



**REPORT**  
**Gender Equality for sustainable development in  
Nexus sectors in Drin Riparians**

*Online Workshop held on 12 October 2021*

In the framework of the project  
***“Promoting the Sustainable Management of Natural Resources in Southeastern Europe, through  
the use of the Nexus approach”***

financed by the Austrian Development Agency (ADA)

implemented by the Global Water Partnership-Mediterranean (GWP-Med)  
in partnership with the United Nations Economic Commission for Europe (UNECE)

## **Part I**

### **Introduction**

The workshop “Gender dimensions in the sustainable management of natural resources through a Nexus approach in the Drin River Basin” was part of the project “[Promoting Sustainable Management of Natural Resources in Southeastern Europe](#),” supported by the Austrian Development Agency ([ADA](#)), and implemented by Global Water Partnership - Mediterranean ([GWP-Med](#)) in partnership with the United Nations Economic Commission for Europe ([UNECE](#)).

It was held on 12 October 2021 from 10h to 14h as an online event using Zoom platform. The working languages were Albanian, Macedonian, and English.

Overall focus of the workshop was the interplay between sustainable management of natural resources and gender in the Drin River basin: Albania, North Macedonia, and Kosovo\*.

The workshop initiated a coordinated discussion amongst Drin Riparians on the importance of gender equality in the Nexus sectors for sustainable development. Its key aims were to:

- Introduce and update the Nexus-related stakeholders with the basic concepts on gender equality, women’s empowerment, and gender mainstreaming as key components of sustainable development and how gender inequality impacts progress towards Agenda 2030.
- Inform the participants on the nexus approach and its benefits for nexus sectors
- Provide a platform for the Drin Riparians to share best practices and case studies on main nexus related sectors (water resources and management, agriculture-land use, energy, environmental protection, climate change); discuss potential policies, measures or support schemes that could remove such barriers and enhance related opportunities.
- Discuss on women leadership, empowerment, and participation approaches in nexus sectors and how they can support Drin related challenges.
- Create synergies and aim to establish a regional network of nexus sector stakeholders and gender experts and institution

More details about the speakers and the scope, objective and aspirations of the workshop can be found in Annex 1 (Concept Note) and Annex 2 (Agenda).

### **Participants and institutions represented**

The workshop brought together representatives from the three beneficiary countries and from different Nexus sectors especially gender specialists and focal points from the institutions, agencies, and civil society organizations, academia or actors having a strong record of activities and ability to assist with promoting change.

There were 60 participants registered as generated from Zoom link with around 55 active participants simultaneously. Out of 60 participants there were 18 men and 42 women or 30% men and 70% women a very good balance when discussing on gender equality in this region.

The participants were from Albania, Kosovo\*, North Macedonia, Serbia, Greece, Switzerland, Italy, Botswana and Sweden. The Drin Riparians participation was as below: Albania had 17 participants with 7 men and 10 women, Kosovo had 11 participants with 3 men and 8 women and North Macedonia had 17 participants with 4 men and 13 women. The workshop had 19 speakers out of which 4 were men and 15 women from different areas and professions representing all Nexus sectors and gender expertise. The workshop marked an initial step to build regional network for gender mainstreaming in the Nexus areas of water and land management, energy, and the environment in the Drin Riparians.

### **Key outcomes and messages**

The participants agreed that sustainable development and gender equality are inseparable. However, the sustainable development discourse often neglects to address equal access to natural resources of various marginalised groups, including women. Women do not enjoy the same rights to land, one of the crucial natural resources. Traditional gender roles, stereotypes and patriarchal traditional norms are recognised as the principal obstacle to achieving gender equality.

Energy, water, and food are interlinked. However, water management and the nexus water-food-energy-ecosystems largely remains a masculine domain. To change this, gender mainstreaming remains the principal tool for achieving gender equality and for redistributing power and influence. Closing the gender gaps depends on enlightened government policies that take gender dimension into account and use innovative tools such as gender responsive budgeting. We need to transform gender norms and go from gender-blind, to gender-neutral, gender-aware, gender mainstreaming, to gender transformative approaches.

Forestry was one of the Nexus areas prominently addressed at the workshop. In accessing forest resources, women and men face different challenges. Male gender roles are associated with tasks that deal with control of assets, mobility, and decision-making. Female roles typically involve manual labour for the collection of firewood. For a meaningful analysis and gender-sensitive policy making, we need institutions and statistical system that provide gender disaggregated data.

When it comes to women leadership for sustainable development in Nexus sectors, the key messages are:

- Women in position of power can help convince the population to behave responsibly when it comes to water and waste management.
- Education among women is necessary to convince them to engage in sustainable waste management.
- In creating water policies, the government must consult both women and men, because they use water resources differently.
- When women are empowered, men behave less individualistically. This, in fact, increases household efficiency.

