



# Report on the quantitative and qualitative data collected for the Mid-Term Review phase



A REPORT ON THE QUANTITATIVE AND QUALITATIVE DATA COLLECTED IN THE FRAMEWORK OF THE REGIONAL PROGRAM “ENDING VIOLENCE AGAINST WOMEN AND GIRLS – IMPLEMENTING NORMS, CHANGING MINDS.”

Prepared by:  
Observatory for Children and Youth Rights

December, 2019

This report is prepared by Observatory for Children and Youth Rights in Albania (Observatory) in the framework of Ending Violence Against Women and Girls program (EVAWG), “Implementing Norms, Changing Minds”, a regional program implemented by UN Women and supported by European Commission. Its goal is to support the reduction of discrimination and violence against women and girls in six countries of West Balkans (Albania, Bosnia and Hercegovina, North Macedonia, Montenegro, Kosovo<sup>1</sup> and Serbia) and Turkey.

The Observatory was selected by UN Women Albania to collect quantitative and qualitative data, more concretely for “*Collecting data on current and prevailing attitudes, perceptions, opinions and public beliefs about gender equality, violence against women and girls and domestic violence at the community level.*” This collaboration started in November 2017, divided into two distinct phases:

- First Phase: Preliminary Evaluation (Baseline: November 2017 – April 2018)
- Second Phase Mid Term Evaluation (Mid-Term Review: September – December 2019).

In this report are presented quantitative and qualitative findings collected during the Mid-Term Review Phase.

**The Methodology** used is a combination of quantitative and qualitative approaches, and the tools used to collect the data were provided by UN Women, and are unified in all implementing partners of EVAWG Regional Program. The quantitative and qualitative data collection was achieved through a combination of the following tools:

- (i) Survey – for collecting quantitative data (to ensure data on women and men’s perceptions, attitude towards gender equality, gender discrimination, as well as gender-based and domestic violence)
- (ii) Interviews – for collecting qualitative data (for the initiatives undertaken during the last years to address gender stereotypes and traditional norms, which justify the violence against women and girls and domestic violence).
- (iii) Collection of successful stories – for qualitative data (qualitative research to investigate best practices for raising awareness for VAWG).

The sample size calculation and its diversification was done based on a fixed 95% confidence interval. The sample size diversification was based on *gender, age, location*, as well as *ethnicity, disability, and LGBTI persons*. The sample size for Albania is 1260 persons.

The content of this publication is the responsibility of Observatory and does not necessarily reflect the views of UN Women or the European Commission.

---

<sup>1</sup> Every reference made for Kosovo in this document, as related to its territory, institution, or population, will be understood in complete compliance with United Nations Security Council Resolution no. 1244 and with no prejudice to Kosovo status.

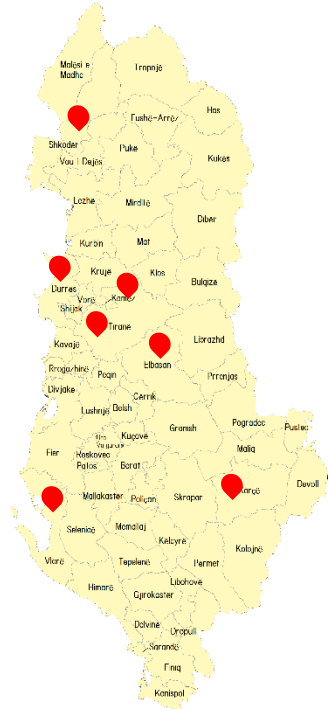
## Table of content

<b>I.</b>	<b><i>QUANTITATIVE DATA OF MID-TERM EVALUATION</i></b>	<b>4</b>
1.1	Project areas profiles on GE, VAWG, DV perceptions	4
1.2	Durrës Municipality Profile on GE, VAWG, DV perceptions	5
1.3	Elbasan Region Profile on GE, VAWG, DV perceptions	6
1.4	Kamëz Municipality Profile on GE, VAWG, DV perceptions	7
1.5	Korçë Municipality Profile on GE, VAWG, DV perceptions	8
1.6	Shkodër Municipality Profile on GE, VAWG, DV perceptions	9
1.7	Tiranë Municipality Profile on G GE, VAWG, DV perceptions	10
1.8	Vlorë Municipality Profile on GE, VAWG, DV perceptions	11
<b>II.</b>	<b><i>QUALITATIVE DATA OF MID-TERM EVALUATION</i></b>	<b>12</b>
2.1	The target groups from the programs implemented in the last three years	12
2.2	The most used platforms of information	12
2.3	Program Monitoring and Evaluation	13
2.4	Successful practice identified during the implementation of GE, VAWG, DV programs/ campaigns during the last three years	13
2.5	Main challenges encountered during implementation phase during the past three years	14
2.6	Success stories during the last three years	15
2.6	What has been the most successful instrument used in the last 3 years?	16
2.8	Most Effective Channels of Communications	18
2.9	Future intervention in the field of GE, VAWG, DV	18
<b>III.</b>	<b><i>APPENDIX A: LIST OF INTERVIEWED PEOPLE</i></b>	<b>22</b>

# I. QUANTITATIVE DATA OF MID-TERM REVIEW

## 1.1 Project areas profiles on GE, VAWG, DV perceptions

The data presented below includes the survey responses of 1260 individuals - women, girls, men, boys, and others, from 15-64 years old throughout year 2019, in the Regions of **Elbasan and Municipalities of Durrës, Kamzë, Korçë, Shkodër, Tiranë and Vlorë**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians, people with disabilities and LGBTI).



### Knowledge of the Law/ Information about the Law/ Familiarity with the Law

➤ **77% of respondents** were aware of the existence of a law on gender equality, **83% of them** were aware of the existence of a law on violence against women and domestic violence.

➤ **1 out of 3 respondents** had no information that non-physical violence and other forms of violence are punishable by law.

➤ **71.4% of respondents** believe that having forceful sexual relations with a spouse/partner is punishable.

### Gender Roles Perceptions

➤ **34.7% of respondents** believe that girls belong to the domestic/private sphere, while boys should pursue career opportunities. Specifically:

- **60% of Roma/ Egyptians community respondents** believe that girls belong in the domestic/private sphere.

- **38% of people with disabilities respondents** believe that girls belong in the domestic/ private sphere.

➤ More than 1 in 4 female respondents agree that women should have sexual relations with their husbands regardless of their desire. Among Roma/ Egyptian respondents, this belief is even higher, specifically 1 in 2 Roma/ Egyptian female-respondents agree to that statement. This belief is also closely related to the early marriage practice, which unfortunately remains a challenge to address in Albanian society.

➤ *Related to control over women's finances*, 1 in 3 men respondents, and more than 1 in 4 women respondents believe that women's incomes are the property of their partners.

