

Entry Gender Competition 2024

Gender team Albania

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Gender mainstreaming within GIZ Albania

Gender equality is a fundamental value of GIZ in Albania. Gender is part of our way of working and thinking. GIZ in Albania in the last years is trying to make gender an integrated part of its operations by integrating gender lens to the projects and also to the country office activities. All projects contribute to gender equality at the country level, no matter the Gender Equality Marker. As of January 2023, all bilateral portfolio in Albania is GG1.

1. Corporate Culture

Gender equality is part of the corporate culture at GIZ in Albania. **Gender is part of the management team!**

To have a representation at the management meetings and to bridge the gap between the gender team and the management, 5 years ago it was created the function of the **Gender Ambassador**. The position is hold by one of the AVs with high gender sensitivity and awareness on the topic. The Gender Ambassador has his/her role reflected in the Annual Performance Goals.

For the second year there is a **second Gender Focal Person** in GIZ Albania who is an AMA and is part of the management group. The second GFP is part of the gender team and the management team at the same time. He/ she substitute the Gender Focal Person in meetings with partners and other donors.

1.1. Country planning and budget

Gender is part of the **country planning** both at the planning workshop and at the country conference with a dedicated time slot. The gender team prepares an annual operational plan, which covers internal and external events. The operational plan is discussed and approved at the country planning or at the first management meeting of the year. In the same meeting a budget is allocated and shared proportionally among projects active in Albania. In the last years there are clearly defined gender annual goals at the country level. A Study and expert Fund (SFF) dedicated to gender has been commissioned with the budget of 80 000 euros. Please see Annex 1 the goals for 2023.

Study and expert fund (SFF): Identification of gender transformative approaches within Technical Cooperation portfolio in Albania. GIZ in Albania is implementing a SFF to scan the existing Albania's portfolio based on the Gender Continuum, with the aim to recommend improvements and synergies among existing projects and propose transformative interventions for the future projects. The SFF will produce a gender analyses at the country level which will be used by all projects. The gender analyses will contain transformative approaches for the areas of work of GIZ in Albania.

1.2. Gender Team

Gender team is led by the Gender focal person who is in the position since more than 7 years. The second gender focal person is an AMA with good German skill and part of the management. GIZ Albania management team is very proactive and adjust to gender needs. Gender focal person made a presentation to the management team after the Department Gender Network meeting in January 2023, and as a result many positive actions have been taken. One of those is that the GFP since March 2023 has dedicated time of 40% for gender related work, the budget is shared among bilateral projects at the country level.

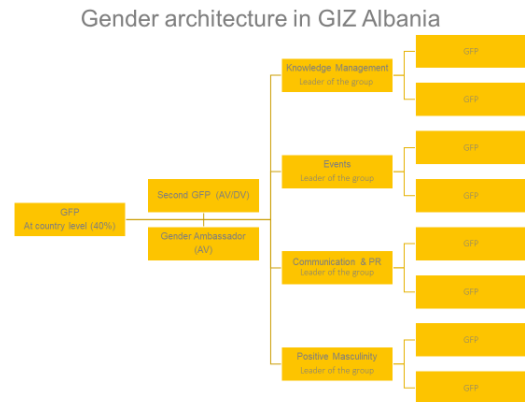


Figure 1 Gender Architecture GIZ Albania

One of the annual country objectives of 2022 was to have 50% of the GFP at the project level having gender as part of their job description. That goal was achieved. All GFP at the country level either have gender part of their job description or their MAG goals, bringing less fluctuations to the Gender Team. Two new projects in 2023 had gender as a position announced at the job call (together with other tasks such as monitoring).

The gender group is organized into four main groups, who have specific functions:

- a) **Knowledge and Management** working group is in charge of disseminating new development, and within the company and outside, and also advises project depending on their demands (the group is led by the GFP at country level).
- b) **Event management** group support the logistics of events, contracts etc..
- c) **Communication and PR** group is in charge to communicate the achievement and results of the Gender group internally and externally. The group has developed a communication plan and coordinates with the PR at the country level the communication in different GIZ Albania media channels. The group has developed a fact sheet at the country level, posters and invitations for events etc. There have been joint events of the Country communication group and the gender group on Gender Sensitive Communication.
- d) **Positive Masculinity** the group is focusing its work in making man allies into gender equality work. The group has organized GIZ Talks¹ and knowledge sharing with colleagues. In the frame of the March Month the group organized a talk in GIZ Albania with one of the most followed political journalists of Albanian speaking areas, Blendi Fevziu, on the role of man in media to promote



Figure 2 Gender Fact sheet, Albania



Figure 3 Talk with Blendi Fevziu "Positive Masculinity"

¹ GIZ Talks is a format of a TED talk used in GIZ Albania and opened to the wider public which is reached through social media.

