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ENTI SHËTETËROR I REVIZIONIT
STATE AUDIT OFFICE



Kontrolli i Lartë i Shtetit
Albanian Supreme Audit Institution



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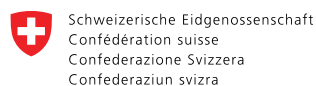
ZYRA KOMBËTARE E AUDITIMIT
NACIONALNA KANCELARIJA REVIZIJE
NATIONAL AUDIT OFFICE

REGIONAL COOPERATIVE PERFORMANCE AUDIT

GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN FROM RURAL AREAS, THROUGH INCLUSION IN THE LABOUR MARKET



Photo credit: UN Women



Swiss Agency for Development
and Cooperation SDC



	NORTH MACEDONIA	KOSOVO*	ALBANIA	TOTAL
 Organized meetings	2	1	2	5
 Central level entities covered by the audit	7	3	1	11
 Local level entities covered by the audit	0	0	13	13
 Audited Entities	7	3	14	24
 Laws	1	3	3	7
 Strategies	3	1	3	7
 Programmes	6	5	5	16
 Audit Period	2019-2023	2019-2023	2019-2023	2019-2023
 Audit Approach (orientation of approach)	System Result	Problem Result	Problem Result	
 Audit Objective	1	1	1	1
 Audit Areas/Scope	3	3	3	3
 Audit Findings	22	9	10	41
 Audit Recommendations	25	10	11	46
 Audit Conclusion	1	11	11	23

*All references to Kosovo should be understood to be in the context of UN Security Council Resolution 1244 (1999). For the European Union, 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.



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BACKGROUND

Gender inequality is particularly evident in rural areas. Rural women face more restrictions than men in accessing key production resources, property rights, land, equipment as well as funding. They face discrimination in terms of their participation on the labour market and compensation i.e. salary for their work engagement, unpaid housework, low level of involvement in decision-making in the family, etc.

Rural women face numerous challenges, yet they remain the driving force in food production, preservation of traditional knowledge, fight against climate change and sustainable rural development.

Reducing disparity between urban and rural areas and reducing gender inequality by creating conditions for equal access to rights, protection from discrimination, professional advancement and economic stability of women in rural areas are only some of the identified priorities to be achieved for ensuring better life for women in rural areas.

Public institutions need to strengthen their commitment to eliminating discrimination and providing access to rights for women in rural areas.

Women from rural areas, including women involved in agriculture, must be given equal chances to access formal employment and entrepreneurship opportunities, along with opportunities to align work life with family responsibilities.

Rural women have substantial responsibility for food production with special emphasis on organic food, survival of the next generations and rural environments, and are still denied support from stakeholders in the society.



Photo credit: Freepik

It is time to recognize the significant contribution they make to the family, the community and the country and ensure they are supported and protected as equal members of society. Their social and economic empowerment will create social well-being, economic development, better quality of life in rural areas and sustainable communities.

Gender equality is one of the key aspects for ensuring prosperity of the entire society. It is each country's commitment arising from the 2030 Sustainable Development Agenda adopted in September 2015 at the United Nations Summit on Sustainable Development. The 2030 Agenda identifies 17 goals and 169 sub-goals to be achieved by 2030 by all countries in the world. Even though gender equality is treated as a horizontal issue to be addressed in the realization of the goals in general, a separate Sustainable Development Goal 5 is foreseen, specifically aimed at "Gender Equality". This goal seeks to empower women and girls and realize their full potential, which inevitably implies the elimination of all forms of discrimination based on sex and gender-based violence. In addition, SDG 5 seeks to enable promotion of sexual and reproductive health of women and girls, recognition of unpaid domestic work and equal access to resources, as well as equal participation with men in political, economic and public life.

Considering the importance and the role of rural women in the sustainable socio-economic development of the country, the supreme audit institutions of the Republic of North Macedonia, the Republic of Albania and the Republic of Kosovo jointly conducted a cooperative performance audit. The State Audit Office of the Republic of North Macedonia is the audit coordinator in line with the activities provided for in the signed agreement. This audit was carried out with the support of the United Nations Entity for Gender Equality and the Empowerment of Women - UN Women.

The **audit objective** was to determine whether there are measures and policies in place for inclusion of women from rural areas on the labour market.

The supreme audit institutions prepared national audit reports with short summaries, which point to the key findings, recommendations and conclusions for each country.