### Perceptions towards violence against women

➤ 1 in 3 male respondents and 1 in 6 female respondents confirm that infidelity is a "good/ justifiable reason" for males to hit their partners. Furthermore, 21.9% of male respondents and 9.3% of women respondents believe that just the suspicion of infidelity is a "good enough reason" for a man to hit his partner.

➤ **Domestic violence is perceived as a private matter that should be addressed within the family.** More than a quarter of respondents admit that abused women should not ask help at the police authorities.

### Willingness to prevent or report violence

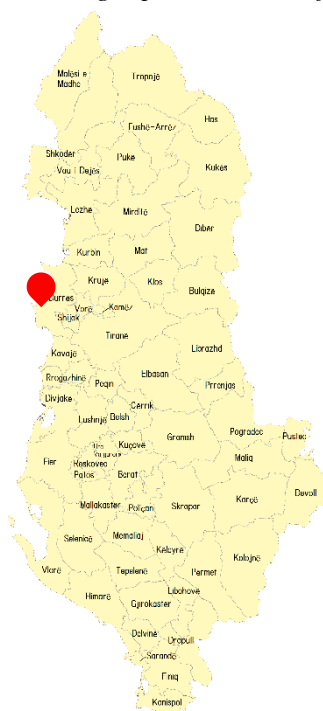
➤ **The respondents were significantly less willing to help prevent violence against members of marginalized communities**, only 48% of men respondents and 59.7% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

### Common platforms to disseminate messages for VAWG and Gender Equality

➤ TV spots/ shows/ debates (41%), promotional materials such as leaflets, posters, billboards (32%), social media (25%) and radio (24%) are some of the most efficient platforms to disseminate information to prevent violence against women.

## 1.2 Durrës Municipality Profile on GE, VAWG, DV perceptions

The data presented below include the survey responses of **176 individuals** – women, girls, men, boys, and others, from **15-64 years old** throughout **the year 2019**, in **Durrës Municipality**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians and people with disabilities).



### Knowledge of the Law/ Information about the Law/ Familiarity with the Law

➤ **81.3% of respondents** were aware of the existence of a law on gender equality, **98.3% of them** were aware of the existence of a law on violence against women and domestic violence.

➤ **11% of respondents** had no information that non-physical violence and other forms of violence are punishable by law.

➤ **85.8% of respondents** believe that having forceful sexual relations with a spouse/partner is punishable.

### Gender Roles Perceptions

➤ **21%** of respondents believe that girls belong in the domestic/ private sphere, while boys should pursue career opportunities. Specifically:

- **60% of Roma/Egyptians community respondents** believe that girls belong in the domestic/private sphere.

- **60% of people with disabilities** believe that girls belong in the domestic/ private sphere.

➤ **4.5%** female respondents and **13.6%** of male respondents agree that women should have sexual relations with their spouses regardless of their desire.

➤ *Related to control over women's finances*, **1 in 4** men respondents; and **1 in 6** women respondents believe that women's incomes are the property of their partners.

### Perceptions towards violence against women

➤ **1 in 3** male respondents and **1 in 11** female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their partners. Furthermore, **10.2%** of male respondents and **2.2%** of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.

➤ **Domestic violence is perceived as a private matter that should be addressed within the family.** **17%** of respondents admit that abused women should not ask help at the police authorities.

### Willingness to prevent or report violence

➤ **The respondents were significantly less willing to help prevent violence against members of marginalized communities**, only **40.9%** of men respondents and **59%** of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

### Common platforms to disseminate messages for VAWG and Gender Equality

➤ **TV spots/ shows/ debates (48.5%)**, promotional materials such as leaflets, posters, billboards (**18.5%**), social media (**82.4%**) and radio (**20.5%**) are some of the most efficient platforms to disseminate information to prevent violence against women.

*The data presented below include the survey responses of **248 individuals** - women, girls, men, boys, and others, from **15-64 years old** throughout the **year 2019**, in **Elbasan Region**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians and people with disabilities).*



➤ **87.9% of respondents** were aware of the existence of a law on gender equality, **97.6% of them** were aware of the existence of a law on violence against women and domestic violence.

- **10% of respondents** had no information that non-physical violence and other forms of violence are punishable by law.
- **91% of respondents** believe that having forceful sexual relations with a spouse/partner is punishable.

➤ **32%** of respondents believe that girls belong in the domestic/private sphere, while boys should pursue career opportunities. Specifically:

- Approx. 6.5 % of women respondents agree that women should have sexual relations with their spouses regardless of their desire. *This belief is higher amongst Roma/Egyptian respondents*; specifically, 1 in 2 Roma/ Egyptian respondents believe that.
- *Related to control over women's finances*, 1 in 3 men respondents and more than 1 in 3 women respondents believe that women's incomes are the property of their partners.

- 2.4% male respondents and 7.3% female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their partners. Furthermore, 8.9 % of male respondents and 5.6 % of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.
- **Domestic violence is perceived as a private matter that should be addressed within the family.** More than a quarter of respondents admit that abused women should not ask help at the police authorities.

- **The respondents were significantly less willing to help prevent violence against members of marginalized communities**, only 40% of men respondents and 30% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

- TV spots/ shows/ debates (58.4%), promotional materials such as leaflets, posters, billboards (25.4%), social media (66%), and radio (40%) are some of the most efficient platforms to disseminate information to prevent violence against women.



#### 1.4 Kamëz Municipality Profile on GE, VAWG, DV perceptions

*The data presented below include the survey responses of **69 individuals** – women, girls, men, boys, and others, from **15-64 years old** throughout the year 2019, in **Kamëz Municipality**, in urban and rural areas, including representatives of marginalized communities (people with disabilities).*



## Knowledge of the Law/ Information about the Law/ Familiarity with the Law

- **97.1% of respondents** were aware of the existence of a law on gender equality, and almost all of them, **97.1%** were aware of the existence of a law on violence against women and domestic violence.
- **Around 28% of respondents** were not aware that non-physical violence and other forms of violence are punishable by law. Around **60% of respondents** did not recognize that *psychological violence is one of the forms of VAWG that is punishable by law*.
- **93% of respondents** believe that having forceful sexual relations with a spouse/partner is punishable.

## Gender Roles Perceptions

- **20%** of respondents believe that girls belong in the domestic/ private sphere, while boys should pursue career opportunities.
- Approx. 1 in 6 women respondents agree that women should have sexual relations with their spouses regardless of their desire.
- *Related to control over women's finances*, significantly, 1 in 5 men respondents, and 1 in 2 women respondents believe that women's incomes are the property of their partners. *The report demonstrates that men are more tolerant than women about women managing their income.*

## Perceptions towards violence against women

- 1 in 5 male respondents and 11% female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their female partners. Furthermore, 20.9% of male respondents and 20% of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.