Gender Equality. As a result of the talk two main political TV shows have more women as guests in every appearance.

2. Gender Competences

All Gender Focal Person go through **onboarding** and are highly recommended to participate at GIZ and AIZ formats offered. The gender team organized self-learning session at least two times per year, where members of the group present latest development, gender studies from the project's and other relevant documentation. The gender team organizes events to increase the awareness of colleagues on different topics.

Open discussion with colleagues on LGBTQ+

A GIZ talk was held with the presence of the "Shelter" an NGO supporting LGBTQ+ community in need for shelter and basic training. Beneficiaries of the shelter shared their experiences of exclusion from society and reintegration through the NGO support. That was the starting point of discussion with colleagues, which followed with the raising of the inclusion flag on the International Day Against Homophobia biphobia and Transphobia and showing of a movie "Parade" in GIZ premises. Increasing awareness among colleagues on the needs of the community has brought some concrete cooperations with the NGOs in the areas.



Figure 4 Activities with GIZ colleagues.

Talking about periods

On the day of the Global menstrual Hygiene, an open day was organized at GIZ premises where colleagues talked openly about menstrual health. As a result in GIZ Albania there are **free hygiene pads in all women toilets**. The costs are booked as all other hygiene products in the offices.



3. Cooperation with other donor

Achieving gender equality is a long journey which we need to share with others, and we need to find synergies and partners, this is why GIZ in Albania is closely cooperation with other donors on pushing the agenda forward. GIZ is active part of the gender donor working group in the country and also joins public events and gathering such as the 8th of March Parade, the diversity parade, the Diversity Gala Dinner etc.

Two years in a row GIZ has joint other donors in having a joint organization for the **16 Days of Activism Against Gender Based Violence**, by supporting education through art, and making 4 murals in total in 4 Albanian cities with the message of empowering women and girls, man and boys against domestic violence. All murals also bring one of the GIZ messages along, such as protection of oceans (in a city near the sea), empowerment through books (in a city where vocational education is important), water and #letstalkperiods, and bicycle as a symbol of freedom and independence. If you are in Albania, you can have a look at the amazing art out there.

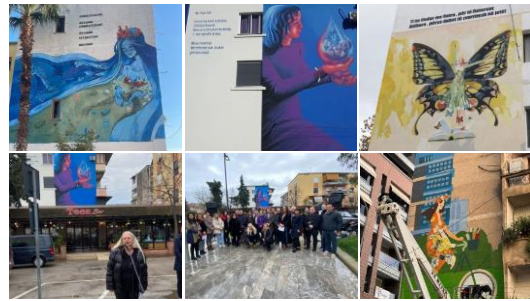


Figure 5 Street art to empower women

The **8th of March** at GIZ in Albania we use as a month to network and help women empower women. This is a tradition we have since some years, where we meet women in power and **network** and discuss about equality over a cup of tea. Those talks to us have resulted very successful, making some of the greatest legal changes, or network of women members of the parliament no matter their political orientation. In 2023 we jointly with UN Women and the Swedish Embassy organized the same networking format to watch a movie at the GIZ premises over a drink and some sweets. That definitely was more than a movie night. Women ambassadors, politicians and donors were together to help each other and other women.

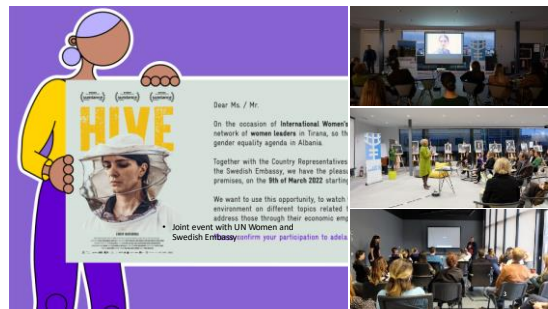


Figure 6 Movie night at GIZ

We also believe that we need to share our good practices in the region and abroad. GIZ Albania is part of **Women's Economic Empowerment in the Western Balkans** organized by the Friends of Europe, and is actively participating in all events.



