweden.

<http://www.efi-ife.org/sites/default/files/ABC%20for%20a%20Gender%20Sensitive%20Constitution.pdf>

²⁸For details, kindly refer to the pg.17 this report.

²⁹Sida Helpdesk for Environment and Climate Change “Albania - Environment and Climate Change Policy Brief”. See: <http://sidaenvironmenthelpdesk.se/wordpress3/wp-content/uploads/2013/04/Albania-ECCPB-Alb-Nov-2011.pdf>

³⁰Legislation and specific details on the key laws are also presented in the Third National Communication Report of the Republic of Albania on Climate Change (2016), pg. 127, prepared from Ministry of Environment. See: http://unfccc.int/files/national_reports/non-annex_i_natcom/application/pdf/albania_nc3_13_october_2016.pdf

³¹ Published in the Official Gazette no. 84, date 08.09.2006, pg. 2847



Biological Diversity and other biodiversity-related conventions to which Albania is a Party, as well on related EU directives (e.g. Habitat and Wild Bird Directive). The law identifies the instruments for biodiversity planning (Biodiversity Strategy and Action Plan, biodiversity inventorying and monitoring network, emergency plans and trans boundary impact assessments), as well as three protection categories: protected, specially protected and degraded ecosystems, habitats and landscapes. This Law emphasizes particularly the need for the state bodies, local and central, to secure public support to maintain biological diversity and to use its components in a sustainable way. Also state authorities need to ensure that the public and civil society are widely known to biological diversity and its components through the publication of information and awareness programs and education and to be included in decision-making on biological diversity and its components, which includes the evaluation processes of environmental impact and strategic environmental assessment. State authorities ensure that the documents and instruments related to biodiversity, as defined in this law or other laws, be available to the public. The law on “On Protection of Biodiversity”, provides several duties for the State authorities to collaborate and coordinate the integration of biodiversity conservation principles into school curricula, education and preparation of pupils and students.

- **Law No. 9867, dated 31.1.2008 "On rules and procedures for international trade of endangered species of flora and fauna"**³², (amended).
- **Law no. 81/217 "On protected areas"** establishes the criteria for proclamation of protected areas, as well as recognize particular protected areas of interest for the European Community, by guaranteeing initially the possibility for evaluation of habitats with interest for the European Community, included in the Annex of Directive for Habitats, and then make proposals for these areas in line with criteria established in the law, in line with the Directive for Habitats.
- **Law no. 61 / 2016 "On the ban on hunting"**. The aim of this law is to ban all activities related to hunting. In line with the provisions of this law, hunting activity in the country is frozen for a period of two years. For the implementation in practice of this law, the Minister of Environment, drafted and adopted the action plan on the implementation of a moratorium on hunting.

KEY NATIONAL STRATEGIES.³³

NATIONAL STRATEGY FOR DEVELOPMENT AND INTEGRATION 2015-2020.

NSDI II³⁴ represents the fundamental strategic document that combines the integration agenda in the European Union's sustainable economic development and social progress of the country, including liaison with Sustainable Development Goals. NSDI II presents the vision of democracy, social and economic development of the country during the period 2015-2020,

³² Published in the Official Gazette no. 18, date 19.02.2008, pg. 629

³³A list with additional information on the strategies and action plans on the environment is attached to this report

³⁴Approved by the Council of Ministers' Decision No. 348 date 11.05.2016



while outlining aspirations for integration into the European Union. NSDI 2015-2020 shows how this vision will be achieved through policies and priorities aimed, as follows:

- Encouraging the development rates of the country, generating sustainable economic growth through macroeconomic and financial stability;
- Achieve standards that serve citizens, increase welfare and ensuring protection of their rights;
- Transformation of Albania in a standard, enabling membership in the European Union;
- Construction of policies that enhance competitiveness and economic growth, compared with the region and beyond.

Protection of the environment through the promotion of production and sustainable consumption, prevention of environmental degradation and draining of water resources, integration of environmental issues into all sectorial strategies, and to the notion of Corporate Social Responsibility and the use of precautionary principle in planned activities, is one of the principles of national development and integration. Environmental issues are further treated in the fourth pillar of this NSDI, respectively: Sustainable growth through the use of resources and territorial development. Vision and NSDI II priorities in terms of economic growth consider the vision of the European Union, to ensure the development of a competitive economy based on the use of balanced and sustainable resources. More attention should be paid to developing the country's infrastructure, provide more access to the population, in parallel with the countries further integration into the European systems. Special attention will be paid to the protection of nature, national resources and sustainable use of the environment. Specifically, important is also the fact that the benefits of economic growth are distributed across the country, including less developed regions, with the goal of balanced development and strengthening of territorial cohesion. Specific indicators for development or sectorial indicators are also part of this key document.

CROSS-SECTORIAL STRATEGY OF ENVIRONMENT (CSES) 2015-2020³⁵.

CSES is a key policy document, prepared from an inter-ministerial working group (IMWG) led by the Minister of Tourism and Environment (MoTE), with senior members from line ministries. CSES establishes the main objectives for the sustainable national development, while protecting to the best degree possible all natural resources from pollution and degradation, and promotion of environmental assets to the benefit of national prosperity. Sustainable development is led by the Government vision and policies through integrated development of rural and urban areas, in line with the protection of environment. This should be achieved through effective convergence of sector policies in one single integrated approach. The effective implementation of CSES is a legal obligation for all institutions, the

³⁵This draft Cross-sectorial Strategy will replace the previous Cross-Sectorial Strategy on Environment 2007-2014 which was adopted via DCM no. 847, of 29.11.2007 (Official Gazette 174/2007, pg. 5349, date 22.12.2007). Its full text in Albanian can be found at: http://www.mjedisi.gov.al/files/userfiles/Strategjia_Ndersektoriale_e_Mjedisit_2007.pdf



majority of which have been part of the consultations process³⁶. A short analyze of this document, from gender perspective, made evident the below aspects:

- The *narrative description of this draft-strategy is gender blind*, although there are many priorities, objectives, products or indicators which may turn easily to gender-sensitive ones. In overall text, the language used is gender-neutral and when it comes for the specifications related to the inhabitants: women and men, boys and girls of different communities, the generally used terms are almost gender-blind and in some cases may also stimulate the revival of typical gender stereotypes related to women's and men's access and control over resources and their traditional gender roles. The text of this draft strategy is full of terms such as: "population", "public", "all age-groups", "human health", "the traditional right of use/ownership of forests", "farmers", industrialists", "different group of professionals", "technical staff", "consumers", etc., while in Albanian language there exist a clear grammatical gender division (female/male). This division is not evident in the text and the use of masculine grammatical gender (which refers in all cases to "he/him" and not to "she/her") made the women and girls' rights, inclusion, influence, power, access and control as well as their benefits, *almost invisible*. Furthermore, the usage of terminology referring to "tradition" (as used i.e. in the mid-term objective 2015-2017 for Forest and Pastures: 1. "Ensuring of the traditional right of use/ownership of forests....etc.³⁷"), may easily *reinforce the typical gender stereotypes* when it comes for property rights/the right to use/ownership, etc. (Traditionally men have had the status to gain the property rights, ownership and control over resources, while women's position/status towards these properties has been always linked with traditional gender roles - women may contribute to clean, maintain, work and care in these areas but traditionally they are not considered as owners or will full rights to control these properties). Even when it comes for "application of different programmes/projects", "training of staff", "public awareness", "the percentage of the population that undergoes exposure to air pollution above the permitted norms", etc., *women and girl are never mentioned as a specific targeted group* and this is valid also for different other categories/groups in need, such as: people with disabilities, Roma& Egyptians, other minority groups, elderly women/men, etc.
- The concern related to the language used is not the only one, because what the language reflects (in terms of gender-neutral, gender-blind or masculinity), *will be further translated to the concrete/specific actions* that will be undertaken as part of the Action Plan of this Strategy. This means that *we seriously risk a misuse of the resources that will be dedicated, projects that will be undertaken or decisions that will be taken in the frame of the implementation of this Cross-sectorial Strategy*, as well as on the documentation of all actions according to the number of beneficiaries (divided from gender and other characteristics).