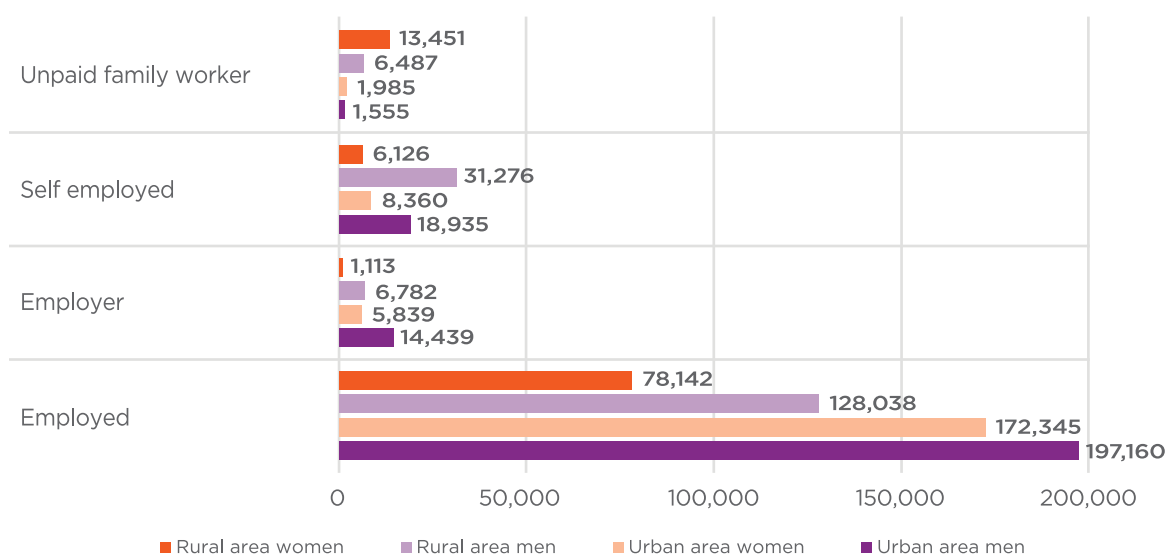
STATE AUDIT OFFICE OF THE REPUBLIC OF NORTH MACEDONIA

The number of inhabitants in villages in the Republic of North Macedonia is decreasing. Depopulation and limited opportunities for the inhabitants of rural areas are evident and the role of rural women for the survival of villages and rural areas remains invisible and unrecognizable to the public.

Rural women make significant contribution to the development of rural communities in all regions yet face more constraints than men in accessing key productive resources such as land and services, accessing funds, property ownership, land or equipment and aids on one hand and the living conditions on the other. They face discrimination in relation to participation on the labour market and compensations, i.e. salaries for their work engagement, unpaid housework, low degree of involvement in decision-making in the family, etc.

The state of affairs of employed in the country according to economic status and gender, urban and rural part¹

FIGURE 1:
Overview of employed by economic status and gender, urban and rural areas in 2022



State Statistical Office data on the state of employed in the country by economic status and gender, urban and rural areas, show that the number of employed, employers and self-employed women from rural areas is much lower compared to the other categories. On the other hand, women from rural areas dominate in the group of unpaid family workers.

Considering the importance and the role of rural women in the sustainable socio-economic development of the country, the State Audit Office (SAO) conducted performance audit on the topic “Gender equality of rural women through their inclusion on the labour market”, in accordance with SAO Annual Work Programme for 2023.

¹ Source: State Statistical Office

AUDIT OBJECTIVE, AUDIT SCOPE and AUDIT APPROACH

AUDIT OBJECTIVE

To answer the main audit question:

“Are measures and projects taken by the competent institutions at central level effective for inclusion of women from rural areas on the labour market with the aim of effective participation in the economic and social development of rural areas?”.

AUDIT SCOPE

We identified risks in three areas:

- Created conditions to ensure gender equality of women from rural areas and their inclusion on the labour market
- Implement measures for vocational training of women from rural areas and provide support for job creation
- Investments in public services in rural areas with the aim of gender equality and inclusion of women from rural areas on the labour market

“Are measures and projects taken by the competent institutions at central level effective for inclusion of women from rural areas on the labour market with the aim of effective participation in the economic and social development of rural areas?”

AUDIT PERIOD

Measures and activities taken in the period from 2019 to 2022, as well as certain issues and events from before 2019 and subsequently until the day of reporting on the performed audit.

