

Under the National Adaptation Planning Process

ALBANIA'S NATIONAL ADAPTATION PLAN GENDER ACTION PLAN



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Disclaimer

The views expressed in this document are those of the authors and do not necessarily represent those of the United Nations Development Programme (UNDP), or the Ministry of Environment of Albania.

Gender is not synonymous with women; instead, it refers to the socially constructed characteristics of men and women, and the relationship between the two (i.e., what is happening to women and men in the same context).

Under the National Adaptation Planning Process

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List of Acronyms and Abbreviations

4NC	Fourth National Communication
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSO	Civil Society Organization
DRM	Disaster Risk Management
GAP	Gender Action Plan
GBV	Gender Based Violence
GEI	Gender Equality Index
GHG	Greenhouse Gas
IMWGCC	Inter-Ministerial Working Group on Climate Change
IPCC	Intergovernmental Panel on Climate Change
M&E	Monitoring and Evaluation
MARD	Ministry of Agriculture and Rural Development
MoF	Ministry of Finance
MIE	Ministry of Infrastructure and Energy
MoE	Ministry of Education
MoHSP	Ministry of Health and Social Protection
MoE	Ministry of Environment
NAP	National Adaptation Plan
NDC	Nationally Determined Contribution
NGO	Non-Governmental Organization
SDG	Sustainable Development Goals
TVET	Technical and Vocational Education and Training
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change

Executive Summary

Albania's National Adaptation Plan (NAP) process represents a critical opportunity to address the gender dimensions of climate change across key sectors of the economy. This Gender Action Plan (GAP) provides a comprehensive framework for integrating gender considerations into climate adaptation efforts, recognizing that climate change impacts affect women and men differently due to existing social, economic, and cultural inequalities.

The plan focuses on five priority sectors: agriculture and forestry, tourism, urban development, energy, and transport.

The analysis reveals significant gender gaps across all sectors, with women facing disproportionate challenges in accessing resources, participating in decision-making processes, and building resilience to climate impacts. In **agriculture**, which contributes 18.6% to Albania's GDP, the sector employs 440,872 people (33.9% of total employment), with women comprising 54.4% (239,775 workers) compared to men at 45.6% (201,097 workers). The sector faces specific climate vulnerabilities including floods, droughts, irregular rainfall patterns, declining crop productivity, and increased pest outbreaks. Women are especially affected due to their involvement in climate-sensitive tasks like small-scale farming and post-harvest processing. Women face systemic challenges including limited access to land titles, restricted access to agricultural credit due to lack of collateral, exclusion from agricultural extension services (only 8%), and low participation in agricultural vocational education (16%). Despite constituting the majority of agricultural workers, women's contributions remain largely unrecognized and undervalued, with only 10.8% of officially registered farmers being women (approximately 25,896 women farmers out of the total registered). The de-

clining effectiveness of national support schemes in reaching women (from 22% in 2018 to 16% in 2023, representing a decrease from approximately 52,750 to 38,364 women beneficiaries) further compounds these issues.

The **tourism sector** employs 42,698 people according to the National Tourism Strategy 2024-2030. While tourism-specific gender data is not available in the strategy, INSTAT data for 2022 shows that the broader category of "Trade, Transportation, Accommodation and Food, and Business and Administrative Services", employs 22.5% of the total national female workforce and 30.9% of the total male workforce. Women are more heavily impacted by climate change in the sector because their work concentrated in the most climate-vulnerable positions - seasonal work, informal employment, and service-oriented roles. When extreme weather events or changes in tourism patterns occur, women workers are often the first to lose income or employment due to their precarious employment status and limited access to alternative economic opportunities. Specific challenges faced include predominance in seasonal and informal employment without job security, underrepresentation in management and decision-making roles where adaptation strategies are formulated, limited access to managerial positions, fewer opportunities for professional development,

Women make up the majority of
Albania's agricultural workforce

54%

traditional family care responsibilities, barriers to entrepreneurship in sustainable tourism, and absence of gender-specific tourism sector data for effective policy-making.

Urban development shows significant gender disparities, with the construction employing 98,179 workers - men comprising 96.3% (94,593 workers) compared to women at only 3.7% (3,586 workers). The sector faces specific challenges including deteriorating air quality from agricultural and industrial emissions, nitrogen fertilizer pollution affecting both water and air quality, and impacts of slash-and-burn techniques. Women face disproportionate challenges including poor infrastructure particularly in peri-urban areas where 63% women report inadequate sanitation, limited voice in urban planning processes, safety concerns in public spaces, increased care responsibilities (rising from 75% to 79% during crises, affecting an estimated additional 23,908 women), underrepresentation in decision-making roles, and limited access to resources in informal urban economies.

The **energy sector**, employs 35,508 workers, with a significant gender disparity where men comprise 84.9% (30,129 workers) compared to women at 15.1% (5,379 workers). Women face disproportionate impacts due to their primary role

in household energy management despite limited influence over energy policy. Energy poverty particularly affects women-headed households, with utility costs consuming up to 17% of their expenditures. The sector's structural challenges include: an 8.2% gender wage gap, absence of gender-disaggregated data from the Albanian Energy Regulatory Authority (ERE), and women's underrepresentation in technical and leadership positions. The sector's 98% dependence on hydropower amplifies climate vulnerability, particularly affecting energy access and affordability for women-headed and single-parent households. This intersection of energy poverty, climate vulnerability, and gender inequality creates compound challenges for adaptation capacity.

The **transport sector** demonstrates pronounced gender disparities with men representing 91.9% and women 8.1% of the workforce. Women's vulnerability to climate impacts is heightened by their predominant use of public transport (60%). Gender-specific challenges include restricted rural transport options affecting access to essential services, and increased vulnerability to extreme weather events due to public transport dependency. Women's underrepresentation in decision-making positions compounds these vulnerabilities by limiting gender-responsive infrastructure development and adaptation plan-

ning. The sector's climate resilience strategies require particular attention to women's mobility patterns and safety requirements, especially during extreme weather events.

To address these challenges, the Gender Action Plan outlines a comprehensive set of interventions across all sectors. In agriculture, the proposed actions focus on improving women's access to **land ownership, credit, and extension services** while promoting their participation in **climate-resilient farming practices**. Tourism sector actions for mainstreaming gender considerations in adaptation action emphasize fostering **women's entrepreneurship** in sustainable tourism and the development of **gender-responsive disaster risk management** strategies for tourist areas.

Urban development actions prioritize the integration of gender considerations into urban planning and infrastructure development, with particular attention to safety, accessibility, and essential services. Energy sector interventions focus on addressing key sectoral gender challenges such as energy poverty through the promotion of **gender-responsive policies** and women's participation in **renewable energy initiatives**. **Transport sector** gender actions emphasize improving **public transport safety** and reliability while increasing women's representation in transport-related decision-making processes. A series of **cross-cutting** actions was also included to address institutional capacity building, climate finance, education and research, public awareness, and monitoring and evaluation.

Success in implementing this Gender Action Plan requires strong **institutional coordination**, adequate financial resources (which are covered in detail in the NAP, the NAP's Implementation Plan and NAP's financing strategy documents), and sustained political commitment. The plan emphasizes the importance of collecting **gender-disaggregated data** to inform policy decisions and monitor progress. Regular review and updating of

the plan will ensure its continued relevance and effectiveness in promoting gender-responsive climate adaptation across Albania.

In addition, this Plan is firmly grounded in Albania's international commitments, including the **Paris Agreement, CEDAW obligations, and EU accession** requirements. It also supports national priorities outlined in the **National Strategy on Gender Equality** and sector-specific development strategies. By implementing these measures, Albania can enhance the effectiveness of its climate adaptation efforts while promoting gender equality and social inclusion across all sectors of society.

The implementation and long-term sustainability of this Gender Action Plan rest upon the coordinated efforts and shared commitment of multiple stakeholders. **Key institutional actors** - from national ministries and local governments to research institutions - must work in concert with **grassroots organizations, women's rights organizations, and community leaders**. The private sector's innovation and resources, combined with the technical expertise and support of international development partners, will prove crucial for translating ambitious goals into tangible outcomes. Through systematic monitoring and evaluation frameworks, Albania will track the transformation toward more inclusive, effective, and equitable climate adaptation strategies, ensuring that interventions genuinely serve the diverse needs of its entire population. This comprehensive approach to stakeholder engagement and accountability will determine the plan's success in achieving lasting positive change for Albanian society.

By implementing this Gender Action Plan, Albania aims to create more inclusive, effective, and equitable climate adaptation strategies that address the specific needs and vulnerabilities of both women and men. This approach not only enhances the country's resilience to climate change but also contributes to broader goals of gender equality and sustainable development.

01

Introduction

This Gender Action Plan aims to integrate gender considerations into Albania's National Adaptation Plan process, ensuring that climate change adaptation measures are responsive to the unique needs and vulnerabilities of both women and men.

To develop this plan, a thorough literature review was undertaken, examining key documents such as IPCC reports, UNFCCC guidelines, and relevant national policies. A sector-specific gender analysis was conducted, delving into the nuances of gender inequalities and differential vulnerabilities within each of Albania's five NAP priority sectors.

The approach was participatory, engaging with a wide range of stakeholders including government agencies, civil society organizations, and gender experts.

The document structure:

1. Sets the stage and provides essential concepts for understanding the intersection of gender and climate change adaptation.
2. Explores how climate change impacts women and men differently across the five priority sectors.
3. Presents actions designed to address identified inequalities and vulnerabilities.

1
OBJECTIVE

To promote gender equality and women's empowerment
within the context of climate change adaptation across five priority sectors.

2
OBJECTIVE

To provide a comprehensive framework for gender-responsive planning, implementation, and monitoring of adaptation initiatives.

3
OBJECTIVE

To identify and address sector-specific gender inequalities
and differential vulnerabilities in climate change adaptation.

4
OBJECTIVE

To align Albania's climate adaptation efforts
with international best practices for gender mainstreaming.

The document is supported by three comprehensive annexes that provide crucial background and detailed analysis:

Annex I: Key Context for Gender and Climate Change Adaptation

- **Part 1** presents key definitions related to climate change adaptation.
- **Part 2** outlines the Government's commitments to mainstream gender in climate policies. Albania has signed several international binding and non-binding commitments regarding gender equality.

Annex II: Sectoral Gender Analysis presents an in-depth examination of gender integration in climate change adaptation across the NAP's five priority sectors. For each sector - agriculture and forestry, tourism, urban development, energy, and transport - the annex provides:

- Detailed gender-specific vulnerability analysis examining how climate change impacts affect women and men differently within the sector.
- Assessment of current gaps in gender integration within sectoral policies and practices.
- Analysis of structural challenges that hinder gender-responsive adaptation.
- Recommendations for enhancing gender integration.
- Case studies highlighting successful gender-responsive initiatives and lessons learned from national and international best practices.

This comprehensive sectoral analysis serves as a foundation for the Gender Action Plan's recommendations, ensuring that interventions address documented needs and build upon proven approaches.

Annex III: Overarching Goals in Mainstreaming Gender Considerations into the NAP outlines key issues for NAP teams to consider as they advance their processes, including planning, implementation, and monitoring and evaluation frameworks.

Annex IV: Stakeholder Consultations documents the participatory process that shaped this Gender Action Plan, listing consulted stakeholders. This transparency in the consultation process demonstrates the plan's grounding in diverse perspectives and practical experience.

Throughout the document, readers will find key concepts and definitions to aid understanding, as well as case studies and examples that illustrate the practical application of gender-responsive adaptation. These elements, combined with the detailed analysis in the annexes, provide decision-makers and practitioners with both the theoretical framework and practical guidance needed to implement effective gender-responsive climate adaptation measures. Stakeholders are encouraged to engage deeply with this material, considering how each aspect of gender-responsive adaptation can be applied in their work and communities. Through collective effort, Albania's response to climate change can be both effective and equitable, leaving no one behind in the pursuit of a more resilient future.

02

**Understanding
the climate
change
adaptation-
gender nexus**

2.1 Country background

Population

Albania's population, according to the 2025 figures shared by the national Institute of Statistics stands at 2,363,314. This marks a significant decline from the 2011 census, driven by a combination of negative net migration and a low fertility rate.

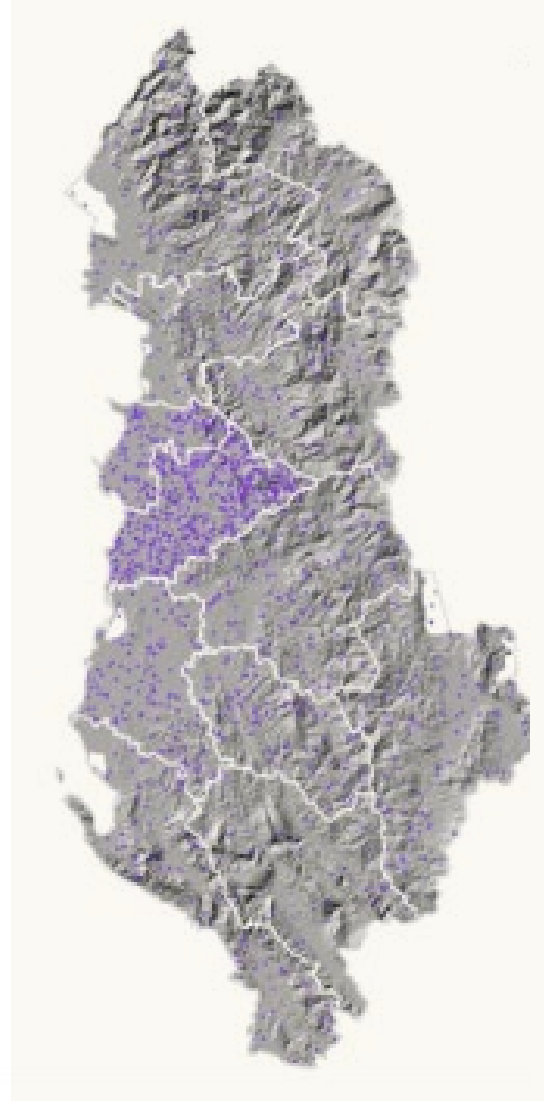
Albania's population has been declining since 1990, driven by low birth rates and high emigration. The young-age dependency ratio decreased to **24%**, while the old-age dependency ratio increased to **30.4%**. As of 2023, the median age is **42.5 years**, reflecting an aging population. Currently, **19.7%** are aged **65 or older**, compared to **11.3%** in 2011.

Another noteworthy indicator is that Albanians are flowing to the capital because the opportunities (work, healthcare, education) are much higher there than in smaller cities or rural areas.

Approximately one-third of Albania's population (31.6 %) resides in the Tirana prefecture (Figure 1). The prefecture with the second-largest population share is Fier, accounting for 10%, followed by the prefecture of Elbasan, with 9.7% of the total population. Kukës and Gjirokastër have the smallest populations, with 2.6 and 2.5 % of the population, respectively.

All prefectures, except Tirana, experienced a population decline in the period 2011-2023. In absolute numbers, Elbasan and Shkoder experienced the most significant population decline. On the other hand, the population of the prefecture of Tirana increased by 1.2 %, primarily due to internal migration.

Figure 1. Population distribution by prefecture.
Source: INSTAT (Census 2023, pp. 19-21).



Socio-economic Indicators

Despite notable economic progress, Albania's living standards remain considerably lower than those within the EU. In 2022, Albania's Human Development Index value reached 0.79, categorizing it as having high human development and ranking 69 out of 189 countries.

Unemployment hit a historic low of 11.4% in Q3 of 2019, while the Gini index for 2020 stood at 29.4, which shows an improvement in measures of inequality – since Albania's Gini Index was 34.6 in 2016 (lower is better). For reference, in 2020 Norway's Gini Index was 27.7 and Italy's was 34.8, thus placing Albania somewhere in the middle¹.

In 2020, 22% of Albanians lived below the national poverty line, this represented a slight improvement from 2016 – where 23.7% lived below the national poverty line (World Bank, 2020). Rural areas experience significantly higher poverty rates compared to urban areas, with poverty incidence nearly three times higher in rural areas compared to Tirana and twice as high compared to other urban regions.

Albania is classified as an upper-middle-income country by the World Bank, with its gross domestic product (GDP, in current USDUSD) reaching USD 22.98 billion and GDP per capita at USD 8,367.8 in 2023.

In 2019, the service sector accounted for approximately 50% of the GDP, with industry and construction constituting about 20%, and agriculture contributing about 19%. Agriculture remains a vital sector, generating over 60% of total value added. In 2017, Tirana and Durrës prefectures recorded the highest real GDP growth rates, while Vlorë and Korçë experienced declines. Tirana boasted the highest GDP per capita, followed by Fier, with other prefectures falling below the national average.

According to World Bank Gender Data Portal for Albania, while the country shows near parity in education, with adult literacy rates almost equal between women (98.7%) and men (98.3%), and high lower secondary completion rates (91.5% for girls and 96.7% for boys), significant gender gaps persist in economic participation and asset ownership. The labor force participation shows a notable disparity, with women at 52.8% compared to men at 67.7% as of 2023. In business ownership,

Figure 2. Labor force participation rate (%.)