³⁶Ministry of Environment (2015): "Document of Strategic Policies for the Protection of Biodiversity in Albania" pg. 41-42. See: <https://www.cbd.int/doc/world/al/al-nbsap-v2-en.pdf>

³⁷Ministry of Environment: "Draft Cross-sectorial Strategy of Environment 2015-2020", pg21. See: http://www.mjedisi.gov.al/files/userfiles/Transparence_dhe_Pjesmarrje/draft_SNM_2015_-_2020.pdf



- The key mid-term or long-term products, as well as the indicators presented in this Inter-Sectorial Strategy, or the division of the resources, do not provide any information related to women, and *the gender-sensitive language in their formulation is completely missing*. In addition, the tables which present the expenditures foreseen from the Ministry of Environment for each budgetary program for big cross-sectorial policies for the period 2015-2020, *do not contain specific information/data to orient their further translation to specific budgetary programs with gender perspective*³⁸ mainstreamed (as requested in the respective Council of Ministers Decision and Instruction on mainstreaming gender into budgetary programs)³⁸.

When women and girls as well as other different groups of the society are hidden (or simply implied) in a policy document, *it is easier to “forget” about them while implementing such policy*. Without ownership of assets such as land, forestry and pastures, etc., *women cannot access credits, extensions and technological services* - what in turn affects their ability to sustain their families and manage other natural resources that lay the foundation for sustainable production system, as well as deepens their exclusion from participation in development projects, extension work/services and policy making processes.

The concern of the language used and the implications it might have while implementing this Cross-sectorial Strategy, *will be further influence and indicate on the monitoring & evaluation system/processes*, as well as in the *reporting system* used/that will be used. If we do not pay specific attention since the beginning to clearly reflect and mainstream gender perspective in this policy document, we will face many difficulties in the future, during its implementation, as well as on the preparation of specific reports in accordance with national/international requirements (where gender indicators and measuring of gender impact are considered really important).

NATIONAL BIODIVERSITY STRATEGY AND ACTION PLAN (NBSAP), 2015³⁹.

Prepared in the form of a Document of Strategic Policies for Protection of Biodiversity (DSPPB), this Strategy is based on the respective Convention on Biodiversity. The National Strategy on Biodiversity and its action plans are the key instruments for the implementation of the Convention (CBD) at the national level. The Convention requires from the member states to draft a national Strategy on Biodiversity (or any other equivalent instrument) and asks them to make sure that this strategy is an integral part of the planning and activities of all the sectors whose activities may have a (favorable or adverse) impact on biodiversity. The Conference of Parties (COP) of the Convention on Biological Diversity (CBD) decided that the National Biodiversity Strategy and the Action Plans (NBSAP) should form the main

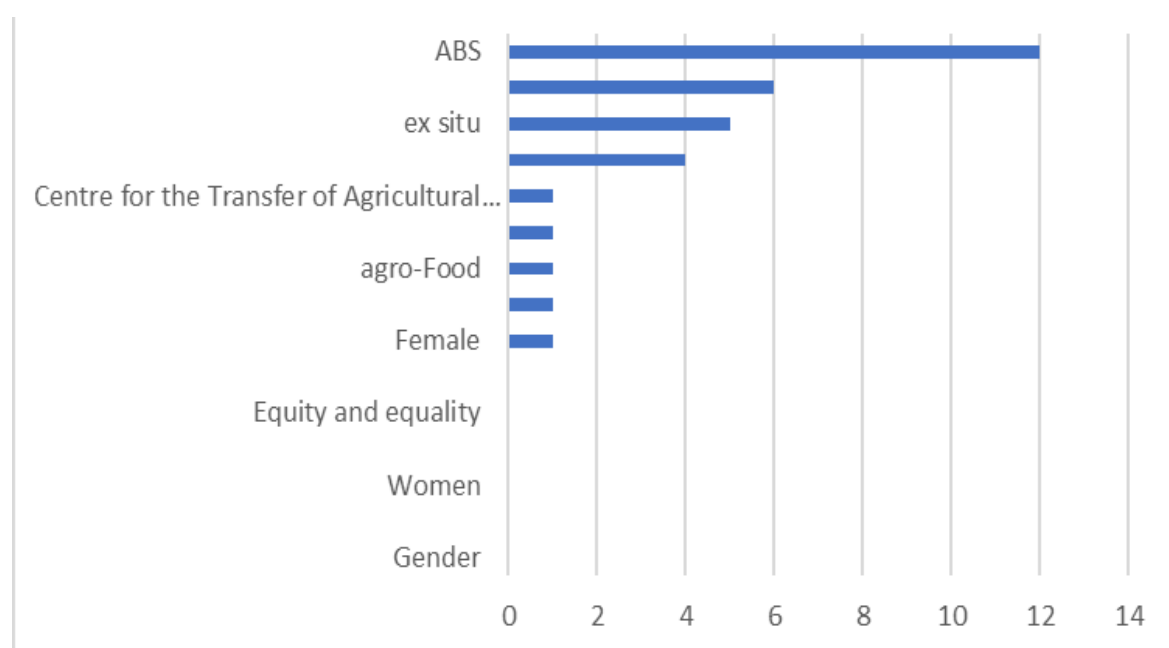
³⁸Respectively: Council of Ministers' Decision No. 465 date 16.7.2012 “On Gender Mainstreaming in Medium-term Budgeting Programmes” and Joint Instruction No. 21/21.06.2013 of the Ministry of Labour, Social Affairs and Equal Opportunities (actually MSWY) and the Ministry of Finance “On Establishing Gender Mainstreaming Procedures in Medium-Term Budget Programmes (MTBP)”. These bylaws stipulate that line ministries shall define minimum objectives, indicators and outcomes for achieving gender mainstreaming in their budgeting processes and programmes.

³⁹Delivered to the respective Committee of the Convention on Biological Diversity on June 2016. See: <https://www.cbd.int/nbsap/search/>



instruments for the implementation of the Convention and its Strategic Plan. The Document of Strategic Policies for Protection of Biodiversity (DSPPB) serves as a guide for the way the country aims to achieve the objectives of the Convention, in the context of its international obligations. The action plans rank the steps that need to be taken, in order to accomplish the goals of the strategy. Development of DSPPB in line with Article 6 (a) is the foundation of meeting the requirements of Article 6 (b) for biodiversity and the three objectives of CBD. This should happen in all sectors of the government, economic sectors, and with the involvement of all stakeholders that have an impact on biological diversity, through relevant sectorial or cross-sectorial plans, programs and policies. DSPPB cannot happen in isolation from other sector policies and programs since it would not have the desired effect on protection of biodiversity and in ensuring the integrity of critical functions of the ecosystem. The document clearly specifies the legal framework on which is based (international instruments as well as national legislation).

But although based on CBD, gender language and gender perspective do not seem to be very clear. The vital role that women play in the conservation and sustainable use of biodiversity and the need for the full participation of women in the implementation of the convention, although part of the preamble of CBD, are not clearly reflected in the Strategy. Attention should be paid to reflect the gender perspective and to mainstream it during the implementation of this strategy.



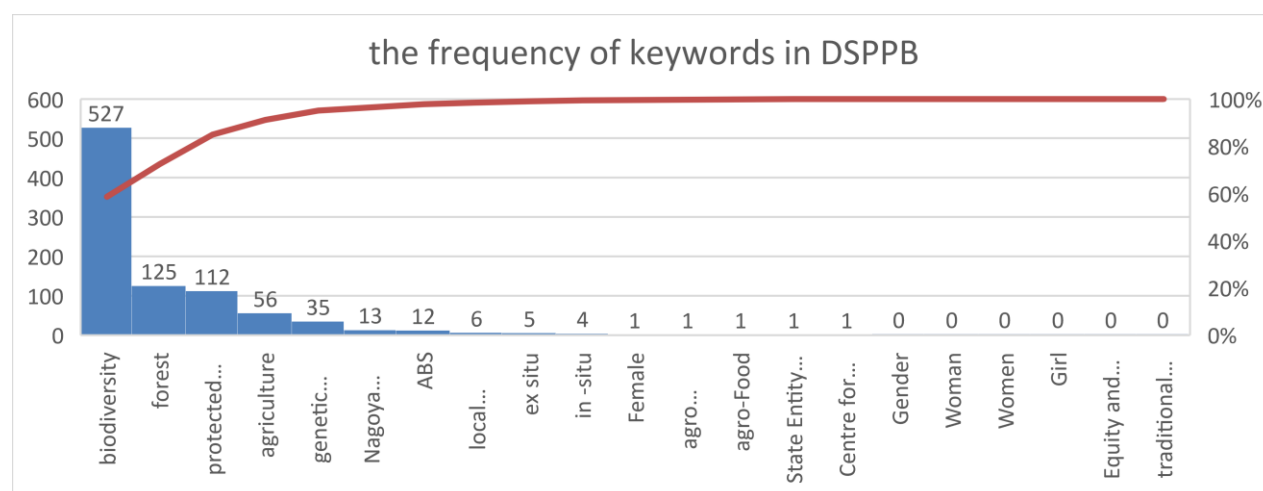
Graph 1: Usage frequency of different terms and concepts in the Strategy

The concern related to the language used is not the only one, because what the language reflects (in terms of **gender-neutral**, **gender-blind**), *will be further translated to the concrete/specific actions* that will be undertaken as part of the Action Plan of this Strategy.