The gender focal person at the country level has also shared the experience of Albania in two side events at the UN level at the CND (Commission on Narcotic and Drugs) and at the UNCITRAL.



Figure 7 GIZ Albania represented at UN in Vienna

5. Other

The gender Team in Albania is committed to educate, promote and push the gender equality agenda inside the company and outside. Here are some of our other events and activities.



The red shoe "Kamza"

The "Red Shoe" theater went to the Vocational Education school of Kamza, a community with very high level of domestic violence.

Supported by GIZProSEED project



"Let's talk period"

The water project took over the global campaign



The RED FRIDAY

An invitation for men and women to work side by side, as co-creators of a new reality that will benefit the society as a whole!

-  Wear something Red
-  Leaving all traits of blame aside
-  Mentoring younger colleagues
-  Offering opportunities to people who are eager to learn
-  Providing honest feedback
-  Celebrating the accomplishments of colleagues publicly
-  Refraining from bad-mouthing others
-  Avoiding using labels that contribute to stereotyping
-  Expanding and reinforcing networks that promote mutual support
-  Continue innovating and learning together

The campaign is an invitation for men and women to work side by side, as co-creators of a new reality that will benefit society as a whole. Leaving all traits of blame or resentment aside.

It's a great way to expand and reinforce networks that promote mutual support so that everyone amplifies their influence and their ability to continue innovating and learning together.

Together we can change prejudices and perceptions so that we get to own the symbol of Red



We have measured the contribution of GIZ Albania on gender related SDGs and this is how it looks like. We are doing a great good, but we know we need to do more!

Figure 8our contribution the Gender Related SDG



Promoting women participation in Local government

A video and a talk with GIZ colleagues and youth was a step to push more people to engage in local government



A man or a woman? It doesn't matter. What is important is that it is someone who keeps their promises.

giz 2022



Talk with NGOs Families with people in prison





Women and Mobility

Biking courses were offered to colleagues:

8 colleagues learned how to bike

Gender team and SUTI



GIZ opening days

Target group: participants at the GIZ opening day (Ministers, Deputy Ministers, Ambassadors, Head of Agencies etc)

What: Gender team booth at the GIZ new office opening, informed about the GIZ contribution to gender equality.

Country planning Albania 2023

Annual Objective Gender 2023	What
Country Gender Focal Person better position and equipped with resources	Introduce cost sharing for the position across the GIZ Albania programs (suggestion 40% of working time)
SFF measure on Gender Transformative approach	Study to assess/pilot gender transformative approaches in GIZ Albania, including a gender country analyses.
Action plan gender (list of activities presented below:)	Implementation of several gender related activities
- Women Deliver Conference	- participation and show case of GIZ Albania Water Programme related to gender, wash and menstrual hygiene
- Gender week	<ul style="list-style-type: none"> - 8 March movie nights (The hive) - Theater/ FemFest (as participant) - Girls' (open) day in Kamza - Feminist approach in alternative development - Women and migration (book club) - Positive masculinity (open talk with B.Fevziu)
- German October	Theater play for/with boys and girls against gender-based violence
- 16 days of Activism	<ol style="list-style-type: none"> 1. Theater play for/with boys and girls against gender-based violence 2. Video to raise awareness 3. Two Murals
- Governance within gender team	<ul style="list-style-type: none"> - GT restructuring - Capacity development - Attendance in GIZ Gender Network meetings
- Additional activities:	<ol style="list-style-type: none"> 1. Red Friday 2. Participation in the day against homophobia (raised the flag) 3. Movie day at GIZ (the Parade) 4. Men's health week 5. Free hygiene pads for women at GIZ office 6. Open day on menstrual hygiene

7. Representing GIZ in international events

- a. side event at UN Commission Session on international trade law
 - b. Friends of Europe “WB women economic empowerment forum”
8. Next EMZ Gender Network meeting to take place in Albania