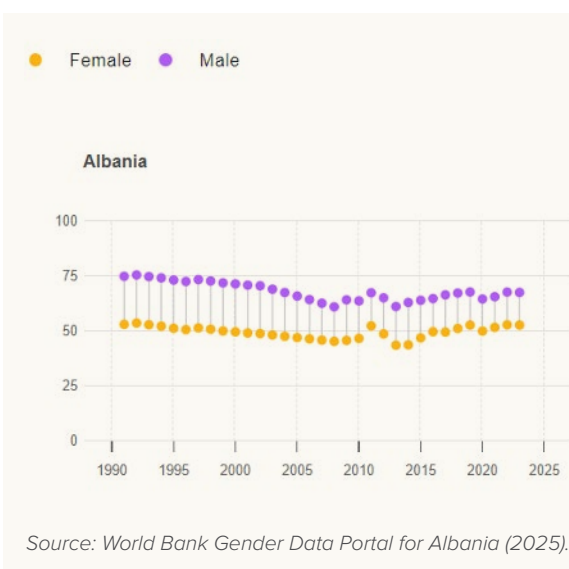
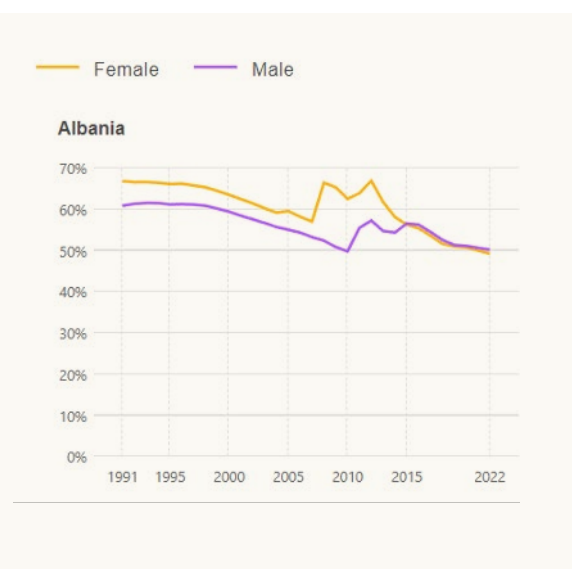


Figure 3. Informal employment (%).



1. Gini index measures the extent to which the distribution of income (or, in some cases, consumption expenditure) among individuals or households within an economy deviates from a perfectly equal distribution. A Lorenz curve plots the cumulative percentages of total income received against the cumulative number of recipients, starting with the poorest individual or household. The Gini index measures the area between the Lorenz curve and a hypothetical line of absolute equality, expressed as a percentage of the maximum area under the line. Thus, a Gini index of 0 represents perfect equality, while an index of 100 implies perfect inequality (World Bank).

Figure 2, the gap is even more pronounced, with women comprising only 22% of business owners compared to men's 78%. Financial inclusion data from 2021 indicates that 45.7% of women and 42.6% of men have bank accounts. Property ownership heavily favors men, with 52.2% of men owning dwellings either alone or jointly, compared to only 23.2% of women. On the positive side, Albania has made significant progress in political representation, with women holding 35.7% of parliamentary seats in 2023, and 41.3% of senior and middle management positions are held by women. In terms of health and safety, Albania maintains a relatively low maternal mortality ratio of 8 deaths per 100,000 live births and reports a lower rate of intimate partner violence (13%) compared to the global average of 27%.

2.2 Overview of Gender Mainstreaming in Albania

Legal framework for gender equality

Albania has established a comprehensive legal framework for gender equality, underpinned by both international commitments and national legislation. On the international front, Albania has ratified several binding agreements, including the 2011 Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

At the national level, the cornerstone of Albania's gender equality legislation is the 2008 Law on Gender Equality in Society. This foundational law regulates various aspects of gender equality, including protection from discrimination in education, employment, and other areas of public life.

It introduces a minimum 30% gender quota for women's participation in policymaking and mandates the collection of sex-disaggregated data by all public institutions. The law also establishes the National Council on Gender Equality to monitor its effective application across law and policy making, planning, budgeting, and implementation processes.

The Electoral Code has undergone significant amendments to promote gender equality in political representation. A 2015 amendment set a 50% gender quota for candidates of local councils. This was further strengthened in 2020 with the introduction of a 30% gender quota for elective bodies of principal local government units and for all levels of the electoral administration. Importantly, these amendments also introduced the rejection of candidate lists that fail to comply with gender quotas, replacing the previous ineffective fines system.

Albania has also taken steps to address gender-based violence through amendments to the Law on Measures against Violence in Family Relations. The 2018 and 2020 amendments incorporated relevant provisions based on the Istanbul Convention and CEDAW.

Gender equality considerations have been integrated into Albania's budgeting processes. Based on 2016 amendments of the Organic Budget Law, Gender Equality is one of the core Budgetary System Principles, and standard budget instructions issued on a yearly basis contain gender-responsive budgeting as part of the State's budget criteria. Since 2019², the Albanian Financial Management Information System (AFMIS) represents a tracking tool for gender responsive budget allocations and since 2022 a Gender Budget Statement is officially attached to the project budget.

2. Law Nr.57 dated 02.06.2016 on Amendments on the Law No.9936/2008 "On Management of Budgetary System in the Republic of Albania (Amended)

Progress in gender equality

Albania has made significant strides in advancing gender equality, as evidenced by its performance in international indices. According to the 2023 Global Gender Gap Index by the World Economic Forum, Albania ranked 17th out of 146 countries, demonstrating notable progress in closing gender gaps across various sectors. Additionally, Albania fares relatively well in the EU's Gender Equality Index (GEI), scoring 60.4 out of 100 points. While this score is commendable, it still falls seven points below the EU-28 average, indicating room for further improvement³.

The National Strategy on Gender Equality 2021-2030 and its action plan demonstrates a strong commitment to addressing the rights of all women and men, particularly those facing intersecting forms of discrimination and vulnerability. This comprehensive strategy emphasizes support for young people, social reforms, and includes provisions for humanitarian emergencies⁴.

Gender-responsive budgeting has seen improvement, with 9% of the medium-term budget specifically supporting gender equality outcomes. This represents a significant step towards ensuring that financial resources are allocated in a manner that promotes gender equality across various sectors and initiatives⁵.

Women in leadership

Albania has shown remarkable progress in women's representation in leadership positions, particularly in the political sphere. According to the 2023 "Women in Politics" global map developed by UN Women and the Inter-Parliamentary Union, Albania ranks first globally for the share of women

cabinet ministers. This achievement represents a significant milestone in promoting gender equality at the highest levels of government.

In terms of parliamentary representation, Albania ranks 42nd globally for the percentage of women in Parliament. This represents an improvement of 12 positions from 2021 when Albania was ranked 54th globally. The progress in parliamentary representation can be attributed to the implementation of gender quotas and other measures aimed at increasing women's participation in politics⁶.

At the local level, women's representation has also improved, albeit to a lesser extent than at the national level. In the 2019 local elections, 44% of local council seats were won by women. However, the representation of women in mayoral positions remains low, with only 8 out of 61 municipalities (13%) electing women as mayors. This figure is lower than the EU average and indicates that further efforts are needed to promote women's leadership at the local government level⁷.

While these advancements are commendable, challenges remain in fully implementing gender equality measures and mainstreaming gender across all sectors. There is a need for continued efforts to ensure that women's increased representation translates into meaningful influence in decision-making processes across all levels of governance.

Gender Disparities in Employment, Poverty, and Social Exclusion

Despite the progress made in gender equality, significant disparities persist in employment, poverty, and social exclusion. According to the Women and Men 2023 report, women's labor force

3. World Economic Forum. (2023). Global Gender Gap Report 2023

4. National Strategy on Gender Equality 2021-2030, Albania

5. Ministry of Finance, Albania. (2022). Budget Report

6. UN Women and Inter-Parliamentary Union. (2023). Women in Politics Map

7. <https://www.unwomen.org/sites/default/files/2022-01/Womens-representation-in-local-government-en.pdf>

participation (ages 15-64) increased to 66.7%, but still trails behind that of men. The employment rate for women stood at 58.9%, compared to 71.3% for men, indicating a substantial gender gap in formal employment.

Inactivity rates among women are primarily attributed to education or training (18.3%) and household duties (16.9%). In contrast, men's inactivity is mainly due to education (25%). This disparity highlights the disproportionate burden of unpaid domestic and care work that women continue to bear, which can limit their opportunities for formal employment and economic advancement.

Health disparities also persist, with 15.4% of the population reporting unmet medical needs in 2021. Women face greater challenges than men in accessing necessary healthcare services, which can have long-term implications for their well-being and economic participation.

Poverty and social exclusion remain significant issues, with a slight increase in the poverty risk threshold in 2022. The at-risk-of-poverty rate rose to 22.0%, and severe material deprivation increased to 35.2%. Girls and women continue to face a higher risk of poverty or social exclusion than men, particularly among the unemployed and those aged 0-17. This gender disparity in poverty risk underscores the need for targeted interventions to address the economic vulnerabilities faced by women and girls⁸.

The disproportionate burden of unpaid domestic and care work on women has significant implications for their economic empowerment and overall well-being. Among employed individuals, women are more likely to be salaried (45.4%) or unpaid family workers (23.5%), while men have higher rates of self-employment (33.1%). This dis-

tribution of labor reflects and reinforces gender inequalities in the workforce and contributes to women's economic vulnerability.

Gender-Based Violence (GBV)

Albania has made efforts to address gender-based violence through various initiatives and policy measures. These efforts include increased economic assistance for victims of domestic violence and training programs for healthcare providers to better respond to GBV cases. The establishment of local referral mechanisms for gender-based violence in all 61 municipalities represents a significant step towards providing support at the community level.

According to the National Strategy on Gender Equality Monitoring Report, the police handled 5,210 cases of domestic violence, with 72% involving female victims. Criminal proceedings were initiated in 1,887 cases, leading to 682 arrests. The state-funded Liliium center assisted 36 women victims of sexual violence, providing critical support services⁹.

However, challenges persist in providing comprehensive support to GBV survivors and aligning legal frameworks with international standards, including the Istanbul Convention. Social services for GBV survivors, primarily run by civil society organizations, still lack dedicated state funding, which can limit their reach and effectiveness. Additionally, there is a need to reinforce local referral mechanisms and improve rehabilitation programs for survivors¹⁰.

Efforts are also needed to enhance access to healthcare services for marginalized groups, including women in rural areas, Roma and Egyptian women, and LGBTIQ individuals who may face additional barriers in seeking help and support in cases of gender-based violence.

8. INSTAT. (2022). Income and Living Conditions Survey

9. Ministry of Health and Social Protection. (2022). NSGE Monitoring Report

10. Ministry of Health and Social Protection. (2022). NSGE Monitoring Report

Impacts of Climate Change

The impacts of climate change are not gender neutral. Climate change disproportionately impacts vulnerable groups (IPCC, 2022; UNFCCC, 2022). Particularly between the sexes, due to the discrepancies between women and men in terms of education, health, employment, access to and control of natural and financial resources, and inclusion in policy and decision-making processes, the current and future impacts of climate change will have more severe impacts on women. Moreover, the relative vulnerability of individuals will be determined by the resilience of their livelihoods, their ability to 'self-protect', the level of social protection they benefit from, and overall governance such as power relations and institutional environment (UNFCCC, 2022).

As part of its EU accession agenda, Albania has made progress to align its legal framework on climate change and gender equality to the EU acquis and international standards. Law No. 155/2020 "On climate change" currently regulates climate change in Albania, designating the Ministry for Environment as the highest national government institution responsible for climate change, the national focal point to the UNFCCC, and the body responsible for overall coordination and management of data measurement, reporting and verification for the preparation of National Communications and Biennial Update Reports, as well as the preparation, implementation and reporting on Nationally Determined Contributions (NDC).

While the current version of the law does not explicitly mandate gender integration in climate change policies, it is important to note that this legislation is currently undergoing revision. The revised version is expected to address this gap by integrating gender considerations into climate policy frameworks.

The revised NDC in line with the Climate Promise

Package offers an opportunity to interlink climate change and gender equality, promoting inclusive development and strengthening national capacities. The new National Strategy for Gender Equality for Albania includes - for the first time - a strong emphasis on emergencies and disaster risk prevention, while national commitments on climate change feature references to gender equality.

The inclusion of a chapter on Gender Integration in Policies and Programs addressing Climate Change in the Fourth National Communication (4NC) is a positive step. The comprehensive survey conducted in the frame of 4NC sheds light on the gender disparities in perceiving and addressing climate change. The survey revealed that 39% of respondents believe in differences between men and women's abilities to react to climate change, with 53% of them asserting that men are more capable of addressing climate challenges. The analysis further indicates that women, heavily engaged in farming, especially in livestock activities, bear a disproportionate burden of climate risks. The representation of men in administrative roles on farms, coupled with their predominant role in making investment and financial decisions within households, reinforces gender imbalances. The respondents also indicate that the freedom to move outside the village is predominantly enjoyed by men.

According to Men and Women in Albania 2023, a significant aspect of this issue lies in the agricultural sector, where women's involvement is substantial, constituting 40.1% compared to 28.7% of men. Given agriculture's susceptibility to environmental shifts, particularly in a country like Albania heavily reliant on it, the effects of climate change hit this sector earliest and hardest. An illustrative example is the decline in agricultural output in Verri Village, Fier, attributed to the adverse impact of a nearby incinerator on arable land. Women, who bear a significant burden in agriculture, particularly felt the

repercussions on their livelihoods.¹¹ Moreover, the revised NDC highlights the increased risks pregnant women face due to disrupted healthcare access post-disaster, making them more vulnerable to respiratory illnesses, infections during cleanup efforts, and extreme temperatures. Additionally, women continue to face significant barriers that hinder their ability to enjoy equal rights. Their access to assets remains disproportionately limited, leading to lower economic status compared to men, particularly in areas such as salaries, property ownership, pensions, inheritance, and land ownership. Women are also overrepresented in the informal sector and low-paying jobs and are significantly underrepresented among owners of influential companies, especially in technical sectors like energy and transport. Despite comprising most of the agricultural workforce, women often lack land ownership rights, further entrenching gender disparities.

As part of Albania's NAP project, UNDP Albania led a comprehensive effort to mainstream gender considerations throughout the plan's development. This initiative involved extensive stakeholder consultations and expert engagement to ensure a gender-responsive approach across climate-affected sectors. The gender integration process began with a thorough **analysis of Albania's existing policy and legal framework** on gender and climate change. This review assessed the extent to which gender issues are addressed in current climate-related policies and strategies, providing a foundation for further integration efforts.

To enhance **institutional capacity**, a proposal was developed to incorporate gender-responsive expertise into the **Inter-Ministerial Working Group on Climate Change and Gender (IMWC-**

GG). An operations manual was created to guide the IMWCGG's activities, ensuring consistent and effective integration of gender considerations in their work. Additionally, gender-specific work instructions were formulated for climate adaptation efforts, facilitating practical implementation.

The process included a **sector-specific gender assessment** of the **Institute of Geosciences (IG-EWE)**, evaluating its capacity to integrate gender perspectives into climate-related research and activities. This assessment provided valuable insights into the current state of gender mainstreaming in scientific institutions relevant to climate change.

Data collection and analysis played a crucial role in the gender integration process. Gender-disaggregated socio-economic data were collected to understand the different impacts of climate change on various demographic groups. A strategy was devised to address data and information gaps, ensuring a comprehensive understanding of gender-related climate vulnerabilities. **Stakeholder engagement** was prioritized throughout the process. Meetings were facilitated with ministry employees, parliamentarians, and parliamentary working groups on climate change to enhance collaboration and awareness. A diverse range of stakeholders was consulted, with a full list available in **Annex IV** of this document. To support **capacity building**, remote training materials were developed, focusing on gender and climate change adaptation. A workshop titled "Inclusivity and Climate Resilience: Integrating Gender Perspectives" was conducted to strengthen the understanding of gender-sensitive climate change adaptation within subnational entities. This workshop focused on priority sectors such as Tourism, Urban Development, Agriculture, Transport, and Energy.

11. Monitoring Network against Gender-Based Violence (2019). Report of civil society organizations for implementation of the Beijing Platform for Action in Albania, Beijing +25. see: <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Get%20involved/Beijing-25/Generation-Equality-Forum/csO-Beijing-report-Albania-en.pdf>

The process also involved the creation of **tools and guidelines** to support ongoing gender integration efforts. Guidelines for gender-sensitive climate change adaptation (CCA) planning were developed, and gender-specific CCA indicators were established to ensure systematic inclusion of gender considerations in Albania's climate change adaptation efforts.

This comprehensive gender integration process culminated in the development of this NAP Gender Action Plan. The plan provides a structured approach for integrating gender perspectives into Albania's climate change policies and actions, ensuring that gender considerations are systematically incorporated into all phases of climate adaptation planning, implementation, and monitoring.

2.3 Importance of Gender Mainstreaming in Climate Change Adaptation

Internationally, Parties to the UNFCCC have also recognized the importance of involving women and men equally in the UNFCCC processes and in the development and implementation of national climate policies that are gender-responsive by establishing a dedicated agenda item under the Convention addressing issues of gender and climate change.¹² Here, we highlight the Paris Agreement (2021) Preamble about the approach that Parties should take in order to respect the rights of vulnerable groups in all climate action policies:

“Acknowledging that climate change is a common concern of humankind, Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of Indigenous peoples, local commu-

nities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity.”

The intersection of gender equality and climate change has increasingly become a focal point in climate policy frameworks and discussions. A significant indicator of this trend is evident in the NAPs submitted by countries to the UNFCCC, where more than 97 percent of these plans include references to ‘women’ at least once. This recognition underscores the importance of gender considerations in addressing the challenges posed by climate change.

The IPCC also plays a crucial role in this discourse by acknowledging that differences in adaptive capacities between men and women are rooted in complex social, environmental, economic, and cultural inequalities. These differences significantly influence individuals' vulnerability to climate risks and their ability to respond effectively. By analyzing and understanding these gender-specific dynamics, policymakers and practitioners can better identify and address the unique vulnerabilities and needs of women and men in the face of climate change impacts. This understanding is crucial for developing and implementing climate adaptation actions that are truly effective and inclusive.

Therefore, it is imperative that adaptation efforts, whether undertaken at the policy level or within communities, integrate gender considerations comprehensively. Actions that fail to account for these gender dimensions run the risk of being ineffective and may exacerbate existing inequalities. In essence, adopting a gender-responsive approach to climate adaptation is not just a matter of equity and social justice but also essential for achieving sustainable and resilient outcomes

12. All UNFCCC documents related to gender and climate change are accessible here.

in the face of a changing climate. Acknowledging the different climate change impacts on men and women, not only benefits women, but society as a whole. Understanding the diversity of vulnerabilities and risks through the collection of gender-disaggregated data, for example, improves efficiency. For instance, studies have shown that women farmers are more vulnerable to climate change due to their limited access to resources and decision-making power within households and communities¹³. With this understanding, targeted interventions can be developed to support women farmers in adapting to climate change. This might include providing access to climate-resilient seeds, training in sustainable agricultural practices, and ensuring equal access to resources and decision-making processes within farming households.