- **Domestic violence is perceived as a private matter that should be addressed within the family.** More than 20% of respondents admit that abused women should not ask help at the police authorities.

### Willingness to prevent or report violence

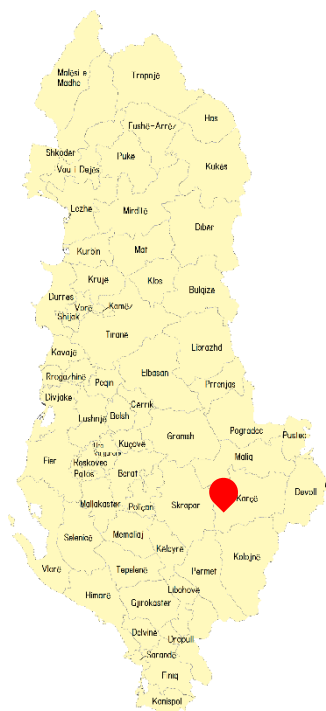
- The **respondents were significantly less willing to help prevent violence against members of marginalized communities**, only 18% of men respondents and 11% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

## Common platforms to disseminate messages for VAWG and Gender Equality

- TV spots/ shows/ debates (29%), promotional materials such as leaflets, posters, billboards (2.4%), social media (18%), and radio (1.4%) are some of the most efficient platforms to disseminate information to prevent violence against women.

## 1.5 Korçë Municipality Profile on GE, VAWG, DV perceptions

The data presented below include the survey responses of **78 individuals** – women, girls, men, boys, and others, from **15-64 years old** throughout the year **2019**, in **Korçë Municipality**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians and people with disabilities).



### Knowledge of the Law/ Information about the Law/ Familiarity with the Law

➤ **70.5% of respondents** were aware of the existence of a law on gender equality, **78.2% of them** were aware of the existence of a law on violence against women and domestic violence.

➤ **58% of respondents** were not aware that non-physical violence and other forms of violence were punishable by law.

➤ **60.3% of respondents** believe that having forceful sexual relations with a spouse/ partner is punishable.

### Gender Roles Perceptions

➤ **21.8% of respondents** believe that girls belong in the domestic /private sphere, while boys should pursue career opportunities. Specifically:

- **20% of Roma/ Egyptians community respondents** believe that girls belong in the domestic/ private sphere.

- **50% of individuals with disabilities** believe that girls belong in the domestic/ private sphere.

➤ More than 1 in 3 women respondents agree that women should have sexual relations with their spouses regardless of their desire. *This belief is lower amongst Roma /Egyptian respondents*, specifically 1 in 6 Roma/ Egyptian respondents believe that.

➤ *Related to control over women's finances*, significantly, 1 në 3 men respondents, and 1 in 5 women respondents believe that women's incomes are the property of their partners.

### Perceptions of violence against women

➤ Approx. 1 in 2 male respondents and 1 in 6 female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their female partners. Furthermore, 28.2% of male respondents and 10.3% of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.

➤ **Domestic violence is perceived as a private matter that should be addressed within the family.** 20.5% of respondents admit that abused women should not seek help at the police authorities.

### Willingness to prevent or report violence

➤ **Male respondents were significantly less willing to help prevent violence against members of marginalized communities than female respondents**, only 41% of men respondents and 84.6% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

### Common platforms to disseminate messages for VAWG and Gender Equality

➤ TV spots/ shows/ debates (42%), promotional materials such as leaflets, posters, billboards (21%), social media (48.7%) and radio (33%) are some of the most efficient platforms to disseminate information to prevent violence against women.



### *1.6 Shkodër Municipality Profile on GE, VAWG, DV perceptions*

*The data presented below include the survey responses of **118 individuals** – women, girls, men, boys, and others, from **15-64 years old** throughout the **year 2019**, in **Shkodër Municipality**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians and people with disabilities).*



## Knowledge of the Law/ Information about the Law/ Familiarity with the Law

- **70.5% of respondents** were aware of the existence of a law on gender equality, **78.2% of them** were aware of the existence of a law on violence against women and domestic violence.
- **Around 39% of respondents** were not aware that non-physical violence and other forms of violence were punishable by law.
- **82.1% of respondents** believe that having forceful sexual relations with a spouse/ partner is punishable.

## Gender Roles Perceptions

- **21.8% of respondents** believe that girls belong in the domestic/ private sphere, while boys should pursue career opportunities. Specifically:
  - **60% of Respondents from the Roma/ Egyptian community** believe that girls belong in the domestic/ private sphere.
- More than 1 in 5 women respondents agree that women should have sexual relations with their spouses regardless of their desire. *This belief is higher amongst Roma/ Egyptian women respondents.*
- *Related to control over women's finances*, significantly, 1 in 3 men respondents, and less than 1 in 3 women respondents believe that women's incomes are the property of their partners.

## Perceptions towards violence against women

- 1 in 3 male respondents and 1 in 4 female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their female partners.

Furthermore, 13.6% of male respondents and 10.2% of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.

- **Domestic violence is perceived as a private matter that should be addressed within the family.** 20.5% of respondents admit that abused women should not ask help at the police authorities.

### Willingness to prevent or report violence

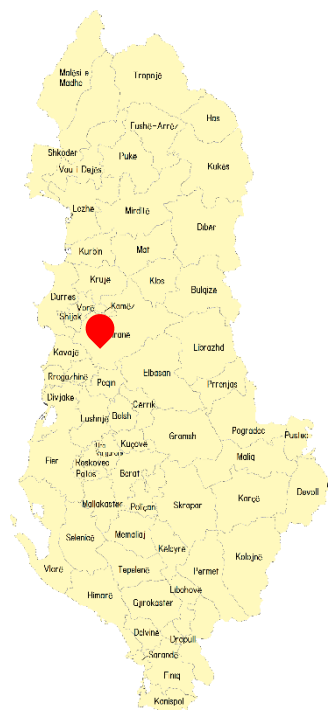
- **Respondents were significantly less willing to help prevent violence against members of marginalized communities**, only 34% of men respondents and 37.3% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

## Common platforms to disseminate messages for VAWG and Gender Equality

- TV spots/ shows/ debates (62%), promotional materials such as leaflets, posters, billboards (22%), social media (62%) and radio (23%) are some of the most efficient platforms to disseminate information to prevent violence against women.

## 1.7 Tiranë Municipality Profile on GE, VAWG, DV perceptions

The data presented below include the survey responses of **457 individuals** – women, girls, men, boys, and others, from **15-64 years old** throughout the year **2019**, in **Tirana Municipality**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians, people with disabilities and LGBTI Community representatives).