## **Part II - Proceedings**

### **Welcome and Introductory Remarks**

Dr. Anthi Brouma, Deputy Regional Coordinator, Theme Leader on Water Regional Governance, Sustainable Financing & Diversity of GWP-Med welcomed participants and outlined the importance of linking gender with nexus sectors and what this means for sustainable development. But it often happens that sustainable development discourse neglects the emphasis to address equal access and equal rights to natural resources of various marginalised and vulnerable groups, including women. Meanwhile, it is since 1992 that UN agreement and policies have widely recognized the key role that women play in the collection, safeguarding and management of water for household care, food security and agricultural use. We are 29 years later and still little has been done to address this issue. Today water management and the nexus water-food-energy-ecosystems largely remains still a very masculine domain. So, we are facing a lot of challenges ahead to be able to contribute and make a change.

Dr. Brouma further highlighted that addressing gender inequalities—including access to and control over natural resources—accelerates the impact of sustainable development policies connected to the 2030 Agenda for Sustainable Development. Many of the barriers to effective sustainability policies are found in outdated discriminatory social norms and legal systems. Investing in girls and women requires no radical inventions but can break systemic barriers of power and privilege that continue to leave millions behind. She invited participants to understand that it is up to us to lead by practice and change this reality.

She closed her speech by stressing the objectives of the workshop and the importance of everyone's contribution in addressing them.

Ms. Corinna Pröll, Gender and Development Advisor, Austrian Development Agency (ADA) after congratulating the organizer and welcoming the participants confirmed that for ADA gender mainstreaming remains the principal tool for achieving gender equality and is an integral part of all ADA interventions to contribute in, for redistributing power and influence and creating equal opportunities for all. In the light of the recent pandemic, we are now working to build it back better and greener, while recognising the gender impact of the current and ongoing crisis and how gender has been exacerbated by this pandemic. Closing gender gaps depends on enlightened government policies that take gender dimension into account and use innovative tools such as gender responsive budgeting. We have to recognize environmental changes and recognize that these changes are never gender neutral and neither should be the responses to them. The principal value of the workshop was presenting several innovative ways to applying gender to Nexus areas. In the framework of the new EU Gender Action Plan III, the EU Commission is committed in mainstreaming in all their policies. She highlighted that Austria supports these efforts and remains committed to furthering together with partners the nexus approach to create holistic approaches, and synergies and equal interventions.

\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

## **Session I**

### **Gender Equality for Sustainable Development and nexus sectors**

*This session introduced the concept of nexus approach, nexus sectors and why gender equality supports sustainable management of natural resources and sustainable development. The session also introduced perceived challenges from the participants of the survey shared for this workshop in Drin Riparians.*

Mr. Tassos Krommydas, Senior Programme Officer of GWP-Med, presented a few key findings on nexus activities in the Drin River Basin. Sectors that are interlinked compete for the same, scarce resources. Mr Krommydas explained that the Nexus approach optimises in a combined manner security in water, energy, land, and other resources, while preserving healthy ecosystems. These linkages can be negative (trade-offs) or positive (synergies). To progress, we must move beyond the traditional way of thinking and adopt a coordinated and integrated approach, because energy, water, and food are interlinked. For example, water is needed to produce food and, in the Drin River Basin particularly, energy, given a high share of hydropower in the Basin. The Drin Core Group (DCG) steers all activities in the Basin, in the framework of the Drin CORDA Process. Phase II of the assessment in 2020-2021 will explore operations of the hydropower plants in flood events and damages and map forestry/biomes linkages to enhance coordination.

Dr. Liza Debevec, GWP Senior Gender and Social Inclusions specialist, discussed gender transformative policies, the role of gender mainstreaming, and the overall perspective of GWP on gender, water management and Nexus process. GWP has been contributing to gender equality for 25 years now, focuses on promoting gender equality and inclusion in water management in the context of the four Dublin principles. GWP work is based on two documents: the gender strategy and the action-oriented gender equality and inclusion in water management. The four action areas are: 1) institutional leadership and commitment, 2) gender and inclusion analysis as a driver of change, 3) meaningful and inclusive participation in decision making and partnership (dubbed “nothing about them can happen without them”), and 4) equal access to and control of resources. For women in this nexus area, it is important to talk to each other. “Community of Women in Water” could be such a platform. We need to transform gender norms. This may mean going from gender-blind, to gender-neutral, gender-aware, gender mainstreaming and finally, to gender transformative approaches. The last one refers to all programmes and interventions that create opportunities for individuals to actively challenge gender norms, promote position of social and political influence for women in communities and address gender inequalities. The gender responsive approach addresses gender inequalities, but it does not identify pervasive social norms and beliefs that people in society hold that for example prevent women from being treated equally. Gender transformative approaches do address the deep seeded cultural beliefs, e.g., about how education may not be for girls, or their future role as wives and mothers.