By addressing the unique vulnerabilities of women in agriculture, not only do we empower women to better cope with the impacts of climate change, but we also enhance the resilience of agricultural systems. This can lead to increased food security, improved livelihoods, and more sustainable development outcomes for communities affected by climate change.

Climate change will undermine socio-economic development and have profound impacts across all SDGs, including SDG5 on Gender equality. In this context, adaptation actions hold the potential of delivering several co-benefits in terms of employment, health, gender equality and biodiversity restoration, to name a few.

There are still considerable gender gaps between men and women in terms of access to education, literacy, unequal division of labor, and income-generating opportunities. This presents structural barriers which, in addition to traditional norms and beliefs, increase the vulnerability of women to the impacts of climate change and undermine their adaptive capacity. Unequal access between women and men in terms of land ownership and access to credit intersect with environmental vulnerabilities in ways that undermine women's ability to effectively contribute to CCA.

This is especially true for rural women whose livelihoods are heavily dependent on natural resources and women-headed households who bear the brunt of family tasks in addition to their livelihoods and income-generating activities. These gaps must be overcome for women and girls to realize their potential as agents of change in CCA.

International frameworks such as the UNFCCC and Paris Agreement emphasize that gender equality is essential for effective and equitable climate adaptation, as women's disproportionate vulnerabilities and limited access to resources must be addressed to strengthen resilience and achieve sustainable outcomes.

13. Kabeer, N. (2016). Gender equality, economic growth, and women's agency: The "endless variety" and "monotonous similarity" of patriarchal constraints. *Feminist Economics*, 22(1), 295-321.

03

Gender Analysis in the NAP Key Sectors

This section presents a summary of gender analysis across key sectors in Albania's NAP, examining gender-specific challenges and opportunities in agriculture and rural development, tourism, urban development, energy, and transport.

Each sector summary highlights current gender disparities, policy gaps, and other challenges that must be considered for promoting gender-responsive climate adaptation.

The analysis draws from recent studies, policy reviews, and stakeholder consultations to provide a comprehensive overview of gender mainstreaming needs across these critical sectors. Annex III provides detailed sector-specific analyses, data, methodologies, and expanded recommendations.

3.1 Agriculture and Forestry

Gender considerations are crucial in agricultural adaptation, particularly in Albania's rural context. Women play a significant role in agriculture, often managing household farms and contributing substantially to food security. However, they frequently face unequal access to resources, land ownership, credit, and agricultural information. Climate change impacts, such as altered precipitation patterns and increased extreme weather events, can disproportionately affect women farmers due to these existing inequalities. Integrating gender considerations into agricultural adaptation strategies ensures that women's specific needs and knowledge are addressed, enhancing their resilience to climate change. This approach can lead to more effective adaptation measures, as women often possess traditional knowledge about crop varieties and farming practices that can be valuable for climate resilience. By empowering

women in agriculture through equal access to resources, training, and decision-making processes, Albania can strengthen its overall agricultural adaptive capacity and promote more sustainable and equitable rural development in the face of climate change.

The agricultural sector in Albania faces significant gender disparities, particularly in climate and agricultural policies. The Strategy for Agriculture, Rural Development and Fisheries (SARDF) 2021-2027 and Law No. 155/2020 on climate change demonstrate notable gaps in addressing gender equality and women's empowerment. Of the total employment in Albania (1,298,380 people), agriculture employs 440,872 people (33.9% of total employment). While women comprise 40.1% of the total female labor force in agriculture (239,775 women out of 597,694 employed women), compared to 28.7% of men (201,097 men out of 700,686 employed men), when looking at the agricultural sector workforce specifically, women represent 54.4% of agricultural workers compared to 45.6% men. This higher representation in the sector makes women more exposed to climate change impacts in agriculture. (INSTAT, 2023). Key challenges include limited access to resources, underrepresentation in farm registration (only 10.8% women), minimal participation in agricultural extension services (8% women beneficiaries), and low female enrollment in agricultural vocational education (16%). National policies and support schemes have shown declining effectiveness in reaching women, with female beneficiaries dropping from 22% in 2018 to 16% in 2023.

3.2 Tourism

Gender considerations play a vital role in tourism adaptation strategies, as the tourism sector has significant gender dimensions that intersect with climate change impacts. The tourism industry often employs a high proportion of women, particularly in service roles, seasonal positions, and informal sectors. However, women are frequently underrepresented in management and decision-making roles within the industry. Climate change can exacerbate these existing gender inequalities and create new challenges.

Adaptation strategies in tourism must consider the differential impacts of climate change on men and women within the sector. For instance, extreme weather events or changes in tourism patterns due to climate change may disproportionately affect women's livelihoods, especially those in vulnerable positions or informal employment. Women may also face greater challenges in accessing resources, training, and technology needed to adapt to changing conditions in the tourism industry.

Gender-responsive tourism adaptation can create opportunities for women's empowerment and economic resilience. This could include promoting women's leadership in sustainable tourism initiatives, supporting women-led businesses in eco-tourism or climate-resilient tourism products, and ensuring equal access to capacity-building programs for climate adaptation. Additionally, adaptation strategies should consider the safety and specific needs of women tourists and women working in the industry, particularly in the context of increased climate-related risks.

By integrating gender considerations into tourism adaptation plans, destinations can develop more inclusive and effective strategies that not only build resilience to climate change but also promote gender equality within the sector. This approach can lead to more sustainable and equi-

table tourism development, benefiting both local communities and industry in the face of climate change challenges.

The tourism sector in Albania, employs 42,698 people according to the National Tourism Strategy 2024-2030. While the Strategy does not provide gender-disaggregated data for tourism specifically, INSTAT data for 2022 shows that in the broader category of "Trade, Transportation, Accommodation and Food, and Business and Administrative Services", women represent 22.5% of female workforce while men represent 30.9% of male workforce. This employment data highlights the need for gender-specific analysis of climate vulnerabilities in the tourism sector, particularly considering the nature of employment where many positions are seasonal, informal, or service-oriented, potentially making workers more susceptible to climate-related economic disruptions. Additionally, women remain underrepresented in management and decision-making roles where adaptation strategies are formulated and implemented. The vulnerability in this sector is further compounded by structural challenges in Albania's labor market, including limited access to managerial positions, fewer opportunities for professional development, and traditional family care responsibilities. These factors highlight the critical need for gender-responsive climate adaptation strategies in tourism that address both direct climate impacts and underlying socio-economic vulnerabilities while promoting more resilient and equitable employment structures throughout the sector. A critical gap in Albania's tourism sector is the lack of comprehensive gender-disaggregated data, hindering effective policy development and monitoring. The sector offers potential for women's economic empowerment through entrepreneurship, particularly in SMEs and cultural heritage preservation, while also providing flexible employment options that can support work-life balance.

3.3 Urban Development

Gender considerations are crucial in urban adaptation strategies due to the distinct ways in which men and women experience and interact with urban environments. Urban areas are complex systems where climate change impacts intersect with social, economic, and infrastructural factors, often exacerbating existing gender inequalities. Women, particularly those from marginalized groups, may face heightened vulnerabilities in urban settings due to factors such as limited access to resources, lower income levels, and primary care-giving responsibilities.

Urban adaptation measures need to address gender-specific needs in areas such as housing, transportation, public spaces, and essential services. For instance, women's safety concerns in public spaces and transportation systems may limit their mobility and access to economic opportunities. Gender-responsive urban planning can improve safety through better lighting, design of public spaces, and transportation options. Additionally, women's roles in informal economies and household management make them key stakeholders in urban resilience efforts, such as waste management and community-based adaptation initiatives.

Involving women in urban planning and decision-making processes ensures that their perspectives and needs are incorporated into adaptation strategies. This can lead to more inclusive and effective urban solutions, such as improved water and sanitation systems that consider women's specific needs, or green spaces that cater to diverse user groups. By mainstreaming gender considerations in urban adaptation, cities can build resilience while simultaneously advancing gender equality, creating more livable and equitable urban environments for all residents in the face of climate change.

Urban development in Albania reveals significant gender disparities, particularly affecting women in informal economies and urban planning processes. While comprehensive studies on women are limited, INSTAT data show significant gender disparities in the sector. The construction sector, which employs 98,179 workers, shows one of the most pronounced gender gaps in Albania's economy - men comprise 96.3% (94,593 workers) while women represent only 3.7% (3,586 workers). This stark imbalance is further highlighted by sectoral participation rates, with 13.5% of employed men working in construction compared to just 0.6% of employed women. These employment patterns compound existing challenges women face in urban settings, where they are often overrepresented in informal urban economies and underrepresented in formal urban planning and decision-making processes. Urban centers in Albania are grappling with deteriorating air quality, primarily stemming from older diesel-powered vehicles and industrial emissions, notably from agriculture. Key issues include nitrogen fertilizer pollution in both water and air, as well as the slash-and-burn technique, which releases fine dust particles and ash into the atmosphere.

Women face disproportionate challenges from deteriorating urban infrastructure, with critical issues including poor air quality from agricultural and industrial emissions, and unreliable access to clean water, especially affecting girls' education and women's health. The situation is particularly acute in peri-urban areas, where 63% of women report poor sanitary conditions. Climate change and inadequate sanitation have heightened health risks for women, while increasing their care responsibilities, which rose from 75% to 79% during the COVID-19 pandemic.

3.4 Energy

The integration of gender considerations in energy adaptation strategies is crucial for ensuring equitable and effective climate resilience. Energy access and use often differ significantly between genders due to socio-economic factors, traditional roles, and cultural norms. Women, particularly in rural or low-income areas, may face greater energy poverty and rely more heavily on traditional biomass fuels for cooking and heating, exposing them to health risks and time-consuming fuel collection. As climate change impacts energy systems, it's essential to recognize these gender-specific vulnerabilities and needs. Adaptation measures in the energy sector should address disparities in energy access, promote clean and efficient technologies that benefit women's health and productivity, and ensure women's participation in decision-making processes. By incorporating gender perspectives, energy adaptation strategies can not only enhance climate resilience but also contribute to gender equality, improved livelihoods, and sustainable development. This approach ensures that energy adaptation benefits all members of society and doesn't inadvertently exacerbate existing gender inequalities.

The latest INSTAT data reveals that within "Mining and quarrying, Electricity, gas and water supply," which employs 35,508 workers, there is a stark gender imbalance with men comprising 84.9% (30,129 workers) compared to women at only 15.1% (5,379 workers). This disparity is further emphasized by the sector's workforce participation rates, where 4.3% of employed men work in the sector compared to just 0.9% of employed women. These numerical disparities reflect broader structural challenges in the energy sector, where women face limited access to technical roles, leadership positions, and decision-making processes that influence climate resilience strategies. The low representation of women is particularly concerning given the sector's critical role in

climate change adaptation and mitigation efforts, including the transition to renewable energy and development of climate-resilient infrastructure. This gender imbalance suggests that women's perspectives and needs may be underrepresented in energy policy and planning, potentially leading to gaps in addressing gender-specific climate vulnerabilities and energy access challenges. The data highlights the urgent need for targeted interventions to increase women's participation in the energy sector while ensuring that climate adaptation strategies in energy development consider gender-specific impacts and needs.

3.5 Transport

Gender considerations in transport adaptation are crucial due to the country's ongoing urbanization and infrastructure development. Traditional gender roles, the urban-rural divide, and economic disparities influence women's travel patterns and needs. Women often face limited transport options in rural areas, affecting their access to education, healthcare, and economic opportunities. Safety concerns, particularly in urban public transport, are significant for Albanian women. As the country invests in new infrastructure and works towards EU integration, incorporating gender-sensitive approaches in transport planning is essential. This includes improving rural connectivity, addressing safety issues, ensuring affordability, and increasing women's participation in decision-making processes. By focusing on these aspects, Albania can create a more equitable, efficient, and inclusive transport system that supports the country's overall development and social progress. According to INSTAT data, transport is included within the broader category of "Trade, Transportation, Accommodation and Food, and Business and Administrative Services" which employs 27.0% of total workforce (350,563 workers from 1,298,380 total employed). While specific employment data for transport alone is not disaggregated in INSTAT

statistics, within the transport activities specifically, the workforce shows one of the most significant gender disparities with men representing 91.9% of transport workers compared to women at only 8.1%. From the total male workforce of 700,686, where 30.9% work in the broader sector, and from the total female workforce of 597,694, where 22.5% work in the broader sector, transport specifically demonstrates this stark gender imbalance. This stark gender disparity is particularly concerning given the transport sector's critical role in climate resilience and its vulnerability to climate impacts. The male-dominated employment structure presents specific challenges, as transport workers must adapt to increasing extreme weather events that affect infrastructure, service reliability, and working conditions.

While the low percentage of women in the sector might suggest limited direct exposure to operational climate risks, the women who do work in transport often face compounded challenges, including limited access to technical training, underrepresentation in decision-making positions that influence climate-resilient transport planning, and barriers to advancing into leadership roles. The sector's vulnerability to climate change is particularly significant given its essential function in maintaining mobility and economic connectivity

during extreme weather events, highlighting the need for gender-responsive approaches that both protect the current workforce and promote more inclusive participation in developing climate-resilient transport systems. This data emphasizes the urgent need for interventions that address both the significant gender imbalance and the sector's climate vulnerabilities while working toward more equitable representation in transport planning and operations.

Albania's transport sector reveals significant gender disparities, particularly in access and usage patterns. According to a 2023 GIZ study in Tirana, women comprise over 60% of bus passengers, with 46% using buses for work and 24% for education. However, women report lower satisfaction with public transport services and face disproportionate challenges in private vehicle usage. Only 20% of cyclists are women, with safety concerns being a major barrier, while 79% report frequent walking trips despite poor infrastructure. The sector lacks comprehensive gender-specific data, with existing policies like the Sectorial Strategy of Transport & Action Plan 2016-2020 failing to incorporate gender considerations. Climate change vulnerability particularly affects women due to their higher reliance on public and active transportation.

Gendered Mobility Patterns in Albania's Transport Sector

60% of bus passengers are women in Tirana

79% of women report frequent walking trips

46% of women use buses for work

20% of cyclists are women

04

**Gender Action
Plan 2026 -2036**

4.1 Rationale

The **Gender Action Plan for Climate Change Adaptation in Albania** is designed to integrate gender considerations into the country's new NAP that covers the period 2026-2036. This approach recognizes that climate change impacts affect women and men differently due to existing social, economic, and cultural inequalities. By incorporating gender-responsive measures into the NAP's identified actions, Albania aims to enhance the effectiveness and equity of its climate adaptation efforts.

The Gender Action Plan is structured around the **five priority sectors** identified in Albania's NAP and a **sixth "sector" which covers cross-sectoral or cross-cutting recommendations** to strengthen the gender-responsiveness of institutional capacity building, climate finance mechanisms, education initiatives, and public awareness campaigns outlined in the NAP:

1. Cross-sector
2. Agriculture and forestry
3. Tourism
4. Urban development
5. Energy
6. Transport

The Gender Action Plan recognizes the critical importance of integrating **social care considerations** with climate adaptation efforts, particularly at the local level. This integration ensures that climate adaptation measures are accessible to the most vulnerable populations and are delivered in conjunction with essential social services. By linking social protection mechanisms with climate resilience initiatives, the plan creates a more comprehensive approach to addressing both climate vulnerabilities and social care needs. This is particularly important in urban areas, energy access, and cross-sectoral coordination, where social services and climate adaptation measures naturally intersect.

Alignment with National Strategy for Gender Equality (NSGE) 2021-2030 The Gender Action Plan has been developed to ensure strong alignment with Albania's NSGE 2021-2030, particularly with:

- Strategic Goal I on economic and social rights fulfillment, through measures that enhance women's access to resources and economic opportunities in climate-resilient sectors.
- Strategic Goal IV on gender mainstreaming, by incorporating gender considerations into institutional frameworks for climate adaptation.
- NSGE's specific objectives on improving access to financial services, reducing barriers to non-traditional sectors, and strengthening institutional mechanisms.

For each sector, the Gender Action Plan complements the list of 66 adaptation measures prioritized for the NAP, including specific recommendations and considerations to mainstream gender elements within the NAP design and execution. This approach ensures that:

- Gender considerations are mainstreamed into Albania's primary climate adaptation framework.
- Implementation remains aligned with overall national adaptation priorities.
- Resources are used efficiently by building upon existing planned actions.

The gender-responsive action to complement the NAP's adaptation measures aim to:

- Increase women's participation in decision-making processes related to climate adaptation.
- Improve women's access to resources, technologies, and information necessary for climate resilience.
- Address gender-specific vulnerabilities to climate impacts.
- Promote women's leadership in climate-resilient initiatives.
- Ensure that adaptation benefits are equitably distributed.

4.2 Gender Action Plan

Climate change affects women and men differently because of **unequal access to resources, decision-making power, and economic opportunities**. In Albania, women, especially those heading households, working informally, or living in rural and low-income areas, often face **greater exposure to floods, heat, droughts, and energy poverty**, while remaining **underrepresented in planning and decision-making structures**. Embedding gender considerations in the execution of the NAP is essential to ensure that adaptation measures are **equitable, inclusive, and effective**. This GAP aligns with and supports the implementation of several key national strategies and international commitments, including the National Strategy on Gender Equality, sector-specific strategies, the Paris Agreement, and the Sustainable Development Goals.

By enhancing the NAP with these gender-responsive elements, Albania demonstrates its commitment to inclusive and equitable climate adaptation. This approach recognizes that addressing gender inequalities in the context of climate change is not only a matter of social justice but also a key strategy for building a more resilient and sustainable future for all Albanians.