### Knowledge of the Law/ Information about the Law/ Familiarity with the Law

- **67.6% of respondents** were aware of the existence of a law on gender equality, **65.4% of them** were aware of the existence of a law on violence against women and domestic violence.
- **Around 36% of respondents** were not aware that non-physical violence and other forms of violence were punishable by law.
- **56.9% of respondents** believe that having forceful sexual relations with a spouse/ partner is punishable.

### Gender Roles Perceptions

- **26.3%** of respondents believe that girls belong in the domestic/ private sphere, while boys should pursue career opportunities. Specifically:
  - **Around 67% of Respondents from the Roma/ Egyptian community** believe that girls belong in the domestic/ private sphere.
  - **None of the persons with disabilities** have stated that they believe that girls belong to the domestic/ private sphere.
  - **Same, none of LGBTI respondents** have stated that they believe that girls belong to the domestic/ private sphere.
- More than 1 in 6 women respondents agree that women should have sexual relations with their spouses regardless of their desire. *This belief is higher amongst Roma/Egyptian respondents.*
- *Related to control over women's finances*, significantly, more than 1 in 3 men respondents, and less than 1 in 6 women respondents, believe that women's incomes are the property of their partners.

### Perceptions towards violence against women

- More than 1 in 3 male respondents and less than 1 in 6 female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their female partners. Furthermore, 26.4% of male respondents and 9.2% of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.
- **Domestic violence is perceived as a private matter that should be addressed within the family.** 19.9% of respondents admit that abused women should not ask help at the police authorities.

### Willingness to prevent or report violence

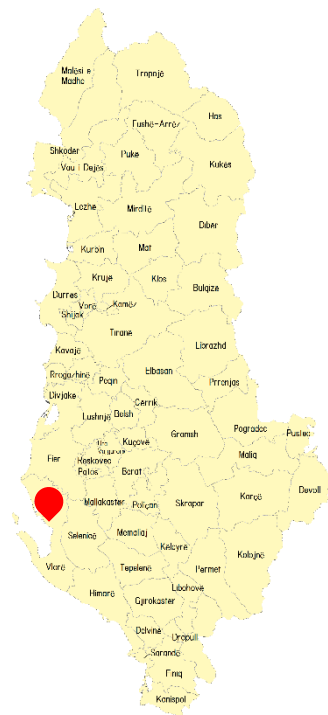
- **Respondents were significantly less willing to help prevent violence against members of marginalized communities**, only 29.5% of men respondents and 44.7% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

### Common platforms to disseminate messages for VAWG and Gender Equality

- TV spots/ shows/ debates (53%), promotional materials such as leaflets, posters, billboards (35.5%), social media (47.5%) and radio (28.5%) are some of the most efficient platforms to disseminate information to prevent violence against women.

## 1.8 Vlorë Municipality Profile on GE, VAWG, DV perceptions

The data presented below include the survey responses of **114 individuals** – women, girls, men, boys, and others, from **15-64 years old** throughout the **year 2019**, in **Vlorë Municipality**, in urban and rural areas, including representatives of marginalized communities (Roma, Egyptians, and people with disabilities).



### Knowledge of the Law/ Information about the Law/ Familiarity with the Law

➤ **93% of respondents** were aware of the existence of a law on gender equality, **94.7% of them** were aware of the existence of a law on violence against women and domestic violence.

➤ **Around 22% of respondents** were not aware that non-physical violence and violence of other forms were punishable by law.

➤ **61.4% of respondents** believe that having forceful sexual relations with a spouse/partner is punishable.

### Gender Roles Perceptions

➤ **20%** of respondents believe that girls belong in the domestic/ private sphere, while boys should pursue career opportunities. Specifically:

- **60% of respondents from the Roma/ Egyptian community** believe that girls belong in the domestic/ private sphere.

- **57% of individuals with disabilities** believe that girls belong in the domestic/ private sphere.

➤ Approx. 1 në 3 women respondents agree that women should have sexual relations with their spouses regardless of their desire. *This belief is higher amongst Roma/ Egyptian respondents, specifically among 83% of Roma and Egyptian respondents.*

➤ *Related to control over women's finances*, approx. 1 in 2 men respondents; and approx. 1 in 4 women respondents believes that women's incomes are the property of their partners.

### Perceptions towards violence against women

➤ 78% of male respondents and 44.8% of female respondents confirm that infidelity is a “good/ justifiable reason” for males to hit their female partners. Furthermore, 60.7% of male respondents and 20.7% of women respondents believe that just the suspicion of infidelity is a “good enough reason” for a man to hit his partner.

➤ **Domestic violence is perceived as a private matter that should be addressed within the family.** More than 34% of respondents admit that abused women should not ask help at the police authorities.

### Willingness to prevent or report violence

➤ **Respondents were significantly less willing to help prevent violence against members of marginalized communities**, only 7.1% of men respondents and 13.8% of women respondents showed a willingness to take action to prevent violence against LGBTI individuals.

### Common platforms to disseminate messages for VAWG and Gender Equality

➤ TV spots/ shows/ debates (63%), promotional materials such as leaflets, posters, billboards (14.3%), social media (58.8%) and radio (19.7%) are some of the most efficient platforms to disseminate information to prevent violence against women.

## II. QUALITATIVE DATA OF MID-TERM REVIEW

### 2.1 *The target groups from the programs implemented in the last three years*

In general, the target groups of the programs implemented by organizations or institutions interviewed in the field of GB, VAWG, and DV are *girls and women, survivors of domestic violence, men and women, youth, service providers, civil society organizations*. The governmental programs or interventions have a broader focus offering protection to all groups without discrimination. A part of the target groups are *men/boys* – perpetrators of violence who are offered psychological assistance for their rehabilitation. Several programs work with issues of violence against women in minority groups such as *People with Disabilities, Roma/ Egyptians, or LGBTI*, as well as *victims of sexual assault or traffick and women from rural/ marginalized areas*. These programs aim to empower these groups economically. Several programs target the same groups, but they operate in different geographic locations.

Several programs focus on *youth* education; they work to raise awareness and engage youth in the community against domestic violence. Other target groups are *state institutions employees, professionals* who implement state policies, police authorities, professionals, or service providers mainly at the local level, including those who work in the fields of social services, health, education, police, justice, and civil society. These programs aim to prevent domestic violence and address the needs of violence victims. This group has received training on capacity building.

Some of the target groups interviewed are *women in decision making, elected women, parliamentary women, women in position of leadership, academic women, men in leadership position* working with gender equality issues, civil society activists (men and women) working with gender equality issues and gender equality in decision-making, gender employees in ministerial level and other governmental institutions, NGOs focused on gender equality, and youth working for gender equality.

### 2.2 *The most used channels of information*

Medias are reported to be used as the most common channels for disseminating information. The organizations representatives shared that they use *social media as well well audio-visual media*. The most used social media are facebook, instagram, twitter and youtube. Amongst visual media, public and national level ones are more commonly used, however local media are used also to target different issues related to violence. Participation in television programs, television interviews on these issues, radio programs, screening of documentaries of DV are all used for the same purpose. Screening and discussing documentaries is a practice that is sometimes used in community meetings, schools debates and open forums.