Ms. Fiorela Shalsi, Senior Gender Advisor, GWP-Med, talked about gender equality for sustainable development in the Nexus sectors. She informed participants on the understanding when references are made to sustainable development and gender. She noted that “Sustainable development is development that ensures human well-being, ecological integrity, gender equality and social justice, now and in the future.” But due to gender roles and systemic discrimination women and men have many disparities in economic opportunities and access to knowledge and resources. Importantly, women also do not enjoy the same rights like for example to land which is one of the crucial natural resources. However, these different roles, give women a unique understanding and talents

when it comes to environmental problems, including water management. This means that in different processes where women and men are involved, these talents need to be recognized as a way to ensure sustainability. The three main areas to work in reducing the gaps and addressing these disparities are (i) Redressing socio-economic disadvantage in the domains of work, well-being and access to resources, (ii) Enhancing recognition and dignity and (iii) Enhancing equal participation in decision-making at multiple levels, Ms Shalsi concluded.

Ms. Branislava Jovicic, Communications Consultant & Founder and Editor of Balkan Green Energy News of the Center for Promotion of Sustainable Development, presented the results of the survey conducted from 1 to 11 October for the Drin Riparian region. The survey involved 26 participants (15 female, 10 male and 1 unknown). Participants recognized the negative impact of violence against women, and participation in decision-making as the most important aspects of, or obstacle to achieving, sustainable development. Other key concerns for the survey participants were preserving clean and healthy environment, job creation, and gender equality in general. Traditional gender roles and stereotypes are recognised as the principal obstacle to achieving gender equality. Participants in the survey confirmed that men are twice more likely to be presented in the process of public consultations. The full results of the survey are available here.

## **Session II**

### **Gender mainstreaming in the governmental strategies and policies**

*This session discussed governments' efforts for gender sensitive strategies and policies and offered a few examples that illustrate why gender mainstreaming is so important. It further provided an exemplary case on how gender disaggregated data support evidence-based policy making by providing more clarity on differences between women and men.*

Ms. Brunilda Dervishaj, Director, Sector of Policies and Strategies for Gender Equality and Social Inclusion, Ministry of Health and Social Protection of Albania, presented the national Strategy on Gender Equality, its progress and challenges. She informed participants that Albania has just finalized the preparation of its fourth National Strategy on Gender Equality (NSGE) which for the first time is extended to an almost 10-year period from 2021-2030. According to Ms. Dervishaj there is a consistent progress in how the strategies have been prepared over the years and now there is increased institutional coordination, inclusion of different partners and civil society and more importantly it is a budgeted Strategy. Over time there is also an improvement in how data is collected and used for the analysis before preparing different policies.

Ms. Brunilda emphasized that gender mainstreaming in the nexus sectors is of particular importance, but it must be acknowledged that the work and information in these areas is at a very preliminary phase. As a result the efforts to mainstream gender in these sectors are yet difficult and challenging. So, in this Strategy, the Ministry of Health and Social Protection (MHSP) has given for the first time some emphasis to gender issues in environment, climate change, digitalization and green economy which were before considered neutral or gender blind.

The actual NSGE 2021-2030 reflects the direct link to the achievement of the SDGs and Agenda 2030. The NSGE has also foreseen actions and measures in line with the EU Gender

Equality Strategy 2020-2025 further specified in its Action Plan for Gender Equality (GAP II). The new Strategy reflects the steps towards fulfilment of standards or obligations deriving from other international documents, among which the most important are the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, and the Council of Europe Convention Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) and other recommendation from the EU.

Further on Ms. Dervishaj detailed specific objectives, actions and measures taken by the new NSGE related to the EU GAP III such as: "Promotion of economic and social rights and empowerment of girls and women", as well as "Addressing challenges and utilizing opportunities emerging because of transition to a green economy, digital transformation, climate change and the environment ". Through detailing of these predicted interventions Ms. Dervishaj noted the focus given by the Strategy to nexus related sectors.

At the end of her presentation , Ms. Dervishaj noted that one of the key achievements of Albania in the area of Gender Equality is women's participation in leadership. Actually, there are 49 women in the Parliament out of 140 MPs or 35.5% and with main Parliamentary Commissions that are led by women and also the Speaker of the Parliament is a woman. Albania has the highest women representation in government with 10 women out 14 Ministers or 71% and at the local level there is a high level of women representation. This high representation of course needs to be reflected also in the level and power of decision making and will slowly be reflected in the policies and strategies that will be adopted.

Another achievement is gender budgeting both at national and local level and this enables the achievement of gender equality goals. However, at the local level, gender participatory budgeting still needs to be equally included at local level.

For future work Ms. Dervishaj informed as challenging (i) the strengthening of structures working for gender equality, especially at the local level particularly with focus on domestic violence both for the victims and the perpetrator, (ii) women economic empowerment, reduction of wage gap and fight of stereotypes that enable women to participate in labour market including in areas not traditional for women. (iii) the integration of gender equality issues of nexus sectors in sector strategies and (iv) budgets to be able to achieve the intended results towards SDGs.

Overall, Ms Dervishaj concluded that to have a good strategy, a very good analysis of the situation with data disaggregated needs to be conducted together with an evaluation of the situation, general consultation with all stakeholders and of course dedicated budget and human resources.