The **Gender Action Plan** is designed to be a living document, subject to regular review and updates as the NAP evolves. It provides recommendations for gender-related actions, describing the equality and adaptation challenges they address, a brief outline of each action, the main beneficiaries, and suggested indicators aligned with the NAP Monitoring, Evaluation, and Learning Framework. The GAP also specifies in the sectoral tables below which of the 66 NAP adaptation measures each gender action contributes to most directly. In cases where an action is not tied to a single measure, it is identified as cross-cutting to support the mainstreaming of gender considerations across a sector's adaptation actions.

Within its framework, the GAP outlines **cross-cutting** gender measures that extend across all areas of adaptation. These measures create the enabling conditions for effective and inclusive implementation, ensuring that gender equality is consistently embedded in governance, capacity-building, data collection, finance, and disaster risk management. The following priorities reflect this cross-cutting approach:

- **Inclusive governance:** Guarantee **balanced representation of women and men** in the Inter-Ministerial Working Group on Climate Change (IMWGCC) and all sectoral Technical Working Groups (TWGs). Assign **gender focal points** in key ministries and agencies to advise on and monitor gender equality in adaptation actions.
- **Capacity development:** Provide **gender and climate training** for policy makers, planners, and implementers at national and local levels. Strengthen the ability of institutions to apply **gender analysis, gender-responsive budgeting, and inclusive project design**.
- **Gender-responsive planning and MEL:** Systematically apply **gender analysis** in all adaptation planning and project cycles. Use **sex-disaggregated indicators** in the Monitoring, Evaluation and Learning (MEL) system, track women's and men's participation and benefits, and ensure **gender-responsive budgeting**.
- **Equitable access to finance and resources:** Design **adaptation finance mechanisms** (grants, guarantees, low-interest credit) to reach **women-led MSMEs, women farmers, and women's organisations**. Promote women's access to land titles, productive assets, and advisory services to enable their active role in adaptation.

- **Meaningful participation of civil society:** Involve **women's organisations, youth groups, and local CSOs** in consultations, project design, and monitoring. Facilitate **community-led adaptation initiatives** where both women and men can lead and benefit.
- **Gender-sensitive disaster risk management:** Embed **early warning systems that reach women and men equally**, ensure **safe evacuation and shelter facilities**, and integrate **protection from gender-based violence (GBV)** into disaster preparedness and response.
- **Knowledge and data:** Mandate the **collection, analysis, and publication of sex- and age-disaggregated data** in climate risk assessments, monitoring reports, and policy evaluations. Support research on the **gender dimensions of climate vulnerability and resilience**.

In addition, sector-specific measures are included to translate gender considerations into concrete interventions across Albania's priority adaptation areas.

- In **agriculture and forestry**, the GAP focuses on improving women's access to land, credit, and extension services, while also supporting their participation in climate-smart agriculture, producer cooperatives, and forestry value chains. These actions are designed to address women's underrepresentation in productive sectors and to strengthen their role in promoting resilient ecosystems.
- Within the **tourism** sector, the GAP highlights the vulnerability of women employed in seasonal and high-risk jobs, proposing actions that integrate gender-sensitive climate risk planning, provide dedicated incentives for women-led MSMEs, and expand training opportunities to ensure equal access to adaptation knowledge and leadership.

- For **urban development**, gender-responsive measures aim to create safer, climate-resilient public spaces, strengthen community-based disaster preparedness, and provide targeted support for low-income and female-headed households, ensuring that women's perspectives shape the design of resilient cities.
- In the **energy** sector, the GAP tackles the pressing issue of energy poverty among female-headed households, promotes women's participation in renewable energy and energy efficiency jobs, and facilitates women-led investments in clean energy solutions, thereby combining social equity with climate resilience.
- Finally, in the **transport** sector, gender actions emphasize safety, accessibility, and participation, including measures to adapt public transport to women's needs, promote their involvement in planning and operations, and expand mobility options for rural women, while also mobilizing gender-responsive climate finance to support sustainable transport infrastructure.

Together, these sectoral measures complement the cross-cutting actions by ensuring that gender equality is embedded not only in overarching governance and planning, but also in the practical design and implementation of adaptation policies across all priority sectors. The following tables present these actions in detail, outlining the challenges addressed, the proposed interventions, their beneficiaries, indicators, and specific contributions to NAP measures.

In doing so, the NAP strengthens compliance with international and EU commitments on gender equality and climate change, while enhancing the effectiveness and sustainability of adaptation measures and empowering both women and men as active agents of climate resilience.

4.3 Cross-sector

No.	Gender Action	Challenge addressed	Description	Beneficiaries	Indicators	Specific contribution to NAP measures
1	Institutionalize gender in NAP governance & reporting (IMWGCC and sector Technical Working Groups)	Under-representation of women in decision-making bodies; weak gender and sex-disaggregated data flows	Update ToR; require sex/age/vulnerability disaggregation in sector reports; annual gender review	Women in institutions, municipal staff, national gender focal points, women-led CSOs	# IMWGCC/TWG meetings with gender agenda; % sector reports with sex-disaggregated data; share of measures reporting gendered results	M2 – Optimizing Climate Coordination (Strengthening IMWGCC Framework)
2	National gender-responsive adaptation M&E protocol	Fragmented indicators; inconsistent gender disaggregation	Develop protocol and indicator reference sheets; integrate QA/QC and verification	Women in institutions, gender focal points, national CSOs	# indicators with sex/age disaggregation; # Indicator Reference Sheets completed; % sector measures with gender-responsive indicators	M9 – Promoting Gender-Sensitive Climate Adaptation Monitoring and Training
3	Gender-responsive climate finance access window	Limited access to adaptation finance for women-led MSMEs and CSOs	Small grants/guarantees for adaptation pilots	Women-owned MSMEs, women entrepreneurs, rural women groups, vulnerable households, women-led CSOs	# women-led organisations financed; % portfolio going to women-led projects; % projects sustained beyond 24 months	M7 – Innovative Climate Finance Mechanisms
4	Gender-sensitive DRM & emergency protocols	Disproportionate impacts on women in disasters; GBV and safety risks	Standardize risk communications, safe shelters, complaint and referral systems	Women-headed households, women informal workers, vulnerable women and girls, local women's groups	# municipalities adopting the protocol; # shelters meeting gender standards; % women reporting safe access during emergencies	M10 – Educating Communities and Strengthening Disaster Risk Management Awareness

4.4 Agriculture and forestry

No.	Action	Challenge addressed	Description	Beneficiaries	Indicators	Specific contribution to NAP measures
1	Equal access to land, credit and extension services	Limited land ownership and agricultural credit; low extension service reach for women	Legal aid for titling; gender-tailored agri-finance; 40% women target in extension	Women farmers and rural women; women-owned agri-MSMEs	# women with land titles; # women accessing tailored agri-credit; % women in extension services; % adopting CSA practices	M11 & M12 – Farmer Support and Disaster Recovery; M17 – Expanding and Modernizing Irrigation; M15 – Implementing Habitat Creation and NbS to Combat Soil Erosion
2	Scholarships & safe TVET for climate-smart agriculture ensuring women participation	Under-representation of girls and young women in agricultural training	Scholarships; safe learning environments; climate-smart curricula	Girls and young women in agricultural TVET and universities	# scholarships awarded to girls; % female graduates in CSA programs; % graduates employed in climate-smart jobs	M17 – Expanding and Modernizing Irrigation (capacity building element)
3	Women-led producer groups and cooperatives for NbS	Exclusion from leadership and markets	Support women-led cooperatives; link to irrigation, drought-resistant seeds and hydromet services	Women farmers, women agri-entrepreneurs, women in local CSOs	# women-led cooperatives; % women in leadership positions; yield change on women-managed plots	M14 – Flood Protection (riverbanks/floodplains); M15 – Nature-Based Solutions Against Erosion
4	Gender-targeted jobs in forest nurseries and afforestation	Low participation of women in forestry value chains	Set quotas and flexible schedules for women in nurseries; leadership training	Rural women, women-owned MSMEs, women working in forestry	# women trained/employed; % women in nursery management; seedling survival rates 12–24m	M23–M31 – Forestry Measures (Regional Nurseries for Drought-Resistant Native Tree Species, Assisted Species Migration, Buffers and Restoration)

4.5 Tourism

No.	Action	Challenge addressed	Description	Beneficiaries	Indicators	Specific contribution to NAP measures
1	Climate-risk spatial planning with gender lens	Women concentrated in high-risk coastal/seasonal jobs; under-representation in planning	Integrate hazard and gender data; redirect new assets from risk zones; require women's participation	Women tourism workers, women entrepreneurs, local female planners and CSOs	# municipal plans using gendered siting; # permits with adaptation & safety clauses; % women reporting safer access	M32 – Strategic Spatial Planning for Tourism
2	Dedicated incentives to climate-proof women-led MSMEs	Finance and data gaps for women tourism businesses	Grants/credits for shade, drainage, water efficiency; gender access criteria	Women-owned tourism MSMEs; women seasonal workers	# women-led MSMEs upgraded; % facilities meeting climate-proofing checklist; revenue continuity after climate events	M33 – Climate-Proofing Incentives; M36 – Strengthening Policy & Regulatory Framework for Sustainable Tourism
3	Data-to-action: training & digital hubs for women	Low women in management; limited climate data/mentoring access	Practical guidelines, e-learning and mentoring networks for women	Women entrepreneurs, female tourism staff, women managers	# women trained/mentored; % women in managerial roles; tourism climate data module functional	M37 – Integrating Climate Data; M40 – Building Climate Resilience Capacity of Operators

4.6 Urban development

No.	Action	Challenge addressed	Description	Beneficiaries	Indicators	Specific contribution to NAP measures
1	Heat-safe and gender-sensitive public spaces	Heat stress; safety concerns; heavy care roles	Trees/shade, cooling rooms, safe lighting/sanitation	Women-headed and vulnerable households; municipal women focal points	# spaces adapted; % women reporting improved comfort/safety; heat-related incident reduction	M46- Integrating green spaces into public infrastructure development through green public procurement M47-Restoring green corridors: reforestation and urban greening initiatives M50-Enhancing urban resilience: assessing greenspaces and sustainable drainage solutions
2	Inclusive community flood risk management	Female-headed households highly exposed	Women-led groups for preparedness, drills, wetland/riverbank care	Women-headed and vulnerable households; local women's associations	# communities reached; % women in drills; evacuation time reduction (gendered)	M49- Flood event emergency plans M50-Enhancing urban resilience: assessing greenspaces and sustainable drainage solutions M51-Sustainable urban design: conservation and restoration of permeable and infiltration areas
3	Women in city adaptation planning	Under-representation in local planning	Reserved seats and mentoring for women & CSOs	Women municipal staff; women-led CSOs	Quota policy adopted; % planning meetings with ≥40% women; # plans reflecting women's needs	Cross-cutting
4	Resilient housing support for women	Vulnerability of female-headed low-income households	Grants/vouchers for insulation, ventilation, flood-proofing	Female-headed and low-income households	# female-headed households supported; % reduction in losses; improved energy/flood resilience	M45- Incentive schemes to increase extreme temperature resilience of the building stock M48- Climate Risk Assessment for Durrës, Elbasan, Fier, and Beyond: Developing a Comprehensive Vulnerability Map

4.7 Energy

No.	Action	Challenge addressed	Description	Beneficiaries	Indicators	Specific contribution to NAP measures
1	Targeted energy poverty relief for women	Energy poverty in female-headed households	Tariff relief and efficient appliances	Female-headed and low-income households	# households supported; % reduction in energy burden	Cross-cutting
2	Train & hire women in renewable O&M	Low participation of women in technical energy jobs	Short courses and internships with utilities/ RES	Girls and young women in STEM/ TVET; women professionals	# women trained; % women in O&M jobs; retention ≥12 months	Cross-cutting
3	Rooftop PV & EE finance for women MSMEs	Limited capital for women-led energy investments	Grants/credit & TA for PV and EE	Women-owned MSMEs	# women-led MSMEs adopting PV/EE; % energy cost reduction; continuity during shocks	M56- Enhancing Heatwave resilience through Efficient Air Conditioning Technology Deployment and Climate Refuges M58-Optimizing Renewable Energy for Resilient Systems: Grid Innovation and Storage Investments
4	Mandatory sex-disaggregated energy data	Lack of gendered energy data	Require utilities and ERE to publish gender data	Women in institutions, gender analysts, CSOs	Reporting mandate issued; # datasets published; # policies informed	Cross-cutting

4.8 Transport

No.	Action	Challenge addressed	Description	Beneficiaries	Indicators	Specific contribution to NAP measures
1	Climate-safe public transport for women	Safety concerns, heat/flood exposure	Shade, lighting, emergency buttons; contingency routes	Women workers relying on public transport; vulnerable female commuters	# transport hubs retrofitted; % women reporting safer access; travel-time reduction during hazards	Cross-cutting
2	Women in transport planning & operations	Under-representation in sector boards	Quotas and mentoring for women in planning and ops	Women planners, municipal staff, CSOs	# women in committees; % plans with gender mobility analysis	Cross-cutting
3	Rural women mobility & access pilots	Limited rural transport options	Demand-responsive services, safe walking/cycling to services and markets	Rural women, vulnerable women and girls	# pilots launched; # essential trips for women; time saved	Cross-cutting
4	Gender-responsive climate finance for transport	Funding gaps for resilient PT benefiting women	PPP/finance instruments to upgrade assets with equity lens	Women users, vulnerable commuters, women entrepreneurs	# instruments designed; private capital mobilized; % projects using low-impact tech	M66 – Innovative Partnerships for Sustainable Transport

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Annexes

Annex I: Key Context on Gender-Responsive Climate Adaptation

Part 1 - Definitions and Key Terminology

Key definitions related to climate change adaptation

One of the primary goals of adaptation planning is ultimately to mitigate vulnerabilities and risks stemming from anticipated climate impacts, aiming to prevent or mitigate harm. In the case of Albania, this objective translates into safeguarding and improving the well-being of the most vulnerable populations. This objective is closely tied to the notion of inequality, a concept underscored by the IPCC, which asserted with high confidence in 2014 that variations in vulnerability and expo-

sure to climate change stem from both non-climatic factors and multidimensional inequalities often arising from uneven development processes. These differences contribute to varying levels of risk associated with climate change impacts (IPCC, 2014). Gender, among other factors, has long been acknowledged in scientific literature as a determinant for shaping vulnerability. This document examines the factors driving gender inequalities and the heightened vulnerability of women to climate change impacts, particularly within the five prioritized sectors of Albania's National Adaptation Plan process.

Risk, as delineated in the following table, is influenced by hazards, exposure, and vulnerability. Effective adaptation planning necessitates

Table 1. Key terminology related to risk and climate change adaptation.

Concepts	Definitions ¹⁴
Vulnerability	The propensity or predisposition to be adversely affected. Vulnerability encompasses a variety of concepts including sensitivity or susceptibility to harm and lack of capacity to cope and adapt.
Exposure	The presence of people, livelihoods, species or ecosystems, environmental functions, services, and resources, infrastructure, or economic, social, or cultural assets in places and settings that could be adversely affected.
Hazard	The potential occurrence of a natural or human-induced physical event or trend or physical impact that may cause loss of life, injury, or other health impacts, as well as damage and loss to property, infrastructure, livelihoods, service provision, ecosystems, and environmental resources.
Impacts	Effects on natural and human systems, of extreme weather and climate events and of climate change. Refer to effects on lives, livelihoods, health, ecosystems, economies, societies, cultures, services, and infrastructure due to the interaction of climate changes or hazardous climate events occurring within a specific period and the vulnerability of an exposed society or system. The impacts of climate change on geophysical systems, including floods, droughts, and sea level rise, are a subset of impacts called physical impacts.
Resilience	The capacity of social, economic, and environmental systems to cope with a hazardous event or trend or disturbance, responding or reorganizing in ways that maintain their essential function, identity, and structure, while also maintaining the capacity for adaptation, learning, and transformation.
Adaptation	The process of adjustment to actual or expected climate and its effects. In human systems, adaptation seeks to moderate or avoid harm or exploit beneficial opportunities.

14. Source: IPCC, 2014. Climate Change 2014: Impacts, Adaptation, and Vulnerability. Part A: Global and Sectoral Aspects. Contribution of Working Group II to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change.

a comprehensive assessment of these three dimensions. Thus, this section aims to offer clarity by briefly outlining the factors influencing risk concerning gender, referring to key terminology based on IPCC reports (Table 1).

Social groups will be variably impacted by climate change, depending on the three variables illustrated in Figure 4 below – vulnerability, hazards, and exposure. Thus, vulnerability reduction is a key element of disaster risk management (DRM) and adaptation planning.