In the fight against gender violence, a series of *video messages* have been created. These videos feature personalities known to the Albanian public, such as actors, public figures, women working in various professions and all of them share messages against gender violence, pro gender equality and children protection. These video messages have been broadcasted in different media platforms – online and visual ones. Many organizations have created topical awareness raising video, such as videomessages of gender stereotypes from the perspective of males titled “We are equal”, “The fathers’ role in their children’s upbringing” or short videos sharing the findings of different studies/research.

All organizations use their *webpages* as a permanent channel of communication for their messages and activities. Some of the most common methods to disseminate information are *community informational meetings*, school meetings with students and teachers, meetings with women and girls in community, discussions forums with participation of public figures, awareness raising campaigns with the participation

of youth, participation in round tables, awareness raising messages in social networks, lobbying activities, meeting with institutions' representatives etc.

*Informational and awareness raising campaigns* are organized, targeting women, especially in rural areas. Community informational and educational meetings are used also. Also leaflets and other printed promotional materials are used to support these campaigns.

Some of the interviewed organizations shared that they hold *annual, national level conferences*. Main stakeholders working on domestic violence issues participate in these conferences, which get high media coverage. As a result the number of reports increase.

A new and innovative channel is "*online counselling*". This new platform started spontaneously from the messages that women and girls posted on social networks, establishing this way a service that is offered online. Manifestations as a means to draw public attention are less commonly used as means of information and awareness; they are mostly used to attract attention on hot issues of the moment.

The use of these tools listed above varies depending on the target group. For example, when informing Roma women, the preferred methods are group meetings, door-to-door meetings, information sessions and trainings.

## ***2.3 Program Monitoring and Evaluation***

All programs implemented by the interviewed organizations are subject to a strict internal and/ or external monitoring & evaluation process. From the inception phase of the project, a results-based monitoring & evaluation system is designed. Through monitoring and evaluation, the organizations are able to understand the impact of their programs in the target areas or with the target groups. Monitoring and evaluation reports are part of the project reporting requirement. In cases when monitoring and evaluation is not done externally, the organizations themselves conduct this process as part of their work analysis and organization's performance evaluation.

Governmental institutions design Monitoring and Evaluation Plans on annual basis in the framework of National Strategy objectives; issues and challenges get identified for each area of intervention. The programs or strategies' Monitoring & Evaluation Reports are usually found online.

## ***2.4 Successful practice identified during the implementation of GE, VtWG and DV programs/campaigns during the last three years***

The representative of the Ministry of Justice listed *the establishment of the Office for Coordination against Domestic Violence* and *the Adoption of the Gender Equality Action Plan, 2018-2020*, as two of the main "tasks" coming out from evaluation of programs implemented in the last three years. Whereas, the representative of the Ombudsman recommended for amendments to the law "On the inclusion of women and girls in municipal councils" (up to 50%) and some amendments to the law on "Domestic Violence".

Interviewed organizations demonstrated that *engagement of men and boys - perpetrators* of violence has been a successful practice and a novelty, because these men not only got rehabilitated but at the same time they became aware that it was up to them to end gender-based violence.

*Collaboration with other organizations and network building* for specific purposes, such as fight against domestic violence and trafficking, service provision to the victims of violence, community awareness raising were all found best practices. Working within a network provides for better coordination and increases the number of cases referred. In this framework, the ongoing collaboration with state institutions,

local government, domestic violence units/economic aid sections, has been regarded as the best practice to disseminate the information in community level. Building bridges of collaboration with local government units helps disseminate the information to the most remote areas. Collaboration and the coordination of action plans among stakeholders in central level, local level, civil society and groups of interest is a determining factor for a successful intervention.

*Program Monitoring* is identified also as one of the best practices; including internal monitoring, but above all monitoring the institutions which provide services to the domestic and gender-based violence survivors. Monitoring the mechanism of Domestic Violence in 6 municipalities within the framework of UN Women and Gender Alliance for Development Joint Program has increased the accountability of Municipalities and increased the efficiency of the mechanism.

In regard to awareness raising and informational campaigns, the *work done directly in the community*, through direct communication with women and girls, especially with vulnerable Roma/ Egyptian women and girls is found to be a best practice. This practice has helped raise awareness and increase the reporting rates. Working directly in community has especially helped with domestic and gender-based violence case, to inform the community directly on relevant legislation, human rights and responsible institution in charge of managing such cases.

*Continuous awareness raising activities against gender-based violence and continuous media coverage* of such activities are considered successful practices. Using a large number of communication/information platforms has increased the effectivity of activities implemented. The wide participation of individuals and organizations in these activities increases their impact.

Some other successful practices identified during interviews are:

- Involving young people to build “prototypes” of different instrument, in order to outreach the community through a different approach, through what is called the social experience.
- Using art to give messages (through shows and theaters) has been a new, successful practice that has been used these past three years.
- Using videos of successful stories, produced by civil society for different target groups, including women/girls with disabilities.
- Advocacy and lobbying initiatives undertaken with other organizations, which have made possible domestic violence legislation amendment.
- Following cases through the entire process, until women and girls break the cycle of violence and start a new life.
- The production of the documentary titled “This was not my destiny and domestic violence belongs to all”, which was broadcasted in open forums and was followed by open discussions.
- Establishing a pilot center LILIUM, the first center for victims of sexual assault and rape.
- The shelter service which is now provided in several municipalities or the free legal assistance offered to women and girls.

## ***2.5 Main challenges encountered during implementation phase during the past three years***

The major challenge faced by the interviewed organizations is *funding*, followed by *human resources*. For example, the counselors of national hotlines 116 - 117 worked for a year on voluntary basis to keep the line running 24/7. This challenge is not yet overcome and in order to keep this service going, there is still a heavy reliance on voluntary work. Likewise, in the Municipality of Elbasan the Gender Equality Officer plays also the role of Local Coordinator against Domestic Violence, since 2010. The Municipality’s Social Protection Plan 2016-2020 has planned for the expansion of the “Child Protection and Gender Equality” sectors demanding for this reason two full time employees for these two different functions. Nevertheless,



the same one person still covers both these positions. Another challenge is managing the gender/women violence issues in those municipalities where the referral mechanism is not yet established. So far, the mechanism is established in 40 Municipalities. Until the end of 2020 the mechanism will be established in all, 61 Municipalities. Another key challenge is *the inability of NGOs to provide some social services*, such as: shelter services, counselling, legal services, employment etc., which hinder the implementation of other programs. The lack of emergency centers and the limited capacities of existing ones pose a challenge and discourage reporting.