This means that *we seriously risk a misuse of the resources that will be dedicated, projects that will be undertaken or decisions that will be taken in the frame of the implementation of*



this Strategy, as well as on the documentation of all actions according to the number of beneficiaries (divided from gender and other characteristics).



Graph 2: Usage frequency of different terms and concepts in the DSPPB

The concern of the language used and the implications it might have while implementing this Strategical document, will be further influence and indicate on the monitoring & evaluation system/processes, as well as in the reporting system used/that will be used.

If we do not pay specific attention since the beginning to clearly reflect and mainstream gender perspective in this policy document, we will face many difficulties in the future, during its implementation, as well as on the preparation of specific reports in accordance with national/international requirements (where gender indicators and measuring of gender impact are considered important).



PART THREE: GENDER ANALYSES

The women role in the management of protected areas and conservation measures, is immense by contributing to administration and implement action, therefore provide sustenance to their families and communities. In their productive role within the administration of the protected areas, but also as consumers and producers, caretakers of their families and educators, women play an important role in promoting nature protection and sustainable use of these important protected areas through their contribution and concern for the quality and sustainability of life for present and future generations. Governments have expressed their commitment to creating a new development paradigm that integrates environmental sustainability with gender equality and justice within and between generations.

Considering the actual status in Albania, we state that women remain largely absent at all levels of policy formulation and decision-making in natural resource and environmental management, conservation, protection and rehabilitation, and their experience and skills in advocacy for and monitoring of proper natural resource management too often remain marginalized in policy-making and decision-making bodies, as well as in educational institutions and environment-related agencies at the managerial level. Women are rarely trained as professional natural resource managers with policy-making capacities, such as land-use planners, agriculturalists, foresters, marine scientists and environmental lawyers.

There are cases of professional progress of women in nature protection and management of these protected areas. Even in cases where women are trained as professional natural resource managers, they are often underrepresented in formal institutions with policy-making capacities at the national, regional and international levels. Often women are not equal participants in the management of financial and corporate institutions while their decision-making most significantly affects environmental quality. Furthermore, there are institutional weaknesses in coordination between women's non-governmental organizations and national institutions dealing with environmental issues, despite the recent rapid growth and visibility of women's non-governmental organizations working on these issues at all levels⁴⁰.

When women and girls as well as other different groups of the society are hidden (or simply implied) in a document, it is easier to "forget" about them while implementing such policy. Without ownership of assets such as land, forestry and pastures, etc., women cannot access credits, extensions and technological services - what in turn affects their ability to sustain their families and manage other natural resources that lay the foundation for sustainable production system, as well as deepens their exclusion from participation in development projects, extension work/services and policy making processes.

The following gender analyses is made based on the data provided by NAPA on the whole administration and personnel of this institution, including the regional/level structures.

⁴⁰See: http://beijing20.unwomen.org/~media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf#page=161

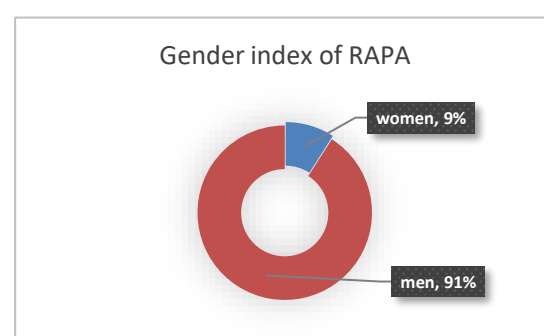
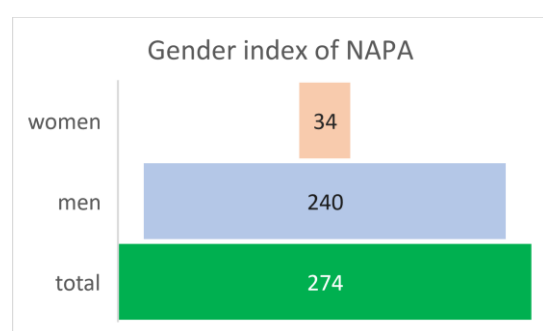


NATIONAL AGENCY OF PROTECTED AREAS

National Agency of Protected Areas (NAPA) established with Decision of the Council of Ministers, Decision Nr. 102, dated 4.2.2015, aims at the management, protection, development, expansion and operation of the protected areas in our country, which constitute about 18% of the territory of Albania.

NAPA manages the network of protected areas and other natural networks such as Natura2000, according to the developed management plans. NAPA monitors and inventories the flora and fauna in these areas, and a very important aspect of their work is the generation of service revenues from others.

The National Agency of Protected Areas has a staff of 274 persons, 21 of which are part of the central office and 253 are employees of the Regional Administration of Protected Areas (RAPA).



Graph 3: Gender index in the National Agency of Protected Areas (NAPA)

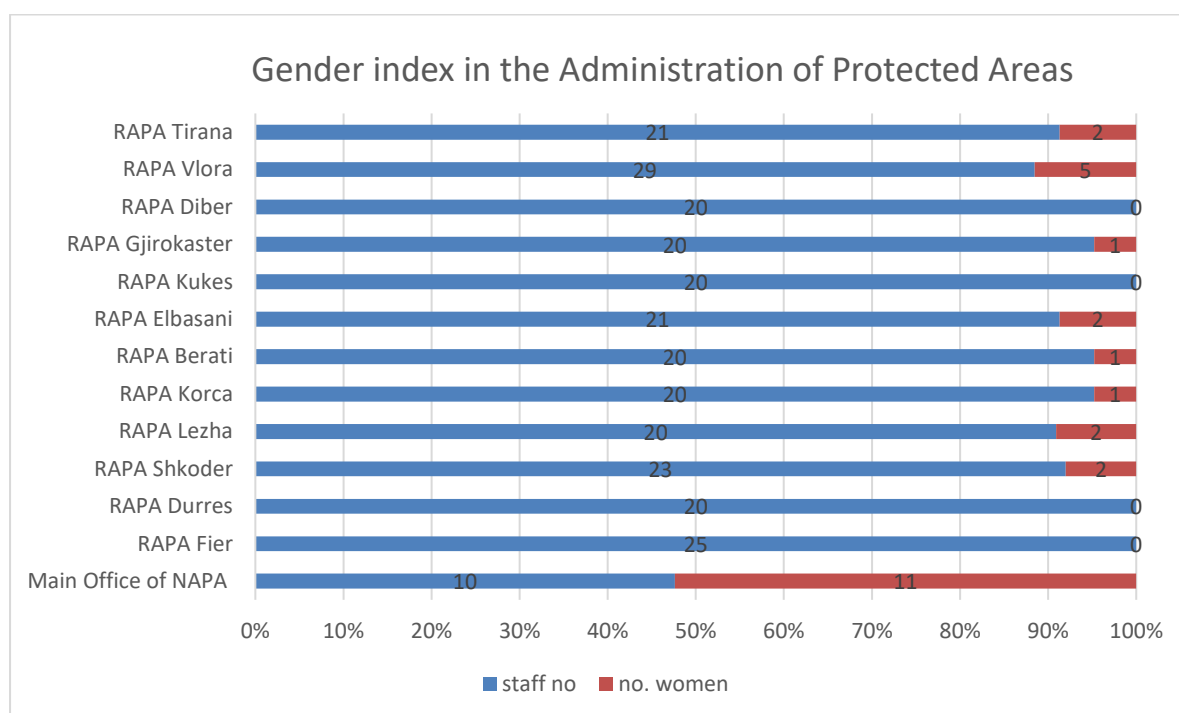
The focus of the NAPA is the conservation and development of protected areas and nature in Albania.