Ms. Blerina Subashi, Research Analyst, IDRA Research and Consulting, ex-Head of Statistical Department INSTAT, presented the importance of data disaggregation and gender analysis and its impact on a gender-sensitive policy making. In Albanian statistical office there is a gender unit that deals with gender statistics covering population, education, employment, and decision-making data. In water and energy statistics in Albania, gender disaggregated data are often missing. The first publication on women was initiated in 2007 but only in 2014 the Albanian INSTAT initiated an official publication of women and men in Albania

where more detailed gender disaggregated data is provided every year. This is the only official publication that has such dedicated data and is being upgraded yearly. Gender sensitive indicators initiated with 30, back in 2014 and in 2016 there was a trend showing increased gender related indicators at 52. The publication covers four main areas that are Population, Education, Employment and Decision Making. Another milestone was the incorporation of the gender statistics in the Official Statistical Programme of 2017-2021. This is very important, and it means that all data providers have the obligation to provide the gender disaggregated data. However actually the challenge is with administrative data, because as per the desk analysis only 10% of administrative data have gender variable. But it is very important to understand the data from the gender perspective too. For example, data in the nexus sector is lacking and this makes it very difficult to provide gender indicators and prepare gender sensitive policies.

There is a positive trend towards more gender disaggregated data, so collection of gender statistics continues. In 2020, INSTAT prepared for the first time the Gender Equality Index in line with EU methodology and recommendations. This report is comparable with other EU Countries in terms of gender achievements. Also, from other international organizations more and more emphasis is given to gender sensitive data and in all publications Albania is producing, attention is paid to data which are key to understand women and men perceptions, how they react and what are the differences in their understandings and how they can address specific situations and what possible solutions they can offer based on their perceptions, attitudes and actions.

### **Gender in Nexus Sectors (WEFE) in Drin River Basin**

*The session discussed case studies, best practices, and lessons learned from the Drin River Basin that address gender equality and gender mainstreaming in the Nexus sectors. The main topics discussed were gender data disaggregation, women in agriculture, energy and water, forest and biomass and climate change. The session aimed to identify potential interventions for creating further synergies, share knowledge and establish a regional gender network in the Basin.*

Ms. Mirlinda Kusari, Director and Founder of SHEERA Organization, Kosovo, presented how cross-border rivers for clean water are managed and the possible role of women in it. Ms Kusari explained the scope of water-related laws in Kosovo. Pollution in the White Drin Basin is caused primarily by inert waste, gravel exploitation, and various types of municipal illegal waste. In the Djakova region, it is mostly inert waste, while the waste in Kukës area is primarily household waste. In both areas the digital maps of illegal waste locations can be accessed using a QR code. She emphasised that women and men need to participate equally both at national and local level. This also had to be done in line with national strategies and policies and also introduce relevant changes that will support the right actions towards protection of waters, which impact all the flora and fauna of the regions where there is water. Focus should be given to women and men understanding and actions towards water protection and waste management.

Ms. Pavlina Zdraveva, Manager, UNDP, North Macedonia, before her presentation raised some critical questions: “How hot does it have to get so that we can change”? Who benefits more when we mitigate climate change? Who emits more greenhouse gases: men or women?” Ms. Zdraveva has been involved in development of all Macedonian climate change policy, strategic and legal documents since the start of the climate change agenda in



2000. She has facilitated and influenced evidence-based policies and reforms towards the Paris Agreement's goal to limit warming to well below 2 degrees C, as well as the 2050 climate neutrality target – the heart of the European Green Deal. As a pioneer in introducing climate change, she has used many innovation tools (such as foresight, sensemaking and micronarratives), capturing the voices of youth and people on the frontlines and ensuring they are reflected in the policy documents developed within the projects.

Her presentation focused exactly on sustainable policies and innovative tools for gender specific climate change resilience. Ms. Zdraveva presented the national climate change platform in Macedonia that can be accessed by anyone [klimatskipromeni.mk](http://klimatskipromeni.mk) that included relevant important information. The gender journey in the climate change area started five years ago. She introduced a detailed map of activities which were all prepared through “gender lens” to climate change discourse. The mapping exercise proved once again the need to plan and obtain data. She explained how they started from the analysis to development of a Gender Action Plan and all other steps towards more gender sensitive actions for climate change.

Ms. Zdraveva shared information on some very interesting innovative tools to address the lack of data disaggregated through the micronarrative that showed the differences between women and men in addressing different issues. Further on the online platform identified country-specific examples on climate and gender nexus in households, transport, green jobs, girls in tech, and agriculture sectors. The platform included a training module. It identified a network of some 320 gender and climate change specialists. Most training courses are available online. The workshop participants are encouraged to check the platform and choose the most appropriate course. This year the training is complimented with mentorship tailored to municipalities. The information provided during the presentation and links are shared as a support presentation to this report.

Ms. Vaska Mojsovska, President and Ms. Biljana Petrovska – Mitrevska, Project Manager of the National Federation of Farmers (NFF), North Macedonia, presented challenges faced by women farmers in agriculture. Ms. Mojskovska is engaged in viticulture. Due to traditional social norms, less than 27% of all real estate in Macedonia is owned by women. In rural areas, less than 5% of arable land is owned by women. This is reflected in a very low decision-making power held by women. The COVID pandemics had a particularly negative impact on women in rural areas of Macedonia. Ms. Petrovska-Mitrevska stressed that the National Federation of Farmers has over 10,000 members. Gender equality is one of the four components of NFF strategy for 2019-2023. NFF's Gender Equality Policy aims to establish a clear framework for identification, implementation, and coordination of all organization's activities. The Network of Women Farmers promotes greater involvement of women in creating agricultural and rural development policies.