Another important challenge is *the lack of government support for NGOs offering some services*. Often NGOs are completely donor dependent when it comes to delivering services to victim of violence. When the funding is finished, the services get interrupted. Sometimes due to Albanian government reporting improved indicators in this field, the donors terminate or decrease their financial support. Unfortunately, the reality in specific areas is quite different. For e.g., the funds for women empowerment have decreased considerably; fundraising for this reason has also become very difficult. As such, the implementation of activities focused on women empowerment has decreased.

The organizations operating in this area face several problems: lack of staff due to their limited financial resources but also lack of capacities in state institutions. Due to lack of staff, *the institutions miss the capacities needed* to manage cases within their scope of work, for e.g. the protection order remain unimplemented or partially implemented due to lack of relevant staff and capacities.

In state institution another challenge remains *the practical transformation of officially approved strategies into concrete, well-budgeted programs* that are well understood and received by all stakeholder, who work together for the sustainability of these programs.

Another challenge is the *poor coordination among stakeholder* in the fight against domestic violence, gender-based violence and children protection. This has caused the referral system to falter many times. It has delayed the response and proper support to reported cases. These activities require financial support, which is difficult to be found due to limited governmental budget to manage these cases. Furthermore, another challenge identified by the interviewed organizations has to do with poor institutional accountability. Sometimes the institutions' employees are not aware about their legal obligations and duties.

*Low community participation in awareness raising campaigns or activities*. We have observed that physical participation in such activities has decreased, although online reporting and discussions on violence issues have increased. Such campaigns should receive better media coverage in order to transmit the message to people.

Another challenge is created by community's closed mentality on gender stereotype regardless of education work. This enhances the fact that education work should start early on, from kindergarten to schools; it should be regular and long term. Only through ongoing and persistent efforts will the work of organizations have impact. Changing mindset will require time. Another challenge is mobilizing men and boys to be agents of change. It is challenging to mobilize them and have them participate in awareness raising meetings as they think that issues of violence and equality belong to women alone. This presents a big problem because the mentality is a key element to preventing violence.

## **2.6 Success stories during the last three years**

- The Ministry of Justice has provided public information on the legal aid availability in local level, including rural areas in the website of the Ministry as defined by paragraph 7, of Article 34 of law no. 111/2017 “On state-guaranteed legal aid”.
- “We are equal” video, created by boys for women from AWEN has had an immediate impact.

- 8<sup>th</sup> of March protest called “Protest of Mourning”. During this protest the women were dressed in black to mourn the death/ murder of 10 women the first few months of the year. This protest had a strong impact in the public opinion. It raised awareness and showed the public and government what happens to women who are abandoned by state.
- The slogan “Women have equal rights to men” is created by The Center for the Rights of Roma Women. Nowadays, divorces which were once taboo are accepted in Roma community. This shows that there is a mindset when it comes to taboo issues especially with the new generation.
- Recognition of all the forms of violence. Economic violence or rape among partners are not recognized as forms of violence when they occur in between two established partners. Therefore there is a need to further inform the community in all form of violence.

Some of the most successful slogans in certain areas/programs are:

- The Slogan “Don’t be silent”, for the victims of violence which had an immediate and long-term impact. Reporting through phone calls continues, and support services continue also.
- The Slogan “Be a Man” for men and boys is successful. Evaluations of this interventions demonstrated that boys and men engaged in this program have changed their lives and mindset. They have returned to their families after the rehabilitation programs.
- “End the violence”,
- “Hear me too”.
- “Call 112/129”,
- “When Violence takes place, humanity dies”,
- “Give voice to silence, denounce violence”,
- “I am super woman”,
- “Domestic Violence belongs to all of us”,
- “Stop Violence Against Women”,
- “Listen to me, make the world orange”
- “Say NO to discrimination”,
- “Boys and Men part of solution”,
- “Break the Silence”.

## ***2.7 What has been the most successful instrument used in the last 3 years?***

The interviewed NGOs have been in constant contact with the structures responsible for implementing the legislation on domestic and gender-based violence. They have lobbied for improving support practices and minimizing problems. They have also assisted in the development of the GE national strategy. The findings from the evaluation of previous instruments, their successes, failures and challenges were taken into considerations when designing the new one.

The used instruments are mixed. Evaluation of their success will depend on the goal. For e.g. In regard to improving the legislation against gender based and domestic violence, the most successful instrument used by NGOs has been *lobbying, technical support and advocacy*. The interviewed NGOs have provided an immense contribution to amend the Law “On Measures against Domestic Violence” during 2018. They helped with approving the bylaws/articles, necessary for the implementation of this law, created the joint guidelines for the Ministry of Health and Social Protection and Ministry of Interior for the Risk Assessment Form and the issuance of Immediate Protection Order by the State Police. They also made recommendation in drafting the Law “On State-guaranteed Legal Aid”. The recommendation aimed to prioritize cases of domestic and gender-based violence. NGOs have also contributed to draft the law “Social Sheltering” and “For Protection Against Discrimination” and a series of legal acts and bylaws to facilitate its implementation. The goal is to adapt the law and its articles to the needs of gender-based and domestic violence victims and survivors. Coordinating the stakeholders to provide expertise, capacity

building and in-depth research of this phenomenon are all successful instruments of international organizations.

Some of the *main legal amendments dhe Ministers Council Decisions* as instruments to improve the gender-based violence situation are listed below:

- DCM no. 110, dated 6.3.2019 “On defining the procedures and regulations for selecting non-for-profit organizations, authorized from the state to provide primary, state-guaranteed legal aid services and the mechanism to receive finances.
- DCM no. 55, dated 6.2.2019 “On defining the procedures and regulations for selecting non-for-profit organizations, authorized from the state to provide primary, state-guaranteed legal aid services and the mechanism to receive finances”;
- DCM no. 1, dated 6.3.2019 “For some changes and amendments to the guidelines no. 4, dated 12.12.2012, of Ministers Council, “On the determination of the amount of costs and expenses of experts and witnesses during litigation processes”;
- Guideline no.1 dated 8.3.2019, of Ministry of Justice “On the adoption of rules and procedures for the collection, completion and administration of registry data”;
- Guideline no.2, dated 25.3.2019, of Ministry of Justice “For procedures, periodicity and rules for verifying the circumstances for the return of benefits”;
- Order no.225 dated 25.3.2019, Ministry of Justice “On the approval of state-guaranteed, legal aid forms”;
- Order no.226 dated 25.3.2019, of Ministry of Justice “On the approval of state-guaranteed legal aid contracts”;
- Guideline no.6 dated 20.8.2019, of Ministry of Justice “On the rules and procedures for making payments for court costs for which legal aid costs are exempt;
- Law no.9669, dated 18.12.2006, “On measures against domestic violence<sup>2</sup> (amended by law no. 9914, dated 12.5.2008, no.10 329, dated 30.9.2010, 47/2018, dated 23.7.2018), cites under article 13/1 The Order for the *Order for Immediate Protection Measures* (added by Law No. 47/2018, dated 23.7.2018)
- “On procedures and risk assessment model for cases of domestic violence” by the Police Commissariat associated with the issuance of "Order for Immediate Protection Measures.