1. The NAPA extends its activity throughout the territory of the Republic of Albania, according to the network of approved protected areas and those that are expected to be adopted in the future.
2. NAPA and RAPAs have duties and responsibilities assigned in the framework of the environmental legislation in force and by the ministry responsible for the protected areas, but among the most important are:

- Manages the network of protected areas, habitats and natural and semi-natural species of conservation interest, in accordance with national laws and international conventions and agreements, through:
- Promote and support the collection and dissemination of information, environmental education and public awareness of protected areas, through:
- Support the development of sustainable economic activities within protected areas through:

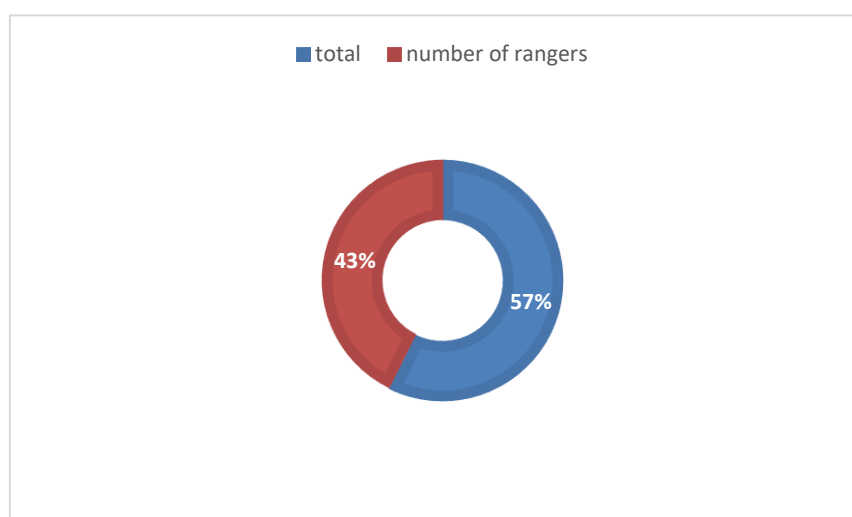
The number of women from the total number of NAPA employees is 12.4 per cent (34 of 274) while a positive aspect to be mentioned is their representation in the main office of NAPA where women make up a 52% or 11/21)





Graph 4: Gender index in the Administration of Protected Areas in Albania

One of the most important structures of protected area administration are Rangers. (In some RAPA's there is a small number of employees accounted for by the area of protected areas they have in administration.)



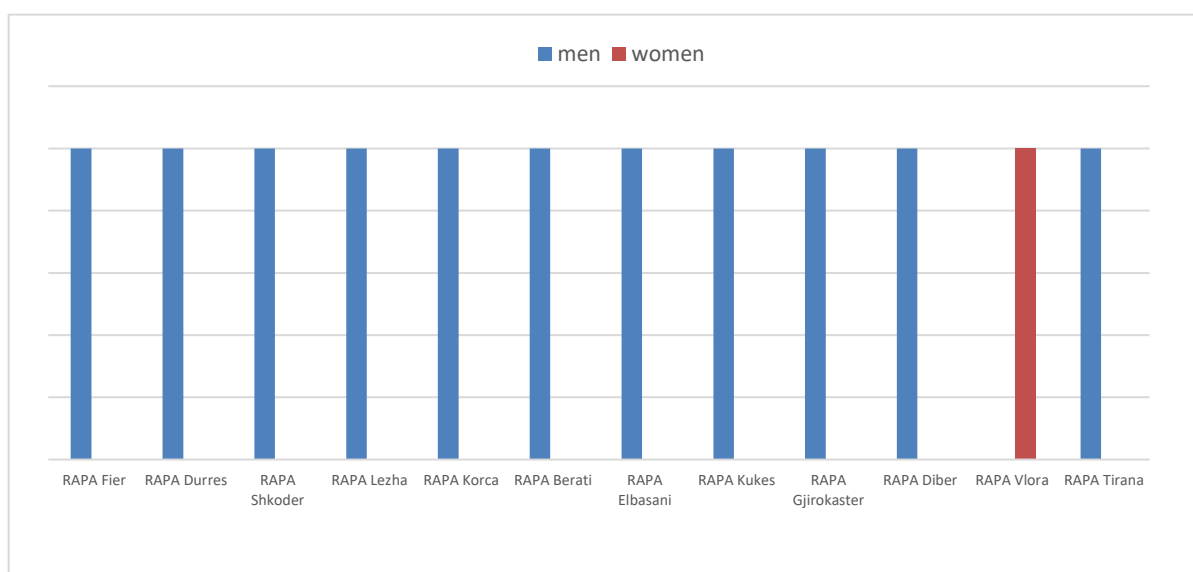
Graph 5: Percentage of rangers versus the whole staff in the Administration of PAs

The main purposes of “Rangers” are; protection of the protected areas, supervision and control of the territory, preventing its further degradation, implementation of laws and acts related to the protection and management of natural resources, biodiversity and use of the territory of the protected area.

There are **108 rangers** scattered throughout the protected areas (in total about 460 000 hectares). If we make a simple calculation, it turns out that a ranger covers an area of about 4



260 hectares of protected area of which about 1900 hectares belong to the surface of the national nature park, a calculation which shows that it is a very large area. Regarding the gender aspect of this structure we can say that none of them is a woman.



Graph 6: Men and Women in leadership positions

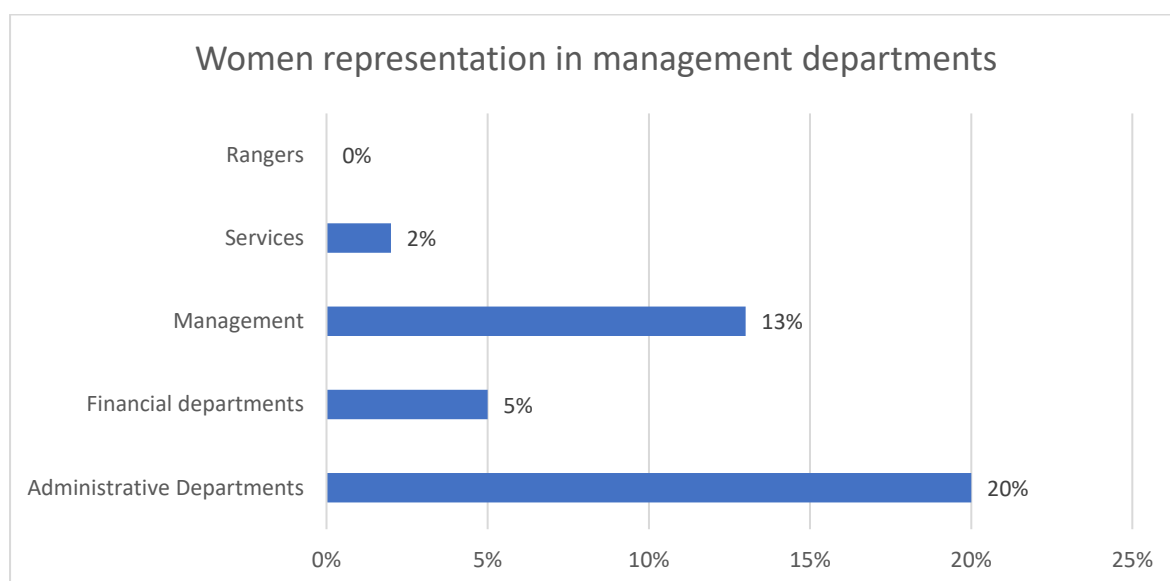
Field investigations in framework of this report show that in Albania sociocultural biases influence women's roles in performing mainly routine tasks in these institutions rather than holding leadership positions. The index of leadership positions in these 12 RAPAs is 11 men vs 1 woman.

The total personnel working in the protected area administration, the gender representations is presented in the following table:

Table 2: Ratio of Men and Women in working positions of the Administration

No.	Employment position	Men (%)	Women (%)
		Ratio Men / Women versus the total number	
1	Administrative departments	80	20
2	Financial departments	95	5
3	Management	87	13
4	Services	98	2
5	Field work	100	0
6	Technical maintenance	100	0





Graph 7: *Women representation in the management departments*

It is clearly visible that most of the women employed by the Administration of Protected Areas, both at central and regional units (RAPAs) is occupying Administrative positions, mainly in office. During a number of interviews at the RAPAs, the stereotypes on dividing the positions for men and for women, remain present and very strong. For example, women are considered as vulnerable to travel and complete tasks of rangers due to travel in long distances, working in night shifts, culture and stereotype at the local population.