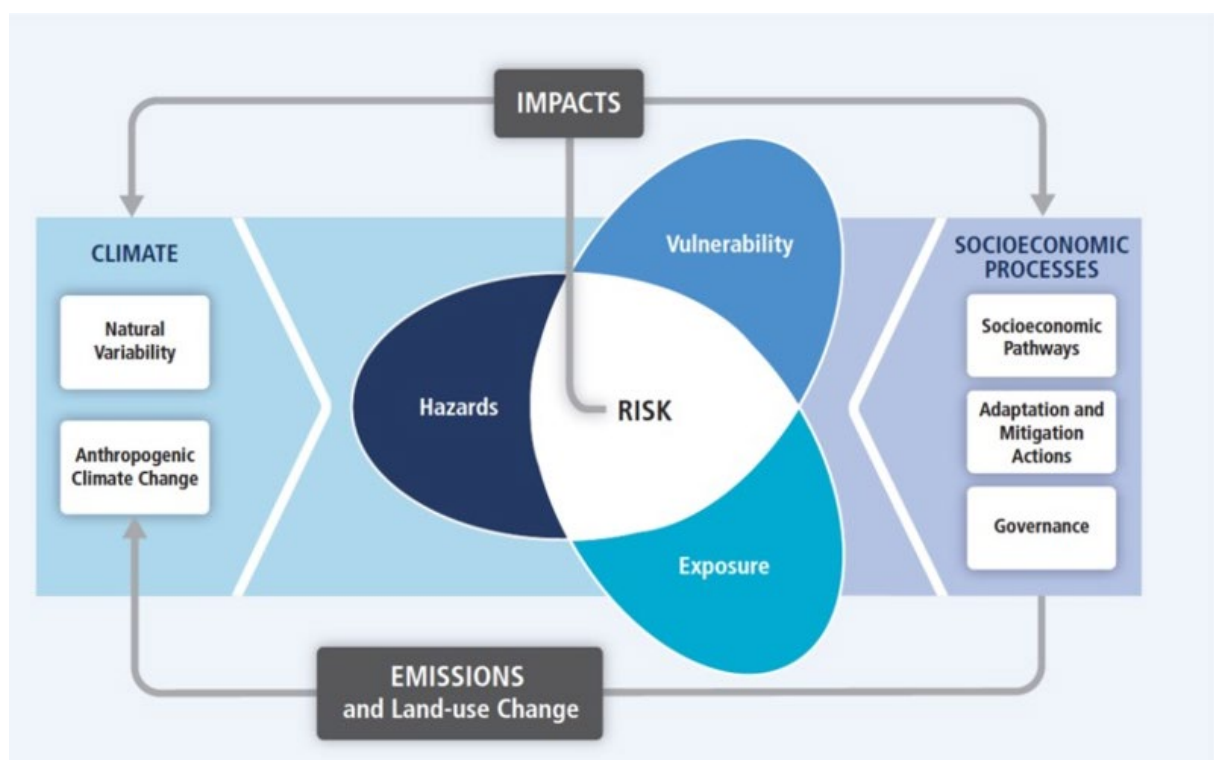
Definition of gender-responsive adaptation

Gender-responsive adaptation entails a systematic approach to discerning the beneficiaries of investments in disaster recovery and resilience-building initiatives (i.e., prioritized adaptation measures), identifying who should benefit, and ensuring

meaningful participation and involvement. This process involves analyzing how present and future climate risks impact women and men disparately, as well as exploring the underlying reasons for these discrepancies. Additionally, it scrutinizes the dynamics between females and males, including their access to and authority over resources, as well as the constraints each group encounters in relation to the other.

Policies aimed at gender neutrality may not necessarily lead to equal outcomes due to existing disparities between genders, such as differences in time availability, economic activities, asset ownership, access to resources and technology, education, and cultural norms. Climate change responses, including policies, offer an opportunity to enhance gender equality and prevent exacerbation of existing disparities. Gender-blind ap-

Figure 4. Illustration of the core concept of risk.



Source: (IPCC, 2014).

proaches do not actively pursue gender equality and can lead to unpredictable outcomes. Considering this, the gender analysis in this document is conducted across five priority sectors within the National Adaptation Plan process to ensure that interventions do not worsen gender inequalities and, whenever feasible, promote greater gender equality and justice in relationships.

According to the Technical Guidelines provided by the UNFCCC in 2019:

- **Gender mainstreaming** involves systematically integrating gender considerations into actions by establishing a gender baseline, involving participatory design, setting objectives and activities, and developing monitoring and evaluation systems that are responsive to gender differences. Recognizing and addressing the diverse needs and capacities of women and men are essential for creating gender-responsive NAPs. Inclusive planning and policymaking processes, including participatory decision-making involving Civil Society Organizations (CSOs), are crucial to ensuring equitable gender participation and influence (NAP Global Network & UNFCCC, 2019).
- **Gender-sensitive approaches** acknowledge gender norms, roles, and relations but do not actively address resulting inequalities. They focus on understanding gender differences.
- **Gender-responsive approaches** actively address gender norms, roles, and inequalities, aiming to promote gender equality through specific actions empowering women in households and communities and influencing broader policy and planning processes. These approaches surpass sensitivity by taking concrete steps towards gender equality (UNFCCC, 2019).
- **Gender-transformative approaches** go beyond gender-responsive approaches by addressing the root causes of gender-based discrimination and inequality. They actively challenge and aim to change harmful gender norms, create more equitable power relationships between people of all genders, and transform the systems and structures that reinforce gender inequalities. These approaches focus on long-term structural change by promoting shared power, control of resources, and decision-making while engaging all members of society, including men and boys, as agents of change (UNFCCC, 2019).

Part 2 - Government Commitments To Mainstream Gender In Climate Policies

Albania has signed several international binding and non-binding commitments with regards to addressing gender equality (Table 2). The country has taken initial steps to mainstream gender in its

climate change policies and programs (Table 3). This included guidelines on mainstreaming gender in climate change mitigation and adaptation programs and plans in the 4NC.

However, the integration of gender equality in climate-related legal and policy frameworks remains a work in progress.

Table 2. Government Commitments to Gender in Climate Policies.

Binding Obligations	Non-Binding Obligations
<p>Council of Europe's 2011 Convention on Preventing and Combating Violence against Women and Domestic Violence ("The Istanbul Convention")</p> <p>Convention on the Elimination of all Forms of Discrimination against Women (CeDaW)</p>	<ul style="list-style-type: none"> • UNFCCC • Beijing Platform for Action • Kyoto Protocol • Copenhagen Accord • Paris Agreement • 2030 Agenda for Sustainable Development (SDGs)

Table 3. Key international agreements on gender, environment and sustainable development to which Albania has committed.

Organization / Agreement	Details
<p>United Nations Framework Convention on Climate Change (UNFCCC)</p> <p>The Convention was adopted in May 1992, opened for signature a month later at the United Nations Conference on Environment and Development (UNCED) in Rio de Janeiro, and entered into force in March 1994.</p>	<p>The UNFCCC aims for gender balance in bodies established pursuant to the Convention, the Kyoto Protocol and the Paris Agreement, to improve women's participation and inform more effective climate change policy that addresses the needs of women and men equally.</p> <p>The UNFCCC calls for adaptation to be gender-sensitive and calls on the Green Climate Fund (GCF) to promote environmental, social, economic, and development co-benefits and take a gender-sensitive approach.</p>

<p>Agenda 21 of the United Nations Agenda 21 was adopted at Rio de Janeiro in 1992.</p>	<p>Chapter 24 of Agenda 21, entitled Global Action for Women towards Sustainable Development, calls upon governments to make the necessary constitutional, legal, administrative, cultural, social and economic changes to eliminate all obstacles to women's full involvement in sustainable development and in public life. Agenda 21 recognizes the importance of the knowledge and traditional practices of women and underscores the contribution of women to biodiversity conservation.</p>
<p>Beijing Declaration and Platform for Action from the Fourth World Conference on Women</p>	<p>The declaration called for the active involvement of women in environmental decision-making at all levels, the integration of gender concerns and perspectives in policies and programmes for sustainable development, and the strengthening or establishment of mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.</p>
<p>Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) The principal instrument for the protection of women's rights is CEDAW, which was adopted in 1979 by the General Assembly of the United Nations. An Optional Protocol to CEDAW was adopted in 1999 and came into effect in 2000.</p>	<p>CEDAW ensures that women are given the opportunity to represent their governments at the international level and to participate in the work of international organizations; that women have equal rights to bank loans, mortgages and other forms of financial credit; and that women in rural areas can (i) participate in and benefit from rural development; (ii) participate in development planning at all levels; (iii) obtain training, education, and extension services; (iv) have access to agricultural credit and loans, marketing facilities and appropriate technology; and (v) are treated equally in land, agrarian reform, and land resettlement schemes.</p>
<p>Paris Agreement and Kyoto Protocol</p>	<p>The importance of integrating gender equality in climate actions was included in the Preamble, and the implementation of gender-responsive measures was advocated.</p>
<p>Council of Europe's 2011 Convention on Preventing and Combating Violence against Women and Domestic Violence ("The Istanbul Convention")</p>	<p>The Convention entered into force on 1 August 2014 and recognizes gender-based violence against women as a violation of human rights and a form of discrimination.</p>
<p>Millennium Development Goals (MDGs)</p>	<p>The Declaration assures equal rights and opportunities for women and men; promotes gender equality and the empowerment of women as effective ways to combat poverty, hunger and disease, and to stimulate development that is truly sustainable; and ensures that the benefits of new technologies, especially information and communication technologies are available to all.</p>
<p>Sustainable Development Goals (SDGs) -SDG number 5</p>	<p>Achieve gender equality and empower all women and girls</p>

Source: International Union for Conservation of Nature (IUCN), *the Environment and Gender Index (EGI). 2013 Pilot* (Washington, D.C., IUCN).

Law No.155/2020 on climate change, while currently lacking explicit gender considerations, is undergoing revision. The updated version is expected to incorporate gender-responsive elements, addressing this critical gap in the existing legislation. Recent developments show promise in certain sectors. Notably, the new **Tourism Development Strategy of Albania 2024-2030** has included gender considerations, marking a positive step towards gender mainstreaming in sectoral policies.

Despite these advancements, challenges persist. Many climate-related policies and strategies, including the **National Strategy on Climate Change (2020-2030)**¹⁵ and the **National Forest Policy (2019-2030)**¹⁶, still lack robust gender integration. The Integrated **Cross-Sectoral Plan of Tirana-Durres Area**¹⁷ and the **Green City Action Plan of Tirana**, while making some progress, require further development in terms of gender-responsive planning and monitoring¹⁸. A key issue underlying these gaps is the limited representation and participation of women and disadvantaged groups in environmental decision-making processes¹⁹. Addressing this requires proactive efforts to ensure diverse voices are included in climate governance²⁰, in line with Albania's commitments under the Aarhus Convention.

Moving forward, Albania needs to strengthen its approach to gender mainstreaming across all climate-related policies and actions. This includes enhancing gender-disaggregated data collection, conducting gender impact assessments, and ensuring meaningful participation of women and marginalized groups in policy formulation and implementation. These steps are crucial for developing comprehensive, inclusive, and effective climate strategies that address the needs and vulnerabilities of all segments of Albanian society.

15. The National strategy on climate change is a national policy with a cross-sectoral approach; it has two annexes: The National Action Plan on Mitigation (NAPM) and the National Adaptation Plan (NAP), available at: <https://www.fao.org/faolex/results/details/en/c/LEX-FAOc211874/>

16. Available at: <https://www.fao.org/faolex/results/details/es/c/LEX-FAOc204065/>

17. Accessible at: <https://www.yumpu.com/en/document/read/59900990/integrated-cross-sectorialplan-of-tirana-durres-area>

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20. UNECE (1998). convention on access to information, public participation in decision-making and access to justice in environmental matters. see: <https://unece.org/dAM/env/pp/documents/cep43e.pdf>

Annex II: Gender Analysis in the NAP Key Sectors

Agriculture and Rural Development

Importance of Gender Considerations in Agricultural Adaptation

Gender considerations are crucial in agricultural adaptation, particularly in Albania's rural context. Women play a significant role in agriculture, often managing household farms and contributing substantially to food security. However, they frequently face unequal access to resources, land ownership, credit, and agricultural information. Climate change impacts, such as altered precipitation patterns and increased extreme weather events, can disproportionately affect women farmers due to these existing inequalities. Integrating gender considerations into agricultural adaptation strategies ensures that women's specific needs and knowledge are addressed, enhancing their resilience to climate change. This approach can lead to more effective adaptation measures, as women often possess traditional knowledge about crop varieties and farming practices that can be valuable for climate resilience. By empowering women in agriculture through equal access to resources, training, and decision-making processes, Albania can strengthen its overall agricultural adaptive capacity and promote more sustainable and equitable rural development in the face of climate change.

Baseline Data and Vulnerability Assessments

Agriculture holds significant importance in Albania, contributing 18.6% to the country's total GDP

in 2022 and serving as the primary income source for 25% of the population²¹. In 2022, the primary crops cultivated in Albania included cereals, which accounted for 31.5% of the cultivated land, forages at 52.26%, vegetables at 8.1%, potatoes at 2.38%, and white beans at 3.12%²².

The agricultural sector stands as one of the most vulnerable to the impacts of climate change. Every facet of agriculture, including price stability, is susceptible to shifts in climate patterns. Rainfall and other climatic factors play pivotal roles in determining crop yields and livestock productivity, with much of the agricultural output relying heavily on natural rainfall. Throughout history, floods, droughts, and irregular rainfall have significantly affected agricultural productivity. Studies consistently show that increased variance in temperature and rainfall negatively affects crop production.

Albania, like many other regions, has already experienced adverse effects on staple crops such as wheat and maize in areas like Shkodra, Lezha, Lushnja, Fieri, and Vlora due to climate change. The sector's vulnerability stems from its high sensitivity and limited adaptive capacity. Efforts within agriculture aim to enhance resilience by improving manure management, grazing systems, crop rotation, and transitioning to drought-resistant crop varieties. However, challenges persist, particularly for smallholder farmers who often lack financial resources and access to technology.²³

21. INSTAT 2023. <https://www.statista.com/statistics/444090/albania-gdp-distribution-across-economic-sectors/>

22. INSTAT 2023. <https://www.statista.com/statistics/444090/albania-gdp-distribution-across-economic-sectors/>

23. National Adaptation Planning to Climate Change in Albania. URL: https://unfccc.int/sites/default/files/resource/National_Adaptation_Plan_Albania.pdf

Addressing climate change's impacts on agriculture requires substantial investments in technology dissemination, soil and water conservation, irrigation infrastructure, and access to hydro-meteorological information. The observed increase in extreme weather events, such as floods, landslides, and pest outbreak, further exacerbates the sector's vulnerability. Additionally, shifts in precipitation patterns and temperature fluctuations pose significant challenges, leading to reduced crop productivity and increased variability in yields.²⁴

While some regions may benefit from temperature increases, enabling double cropping options, others will face declining yields and increased vulnerability to pests and diseases. The agricultural sector's reliance on small and family farms exacerbates the challenges, as these entities often lack the resources to adapt effectively.

In Albania, the western lowlands, a significant agricultural area, face heightened vulnerability due to climate change, with challenges including low productivity, fragmented land ownership, and inadequate phytosanitary controls. Livestock production, both intensive and extensive, is also at risk, with temperature increases affecting fodder quality and water availability impacting livestock health and productivity.

Addressing climate change's impacts on agriculture requires a multifaceted approach, including investment in technology, infrastructure, and information dissemination, as well as support for small-holder farmers and adaptation strategies tailored to regional contexts.

Mainstreaming Gender into Climate Policies

Albania's Strategy for Agriculture, Rural Development and Fisheries (SARDF) 2021-2027 demonstrates significant shortcomings in addressing gender equality and women's empowerment in the agricultural sector. The strategy refers to gender equality primarily in a declarative manner, lacking substantive measures to address the systemic disadvantages faced by women in agriculture²⁵. This approach falls short of the comprehensive gender mainstreaming required by international standards and EU policies. The strategy needs to be aligned with several key international and national frameworks:

CEDAW Obligations: Particularly Articles 11 (employment rights), 13 (economic and social benefits), 14 (rural women), 15 (equality before the law), and 16 (marriage and family life). These articles provide specific guidance on ensuring equality in various aspects of rural women's lives, including access to economic opportunities, social benefits, and decision-making processes²⁶.

National Gender Equality Legislation: The strategy should be harmonized with Albania's Law No.9970, dated 24/07/2008, 'On Gender Equality in society', which defines gender mainstreaming and sets national standards for gender equality²⁷. **EU Policy Frameworks:** Alignment with EU gender equality standards is crucial, especially as Albania progresses towards EU accession. This includes adherence to the EU Gender Action Plan III and relevant directives on gender equality in agriculture and rural development²⁸. The lack of gender integration in Law No. 155/2020 "On climate change" represents another significant gap

24. Teqja, Z., Kopali, A., Libohova, Z. and Owens, P. (2017). A study of the Impacts of climate change scenarios on the plant hardiness zones of Albania. *J. of Appl. Meteorology and Climatology*. 56(3): 615–631. DOI: <https://doi.org/10.1175/JAMC-D-16-0108.1>

25. Ministry of Agriculture and Rural Development (2022). Strategy for Agriculture, Rural Development, and Fisheries 2021–2027.

26. United Nations General Assembly (1979). Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

27. Law No.9970, dated 24/07/2008 'On gender equality in society', as published in the Official Gazette No. 125, dated 01/08/2008.

28. European Commission and High Representative of the Union for Foreign Affairs and Security Policy (2020). EU Gender Action Plan III – An Ambitious Agenda for Gender Equality and Women's Empowerment in EU External Action.