*The dissemination of information* is considered an important instrument, including awareness-raising campaigns, online and radio awareness campaigns, through direct contact with community members, especially in rural areas, focus groups, workshops, and exhibitions. NGOs have adapted the information, creating videos for people with hearing impairment and guidelines for visually impaired individuals (written with adequate alphabet). Also, are produced Guidelines for people that do not see.

*Training, informational sessions, free legal aid, and awareness-raising meetings* conducted in communities, schools and institutions, meetings with 9-years, and high school students have served to discuss further the gender equality issues, to promote the referral mechanism, and to sign the appropriate agreements. A combination of awareness-raising activities, promotion through media platforms, and providing concrete services are considered the most reliable instruments to provide women and girls with a way out of the violent situation.

Innovative instruments used by youngsters are considered to be very useful and long term. Among the most successful were mentioned *short videos that address gender stereotypes, leaflets with crucial information, banners, posters, and using art as an instrument*. E.g., the exposition opened in Lezhe by Women and Girls’

---

<sup>2</sup> Law no. 9669, date 18.12.2006 is published on Official Book no. 150, date 18 January 2007.  
Law no. 9914, date 12.5.2008 is published on Official Book no. 76, date 28 May 2008.  
Law no.10 329, date 30.9.2010 is published on Official Book no. 142, date 25 October 2010.  
Law no. 47/2018, date 23.7.2018 is published on Official Book no. 115, date 3 August 2018.

shelter had a significant impact. So do the mobile theatre and TV shows. These latter ones were also mentioned as successful instruments.

## ***2.8 Most Effective Channels of Communications***

Several channels of communication were used in this regard. The interviewees agree that they complement each other. The campaigns have used a variety of communications channels, with not a single one being better than the other. A combination of all of these channels is ideal for outreaching different target groups, areas, and profiles. If the target group is definite, e.g., youth, then media, and especially social networks should be used as they have the most significant impact on youth nowadays. However, each target group has its preferred channels of communication for receiving information and awareness. They should be alternated to find the best way to transmit information to that particular target group. E.g. Regardless of age, Roma women usually have a lower level of education. They also do not prefer to come to meetings or activities outside of their community. Therefore, informal, door-to-door meetings are the most effective way to give them information. “*Door to door*” practice has helped outreach the most vulnerable groups, like Roma/Egyptian. This same practice is used with people with disabilities who are physically unable to move or have no access to the internet.

- *Work in community, especially with youth*, conversations in schools, videos, art, information dissemination through producing and distributing leaflets with accurate information, consultations, and face to face meetings, are all necessary channels to transmit the needed information to the appropriate categories.
- *Social Media* has been significant and useful. It can reach larger groups of people due to its massivity and easy access.
- *Radio and Television (national level channels particularly)*, as well as the audio-visual presence in shows and programs, make for powerful tools to transmit the appropriate messages for information, awareness-raising, and flagging issues/concerns professionally. Local Media outreach community members with no access to social media. Radio spots are a great channel of communication to increase reporting and raise awareness of intolerable behaviors that affect individuals’ well-being.
- *Focus Groups Discussions Forum* is another effective tool that provides participants with practical information on the legal protection that they are entitled to, as well as the necessary steps to follow in order to obtain it. During discussions, the participants are capable to understand how to address their problems and at the same time become aware about intolerable behaviors that affect their well-being.

## ***2.9 Future intervention in the field of GE, VtWGN, DV***

Some intervention, necessary to take part in the future are:

### **➤ LEGAL AND POLITICAL FRAMEWORK:**

- *Improve policies to be sensitive towards gender, domestic violence, and violence towards women and girls.* Strengthen policies, action plans, and strategies to promote gender equality. Including legislation that protects women and girls from all forms of Gender-based-violence, including new forms of violence such as sexual harassment, technology-based prosecution, and others that remain unreported to police, justice agencies, and victims' protection organizations. Create legislation in accordance with the ratified conventions. Draft laws against violence towards women. For this reason, in June, Ombudsman initiated a round table with representatives of civil society to discuss the necessity of creating such a law in Albania according to Istanbul’s Convention.

- Include in the legal framework, and policy frameworks referral mechanisms and awareness-raising activities focused on vulnerable groups such as Roma and Egyptian women/girls, LGBTI, etc.
- There is a need for *regulating the legislation on Social procurement and Law on NGOs*.
- Encourage Central and Local Government to support the prevention of GBV financially, to allow for programs and intervention, which contribute to protecting women and girls from all forms of violence. Funding is needed to provide essential quality services to violence survivors and to raise awareness about the range of reliable services that are available to them. Also, to guarantee women's and girls' protection rights from violence.
- To create a curriculum for elementary and high school girls and boys in collaboration with NGOs focusing on concepts of gender equality and aiming to prevent violence against women from such an early age.
- To improve social policies for vulnerable groups of women in regards to accommodation and financial assistance, access to the justice system, and the labor market. Women from the Roma community should have the right to express themselves and be supported in a language that they understand better. The required documentation should be in this language.
- There is still a lot to be done for Gender Equality, starting with *strengthening the gender equality mechanisms* to realistically including women in decision making, so the women inclusion quota does not only remain in paper. Having women represented in Municipal Council, ministerial cabinets, and in parliament does not necessarily mean that we have a well-established Gender Equality Agenda. Their voice should be heard!

#### ➤ **REHABILITATION PROGRAMS AND SERVICES FOR PERPETRATORS**

- It is necessary to *establish rehabilitation programs for perpetrators*, especially for those who suffer mental health illnesses, use drugs or alcohol.
- Providing *legal aid* for free is another type of intervention. Some organizations provide legal assistance for free for the victims of domestic violence, but the state should sustainably offer this aid.
- *It is necessary to destigmatize the sexual violence reporting and provide appropriate health and psychological services to sexual violence survivors*. Responsible structures need to intervene to increase the supporting programs available to this category and to support the establishment of Emergency Shelters for the victims of sexual violence.
- It is essential to *take proper actions for creating real opportunities for employment* and accommodation for women/girls who are victims of domestic or gender-based violence. In compliance with the Law "For Social Shelters", the Municipalities should establish designated buildings for the victims/ survivors of domestic violence. State institutions should collaborate with civil society on the issues of violence and view it as a partner and support it financially. Institutions should cooperate with civil society organizations that *specialize in providing these services*.
- *Municipalities must have a special fund to support the violence survivors who face economic difficulties*. There should be a budget allocated to support the activities required for women's rights, gender equality, and domestic violence. These groups should not be left at the mercy of donors or circumstances. The budget projections are always insufficient for gender-based violence victims in general, and especially for individuals with disabilities.
- It is essential to focus on changing behaviors and strengthening *prevention services*. Preventive services are crucial and more cost-effective compared to rehabilitation services. Preventive services, in the social services basket nowadays, are known as pre-social services, provided at the individual level. They could be counseling services, family services, ie, community centers that identify cases in the early stages.