There is a positive trend in involving local institutions and communities in the management and planning of the Protected Areas. The established **Committees for the Management of National Parks**, represent consultative bodies, composed by representatives of different state agencies and community representatives at the regional/local level. The practice is perceived as useful and helpful to the RAPAs. The membership is on institutional level, therefore either the Authority of the given Agency or a delegated representative takes parts in the meetings. The participation of women in most of the cases does not satisfies the quota of 30% for women representation. In both cases, Divjaka-Karavasta and Vlora, the women participation is approx. 25%, while in Tirana the number fluctuates more.



PART FOUR: GENDER ACTION PLAN

This Chapter contains a list of priority actions to address the Gender Equality in the Protected Area Administration and Management in Albania. It aims at gender advancement in all management levels: from Central Government to regional and local level.

The following section lists actions to be considered in developing Gender Action Plan by different stakeholders.

NATIONAL GOVERNMENT

Albanian Government has expressed the clear commitment to increase the protected areas and especially in programs of protection of biodiversity and protected areas explicitly into the nature protection and biodiversity protection strategies and into the budgets. It is also important to incorporate gender perspectives into all policies and programs aimed at environmental policies and sustainable development. Such programs will be more sustainable and more equitable if both women and men are involved in their planning and implementation. It targets Ministry of Tourism and Environment, and specifically NAPA. But it does not exclude the responsibility of all other Central Governmental Agencies, which support economic development, social welfare, gender equality, education, etc.

Suggested **actions** are outlined below.

1. Strengthen legislation and mobilize resources for management and administration of protected areas

- Enact and reinforce protected areas legislation that promotes small-scale nature protection programing and infrastructure development, gives priority to protected areas for species and habitat protection, and conserve the Albanian rich nature values;
- Allocate funds and other resources to civil society organizations and small-scale

Gender programs on awareness and participation

Design of conservation activities **conduct assessments**, which include a social analysis of the area's inhabitants—men and women. They should identify the needs, interests, knowledge and behaviours by gender which will shape the conservation initiatives.

Consider the need to **involve men in the gender discussions** from the beginning and keep it from becoming an issue exclusively about and for women. Gender workshops are recommended to raise men's awareness.

Facilitate men's and women's participation in the design of conservation activities through the use of easily applicable didactic methods, such as making maps.

Adjust situations and conditions to make women feel more comfortable about participating

Integrating women into existing initiatives is generally more effective than a separate effort directed at women.

Depending on the specific context, either **create or strengthen women's organizations** parallel to carrying out conservation activities

Incorporate a **gender perspective into educational materials** so they be accessible to women and promote capacity building and encourage more equitable relations between men and women.



providers of nature protection and management of protected areas, particularly those that include women as full partners in nature management projects;

- Facilitate access to credit for expanding access to protected areas sustainable usage, adequate education and ecosystem services for productive uses, in particular for women;
- Provide micro-credit and creative alternative financing mechanisms to gender-sensitive organizations for improving or building community-based nature protection and biodiversity actions;
- Introduce affirmative action plans to ensure that a minimum percentage (i.e., 30%) of women participate in decision making and planning from government down to community.
- Allocate funds for the capacity development of women and girls, and to women's organizations interested in improving access to protected areas;
- Consider women's participation in the utilization and management of protected areas in the broader context of their access to productive assets and resources;
- Consider innovative low-cost and sustainable technological options and service levels in ecosystem services and use of nature and protected areas that benefit both women and men;
- Ensure that nature education and sustainable use of biodiversity and nature resources are taught to both girls and boys as a subject in schools;

Gender programs on Monitoring the Mainstreaming

- ✓ **Involve women in methods to monitor project advances** with respect to conservation targets and protected area management.
- ✓ **Consider including indicators in the monitoring system** to record progress toward gender equity, such as changes in power relations between men and women, number of woman participating in activities, or women's access to resources.
- ✓ **Have at least one person knowledgeable about the gender theme** to provide technical assistance to the initiatives or projects.

2. Facilitate access to nature resource and protected areas

- Recognize women's key roles in nature protection, as well as their responsibilities in livestock, fisheries and watersheds;
- Consider gender-sensitive interventions, including access to financial resources (loans on favorable terms and credit), that will benefit both women and men;
- Improve women's productivity in using nature protection and management in forestry, agriculture, fisheries, tourism and small business through training and access to information;

1. Promote access to nature resource and protected areas

- Give priority to local communities for all in planning, budgeting and implementation;
- Ensure that nature protection and protected areas policies are in place, institutional responsibilities are clear, and the over-all environmental framework is gender sensitive;



- Enable women to participate in the policy-making and management planning process and monitor the nature protection provisions at community level;
- Frame national policies in a way which ensures the concepts of gender equality and equity at the center of environmental protection promotion;
- Support public awareness campaigns that emphasize gender equality and promote women's roles in planning, decision-making and implementation of nature and biodiversity programs;
- Commission research to identify, through gender analysis, where social or economic groups are persistently excluded from access to protected areas;

2. Develop capacity and encourage participation

- Use women's and local community people's traditional knowledge to locate biodiversity and nature sources, to decide on the location of facilities and to maintain and improve the environmental qualities within the protected areas;
- Develop gender-sensitive tools at the institutional level, including sex-disaggregated data, gender analysis, gender-sensitive indicators, gender budget initiatives, and training;
- Provide training and awareness raising materials on the linkages between gender, nature and biodiversity for senior managers, officials, decision makers and technical staff within protected areas institutions and finance and planning departments;
- Promote gender-sensitive participatory processes that not only empower women but also raise awareness among men and create an environment where women and men can work together towards common goals;
- Encourage equal representation, equal contributions and equal recognition among women and men, starting at school level;
- Enlist strong role models to get girls to study science, biology, environment in order to move to top positions; Regional/Local Governments/

Gender programs on Conservation Initiatives

- ✓ **Watershed management initiatives** that include women have had more chances of success since they are the ones primarily in charge of collecting water and thus have considerable knowledge about water resources, including water quality and reliability
- ✓ **Gender-sensitive environmental education initiatives** have reached a larger population, since they do not exclude women and young people.
- ✓ **Fair trade initiatives** make women's input more visible in terms of knowledge, production, and protection of biodiversity, as well as guaranteeing them employment, improving income levels and securing access to technology, credit and participation in decision taking
- ✓ **Payment for environmental services initiatives** can promote equity in terms of benefit sharing. For example, a percentage of the benefits can be set aside for activities with women.
- ✓ **Initiatives aimed at promoting efficient use of energy** sources have been more effective when they include women, who are the main decision makers about domestic energy use



PROTECTED AREAS ADMINISTRATION

1. Encourage gender mainstreaming at the regional/local level

- Encourage gender sensitive budgets so that local governments have a tool to examine whether the actual expenditure and the planned budget reflect the policy commitments on gender equality;
- Hire staff with skills and awareness of local customs and practices and who are adept at working with women, men and children;
- Remove internal gender biases and discrimination in RAPA and recognize the important roles played by women in provision and conservation of biodiversity and nature;
- Work together with local entrepreneurs and community/women's organizations, and recognize the specific needs of women and girls, to provide access to protected areas to communities;
- Provide timely information to communities on natural or man-made disasters (including health epidemics) that may affect the availability of nature resources;
- Invest in school education and knowledge, and training of users, with an emphasis on participation and ownership to ensure sustainable practices;

2. Promote sustainable use of nature resources

- Channel efforts for 'marketing' eco-tourism and providing ecosystem services education messages through women's organizations, schools and environmental institutions;
- Address the practical and strategic needs of men and women for using nature and protected areas, which differ according to culture and traditions, location, and other factors.