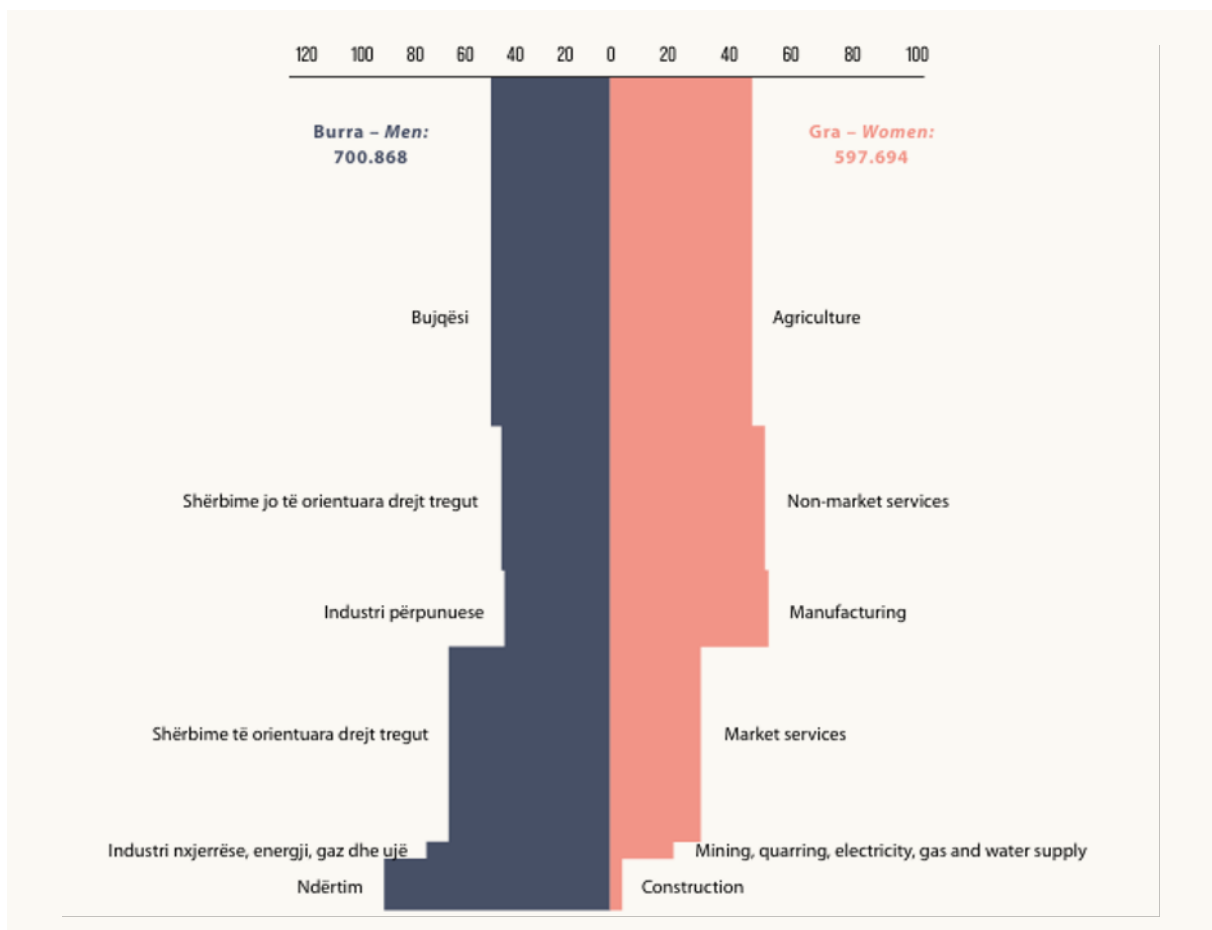
in Albania's policy framework. This law regulates climate change in Albania and designates the Ministry for Environment as the primary national authority on climate change matters. However, it does not mandate gender integration in climate change policies²⁹. This omission aligns with the non-binding nature of the UNFCCC's recommendations on gender analysis in climate action but represents a missed opportunity to address the gendered impacts of climate change, particularly in the agricultural sector. However, it's important to note that Law No. 155/2020 is currently undergoing revision. The updated version is expected to address

this gap by integrating gender considerations into climate policy frameworks. This revision represents a significant opportunity to align Albania's climate change legislation with international best practices in gender-responsive climate action.

Gender Gaps and Challenges

The agricultural sector in Albania faces significant gender gaps and challenges that hinder women's full participation and economic empowerment (Figure 5). Of the total employment in Albania (1,298,380 people), agriculture employs 440,872

Figure 5. Employment by sector and sex, in Albania.



Source: Labor Force Survey, INSTAT 2023

29. Law No. 155/2020 "On climate change", Republic of Albania.

people (33.9% of total employment). While women comprise 40.1% of the total female labor force in agriculture (239,775 women out of 597,694 employed women), compared to 28.7% of men (201,097 men out of 700,686 employed men), when looking at the agricultural sector workforce specifically, women actually represent 54.4% of agricultural workers compared to 45.6% men. This higher representation in the sector makes women more exposed to climate change impacts in agriculture. (INSTAT, 2023).

Gender stereotypes and discriminatory practices severely limit women's access to essential resources for agricultural production, including land, credit, technology, and decision-making power³⁰. This is exacerbated by the current system of farm registration, which predominantly recognizes male household heads, thereby restricting women's access to support services and economic opportunities. In 2022, only 10.8% of officially registered farmers were women (INSTAT, 2022).

A critical challenge lies in the gender-biased provision of agricultural extension services. These services predominantly cater to men, with women making up only 8% of beneficiaries in 2023 (UN Women). This gender disparity in access to agricultural information, technologies, and support significantly impacts women's productivity and ability to adopt innovative farming practices. The lack of gender-responsive approaches in extension services, combined with limited gender mainstreaming capacity among staff, perpetuates the exclusion of women farmers from crucial knowledge and resources (UN Women).

Furthermore, the agricultural vocational education system fails to adequately support career perspectives for women and girls. Female participation in agricultural vocational schools is strikingly low at roughly 16%, with negligible participation

from rural areas. This not only limits future job prospects for rural women in the sector but also contributes to a shortage of female agricultural experts and extensionists, further hindering outreach to women farmers. The lack of gender-sensitive curricula, safe learning environments, and targeted support for female students compounds this issue (European Commission, 2023).

National policies, programs, budgets, and support schemes in agriculture also respond insufficiently to women's needs. The current Strategy for Agriculture, Rural Development and Fisheries 2021-2027 lacks a strong gender perspective and effective measures to address women's systemic disadvantages in the sector (UN CEDAW, 2023). This is reflected in the declining share of women beneficiaries in national support schemes, dropping from 22% in 2018 to 16% in 2023, despite overall increases in the number of women benefiting from these schemes.

Addressing these challenges requires a multifaceted approach that includes gender-responsive reform of agricultural extension services, vocational education, and policy frameworks. This should involve capacity building for extension staff on gender-sensitive methods, increasing the number of women extensionists, and ensuring services are accessible and relevant to women farmers. For vocational education, comprehensive reforms are needed to make programs more attractive and relevant to girls and women, including measures to ensure safe learning environments and provide targeted support such as scholarships. Additionally, integrating gender perspectives across all sections of agricultural strategies, adopting temporary special measures to promote women's participation, and consistently applying gender impact assessments to support schemes are crucial steps toward creating a more inclusive and equitable agricultural sector in Albania (State Supreme Audit Institution, 2023).

30. FAO (2016). Gender, Agriculture, and rural development in Albania.

Tourism

Importance of Gender Considerations in Tourism Adaptation

Gender considerations play a vital role in tourism adaptation strategies, as the tourism sector has significant gender dimensions that intersect with climate change impacts. The tourism industry often employs a high proportion of women, particularly in service roles, seasonal positions, and informal sectors. However, women are frequently underrepresented in management and decision-making roles within the industry. Climate change can exacerbate these existing gender inequalities and create new challenges.

Adaptation strategies in tourism must consider the differential impacts of climate change on men and women within the sector. For instance, extreme weather events or changes in tourism patterns due to climate change may disproportionately affect women's livelihoods, especially those in vulnerable positions or informal employment. Women may also face greater challenges in accessing resources, training, and technology needed to adapt to changing conditions in the tourism industry.

Gender-responsive tourism adaptation can create opportunities for women's empowerment and economic resilience. This could include promoting women's leadership in sustainable tourism initiatives, supporting women-led businesses in eco-tourism or climate-resilient tourism products, and ensuring equal access to capacity-building programs for climate adaptation. Additionally, adaptation strategies should consider the safety and specific needs of women tourists and women working in the industry, particularly in the context of increased climate-related risks.

By integrating gender considerations into tour-

ism adaptation plans, destinations can develop more inclusive and effective strategies that not only build resilience to climate change but also promote gender equality within the sector. This approach can lead to more sustainable and equitable tourism development, benefiting both local communities and industry in the face of climate change challenges.

Baseline Data and Vulnerability Assessments

Tourism, particularly along coastal areas like the Adriatic Sea, significantly boosts economic growth. It stands as one of the primary drivers of economic prosperity in the region³¹. Albania heavily relies on tourism, which has profound effects on economic growth, employment, and social development. In 2020, the tourism sector contributed directly to GDP, amounting to ALL 169.7 billion, with an overall contribution of 10.6% to the total economy and the creation of 194,600 new jobs, accounting for about 17.5% of total employment in the country. The National Strategy for Development and Integration (NSDI) identifies the tourism sector as a key engine for national economic growth.

However, tourism in Albania is not yet fully developed to its potential due to constraints such as limited infrastructure and accommodation capacities, subpar standards and quality of services, insufficient tourism offerings and products, and inadequate cooperation and coordination among industry stakeholders. Most of Albania's tourism activities are concentrated along the Adriatic Sea coast, which boasts sandy and rocky shores and encompasses vital ecosystems. Despite an increase in the number of protected areas along the coast, anthropogenic disturbances such as inadequate waste management, unplanned tourism development and urbanization, unmanaged

31. Selimi, N.; Sadiku, L. and Sadiku, M. 2017: The impact of tourism on economic growth in the Western Balkan countries. An empirical analysis. URL: <https://ideas.repec.org/a/tei/journal/v10y2017i2p19-25.html>

urban population growth, and a lack of integrated coastal zone management by local authorities pose significant threats to coastal ecosystems.

To address these challenges, Albania has established the National Coastal Agency to ensure the protection and sustainable development of coastal areas. The agency aims to coordinate projects, encourage donor investments, and implement measures to mitigate climate change impacts. Recommendations from the Third National Communication include contributing to climate change risk assessment and adaptation planning, developing informative websites on adaptation measures, enhancing tourism product quality, conducting training programs on climate change adaptation, and considering climate change in financial assessments for projects.

Climate change poses significant risks to tourism infrastructure, including hotels, recreation parks, and transportation hubs, as well as supporting infrastructure such as airports, roads, and ports. Expected sea-level rise, increased storm surges, and alterations to coastal ecosystems will exacerbate vulnerabilities, particularly for the 97% of the population living within 100 km of the coast. Unregulated urban development and deforestation contribute to coastal erosion and heighten the risk of damage from extreme weather events.

Coastal regions, renowned for their sensitivity to climatic conditions, face impending challenges in the wake of climate change. The Mediterranean region stands to witness a decline in its allure due to looming threats such as droughts, water shortages, heat waves, escalating temperatures, and a surge in wildfires. These factors pose a significant risk to summer tourism along the coastlines. Conversely, elevated temperatures in these areas may paradoxically bolster tourism in hilly and mountainous terrains. While the potential impact of climate change on the artisanal fishery sector remains underexplored, projections indicate that sea surface temperature increases could disrupt this vital industry.

Regrettably, existing tourism planning inadequately incorporates climate change adaptation measures. For instance, the construction of tourist infrastructure often proceeds without due consideration for potential damages inflicted by extreme events like flooding, storms, marine erosion, and drought. Beyond these direct threats, there are broader, indirect ramifications of climate change on the tourism sector. These include shifts in freshwater quality, biodiversity loss, alterations in agricultural production impacting wine tourism, increased risks of landslides and forest fires, and a higher incidence of vector-borne diseases. Extreme temperatures and erratic rainfall patterns are poised to diminish the appeal of Albania's coastline during peak summer months (June to September), irrespective of the climate scenario. Rising seawater and sea-surface temperatures are disrupting ecosystems, triggering outbreaks of jellyfish, harmful algal blooms, cyanobacteria, and mucilage events. These occurrences pose a grave risk to coastal tourism, leisure activities, and associated businesses.

National documents such as the Fourth National Communication (4NC), Third National Communication (3NC), and the National Spatial Development Plan (NSDI-III) do provide relevant insights into adaptive capacity within the tourism sector. Proposed strategies to fortify the sector against climate change impacts include integrating climate considerations into tourism planning, adopting a more holistic approach to tourism development, enhancing the quality of tourism offerings, fostering a conducive legal and institutional framework to attract domestic and foreign investments, and promoting environmental awareness campaigns. Notably, the new **Tourism Development Strategy of Albania 2024-2030** has included gender considerations, marking a positive step towards gender mainstreaming in sectoral policies.

However, significant gaps persist in policy, institutional frameworks, capacity-building, and knowledge dissemination for addressing climate change

within the tourism sector. The adaptive capacity of the tourism industry hinges on various factors including socio-economic conditions, policy formulation, institutional capabilities, and available resources. Both public revenues, through taxation, and private income generated from tourism can be channeled into programs aimed at bolstering adaptive capacity. While numerous government policies and strategies indirectly support tourism, they often overlook the imperative of enhancing adaptive capacity within the sector. Although Albania has initiated several climate change-focused programs, none are explicitly tailored to the tourism industry. Nonetheless, several of these initiatives carry implications for tourism.

A substantial knowledge gap persists concerning climate change's impact on Albania's tourism sector. While tourism itself is well-documented, research into its vulnerabilities and susceptibility to climate change is nascent. Consequently, there is a dearth of evidence-based knowledge, especially at the national level, hindering informed policy formulation and program planning.

Mainstreaming Gender into Climate Policies

While no in-depth studies were conducted on women in tourism, in line with international trends women are widely employed in the sector, (including in agro-tourism), many informally or as family workers. Women are also more impacted by security and safety both as employees as well as tourists. With the country aiming to become the next international tourist destination, there is no better time to strengthen gender mainstreaming in tourism. Global evidence shows that a high percentage of women workers in tourism does not necessarily translate in safe and decent jobs, adequate career opportunities, and equal wages. Promoting gender responsive tourism is therefore vital for achieving the country's declared vision of "sustainable tourism" as part of its National Strategy on EU Integration and Sustainable Development 2022-2030.

Gender Gaps and Challenges

The tourism sector in Albania, employing 42,698 people according to the National Tourism Strategy 2024-2030. While the Strategy does not provide gender-disaggregated data for tourism specifically, INSTAT data for 2022 shows that in the broader category of "Trade, Transportation, Accommodation and Food, and Business and Administrative Services", women represent 22.5% of female workforce while men represent 30.9% of male workforce. This employment data highlights the need for gender-specific analysis of climate vulnerabilities in the tourism sector, particularly considering the nature of employment where many positions are seasonal, informal, or service-oriented, potentially making workers more susceptible to climate-related economic disruptions. Additionally, women remain underrepresented in management and decision-making roles where adaptation strategies are formulated and implemented.

The vulnerability in this sector is further compounded by structural challenges in Albania's labor market, including limited access to managerial positions, fewer opportunities for professional development, and traditional family care responsibilities. These factors highlight the critical need for gender-responsive climate adaptation strategies in tourism that address both direct climate impacts and underlying socio-economic vulnerabilities while promoting more resilient and equitable employment structures throughout the sector.

While its contribution to economic and social development is widely acknowledged in the literature, over the years little attention has been paid to how the tourism industry benefits women and men, as well as to the relation between tourism and gender equality. According to the World Tourism Organisation (UNWTO), tourism presents both opportunities and challenges for women, which makes the gender equality perspective highly relevant.

From the opportunity's perspective, tourism can contribute to gender equality in several ways:

1. Offering important employment possibilities. According to the International Labour Organisation (ILO), tourism represents an entry point into the labor market, especially for women, young people, migrant workers and rural populations, particularly in developing or less developed countries. In fact, worldwide, women make up between 60% and 70% of all workers in the tourism industry. In 2011, the EU-28 women's participation in the overall tourism workforce stood at 56%, compared to a participation rate of 46% in the EU economy as a whole. Furthermore, tourism is closely linked to other sectors (transport, food, environment, local handicrafts, etc.) and can create more jobs in these areas. Moreover, numerous tourism jobs are flexible and can be carried out at different locations, such as the home, the workplace or in the community. Tourism also offers part-time and shift work, which can support work–life balance.
2. Increasing women's participation in community life and decision-making. Some studies reveal that women's participation in tourism enterprises not only contributes to decreasing individual and household poverty but can also change the way decisions are made at work and in the community. Women, who previously felt lacking in status and power, gain increased standing and self-esteem within society through their economic empowerment and access to decision-making.
3. Increasing women's economic empowerment and access to resources. The tourism sector has considerable potential for the development of entrepreneurial activity, especially because most tourism businesses are small- and medium-sized enterprises (SMEs). In addition, cooperation between sustainable rural tourism and

arts and craft trades can be established, which can help to preserve cultural heritage and develop local economies. Funding entrepreneurship initiatives targeting women artists and craftswomen could be a policy measure aimed at promoting women's empowerment and, at the same time, contributing to the preservation of cultural heritage. Many women are experts in specific crafts that are typical of certain regions in a country but lack knowledge on how to transform this activity into a profitable business. Supporting them in organizing their own small business would create an opportunity to generate income and give visibility to the cultural heritage of the country.

The tourism sector faces several challenges that can negatively affect women's presence in this sector. As in many sectors, labor market segregation in the tourism industry is a challenge: women are concentrated in low-paid jobs. In addition, women's presence in decision-making positions is not particularly high. As beneficiaries of the tourist industry, women are more likely than men to declare that they are not planning to go on holiday due to personal or financial reasons, or that, when they go on holiday, they visit friends and relatives. Furthermore, several studies reveal links between tourism and the sex industry, which could make women more vulnerable to sexual exploitation.

One of the significant challenges hindering efforts to promote gender equality in Albania's tourism sector is the **lack of data-informed decision-making**. Without accurate and comprehensive data on gender disparities, representation, and experiences within the industry, it is challenging to develop targeted policies and interventions effectively. Collecting and analyzing gender-disaggregated data on various aspects of the tourism sector, including employment, entrepreneurship, leadership, and safety, is essential for identifying gaps, setting benchmarks, and monitoring progress towards gender equality goals. Establishing

mechanisms for systematic data collection and analysis will enable policymakers, businesses, and stakeholders to make informed decisions and allocate resources strategically to address gender inequalities in the tourism industry.

Urban Development

Importance of Gender Considerations in Urban Adaptation

Gender considerations are crucial in urban adaptation strategies due to the distinct ways in which men and women experience and interact with urban environments. Urban areas are complex systems where climate change impacts intersect with social, economic, and infrastructural factors, often exacerbating existing gender inequalities. Women, particularly those from marginalized groups, may face heightened vulnerabilities in urban settings due to factors such as limited access to resources, lower income levels, and primary caregiving responsibilities.