Mr. Erion Istrefi, Coordinator, Environmental Services Project, Ministry of Tourism and Environment, Albania, presented a project financed by the Swedish Government and USAID on forest management, use of biomass, and women's socio-economic empowerment. Women and men face different challenges in accessing forest resources. The main objective of Environmental Services Project was to support sustainable land management in mainly rural upland areas. The gender Action Plan was aimed at improving the inclusiveness of vulnerable groups, with specific focus on women, elderly and youth. The two contracts

under the Gender Action Plan resulted in a significant involvement on women in their activities that involved over 2,300 participants, vast majority of them women.

Mr. Janaq Male, Country Director of Connecting Natural Values and People (CNVP), a Dutch registered civil organisation, shared their experience in natural resource management in Albania. Wood is the most important heating source in the Drin River Basin, with a share of 42% of energy used for heating. A significant share of biomasses is used inefficiently, resulting in particulate emissions that has a negative impact on the air quality. In CNVP experience, the key constraints for women participation in forestry sector are: a lack of awareness and limited participation in activities, limited participation in decision making bodies, limited control over resources, and the lack of law application and enforcement in gender and social inclusion related matters. Ms Anila Aliaj, Gender Advisor and Regional Coordinator of CNVP in Albania pointed to studies conducted by CNVP that show that women are highly engaged in forestry related activities, with distinct division of roles. Male gender roles are associated with tasks that deal with control of assets, mobility, and decision-making. Female roles typically involve manual labour for the collection of firewood. This division of labour means that women have a limited access to decision making. The CNVP approach to gender is based on 3 pillars: authority and confidence, ability, and incentive.

Dr. Abdulla Diku, Forest Engineer, Freelance, Albania on sustainable forest management, considers women as the main stakeholders in forest related activities, while men are the main beneficiaries of this industry. Although most of the heavy work in the forestry is done by men, collecting firewood, mushrooms, and forest fruits are usually performed by women. Because of unsustainable use of forests and water management, Albania is a country with a very high rate of deforestation that is facing pronounced problems with erosion and land degradation, estimated at 100 million Euro a year. This situation has a significant negative impact on climate change as well. The traditional use of land, patriarchal mentality, and inheritance customs also represent a big problem.

### **Women leadership for sustainable development in Nexus sectors**

*The session discussed the importance of women in governance, women empowerment, and participation in decision making especially in nexus sectors.*

Ms. Mirela Arqimandriti, Gender Alliance for Development presented “Women participation and representation in politics – Albania a success story”. Albania is advanced in women's representation in government. This, however, is not reflected on lower levels power and in other sectors, including private. Gender based violence, or violence against women, is another important concern in Albania. Women are doing precarious work in harsh environment, especially in the sector of garment and textile industry that uses a lot of water and energy, so there is a clear nexus link in this situation. Water, often quite polluted in Albania, is the most important sector in terms of gender, so women should be very active on the local level of decision making. Women use water more than men. Education among women is necessary to convince them not to throw waste into water and pollute it. Women, when in position of power, can do a lot to convince the population to behave responsibly when it comes to water and waste management.

Ms. Valmira Rashiti, Kosovo Women's Network, presented efforts to empower women to become part of the Nexus Approach and to overcome cultural challenges and institutional

barriers. KWN represents the interests of 168 women organizations and 12 out of them cover gender issues in environment and agriculture. Given the recent COVID pandemic's it's very timely to organise such an event to talk about the position of women in society. KWN has been trying to incorporate gender policies into different sectors, including the environment, water management, and energy. KWN explores two questions: Are public policy gender-neutral? Are environmental issues gender neutral? Kosovo signed a preliminary association agreement with European Union that includes a subcommittee on transport, the environment, and energy. The Organization encourages its members to provide expertise at the local level and to participate in gender responsive budgeting related to environmental policies. In creating water policies government must consult both women and men, to better understand how they use water resources differently.

Ms. Marina Nacka, Associate Professor, Faculty of Agricultural Sciences and Food Institute of Agricultural Economics, North Macedonia, presented a case study -- how to measure women empowerment in agriculture, as evidence-based research for effective policy implications. The project, done in collaboration with Texas A&M University, employed an innovative methodology to observe the behaviour and elicit the decision-making through a bottom-up participatory and innovative approach. The project was a result of cooperation between UN Women and the Faculty of Agriculture in Skopje, and the aim was to provide evidence for helping informed policy making. A lot of institutions were included as part of this project where their vertical integration and cooperation was a key factor. The starting point was to estimate the condition and power of women in rural areas and agriculture household. One result of the project was the establishment of the working group on gender equality and women empowerment within the Ministry of Agriculture. The project contributed to the establishment of 5 indexes to measure gender and women empowerment especially within the household.