- Women's *Economic Empowerment*. Increasing the level of education and employment among women will contribute to decreasing the violence. Women's economic empowerment and their rights for owning property, finding work, accessing health services, and education, especially in rural areas, should be seen within the framework of human rights.
- Supporting NGOs' efforts to promote discussions among generations and challenge the culture of silence that surrounds violence against women. Women who are more vocal and expressed, especially in rural areas, can help outreach other women who, unfortunately, consider violence a regular aspect of a marriage/ relationship.
- Making GE mechanism operational throughout the country, to the most remote municipalities. Supporting the extension of reintegration services throughout the territory. A necessary intervention is expanding the functions that support the victims of violence.

#### ➤ **INCREASING THE CAPACITIES OF SERVICE PROVIDERS**

- Public and non-public institutions should look *to increase the capacity of their employees* and support the work of civil society organizations.
- *Institutions and organizations should build their capacities* because often enough, their knowledge is generic. For example, there is a great deal of awareness about violence, but not on violence towards women with disabilities. For issues related to disability and violence, there is a need for improving the legislation, which is currently incomplete, discriminatory, and in need of improvements. The law does not include the issues of women with disabilities, Roma/ Egyptian women, or LGBTI.
- Having the courts refer male perpetrators to rehabilitation programs, according to the law ratified in 2018. To do this efficiently, we need to *inform and prepare the judges*, so, a series of training and awareness-raising activities need to be conducted in the courts of Tirana and Durrës.
- *Coordinating among stakeholders*, building capacities, exchanging best practices, aligning legal acts and practices, accompanied by mentorship and expertise from local and international development partners, is a necessity.
- Collaborating with all interested stakeholders to collect all the necessary, national-level data for GBV cases to create a central database to help research on this topic.
- Training judges and prosecutors on issues of gender-based and domestic violence and providing training on relevant new legislation.
- Training health care professionals to play a more active role in referral mechanisms, encouraging women to report cases of violence in general, and supporting survivors.
- Supporting media training on gender ethics to address existing gender biases better. Also, training young journalists to justly and adequately report gender-based violence, so they don't blame the survivor for the abuse they experienced. Training Police authorities on the specific and cultural needs of a particular community and the way they collaborate/work with institutions.

#### ➤ **THE ORGANIZING OF DIFFERENT CAMPAIGNS**

- *Raising Awareness of vulnerable groups*, in relation to access to justice, immovable property, labor market, social values such as housing and social assistance, taking preventive measures, and protecting vulnerable groups so that they are not subject to violence in the future.
- *Working with youth, especially with the ones living in rural areas or suburbs*. A study conducted last year on the adolescents' intimate relationship violence revealed that there is so much more to do in this direction.
- Implementing awareness-raising campaigns on sexual violence, especially violence in intimate relations, in collaboration with women NGOs.



- Conducting informational sessions, especially with rural women on institutions, processes and resources available to managing violence against women cases.
- *Including women with disabilities* or from disadvantaged groups when designing and implementing campaigns that address gender stereotypes.
- *Getting media coverage* on gender diversity, gender equality, violence against women and child protection. Making videos and documentaries on the best experiences of EU countries to identify approaches, models and stereotypes of neighboring countries. This would allow to show people the stories of battered women who have broken taboos about gender diversity issues.
- *Lobbying and increasing the pressure of civil society* through marches and street protests on issues that are not addressed by the state such as women's rights, women's rights violations, violated and trafficked women, and cases that have not been addressed by responsible institutions.
- Using many channels of *social media and online media* to raise awareness, increase information, and inform on services available. Increasing visibility, publishing the campaigns in media, using modern technology and communication tools for mass delivery of messages.
- *Organizing all-inclusive campaigns*, transparent, non-sporadic, and overlapping. Funding the civil society in order to organize Awareness-raising campaigns for GE and DV.
- *Including men and boys* in Informational and Awareness raising campaigns.
- *Promoting positive models* through campaigns. Promoting women who were able to make it; good professionals, who have offered good services and gained the trust of the victims. This will impact the other women and encourage them to report the violence.
- *Giving clear messages.*
- *Using technology.*
- *Measuring the impact of awareness-raising campaigns professionally*, so the organizations are aware of the public impact of their activities.
- Increasing public education on GE and DV legislation, which should be used massively by civil society organizations.

### III. APPENDIX A: LIST OF INTERVIEWED PEOPLE

No.	Interviewee	Organization/ Institution	Date	Face to Face/ Online
1.	Tetis Lubonja	Ministry of Justice	17.10.2019	Online
2.	Ejnxh Pepa	Counseling Hotline for Women and Girls	21.10.2019	Face to Face
3.	Sidita Fortuzi	Albanian Foundation for the Rights of People with Disability	22.10.2019	Face to Face
4.	Alma Katragjini	Local Police Tiranë	23.10.2019	Face to Face
5.	Aferdita Prroni	The Center for Human Rights in Democracy	25.10.2019	Face to Face
6.	Gertjana Hasalla	Women Forum Elbasan	25.10.2019	Online
7.	Edlira Papavangjeli	UNDP	28.10.2019	Face to Face
8.	Irena Straza	AWEN Network	30.10.2019	Face to Face
9.	Elton Lelo	OSCE Mission in Albania	31.10.2019	Online
10.	Mirela Arqimandriti	Center “Gender Alliance for Development”	05.11.2019	Face to Face
11.	Aurela Bozo	The Center for Citizens Legal Initiatives	11.11.2019	Online
12.	Marsela Allmuça	The Shelter for Women and Girls	15.11.2019	Face to Face
13.	Manjola Veizi	The Center for Roma Women Rights	18.11.2019	Face to Face
14.	Etleva Sheshi	The Office of Ombudsman	19.11.2019	Face to Face
15.	Brunilda Dervishaj	Ministry of Health and Social Protection	22.11.2019	Face to Face
16.	Ardiana Hala	The Commissioner for Protection against Discrimination	27.11.2019	Online
17.	Migena Kokeri	Municipality of Tiranë	02.12.2019	Online
18.	Marsida Sejdini	Municipality of Elbasan	01.12.2019	Online
19.	Brunilda Minarolli	Ministry of Europe and Foreign Affairs	03.12.2019	Online