Urban adaptation measures need to address gender-specific needs in areas such as housing, transportation, public spaces, and essential services. For instance, women's safety concerns in public spaces and transportation systems may limit their mobility and access to economic opportunities. Gender-responsive urban planning can improve safety through better lighting, design of public spaces, and transportation options. Additionally, women's roles in informal economies and household management make them key stakeholders in urban resilience efforts, such as waste management and community-based adaptation initiatives.

Involving women in urban planning and decision-making processes ensures that their perspectives and needs are incorporated into adaptation strategies. This can lead to more inclusive and effective urban solutions, such as improved water and sanitation systems that consider wom-

en's specific needs, or green spaces that cater to diverse user groups. By mainstreaming gender considerations in urban adaptation, cities can build resilience while simultaneously advancing gender equality, creating more livable and equitable urban environments for all residents in the face of climate change.

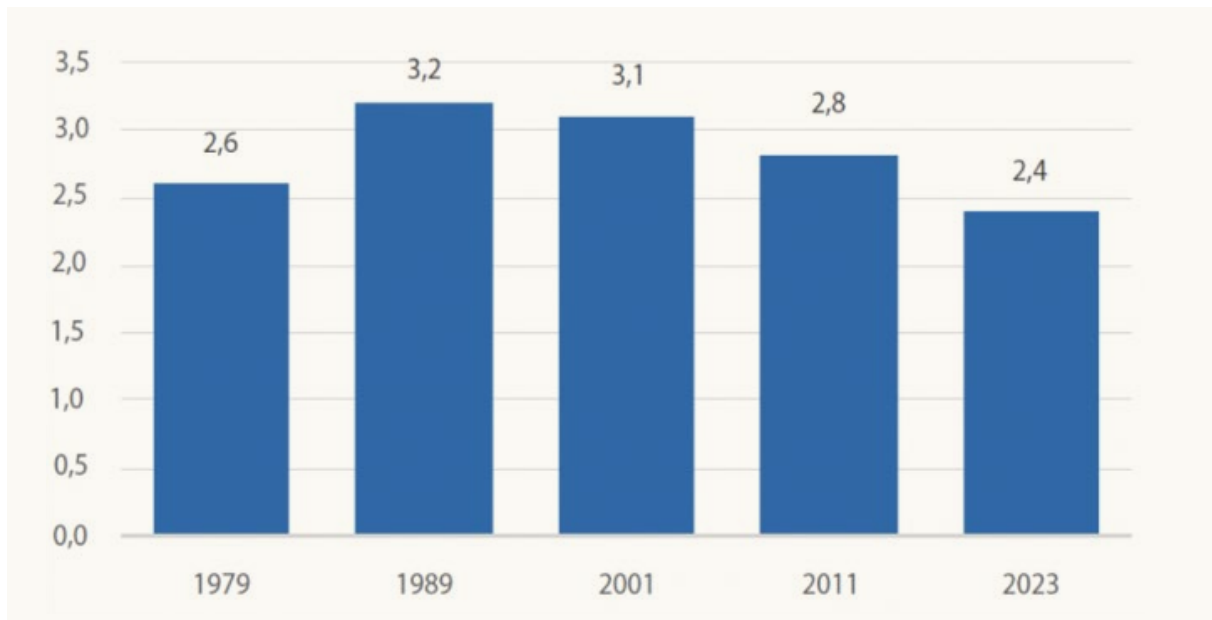
Baseline Data and Vulnerability Assessments

In 2023 (with data released in 2024), Albania's population was recorded at 2,412,113, which marked a 15% decrease from the 2011 census, according to data from INSTAT (Institute of Statistics). Over the past few decades, Albania has undergone significant urbanization, with the urban population growing from one-third in the early 1990s to nearly two-thirds (62%) by 2020 (Figure 6).

The Tirana – Durres region, in 2015, accounted for 48% of the national GDP and boasted the highest income per capita, 1.32 times higher than the national average. This rapid urbanization has presented numerous challenges, including unemployment and poverty in rural areas, overpopulation and expansion of urban centers, encroachment on natural and cultural areas, and inadequate infrastructure for transportation, water, sanitation, and energy.

Despite the increasing urbanization trend, infrastructure and public services in cities and towns remain inadequate and unevenly distributed. Urban planning has not adequately addressed climate change concerns, leading to issues such as urban floods, water and air pollution, and pressure on coastal habitats due to migration from rural areas.

The concentration of buildings in certain areas reflects a lack of long-term urban development vision, particularly with a dominance of housing con-

Figure 6. Population of Albania as by Census Year (in millions).

Source: INSTAT (Census 2024, p. 16).

struction over other vital infrastructure projects. Moreover, poor urban planning and infrastructure provision have exacerbated the vulnerability of urban areas to climate change impacts, including floods and air pollution. With about 63.5% of the population living in cities, the Tirana – Durres region alone accommodates 37% of the country's population, indicating a significant concentration of people in urban areas. However, the capacity of government ministries and municipalities for long-term strategic planning is limited, further compromising adaptation to climate change.

Coastal cities, which are often the largest urban centers, are particularly at risk from sea-level rise, storms, and flooding. As temperatures rise, urban heat island effects become more pronounced, posing health risks and increasing energy consumption for cooling. Erratic rainfall patterns and temperature increases also threaten water resources, leading to flash floods, landslides, and urban flooding, which disproportionately affect urban settlements and result in loss of life and infrastructure.

Mainstreaming Gender into Climate Policies

While comprehensive studies on women in urban development in Albania are limited, INSTAT data show significant gender disparities in the sector. The construction sector, which employs 98,179 workers, shows one of the most pronounced gender gaps in Albania's economy - men comprise 96.3% (94,593 workers) while women represent only 3.7% (3,586 workers).

This stark imbalance is further highlighted by sectoral participation rates, with 13.5% of employed men working in construction compared to just 0.6% of employed women.

These employment patterns compound existing challenges women face in urban settings, where they are often overrepresented in informal urban economies and underrepresented in formal urban planning and decision-making processes.

Gender Gaps and Challenges

The limited representation of women in formal urban development roles (3.7%) has significant implications for how cities are planned and built, particularly in the context of climate change. Urban centers in Albania are grappling with deteriorating air quality, primarily stemming from older diesel-powered vehicles and industrial emissions, notably from agriculture. Key issues include nitrogen fertilizer pollution in both water and air, as well as the slash-and-burn technique, which releases fine dust particles and ash into the atmosphere³². Moreover, access to clean tap water is often unreliable across the country, particularly in rural areas. **With women severely underrepresented in construction and urban planning positions, their perspectives and needs are less likely to be incorporated into climate-resilient infrastructure development.** This presents significant challenges, especially for girls who may miss school during their menstrual cycles. Around 63% of Albanian women residing in peri-urban areas report poor sanitary conditions³³.

The prevalence of diseases linked to climate change and inadequate sanitation disproportionately impacts women, who are typically the primary caregivers and more vulnerable to infections during menstruation and pregnancy. Furthermore, the escalating risk of pandemics³⁴ due to climate change places a heavier care burden on women, who traditionally manage approximately 75% of unpaid household and family care responsibilities. This percentage has surged to 79% during the initial months of the COVID-19 pandemic.³⁵ This care burden is particularly significant given women's

limited representation in formal urban development roles that could help shape more gender-responsive infrastructure and services.

The severe underrepresentation of women in the construction sector (3.7%) not only limits their direct participation in building climate-resilient infrastructure but also their ability to influence urban development policies and practices. This gender gap needs to be addressed as part of Albania's broader commitment to sustainable and inclusive cities, as outlined in its National Strategy on EU Integration and Sustainable Development 2022-2030. Promoting gender-responsive urban development requires both increasing women's representation in formal construction and planning roles while ensuring urban spaces are designed to address gender-specific needs and climate vulnerabilities.

Energy

Importance of Gender Considerations in Energy Adaptation

The integration of gender considerations in energy adaptation strategies is crucial for ensuring equitable and effective climate resilience. Energy access and use often differ significantly between genders due to socio-economic factors, traditional roles, and cultural norms. Women, particularly in rural or low-income areas, may face greater energy poverty and rely more heavily on traditional biomass fuels for cooking and heating, exposing them to health risks and time-consuming fuel collection. As climate change impacts energy

32. (ESMF_CRAD-19-12-2022 pag. 81); <https://www.bujqesia.gov.al/kerkese-perpjesemarrje-ne-konsultimin-publik-ne-kuader-te-projektit-5-qendrushmeria-ndajklimes-dhe-zhvillimit-te-bujqesise-crad/>

33. (report Albania, wecf, pag 2) <https://www.women2030.org/wpcontent/uploads/2018/10/Albania-Final.pdf>

34. (C.J. Carlson, G.F. Albery, C. Mero., C.H. Trisos., C.M. Zipfel, E.A. Eskew, . & S. Bansal, Climate change increases cross-species viral transmission risk, *Nature*, 1-1, 2022, <https://doi.org/10.1038/s41586-022-04788-w>)

35. (K. Power, The COVID-19 pandemic has increased the care burden of women and families, *Sustainability: Science, Practice and Policy*, 16(1), pp. 67-73, 2020, <https://doi.org/10.1080/15487733.2020.1776561>).

systems, it's essential to recognize these gender-specific vulnerabilities and needs. Adaptation measures in the energy sector should address disparities in energy access, promote clean and efficient technologies that benefit women's health and productivity, and ensure women's participation in decision-making processes. By incorporating gender perspectives, energy adaptation strategies can not only enhance climate resilience but also contribute to gender equality, improved livelihoods, and sustainable development. This approach ensures that energy adaptation benefits all members of society and doesn't inadvertently exacerbate existing gender inequalities.

Baseline Data and Vulnerability Assessments

The National Strategy for Energy presents significant opportunities to more effectively integrate climate change adaptation into energy policy, given the sector's susceptibility to climate impacts alongside its crucial role in mitigation efforts. The energy sector stands as a cornerstone of national GDP, underlining its strategic importance. Albania set an ambitious renewable energy target of 38% of final gross energy consumption by 2020, supported by a new regulatory framework outlined in Law no. 7/2017, aligning with international agreements such as the Energy Community Treaty and Directive no. 2009/28/EC on Renewable Energy Sources. This legislation introduces incentive schemes to propel the utilization of power derived from renewable sources, signaling government commitment to achieving renewable energy goals.

Albania's heavy reliance on hydropower for electricity generation, accounting for 98% of its output, underscores its role in decarbonizing the economy. However, this reliance renders the country highly vulnerable to variable hydrological conditions and the impacts of climate change. Despite significant hydropower capacity, Albania frequent-

ly faces electricity deficits, leading to substantial annual imports. Persistent power shortages pose challenges to economic growth, particularly in burgeoning sectors like tourism. Albania's topography boasts rivers with considerable cascades, offering substantial hydropower potential. Yet, this reliance on hydropower presents environmental and social challenges, including ecological damage to rivers, as highlighted by local and international NGOs. The construction of small hydropower plants has sparked public outcry due to concerns over environmental degradation and inadequate environmental impact assessments.

While Albania's hydropower dominance has been advantageous in decarbonizing the electricity sector, it also exposes the nation to climate risks. Fluctuating hydropower generation, exacerbated by climate variability, necessitates electricity imports despite ongoing plant expansions. Rising temperatures are projected to alter seasonal energy demands and diminish hydropower potential, while increased drought frequency intensifies competition for water resources, particularly for agriculture and irrigation. The anticipated alterations in precipitation and temperature are poised to disrupt the water balance, runoff patterns, and the timing of water availability, ultimately impacting downstream ecosystems and communities. Among all sectors, the water resources and hydropower industry stand out due to their heightened susceptibility to and profound impact from climate change. This vulnerability is particularly pronounced for run-of-the-river power plants, which are sensitive to fluctuations in rainfall and discharge, while storage plants face increased risks of erosion and sedimentation. Additionally, hydropower infrastructure remains vulnerable to various hazards such as flash floods, landslides, sedimentation, and seismic activity.

Furthermore, transmission lines are at risk due to hazards like landslides and riverbank erosion, which can compromise their stability and impede

maintenance efforts. Climate-induced alterations in water availability and discharge patterns pose significant threats to hydropower production, with projections indicating potential output reductions of 15% from large plants and 20% from small plants by the end of the century under a 4°C temperature increase scenario. Compounding these challenges is the aging nature of much of the country's hydropower infrastructure, necessitating maintenance and adaptation measures to cope with projected increases in seasonal water variability.

To counteract the adverse effects of climate change on electricity generation, there is a critical need to diversify energy sources and tap into non-hydro renewable energy reservoirs within the region. Albania, endowed with abundant natural resources, is well-positioned to expand its renewable energy portfolio beyond hydropower. In addition to its hydropower potential, Albania is strategically advancing with the planned gas connection of the Vlora power station to the Trans Adriatic Pipeline (TAP), facilitating future natural gas supply through resilient infrastructure as a transitional energy source.

Mainstreaming Gender into Climate Policies

In March 2021, amendments to Albania's Energy Efficiency Law introduced mandatory targets for public and private sectors, including municipalities' development of local energy efficiency action plans³⁶. EU funding through a GIZ program is expected to assist municipalities in creating sustainable energy and climate plans. The 2018 amendment to the Electricity Sector Law³⁷ also introduced the concept of "customers in need," granting energy compensation to households facing economic hardship. However, less than 37% of

families in need benefit from this subsidy, with civil society calling for regulatory revisions to increase accessibility³⁸.

The 2020 Law on Climate Change led to the developing of Albania's National Energy and Climate Plan (NECP), introducing "energy poverty" as a new policy measure³⁹. The NECP aims to define and systematically monitor energy poverty, but no state budget has been allocated to support this initiative. Despite a public consultation platform, no gender considerations or feedback were integrated into the plan. Activists suggest further action to ensure inclusive participation and diverse perspectives in future policies.

The energy sector in Albania demonstrates a significant gender disparity that shapes its climate change vulnerability profile. The latest INSTAT data reveals that within "Mining and quarrying, Electricity, gas and water supply," which employs 35,508 workers, there is a stark gender imbalance with men comprising 84.9% (30,129 workers) compared to women at only 15.1% (5,379 workers). This disparity is further emphasized by the sector's workforce participation rates, where 4.3% of employed men work in the sector compared to just 0.9% of employed women. These numerical disparities reflect broader structural challenges in the energy sector, where women face limited access to technical roles, leadership positions, and decision-making processes that influence climate resilience strategies. The low representation of women is particularly concerning given the sector's critical role in climate change adaptation and mitigation efforts, including the transition to renewable energy and development of climate-resilient infrastructure. This gender imbalance suggests that women's perspectives and needs may be underrepresented in energy policy and plan-

36. Spasić, V. (2021). Albania introduces obligations for public, private sector to increase energy efficiency. Available at: <https://balkangreenenergynews.com/albania-introduces-obligations-for-public-private-sector-to-increase-energy-efficiency/>

37. Republic of Albania Assembly (2015). Law No. 43/2015 On Power Sector. Available at: https://ere.gov.al/doc/Law_no.43-2015_On_Power_Sector.pdf

38. Guideline no. 15, joint MSPJ, MF and MEI, date 08.04.2015.

39. Energy Community (n.d.) Available at: <https://www.energy-community.org/regionalinitiatives/NECP.html>

ning, potentially leading to gaps in addressing gender-specific climate vulnerabilities and energy access challenges. The data highlights the urgent need for targeted interventions to increase women's participation in the energy sector while ensuring that climate adaptation strategies in energy development consider gender-specific impacts and needs.

Additionally, gendered impacts of energy poverty remain under-addressed. The Albanian Energy Regulatory Authority (ERE) governs energy supply, but its lack of gender-disaggregated data limits a clear understanding of the impact on different demographics. A 2021 UNDP study highlighted that low income, education, and disability are key barriers to energy access, disproportionately affecting vulnerable populations, especially women. Although this study offers a comprehensive overview, it lacks sufficient interpretation of gender-disaggregated data, leaving gaps in understanding energy poverty from a gender perspective.

Gender Gaps and Challenges

Despite efforts to address energy poverty within the National Energy and Climate Plan, concrete measures to tackle it remain lacking. The absence of focus on gender within energy policies may stem from limited understanding of the interrelation between gender equality and energy poverty. To address these gaps, enhanced data collection efforts, particularly sex- and gender-disaggregated data, are necessary. The upcoming Census 2023 presents an opportunity to gather valuable insights into household energy access and use by gender. Additionally, customizing surveys to capture gender-specific information on energy usage and related activities is crucial.

Furthermore, gender mainstreaming efforts should be incorporated into all stages of policy and action planning within the energy sector, in-

cluding design, implementation, monitoring, and evaluation. Gender-based analysis should be encouraged to assess the differential impacts of government initiatives on women and men.

While energy reforms align with EU standards, gender-sensitive monitoring and evaluation practices are essential to measure gender-specific impacts effectively. Scrutinizing future policy and legal amendments from a gender perspective is imperative, as is modernizing gender-specific policies and plans to address emerging challenges in non-traditional sectors like energy and climate change. Public perception of increased women's representation in decision-making positions should be leveraged to drive improvements in national policies and legislation. However, this requires ongoing capacity-building efforts, technical preparation, and stakeholder consultations.

Financial commitments are critical to addressing the negative impacts of energy poverty, with gender-responsive budgeting playing a key role in ensuring that energy action plans prioritize the diverse needs and priorities of energy users. The Ministry of Finance should demand increased accountability in gender-responsive budgeting, with clear linkage between budget allocations and national priorities.

Ultimately, addressing these challenges and gaps requires collaborative efforts, effective stakeholder engagement, and sustained commitment to mainstreaming gender considerations across all aspects of energy policymaking and implementation.

Transport

Importance of Gender Considerations in Transport Adaptation

Gender considerations in transport adaptation are crucial due to the country's ongoing urbanization

and infrastructure development. Traditional gender roles, the urban-rural divide, and economic disparities influence women's travel patterns and needs. Women often face limited transport options in rural areas, affecting their access to education, healthcare, and economic opportunities. Safety concerns, particularly in urban public transport, are significant for Albanian women. As the country invests in new infrastructure and works towards EU integration, incorporating gender-sensitive approaches in transport planning is essential. This includes improving rural connectivity, addressing safety issues, ensuring affordability, and increasing women's participation in decision-making processes. By focusing on these aspects, Albania can create a more equitable, efficient, and inclusive transport system that supports the country's overall development and social progress.