Ms. Nacka applied an experimental economic game to quantify the level of women's empowerment in each agricultural household. The result of the experiment demonstrated that 70% of women are disempowered while 33% of men are disempowered. The Index that measures women's empowerment contains five domains of empowerment: 1) input in productive and ownership of assets, 2) decision on credit, 3) control over the use of income, 4) group membership, 5) workload. Women are disempowerment in all the indexes, so more work is needed to reduce this gap. The recommendations of the projects were accepted by the policymakers. In addition, men have a higher bargaining power for intra-household decision-making. The key finding is this: when women are empowered, men behave less individualistically, and this increases household efficiency.

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## **ANNEX I**

Resources shared during the workshop:

The Action Piece discussed by Dr. Liza Debevec is available at:

<https://www.gwp.org/globalassets/global/about-gwp/publications/gender/gender-action-piece.pdf>

Community of women in water website can be found: <https://cwiw.org/>

LinkedIn for the CWIW: <https://www.linkedin.com/groups/12177522/>

A question directed to Ms. Debevec:

Can you please elaborate the difference between gender responsive and gender transformative policies?

Answer: The difference is that while the responsive approach addresses gender inequalities it does not spend time working on identifying the pervasive social norms and beliefs that people in society hold that for example prevent women from being treated equally. For example: a gender responsive programme may offer free education for girls and encourage girl education, but does not hold awareness raising workshops to talk to men and women (parents) to address the deep seeded cultural beliefs about how education may not be for girls, as they future role is to be a wife and mother. So ensuring transformational conversations around these issues is part of the gender transformative approach.

GWP - Gender equality video list:

[https://www.youtube.com/playlist?list=PLwgv4QSOapYtFhR20XV2k\\_Y3QFxl2XyhJ](https://www.youtube.com/playlist?list=PLwgv4QSOapYtFhR20XV2k_Y3QFxl2XyhJ)

Community of women in water/GWP/WorldBank workshop on Women and man as allies at work:

[https://www.youtube.com/watch?v=W-fsFRj9gj0&list=PLwgv4QSOapYtFhR20XV2k\\_Y3QFxl2XyhJ&index=1&t=3s](https://www.youtube.com/watch?v=W-fsFRj9gj0&list=PLwgv4QSOapYtFhR20XV2k_Y3QFxl2XyhJ&index=1&t=3s)

Gender web page at GWP: <https://www.gwp.org/en/we-act/themesprogrammes/Gender/>

Recently published study on gender mainstreaming in IWRM - can be very useful also in terms of the Nexus work <https://www.gwp.org/en/About/more/news/2021/women-remain-underrepresented-in-water-resources-management--new-report/>

A new gender course coming up in partnership with CAPNet - on their virtual campus - it is open for free access:

<https://cap-net.org/genderiwrn/>

<https://www.gwp.org/en/About/more/news/2021/women-remain-underrepresented-in-water-resources-management--new-report/>

<https://klimatskipromeni.mk/data/rest/file/download/07015e39ea890385d9fb9786be635fa574f1313f56f64879be43002c9a8f6b7c.pdf>

A reliable source for North Macedonia sex-dissagregated data can be found:

[https://www.stat.gov.mk/PrikaziPublikacija\\_1\\_en.aspx?rbr=829](https://www.stat.gov.mk/PrikaziPublikacija_1_en.aspx?rbr=829)

Women and Men in North Macedonia (2020)

Other valuable resources on gender and climate change for North Macedonia can be found on:

klimatekipromeni.com

<https://klimatekipromeni.mk/#/index/main>

<https://klimatekipromeni.mk/article/248#/index/main>

On the legislative and strategic framework related to gender and climate change

[https://PollEv.com/multiple\\_choice\\_polls/Zcf74WzEvfXWliuf20aVP/respond](https://PollEv.com/multiple_choice_polls/Zcf74WzEvfXWliuf20aVP/respond)

# **Concept Note**

## **Workshop Gender Equality for sustainable development in Nexus sectors in Drin Riparians**

***To be held online on 12 October 2021***

In the framework of the project  
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### **Gender and sustainable development**

Sustainable development at its core encourages us to think about how to improve economies and societies without compromising the natural environment or the well-being of future generations. But for any development effort to be sustainable and effective, it must consider the needs of all people, including those who do not typically have a voice in decision making. That is why gender equality is a critical ingredient in achieving sustainable development.

**Gender equality and sustainable development are inseparable.** Gender equality can enable and even accelerate the achievement of all the Sustainable Development Goals (SDGs). While gender equality is captured as a stand-alone goal (SDG 5), its benefits are multiplied when gender is integrated across all the SDGs, and gender considerations are included in all sustainable development work.

Addressing gender inequalities—including access to and control over natural resources—accelerates the impact of sustainable development policies connected to the 2030 Agenda for Sustainable Development. Many of the barriers to effective sustainability policies are found in outdated discriminatory social norms and legal systems. Investing in girls and women requires no radical inventions but can break systemic barriers of power and privilege that continue to leave millions behind.