COMMUNITIES AND CIVIL SOCIETY

- Support nature protection sector efforts to mainstream gender and improve social development skills;
- Provide information about what types of solutions different groups in society want and can afford to meet their needs for nature resource use within protected areas and in the surrounding territories;
- Assist local groups to have access to media, information and training;
- Encourage and build capacity of community-based organizations to engage effectively with public sector programs;
- Incorporate local and traditional knowledge/practices into planning and implementation of nature protection to ensure responsibility for and sustainability of projects;
- Support equality for men and women in the management and use of protected areas to make the services more cost efficient;

DONORS AND DEVELOPING AGENCIES/PROGRAMS

- Adopt a flexible approach combining financing for capacity building and for capital investments with clear gender equality targets;



- Invest in a capacity building process to promote long-term sustainability, through empowering disadvantaged women and men;
- Provide technical assistance to local authorities and communities regarding women involvement and awareness of protected areas related policies impact on women and girls;
- Support the development and implementation of gender sensitive nature protection and environmental policies to influence the national policy frameworks;
- Encourage journalists and media organizations, to provide more coverage on gender and nature protection issues and support efforts aimed at responsible, accurate and gender-sensitive reporting by the mass media;
- Support partner organizations in establishing, improving, sustaining and effectively using gender sensitive information systems;
- Provide capacity building support of gender focal staff and organizations in the form of training, consultancy support, mentoring and exchange programs, experience sharing conferences, etc.;

Proposed Gender programs in Pilot Protected Areas

- ✓ **Organise series of discussions on gender equality with RAPA staff** (maintain the team discussion format of max 2 hours in small groups, talking about gender equality concepts, stereotypes in the society and working places, language discrimination). Gender knowledgeable experts (preferable both sexes: woman and man experts) might facilitate the discussion and provide good examples how to mainstream gender in the daily operations of RAPA.
keep it simple, acknowledge the contribution of both genders; make it interesting; discuss the evolution of gender concepts over time within their community!
- ✓ **Promote the Gender leadership roles** by promoting public figures and/or community woman leaders. Run community discussions with RAPA, moderated by lead by women to discuss how the community and specifically women, to discuss how this target group can interact with daily activities of RAPA.
challenge stereotypes by examples; present the new role model; show how the family contribution restricts the professional progress of women by limiting their time and resources.
- ✓ **Tea & Coffee informal talks:** Invite local women in small groups at the visitor Center, and show them RAPA efforts and daily work, biodiversity values or specific actions of management plans. It will establish closer ties with the communities and empower women to participate and speak about their communities.
use friendly environment, casual and led by somebody local women trust and respect; avoid officials, timing should be chosen carefully not to conflict with other daily work of women.
- ✓ **Organise together with schools, concrete Gender-sensitive environmental education initiatives** (for example: recycling, handcrafting with natural products, sustainable collection of nontimber forestry products), which highlight the role of women in the community (hygiene, support for families, education of children, generate income). A gender expert might further explain that this contribution through caring for nature and families frequently is unpaid and therefore, reinforce stereotypes and patriarchal society.
engage and motivate teachers to align school activities with education objectives of RAPA; Invite parents (preferable mothers/grandmothers) to join education activities within Information Centers; ask children to observe the activities their mother is contributing to nature conservation.

(CONTINUE)



Proposed Gender programs in Pilot Protected Areas (continue)

- ✓ Organise **fair trade or traditional cuisine initiatives** with locally grown/collected ingredients, focused on the role of women to transfer the knowledge and skills through generations. Focus on how sustainable collection on nature-based products, might help communities in generating funds/income for the families.
 - ✓ # use local events, where RAPA co-presents with local women; invite schools to organise such activities at Information Center.
- ✓ Collect, design and produce a **promotion product** (brochure) for local women artisans and food producers, which might be approached by visitors for purchasing handmade local products. It will help women to generate funds and increase their economic independence.
 - # use local examples, deliver the message through photos and design rather by using text and figures.
- ✓ Start changing the attitude towards gender equality from your working place at RAPA by:
 - # use proper language in documents and communication (gender sensitive language, non-discriminatory jargon, non sexist)
 - # acknowledge the different needs both genders have, therefore guarantee time, resources and space for addressing them (hygiene, working conditions such as ambient temperature, strict non-smoking space, etc)
 - # apply flexibility such as working from home, flexible hours (whenever applicable/possible) for child and family members' care
 - # encourage participation and expression of opinion for example during staff meetings, by ensuring equal speaking time and taking the floor.
 - # start and continue keeping gender segregated data, for example on staff training and qualification; education, work performance, etc.
 - # share with staff information on gender actions, women right organisations, good practices from other Protected areas, etc.



CASE STUDIES

ON GENDER INVOLVEMENT IN NATURE PROTECTION AND CONSERVATION



ALBANIAN WOMEN EMPOWERMENT NETWORK (AWEN)

www.awenetwork.org

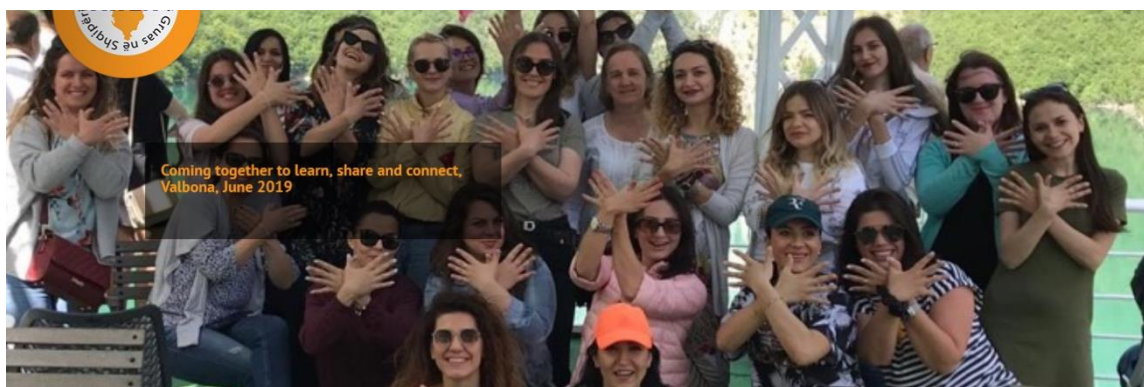
CASE STUDY: Pilot Cases of Women Involvement in Nature Protection and Protected Areas Management

In the frame Environmental Services Project (ESP), since February 2019 the Albanian Women Empowerment network (AWEN) is engaged in the implementation of the Gender Action Plan (GAP). The objectives of AWEN's contribution include:

- (1) Get increased access for women to decision-making in Forest PUAs in South and Central of Albania, improve women and young people's possibilities to access grants foreseen in the ESP and increase the awareness of the positive results of gender equality at relevant decision-making bodies, such as LGUs;
- (2) Provide follow-up support to the FPUAs and women in the North of Albania where a GAP activity was carried out in 2015-17.

In the course of implementation of GAP, AWEN has established specific indicators in order to measure progress toward the achievement of objectives, including:

- a) gender awareness trainings carried out (disaggregated on men and women)
- b) FPUA Statutes will be revised (5 in each North and Central and South region)
- c) gender awareness activities arranged by the project
- d) 50% of people participating in gender awareness activities are women; 40% of them are youths
- e) 10% of FPUA boards are women
- f) Work with women board members to empower (e.g. raising voice)
- g) support in business planning





**INSTITUTE FOR NATURE CONSERVATION IN
ALBANIA**

www.inca-al.org

**CASE STUDY: Encouraging the Creation and Functioning of Local Environmental Forums in
National Park Divjaka - Karavasta**

The Institute for Nature Conservation in Albania organized a stakeholder discussion on "Encouraging the creation and functioning of local environmental forums", in order to strengthen the capacity of Natural Protection Network (NPN) of organizations regarding the advocacy models for a more sustainable decision-making and management of Environmental Protected Areas and natural resources. The activity has been organized under the framework of the project "Promotion and advocacy for sustainable management of natural resources in protected areas" (Phase II).

The purpose of the meeting was to consult and identify, in cooperation with interested groups at local level, the best approach of their involvement in the advocacy and local park management processes through the participation of the main local actors in a common structure - "Local Forum" - along with local responsible bodies in the "Divjaka-Karavasta" National Park. Specifically, women involvement from the local communities was of special attention of this project.



INCA is helping to set up the structural model and functions of the Forum, in cooperation with local CS partner organizations, the staff of the Municipality and the National Park Administration. INCA is also aiming to inform the members of the Forum and raise awareness regarding the identified issues during the first phase of the project, as well as provide recommendations towards possible solutions, based on the legislation in force.





THE RESOURCE ENVIRONMENTAL CENTER, ALBANIA

www.recshqiperi.org

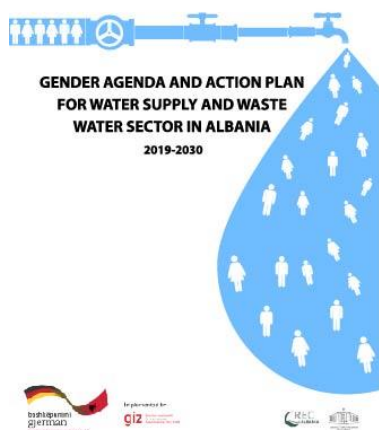
CASE STUDY: Gender Agenda and Action Plan for Water Utilities in Albania 2019-2030

In Albania, women play a key role in the provision, management and conservation of water. The key role of women as providers and users of water, river basin management, as well as environmental protection has not often been reflected in institutional arrangements for the development and management of water resources.