Baseline Data and Vulnerability Assessments

Albania inherited a poor transport system from the Communist era, but recent investments have significantly upgraded the national highway network, increasing transport activity and fuel consumption. Challenges remain in achieving sustainable transport. The influx of second-hand vehicles, approximately 60% of new registrations, worsens environmental impacts. While maritime shipping and air transport show growth potential, with key port and airport expansions planned, the rail system remains underdeveloped, relying on outdated infrastructure. Additionally, Albania's transport sector is vulnerable to climate change, with risks such as sea level rise, flooding, and extreme weather events posing threats to infrastructure reliability and safety. Developing climate-resilient transport systems is crucial to mitigate these risks.

Efforts to modernize the sector include expanding rail lines, modernizing ports, and building additional airports to facilitate tourism and freight transport. However, Albania faces significant chal-

lenges in balancing development with sustainability and climate adaptation.

Public transport is an exclusive function and is organized locally or through inter-municipal cooperation among local government units, according to Law No. 139/2015 on Local Self-Governance.

According to a comprehensive mobility study conducted in Tirana by GIZ in 2023, **significant gender disparities exist in transport access** and usage patterns. Public transportation, particularly buses, plays a crucial role in women's mobility, with women making up over 60% of bus passengers. This high usage is primarily driven by female students and working-age women, indicating the bus system's importance for education and economic participation. However, **women report lower satisfaction with bus services compared to men**, citing concerns about safety, reliability, and overall service quality.

The study reveals that 46% of women's bus trips are for work purposes, while 24% are for education, underscoring the **critical role of public transport in supporting women's economic and educational activities**. Despite having access to cars, 26% of women bus users choose public transport, suggesting a preference for sustainable mobility options when they are available and reliable.

In contrast, private vehicle usage shows a clear gender bias. **The typical car driver in Tirana is a middle-aged, employed man**, while women, especially those under 30 or over 45, students, and those with lower incomes, are less likely to drive. This disparity highlights the need for **inclusive transport policies** that address the mobility needs of diverse demographic groups.

The study also points out significant gaps in active transportation. **Only 20% of cyclists in Tirana are women**, with more than half citing safety concerns

as the primary barrier to cycling. Walking is more popular among women, with 79% reporting frequent walking trips, but their experience is often marred by poor infrastructure and safety issues.

These findings from the GIZ study emphasize the need for **gender-responsive transport policies across Albania**, focusing on enhancing public transport quality, improving cycling infrastructure, and creating safer, more accessible walking environments. Climate change vulnerability in Albania's transport sector is exacerbated by gender disparities, with women facing disproportionate challenges due to their higher reliance on public and active transportation modes, which are more susceptible to climate-related disruptions such as flooding, extreme heat, and severe weather events. This vulnerability is particularly evident in urban areas like Tirana, where women constitute most public transport users and pedestrians, yet report lower satisfaction with services and infrastructure, highlighting the need for gender-responsive climate adaptation strategies in transport planning and development.

According to INSTAT data, transport is included within the broader category of "Trade, Transportation, Accommodation and Food, and Business and Administrative Services" which employs 27.0% of total workforce (350,563 workers from 1,298,380 total employed). While specific employment data for transport alone is not disaggregated in INSTAT statistics, within the transport activities specifically, the workforce shows one of the most significant gender disparities with men representing 91.9% of transport workers compared to women at only 8.1%. From the total male workforce of 700,686, where 30.9% work in the broader sector, and from the total female workforce of 597,694, where 22.5% work in the broader sector, transport specifically demonstrates this stark gender imbalance. This stark gender disparity is particularly concerning given the transport sector's critical role in climate resilience and its vulnerability to climate impacts. The male-dominated employment structure

presents specific challenges, as transport workers must adapt to increasing extreme weather events that affect infrastructure, service reliability, and working conditions. While the low percentage of women in the sector might suggest limited direct exposure to operational climate risks, the women who do work in transport often face compounded challenges, including limited access to technical training, underrepresentation in decision-making positions that influence climate-resilient transport planning, and barriers to advancing into leadership roles. The sector's vulnerability to climate change is particularly significant given its essential function in maintaining mobility and economic connectivity during extreme weather events, highlighting the need for gender-responsive approaches that both protect the current workforce and promote more inclusive participation in developing climate-resilient transport systems. This data emphasizes the urgent need for interventions that address both the significant gender imbalance and the sector's climate vulnerabilities while working toward more equitable representation in transport planning and operations.

Gender Gaps and Challenges

Gender gaps and challenges in Albania's transport sector are likely significant, but the full extent remains unclear due to a critical lack of gender-specific data. The existing Sectorial Strategy of Transport & Action Plan 2016-2020 notably lacks any gender considerations, highlighting a significant oversight in policy planning. Furthermore, while the National Strategy for Gender Equality (NSGE) mentions mainstreaming gender in transport within its action plan, it fails to provide a comprehensive analysis to understand the specific needs and gender dimensions within this sector. This absence of gender-focused analysis and data collection severely hampers the ability to accurately assess and address the unique challenges faced by women in both urban and rural transport contexts.

The lack of data impacts various aspects, from understanding women's mobility patterns and safety concerns to identifying barriers in accessing economic opportunities and essential services. To address this critical gap, Albania needs to prioritize the systematic collection of gender-disaggregated data in the transport sector. This should include information on travel patterns, safety perceptions, accessibility issues, and women's representation in transport-related jobs and decision-making roles. Gathering such data is crucial for conducting meaningful gender impact assessments, informing policy decisions, and designing gender-responsive transport systems.

By initiating comprehensive data collection efforts, Albania can lay the foundation for evidence-based policymaking that effectively addresses gender disparities in transport, ultimately contributing to a more equitable and inclusive transport system that aligns with the country's development goals and EU integration efforts.

Annex III: Overarching Goals in Mainstreaming Gender Considerations into the NAP

How can NAP Processes be more Gender-Responsive?

The iterative nature of the NAP process provides ample opportunities for integrating gender considerations. The first and most important step is for NAP teams to commit to being gender-responsive (for example by including this as a key issue in stocktaking and the NAP roadmap).

With this commitment, action can be taken to bring in gender analysis and responsive actions throughout all the dimensions of the NAP process. The following table presents key issues for NAP teams to consider as they advance their NAP processes. The relevant steps in the NAP technical guidelines developed by the Least Developed Countries Expert Group (LEG) are presented in brackets where appropriate (UNFCCC, 2012b).⁴⁰

Table 4. Gender-responsive NAP processes: Key issues for NAP teams to consider.

Key issues to consider for gender-responsive approaches			
	Planning	Implementation	M&E
NAP Process	<p>Use sex-disaggregated data, gender sensitive climate vulnerability assessments and inputs from gender experts to inform adaptation planning (A4, B2)</p> <p>Analyze national policies to identify gaps and opportunities in relation to integration of gender (A2)</p> <p>Build on existing good practices related to gender and climate change adaptation in planning processes (B3)</p> <p>Recognize women as a distinct stakeholder group in the NAP process (B4)</p> <p>Ensure effective participation of women, women's organizations and institutions promoting gender equality in planning processes (B4)</p> <p>Facilitate inclusive decision making that takes the specific needs and priorities of women and men into consideration (B4)</p>	<p>Build on existing strategies, policies and programs that address gender inequalities (C1)</p> <p>Integrate gender equality in criteria for prioritizing adaptation actions (C1)</p> <p>Ensure that adaptation actions address gender-related vulnerabilities and build on existing knowledge and capacities of women and men (C3)</p> <p>Ensure that adaptation actions support vulnerable women to access the resources and opportunities they need for adaptation (C1)</p> <p>Identify specific actions targeting particularly vulnerable women (C2)</p> <p>Empower individual women and women's organizations to take on leadership roles in implementation of adaptation actions (C3)</p> <p>Practice gender-responsive budgeting (C2)</p> <p>Ensure allocation of resources for adaptation, including finance, is gender-equitable (C1)</p> <p>Ensure that adaptation actions enhance equity in realization of rights and access to resources for women and men (C2)</p>	<p>Involve gender experts in development of M&E frameworks, building on existing systems (C1)</p> <p>Incorporate sex-disaggregated data collection and gender analysis of data (D1)</p> <p>Involve women in data collection and analysis (D2)</p> <p>Include indicators of gender equality and women's empowerment in adaptation processes (D1)</p> <p>Evaluate differentiated impact of adaptation actions on women and men (D2)</p>

40. The references refer to the steps identified within the four main elements of the NAP process as they are outlined in the guidance, namely: A) Lay the Groundwork and Address Gaps, B) Preparatory Elements, C) Implementation Strategies, D) Reporting, Monitoring and Review. UNFCCC. (2012b). National Adaptation Plans: Technical guidelines for the national adaptation plan process. Least Developed Country Expert Group, December 2012. Retrieved from https://unfccc.int/files/adaptation/cancun_adaptation_framework/application/pdf/napttechguidelines_eng_high_res.pdf

	Institutional arrangements (A1)	Capacity development (C3)	Information sharing (B4, C3)
Enabling Factors	<p>Ensure equitable representation of women and men in institutional structures for the NAP process</p> <p>Facilitate participation of organizations promoting gender equality and/ or women's interests (including government ministries focused on gender)</p> <p>Highlight gender sensitivity in operations and decision making in terms of reference for institutional structures</p> <p>Include organizations promoting gender equality and/or women's interests (including at sub-national levels) in stakeholder platforms linked to the NAP process</p>	<p>Identify key actors on gender equality and sources of gender expertise within the country</p> <p>Design capacity development strategies to yield equitable benefits for women and men</p> <p>Facilitate targeted capacity building for women and women's organizations to enable effective participation in the NAP process</p> <p>Facilitate capacity building for NAP teams on integrating gender considerations</p>	<p>Address gender-specific barriers to information access in communication and dissemination strategies</p> <p>Design climate information services to provide equitable access for women and men</p> <p>Ensure equitable representation of women in platforms and networks</p>

Source: NAP, A Framework for Gender-Responsive National Adaptation Plan (NAP) Processes, 2017.⁴¹

Annex IV: Stakeholder Consultations

Stakeholder Consultations and Feedback Process during the NAP Preparation (Phase I)

As part of the gender mainstreaming process for Albania's NAP, a series of stakeholder consultations were conducted in January - February 2024. These meetings aimed to gather insights on gender integration in climate change adaptation efforts across various sectors and institutions. The consultations focused on gathering baseline data, reviewing relevant national strategies, and structuring the GAP. This preparatory work ensured that the document was aligned with Albania's broader climate adaptation goals and national gender equality strategies. Furthermore, it provid-

ed valuable information on current practices, challenges, and potential interventions for enhancing gender-responsive climate action in Albania.⁴¹

The consultations engaged a broad spectrum of relevant stakeholders, including government ministries, specialized agencies, research institutes, UN organizations, and civil society representatives. The table below summarizes the institutions involved and the dates of the meetings, providing an overview of the entities whose inputs have informed the integration of gender considerations into the NAP. This mapping illustrates the inclusiveness of the process and ensures transparency regarding the diversity of institutional perspectives considered.

41. <https://napglobalnetwork.org/wp-content/uploads/2017/07/napgn-en-2017-a-framework-for-gender-responsive-nap-processes.pdf>

Date	Institution
22 Jan 2024	Ministry of Environment
22 Jan 2024	Urban Research Institute
22 Jan 2024	Ministry of Health and Social Protection
23 Jan 2024	Albania Institute of Geosciences, Energy, Water and Environment
24 Jan 2024	UN Women
24 Jan 2024	Ministry of Infrastructure and Energy
26 Jan 2024	National Civil Defense Agency
7 Feb 2024	AWEN Albanian Women Empowerment Network
12 Feb 2024	United Nations Development Programme

In addition, the following photographs visually document the consultation process. (Figure 7) They capture the active involvement of participants and the collaborative spirit of the discussions, reinforcing the importance of inclusive engagement for advancing gender-responsive climate action in Albania.

Stakeholder Consultation and Feedback Process for the Gender Action Plan (Phase II)

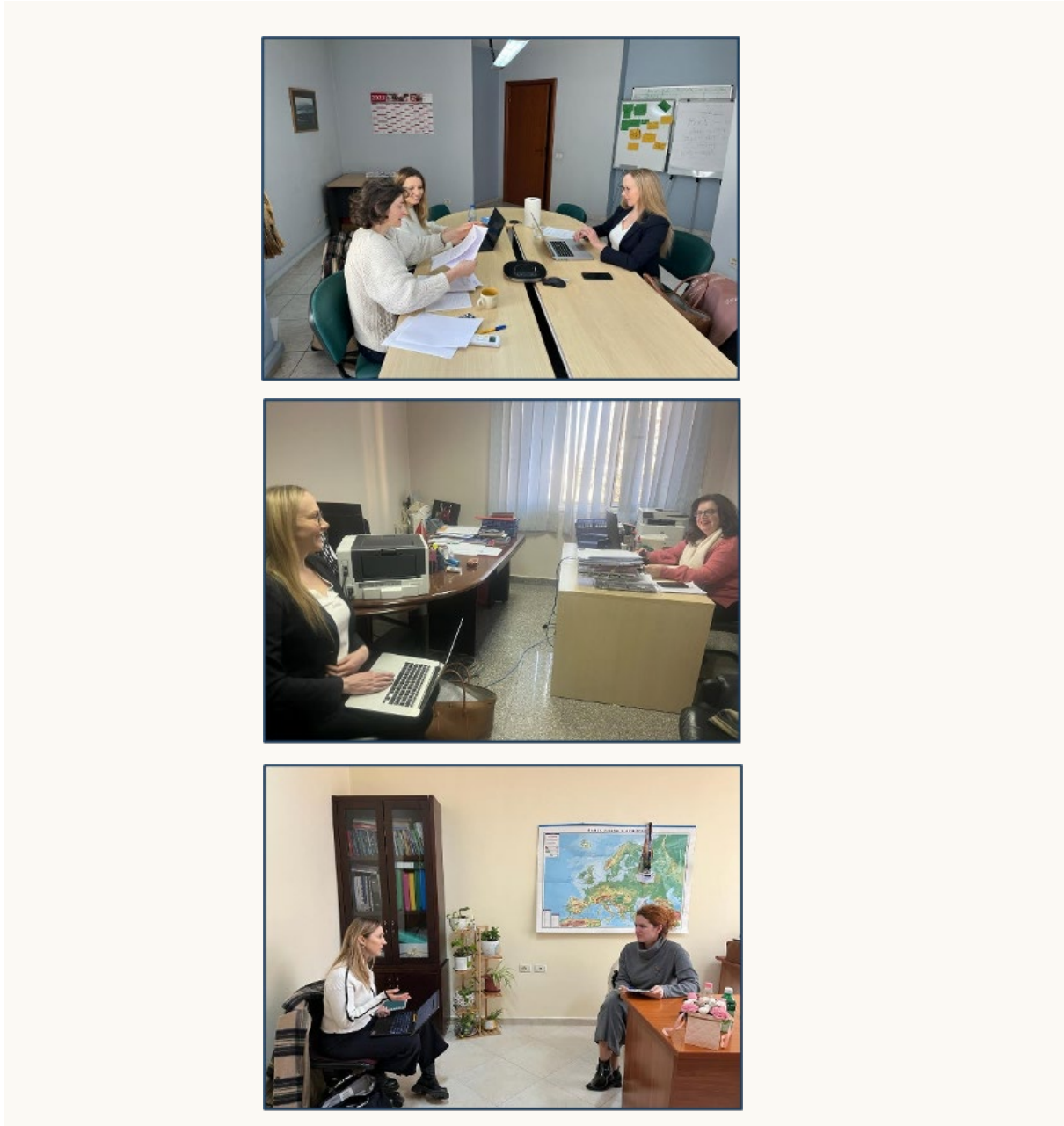
In October 2024, the draft of the Gender Action Plan was shared with key stakeholders, including government ministries, international organizations, climate policy experts, and sector specialists. The aim was to gather insights and data to ensure the document's relevance, quality, and alignment with national priorities. The document was distributed via email to facilitate real-time feedback. The consultation period extended through early November, allowing stakeholders ample time to review the content and provide their input. From November 2024 to January 2025, stakeholders were asked to provide feedback on various aspects of the document, including its structure, data accuracy, and alignment with national strategies. Comments were collected both in writing and through structured meetings. The extended feedback pe-

riod ensured that all relevant parties had the opportunity to engage with the document.

Key revisions based on feedback included:

- Stakeholders suggested restructuring the document to separate detailed analyses from the main text, improving its readability. These suggestions were implemented, and sector analyses were moved to annexes, leaving concise summaries in the main document.
- Requests were made for more specific data on gender and climate change impacts, particularly regarding women's employment in key sectors such as agriculture, tourism, and energy. This data was revised and standardized, providing both absolute numbers and percentages to offer a clearer understanding of gender distribution.
- Feedback highlighted the need to strengthen the connection between climate adaptation and social care services at the local level. New actions were introduced to better integrate these services in the document, ensuring that vulnerable populations receive comprehensive support.
- The GAP was revised to align more closely with the National Strategy for Gender Equality (2021-2030). Explicit references were added to ensure coherence.

Figure 7. Stakeholder consultations during Albania's NAP preparation (January–February 2024): Meetings with representatives from the Urban Research Institute, the Ministry of Health and Social Protection and the Institute of Geosciences, Energy, Water, and Environment.



The consultation and feedback process from October 2024 to January 2025 was crucial in shaping a comprehensive and effective Gender Action Plan. By actively involving stakeholders throughout the drafting and revision phases, the GAP has

been strengthened and tailored to better address the gender dimensions of climate change in Albania. This collaborative approach has ensured that the GAP will be a valuable tool for advancing gender equality in climate adaptation efforts.



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