### **Nexus approach and sustainable development**

Sustainable socio-economic development requires, among others, growing levels of food-energy- and water-services. The overall security of resources can be improved by co-optimising different sectors' objectives through an integrated **Water-Energy-Food-Ecosystems “Nexus”** approach that aims at reconciling the interests of the different sectors, while respecting environmental needs and human rights. The Water-Energy-Food-

Ecosystems Nexus approach has been introduced in the natural resources management agenda to facilitate the enhancement of water, energy, and food security, while preserving ecosystems and their functions. This is done by adopting an integrated and coordinated approach across sectors as sectors compete for the same scarce resources, all while capturing existing opportunities and exploring emerging ones. Under such an approach, interlinkages, synergies and trade-offs among the relevant sectors are assessed, with the aim of identifying solutions that foster water-food-energy security and efficiency and reduce impacts and risks on water-dependent ecosystems.

The Nexus approach is especially relevant to the Southeast Europe (SEE) Region given the significant share of hydropower in the region's energy mix, as well as the significant role of forests. The "SEE Nexus Project"<sup>1</sup> aims to introduce the Nexus approach and catalyse action for its adoption and implementation in SEE at the national and transboundary basin levels.

### **The extended Drin River Basin**

Coordinated action at the Drin Basin level had been absent until the development of the Shared Vision for the sustainable management of the Drin Basin and the signing of a related Memorandum of Understanding (Tirana, 25 November 2011) by the Ministers of the water and environment management competent ministries of the Drin Riparian states i.e. Albania, the North Macedonia, Greece, Kosovo\*<sup>2</sup> and Montenegro. The Drin Coordinated Action ("Drin CORDA") process for the implementation of the Drin MoU, was put in place after its signing, and is being coordinated by GWP-Med.

From a quick gender analysis of the beneficiary countries, it is concluded that commitment to international, national gender policies and strategies are present at national level, but that environmental and water policies and strategies do not, in general, have references to gender.

Challenges in effectively implementing the legal and policy framework on gender equality negatively affect equality between women and men, and the country's development outcomes overall. More specifically, Nexus sectors policies and strategies, in general, do not have adequate references to gender including in relation to the nexus sectors, water-energy-environment-food and to climate change, whose impacts are very cumbersome especially on women and poor rural areas.

It is in rural development plans/strategies and partly in disaster management related to extreme climate events, such as floods, protection of forests and fires, and use of biomass where gender dimensions and especially women needs/challenges come more evident forward. Due to their close link with Nexus sectors such as agriculture, water services/management and environmental management, rural development interventions and adaptation to climate change efforts could contribute in bringing forward the importance of gender and gender mainstreaming in these sectors. However, these areas need to be explored further to identify specific challenges and entry points to ensure sustainable development.

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<sup>1</sup> Full title: "Promoting the Sustainable Management of Natural Resources in Southeast Europe (SEE), through the use of Nexus approach". Supported by the Austrian Development Agency (ADA), and implemented by Global Water Partnership – Mediterranean in partnership with the UN Economic Commission for Europe (UNECE).

<sup>2</sup> All references to Kosovo are made in the context of UN Security Council Resolution 1244 (1999)

## **Scope and objectives of the workshop**

This workshop aims to initiate a coordinated discussion amongst Drin Riparians on the importance of gender equality in the Nexus sectors for sustainable development. More specifically it will aim to:

- Introduce and update the Nexus-related stakeholders with the basic concepts on gender equality, women's empowerment, and gender mainstreaming as key components of sustainable development and how gender inequality impacts progress towards Agenda 2030.
- Inform the participants on nexus approach and its benefits for nexus sectors
- Provide a platform for the Drin Riparians to share best practices and case studies on main nexus related sectors and (water resources and management, agriculture-land use, energy, environmental protection, climate change); discuss potential policies, measures or support schemes that could remove such barriers and enhance related opportunities.
- Discuss on women leadership, empowerment and participation approaches in nexus sectors and how they can support Drin related challenges.
- Create synergies and aim to establish a regional network of nexus sector stakeholders and gender experts and institution.

## **Participants**

This workshop aims to bring together representatives from the three beneficiary countries and from different Nexus sectors especially gender specialists and focal points from the institutions, agencies, and civil society organizations, academia or actors having a strong record of activities and ability to assist with promoting change.

In this workshop the key stakeholders will be present to contribute to the identification of the main challenges to address gender equality in all relevant Nexus sectors from all the participating countries.



## **ANNEX II**

### **AGENDA**

**09.50** *Test calls for participants to ensure good connection quality*

**10:00 – 10:15**

#### **Welcome and Introductory Remarks**

Dr. Anthi Brouma, Deputy Coordinator  
Theme Leader on Water Regional Governance, Sustainable Financing & Diversity (Gender, Youth), GWP-Med

Ms. Corinna Pröll  
Gender Expert, Austria Development Agency

**10:15 – 10:45 SESSION I**

#### **Gender Equality for Sustainable Development and nexus sectors**

The purpose of this session is to introduce the concept of nexus approach and nexus sectors and why gender equality supports the sustainable management of natural resources and sustainable development. The session will also introduce the perceived challenges from the participants of the survey shared for this workshop.