Estimated household water use shows that women are responsible for 66% of the total amount of water billed per month. If this percentage is expressed in figures, the average amount of water used by women is estimated at 7,968m³, while men use 4032m³ of the total amount of 12m³ water use per month.

Although there is some progress in mainstreaming gender in Water related policies and strategies in the last 10 years, most of them, especially the ones drafted and adopted few years ago, remain gender blind documents. At both level, central and local, there are insufficient human resources in the Water and Sanitation sector to fully monitor the progress towards established gender national targets. There is gap in knowledge, identification and affirmative action taken to address the gender prospective regarding the provided service or specific needs of the population by gender.

At the Water Utilities level women constitute the minority part among the employees. The gender stereotype on “masculine job” remains dominant specially for specific tasks/jobs within the Water Utilities such as “Maintenance and Repair”. Most of the employed women are positioned in Administrative and Finance job positions, showing the strong influence of these gender stereotypes in the equal opportunities offered to women in the water sector.



The study developed in the last three months of the year 2019, by the Resource Environmental Center (REC Albania) on the definition of Gender Index in the Water Utilities in Albania and the collected data on the level of women representation shows gender inequality in almost all levels.

The decision-making bodies, various Boards and committees are composed mostly on men, leaving the women and girls underrepresented or not represented at all. Therefore, their gender specific needs, both internally (among employees) and externally (in the community) are neither fully identified and discussed nor implemented actions are effective to achieve the gender equality objectives.

The preparation of the Agenda by 2030, for Gender Equality in Water Utilities in Albania and the Action Plan, as a gender-sensitive approach to water management will contribute to achieving social equity goals, reinforcing benefit distribution, reducing social costs, reducing poverty, reinforcing management and women empowerment.



ANNEXES

ANNEX 1: QUESTIONNAIRE FOR NAPA AND RAPAs

Pyetësor për përcaktimin e indeksit gjinor në AKZM dhe AdZM

Qëllimi i këtij pyetësori është të vlerësojë indeksin e barazisë gjinore në një administratën e Zonave të mbrojtura dhe se si ai paraqitet në zbatimin e politikave dhe praktikave gjithëpërfshirëse gjinore dhe të mund më pas të propozojë disa rekomandime që forcojnë integrimin e përgjithshëm gjinor. Pyetësor për përcaktimin e indeksit gjinor në AKZM dhe AdZM

Ne institucionin tone punojnë:

_____ (numer) Gra

_____ (numer) Burra

Ne AKZM ne nivelin drejtues janë

_____ (numer) gra ne _____ (numri i sektoreve ne AKZM)

Ne AdZM ne nivelin drejtues janë

_____ (numer) gra ne _____ (numri i AdZMve)

POLITIKAT GJINORE NË INSTITUCION

Institucioni juaj:

- Ka politika zyrtare gjinore ☐
- Nuk ka politika zyrtare gjinore ☐
- Një politikë zyrtare gjinore është në zhvillim e sipër ☐
- Nuk e di ☐

Në Institucionin tuaj, politikat gjinore i referohen:

- Produkteve dhe shërbimeve të jashtme për klientët tanë ☐
- Aspektet e brendshme organizative ☐
- Të dyja më sipër ☐
- Nuk e di ☐

Në Institucionin n tuaj, planet e veprimit në kuadër të politikave gjinore janë:

- Të zhvilluara për aspekte të brendshme organizative ☐
- Të zhvilluara për shërbime dhe produkte të jashtme ☐
- Të zhvilluara për të dyja ☐



- Nuk e di ☐

Institucioni tuaj:

- Ka një politikë veprimi pozitive për punësimin e grave ☐
- Ka një politikë veprimi pozitive për punësimin e minoriteteve ☐
- Nuk ka asnjë politikë veprimi pozitive ☐
- Nuk e di ☐

Sipas mendimit tuaj, çështjet gjinore në Institucionin tuaj:

- Nuk diskutohen mjaftueshëm ☐
- Diskutohen mjaftueshëm ☐
- Diskutohen më shumë se sa duhet ☐
- Nuk e di ☐

Nga forca totale e punës, gratë e punësuar nga Institucioni tuaj përbëjnë:

- 0-10% ☐
- 10-40% ☐
- 40-60% ☐
- 60 – 100% ☐
- Nuk e di ☐

Nga forca totale e punës, përqindja e grave në Institucionin tuaj, si shpërndahet nëpër sektorë:

- Departamente administrative: _____ % gra
- Departamente financiare: _____ % gra
- Menaxhim _____ % gra
- Shërbime _____ % gra
- Punë në terren _____ % gra
- Mirëmbajtje teknike _____ % gra
- Të tjera: _____

Staf me kohë të pjesshme:

- Ka më shumë gra se burra si staf me kohë të plotë ☐
- Ka më shumë gra se burra si staf me kohë të pjesshme ☐
- Drejtuesit dhe pozicionet e tjera të nivelit të lartë duhet të kenë detyra me kohë të plotë ☐

Në rastet e grave si staf me kohë të pjesshme, a ndodh kjo për arsye të përgjegjësive familjare apo fëmijëve?

- Po ☐
- Jo ☐
- Nuk e di ☐

Në rast të ndonjë arsye tjetër, ju lutem shkruajini më poshtë:



A mendoni se mundësitë e progresit në karrierë në Institucionin tuaj:

- Janë të barabarta për burrat dhe gratë ☐
- Favorizojnë më shumë burrat se gratë ☐
- Favorizojnë më shumë gratë se burrat ☐

Institucioni jonë ka lehtësime në skema të ndryshme si: (mundësi për disa zgjedhje përgjigjesh)

- Leje lindje ☐
- Leje lindje për nënat dhe baballarët ☐
- Kujdes për fëmijët ☐
- Hapësirë për ushqim me gji të fëmijës ☐
- Tualette të përshtatshme për gratë ☐
- Nuk e di ☐

Komitetet/Komisionet e menaxhimit oe vleresimit:

- Numri i komiteteve në ndërmarrje: _____
- Numri i grave dhe burrave në çdo komitet:

1:

2:

3:

- Ekziston ndonjë komitet apo departament në **Institucion** i specializuar për gratë dhe burrat?

- Nëse po, pse?

.....

Gjatë takimeve të komiteteve:

- Gratë janë të pranishme dhe flasin lirisht ☐
- Gratë janë të pranishme por mezi flasin ☐
- Gratë nuk janë të pranishme ☐
- Nuk e di ☐

Në dokumentet e përgatitura nga Institucioni ynë, gjuhës dhe imazheve të ndjeshme ndaj çështjeve gjinore:

- I jepet gjithmonë rëndësi ☐
- Ndonjëherë merren parasysh ☐
- Nuk merren kurrë parasysh ☐



- Nuk e di ☐

Në Institucionin tuaj, bordi i drejtuesve janë:

- Mbështetës për promovimin e fuqizimit të grave dhe burrave dhe në ndryshimin e normave kulturore në shoqëri ☐
- Neutral drejt promovimit të fuqizimit të grave dhe burrave dhe në ndryshimin e normave kulturore në shoqëri ☐
- Jo-mbështetës drejt promovimit të fuqizimit të grave dhe burrave dhe në ndryshimin e normave kulturore në shoqëri ☐

Në Institucionin tuaj, gratë janë:

- Të përfaqësuara në pozicione dhe role vendimmarrëse ☐
- Jo të përfaqësuara në pozicione dhe role vendimmarrëse ☐
- Nuk e di ☐

Në Institucionin tuaj, burimet (financiare apo të tjera) për të vënë në praktikë çështjet gjinore (p.sh. Trajnim mbi çështjet gjinore):

- Vihen në dispozicion nga menaxhuesit ☐
- Nuk vihen në dispozicion nga menaxhuesit ☐
- Nuk e di ☐

Në Institucionin tuaj, në mënyrë që të monitorohet nëse çështjet gjinore janë integruar vazhdimisht në të gjitha dokumentet, politikat dhe aktivitetet e lidhura me zonat e mbrojtura:

- Ka persona/njësi të caktuar që zhvillojnë monitorimin e aktiviteteve ☐
- Nuk ka persona/njësi të caktuar që zhvillojnë monitorimin e aktiviteteve. Është përgjegjësia e secilit prej individëve, por ka pak inkurajim nga stafi menaxhues. ☐
- Është përgjegjësi individuale pa asnjë inkurajim nga stafi menaxhues ☐
- Askush nuk i monitoron aktivitetet ☐
- Nuk e di ☐