##### **Nexus<sup>3</sup> activities in the Drin River basin**

Mr. Tassos Krommydas, Senior Programme Officer, GWP-Med

##### **GWP work towards gender transformative approach**

Dr. Liza Debevec  
GWP Senior Gender and Social Inclusions Specialist

##### **Gender Equality for Sustainable Development in nexus sectors**

Ms. Fiorela Shalsi, Senior Gender Advisor, GWP-Med

##### **Sustainable management of natural resources in the Drina River Basin and gender dimension – can we make it better? *Presentation of the survey results***

Ms. Branislava Jovicic  
Communications Consultant & Founder and Editor of Balkan Green Energy News  
Center for Promotion of Sustainable Development

**10:45 – 11:20**      **SESSION II**

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<sup>3 3</sup> 'Nexus sectors' refer to (i) Water Resources management and Water Supply and Sanitation; (ii) Energy; (iii) Food, Agriculture and Forestry; (iv) Environmental protection

## Gender mainstreaming in the governmental strategies and policies

The purpose of this session is to inform on governments efforts for gender sensitive strategies and policies, the challenges of the Gender Machineries and why gender mainstreaming is important.

### State Policies and strategies in Gender Equality

Ms. Elena Grozdanova  
State Councilor  
Department for Equal Opportunities  
Ministry of Labor and Social Policy, North Macedonia

### National Strategy on Gender Equality progress and challenges

Ms. Brunilda Dervishaj, Director  
Sector of Policies and Strategies for Gender Equality and Social Inclusion  
Ministry of Health and Social Protection, Albania

### Why we need **data disaggregation** and gender analysis for policy making

Ms. Blerina Subashi, Research Analyst  
IDRA Research and Consulting  
ex-Head of Statistical Department INSTAT

## Coffee Break 11:20-11:30

11:30 – 13:00 SESSION III

## Gender in Nexus Sectors (WEFE) in Drin River Basin

The purpose of this session is to discuss on some case studies as well as best practices, research and lessons learned from relevant interventions in Drin River Basin that have been or are being undertaken by different key actors to address gender equality issues and gender mainstreaming in different nexus sectors. Gender data disaggregation, women in agriculture, energy and water, forest and biomass and climate change are the main issues that this session will aim to discuss.

The ultimate objective is to identify potential interventions for creating further synergies, share knowledge and potentially establish a regional gender network between Drin Riparians that promotes the use of both nexus approach and gender mainstreaming for sustainable development.

### Gender in the nexus sector (WEFE) in Drin Riparians

- (i) **Water Resources management and Water Supply and Sanitation;** (ii) **Energy;**
- (iii) **Food, Agriculture and Forestry;** (iv) **Environmental protection**

### Management of cross border rivers for **Clean Water** and women's role

Ms. Mirlinda Kusari, Director

SHEERA Organization, Kosovo\*<sup>4</sup>

### **Women's empowerment for green Energy**

Violeta Rexha

Gender and Social Inclusion Specialist

Millennium Foundation Kosovo\*

### **Sustainable policies and innovative tools for gender specific Climate Change resilience**

Ms. Pavlina Zdraveva, Manager

UNDP, North Macedonia

### **Agriculture and women farmers for sustainable development**

Ms. Vaska Mojsavska, President

Ms. Biljana Petrovska – Mitrevska, Project Manager

National Federation of Farmers, North Macedonia

### **Forest management, use of Biomass and women's socio-economic empowerment**

Mr. Erion Istrefi, Coordinator

Environmental Services Project

Ministry of Tourism and Environment, Albania

Mr. Janaq Male, Director CNVP, Albania

Ms. Anila Aliaj, Gender Advisor and Regional Coordinator

Mr. Abdulla Diku, Forest Engineer, Freelance, Albania

**Open discussions and inputs from other participants are welcomed during all presentations and panel discussions – questions will be collected through pollev**

**13:00 – 13:45      SESSION III**

## **Women leadership for sustainable development in nexus sectors**

This session will discuss on the importance of women in governance, women empowerment and participation in decision making especially in nexus sectors.

### **Real-time interaction with mentimeter online tool**

#### **Women participation and representation in politics – Albania a success story**

Ms. Mirela Arqimandriti

Gender Alliance for Development

- **How can international organizations, government agencies work more systematically with women's organizations to strengthen environment/climate resilience for men and women equally?**

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<sup>4</sup> All references to Kosovo are made in the context of UN Security Council Resolution 1244 (1999)

**Empowering more women to become part of the [Nexus Approach](#): Cultural challenges and institutional barriers**

Ms. Valmira Rashiti

Women's Network Kosovo

**Measuring women empowerment in agriculture: An evidence-based research for effective policy implications**

Ms. Marina Nacka, Associate Professor,

Faculty of Agricultural Sciences and Food

Institute of Agricultural Economics, North Macedonia

**Q&A – Discussions and inputs from other participants**

<b>13:45 - 14:00 Closing remarks and next steps</b>
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