Njësia për monitorimin e integritetit të çështjeve gjinore në Institucion:

- Përbëhet vetëm nga gra ☐
- Është i përzier ☐
- Ka një buxhet për të punuar ☐
- Nuk e di ☐

Përsa i përket trajnimeve për çështjet gjinore në staf në Institucionin tuaj:

- Mundësitë janë rregullisht të disponueshme për të gjithë stafin (për shembull në fillim të një projekti) ☐
- Mundësitë rrallë janë të disponueshme për të gjithë stafin ☐
- Mundësitë janë rregullisht të disponueshme, por vetëm për disa anëtarë të stafit ☐
- Mundësitë janë të disponueshme vetëm për stafin menaxhues ☐
- Mundësitë nuk janë kurrë në dispozicion ☐



- Nuk e di ☐

Trajnimet janë mundësuar nga një specialist i çështjeve gjinore nga:

- Brenda **Institucionit** ☐
- Jashtë **Institucionit** (OJF...) ☐
- Nuk e di ☐

A ka mënyra të tjera se si adresohen çështjet e barazisë gjinore në Institucion?

PYETJE TË HAPURA

Cila është përvoja juaj me marrëdhëniet gjinore, integrimin e gjinisë dhe diversitetit të njerëzve dhe diskriminimin në **Institucion**?

Mund të sugjeroni përmirësime si në politikat e stafit ashtu edhe në marrëdhëniet me publikun?

A kemi lënë jashtë ndonjë aspekt të rëndësishëm të çështjeve gjinore?



ANNEX 2:**MODEL OF SEMI-STRUCTURED INTERVIEWS WITH LOCAL ACTORS****Model of Semi-structured Interviews with Local Actors**

- Who is the target (both direct and indirect) of the Protected Areas Management Plans? Women, men or both? Who will benefit, who may lose? Which women? Which men?
- Have women and men who are challenged by developing Management Plans for Protected Areas been consulted about its solution? How have they been involved in the development of the solution?
- What specific mechanisms can be proposed to encourage and enable women to participate in the Protected Areas Management?
- Who does what? What do women and men do, and where and when do these activities take place?
- Who has what? Who has access to and control of resources, services and decision-making?
- Does the management of Protected Areas potentially challenge the existing division of tasks, responsibilities and resources among men and women?
- How are activity, access and control patterns shaped by the socioeconomic context, structural factors (demographic, legal and institutional) and by cultural and religious aspects?
- Where do opportunities or entry points for change exist? And how can they best be used?



ANNEX 3: METHODOLOGY FOR DATA COLLECTION FOR GENDER SITUATION ANALYSES

1. Collect information and data

About the existing situation for women and men in the protected areas, looking for sex-disaggregated statistics.

2. Complement quantitative information with qualitative insights

For example from studies or consultations, and combine various sources (INSTAT, academic works, policy reports) to gain a deeper understanding.

3. Identify existing gender inequalities

Take into consideration the views of those concerned (primarily the groups that are directly targeted) about what any public intervention should bring.

These could be some key questions to be used:

- What are their expectations and needs?
- Are these different for women and men?
- Is the planned intervention addressing the needs of both men and women, taking into account their different interest, roles and positions?
- How can the contribution to the needs of women and men be strengthened?

Consider **inequalities between women and men** in access to resources (work, money, power, health, well-being, security, knowledge-education, mobility, time, and so on) and in their exercise of fundamental rights (civil, social and political rights) on the basis of their sex or because of roles attributed to men and women (gender roles).

These could be some key questions to be used:

- Will the unequal distribution of income between women and men change? If yes, what will be the changes? What activities within Protected Areas?
- Will the unequal use of time between women and men change? If yes, what will be the changes?
- Will women's perception of security be improved? If yes, what will be the changes?
- Will women's employment rate be increased? If yes, what will be the changes?
- Will gender segregation of the labour market be reduced? If yes, what will be the changes? What activities might support this objective in Protected Areas?

Consider the **norms and values** which regulate the process of access and control of resources. This is about the opportunities to participate on equal terms in all aspects of society. To do this, it is essential to take into account the following structures which sustain those inequalities



ANNEX 4:**INTERNATIONAL CONVENTIONS AND PROTOCOLS SIGNED AND SUPPORTED BY ALBANIA ⁴¹**

Albania has signed a large number of international conventions and committed to obligations deriving from them. Some of these key Conventions and Protocols are listed below:

- Convention for the Protection and Development of the Marine Environment and Coastal Region of the Mediterranean Sea, Barcelona Convention, Barcelona, 1976.
- Convention on the Conservation of Migratory Species of Wild Animals (CMS), Bonn, 1979.
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979
- Convention on Biological Diversity (CBD), Nairobi, 1992
- Framework Convention on Climate Change (UNFCCC), New York, 1992.
- Convention “On Wetlands of International Importance Especially as Waterfowl Habitats” (Ramsar Convention), in which Albania is a Party since 29.2.1996;
- Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters, Aarhus Convention, Aarhus, 1998
- Convention “On the Conservation of European Wildlife and Natural Habitats” (Bern Convention), ratified by the Albanian Parliament by the law “On the ratification of the “Convention on the conservation of European wildlife and natural habitats (Bern Convention)”” (published in the Official Gazette no.7, dated 4.4.1998. page 251)
- Convention “On the conservation of migratory species of wild animals” (Bonn Convention) and its Agreements for Cetaceans (ACCOBAMS), European populations of bats (Eurobats) and conservation of African-Eurasian Migratory Water birds (AEWA), in which Albania has acceded by the law no. 8692, dated 16.11.2000 “On the accession of the Republic of Albania to the Bonn Convention “On the conservation of migratory species of wild animals” and agreements of this Convention” (published in the Official Gazette 43, dated 13.11.2000, page 1936)
- Convention “On the protection of the Mediterranean Sea from pollution” the protocol on Specially Protected Areas, in which Albania is a Party after the approval of the law “On the accession of the Republic of Albania to the convention “On the protection of marine environment and coastal area of the Mediterranean Sea as well as its 6 accompanying protocols”” (published in the Official Journal 43, dated 13.12.2000, pg. 1935)

⁴¹Ministry of Environment (2012): “Stock taking Albanian Rio+20 Report”, pg. 28-30. The years mentioned are the ones when the Conventions have been approved or entered into force (not the ones when Albania has ratified them, unless the ratification date is clearly mentioned).

See: <https://sustainabledevelopment.un.org/content/documents/1014albanianationalreport.pdf>



- Convention “On International Trade in Endangered Species of Wild Fauna and Flora” (CITES), in which Albania has acceded after the approval of the Law no.9021, dated 6.3.2002 “On the accession of the Republic of Albania to the “Convention on international trade of endangered species of wild fauna and flora” (published in the Official Journal no.22, dated 2.4.2003, page 665)
- Protocol for the Prevention and Elimination of Pollution in the Mediterranean Sea by Dumping from Ships and Aircraft or Incineration at Sea
- Protocol for the Protection of the Mediterranean Sea Against Pollution from Land-Based Sources and Activities
- Protocol Concerning Cooperation in Preventing Pollution from Ships and, in Cases of Emergency, Combating Pollution of the Mediterranean Sea
- Protocol on the Prevention of Pollution of the Mediterranean Sea by Trans boundary Movements of Hazardous Wastes and Their Disposal
- Protocol Concerning Specially Protected Areas and Biological Diversity in the Mediterranean
- Protocol for the protection of the Mediterranean Sea against pollution resulting from exploration and exploitation of the continental shelf and the seabed and its subsoil.
- Protocol on Integrated Coastal Zone Management in the Mediterranean
- Convention on the conservation of European wildlife and natural habitats
- Protocol concerning Specially Protected Areas and Biological Diversity in the Mediterranean
- The Cartagena Protocol on Biosafety; ratified by the Albanian Parliament through the Law No. 9279, dated 23.9.2004 “On the accession of the Republic of Albania at Cartagena Protocol on Biosafety of the Convention “On biological diversity” (published at Official Gazette No.74, dated 27.10.2004, pg. 5136)
- Agreement on the Conservation of African-Eurasian Migratory Water birds
- The Agreement on the Conservation of Cetaceans of the Black Sea, Mediterranean Sea and Contiguous Atlantic Area (ACCOBAMS)