AUDIT ENTITIES

The Government, Ministry of Labour and Social Policy, Ministry of Agriculture, Forestry and Water Economy, Agency for Financial Support of Agriculture and Rural Development, Employment Agency, National Federation of Farmers and the State Statistical Office for provision of statistical data.

AUDIT APPROACH

- Systems-oriented approach
- Results-oriented approach

WHAT DID WE ANALYSE?

Strategic and legal framework covered with the audit:

- Law on Agriculture and Rural Development;
- Strategy for Gender Equality 2013-2020 and 2022-2027;
- National Employment Strategy 2016-2020 and 2021-2027;
- National Strategy for Agriculture and Rural Development 2014-2020 and 2021-2027;
- National Programme for Development of Agriculture and Rural Development 2014 - 2020 and 2018 - 2022;
- Annual programmes for financial support of rural development 2018 - 2022;
- Annual operational plans for active programmes and measures for employment and services on the labour market 2019 - 2022;
- Programme for social security of women that perform agricultural activity for 2023;
- IPARD Programme – Measure: Farm diversification and business development;
- Annual programs for constructing, equipping and maintaining facilities for children protection and social protection and homes for the elderly 2019 - 2022.

KEY FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

The audit activities conducted, and the audit evidence collected are in support of the following conclusion:

- Measures and activities taken by the competent state institutions for gender equality of women from rural areas through their inclusion on the labour market are not sufficiently efficient and effective to include women from rural areas on the labour market and to keep them in rural areas;
- National Employment Strategies and Action Plans do not provide for specific goals, indicators, measures and activities adapted to the needs of women from rural areas for their inclusion on the labour market. Women from rural areas and their inclusion on the labour market are not part of the strategic priorities and goals of the Government;
- Data on the implementation of Operational Plans for active employment programmes and measures and services on the labour market do not contain data on beneficiaries of measures by rural and urban areas. Therefore, it is not possible to determine the participation of women from rural areas in these programmes and measures;
- Employment and training measures implemented during the audited period are general. They are intended for all men and women in the country, but do not include the gender perspective and are not adapted to the needs and specifics of women from rural areas;
- Investing in preschool childcare facilities in rural areas would be a good basis for retaining the young population in rural areas. However, *we identified lack of comprehensive analysis* for the needs in rural areas, deadlines, competent institutions and necessary financial resources;
- In the country, there are five public institutions for accommodation of the elderly, and they are located in urban areas. The Strategy for Gender Equality 2021 - 2027 foresees an indicator - construction of homes for the elderly in rural areas, within the objective - improved quality of work for women. However, no activities are foreseen for achieving this objective i.e., there is no information on how many homes will be built and in which rural areas;
- IPARD Programme Measure - Investments in rural public infrastructure, has not been accredited due to lack of capacities in the Agency for Financial Support of Agriculture and Rural Development. This measure should contribute to improvement of infrastructure in rural areas, and provide conditions for inclusion of women and girls in education and on the labour market, as well as healthcare services;
- Gender-responsive measure 115 - Support for an active female member in the agricultural household, was introduced for the first time in 2019 and the second public call was published in 2022. We found that in 2022, 66% less financial support requests were submitted compared to 2019. Women's outlook and perception is that delayed payments of funds for the first public call measure caused decrease in the number of women that submitted requests in the second call;
- Programme for non-refundable financial support for women who carry out agricultural activity and have the status of insured individual farmer was adopted in 2023. This programme provides for the right to maternity allowance during the period of incapacity to perform agricultural activities due to childbirth, which contributes to the social security of women who perform agricultural activities;

- Ministry of Agriculture, Forestry and Water Economy has not conducted analysis on the effect of the implementation of Measure 112 – Start-up support for young farmers for agricultural activity, i.e. the measure’s effect on empowering and increasing the number of young farmers that are starting with agricultural activity and their status from a gender perspective;
- No separate legal solutions have been adopted for support of almost completely abandoned areas or areas with serious depopulation in the Republic of North Macedonia, which make a significant geographical territory on the total territory of the country (up to 4%). According to State Statistical Office data, 205 settlements in the country are without a single inhabitant, and 218 settlements have less than 10 inhabitants.



Photo credit: UN Women

“Stereotypes and discrimination must be eliminated, the executive and legislative authorities must provide conditions for unhindered inclusion of the rural woman on the labour market.

She wants, she can and she knows how to secure her future, to become a successful entrepreneur, and to build a better tomorrow for herself, her family and for overall social progress”.

To overcome identified shortcomings, we made recommendations to the responsible persons of the institutions.

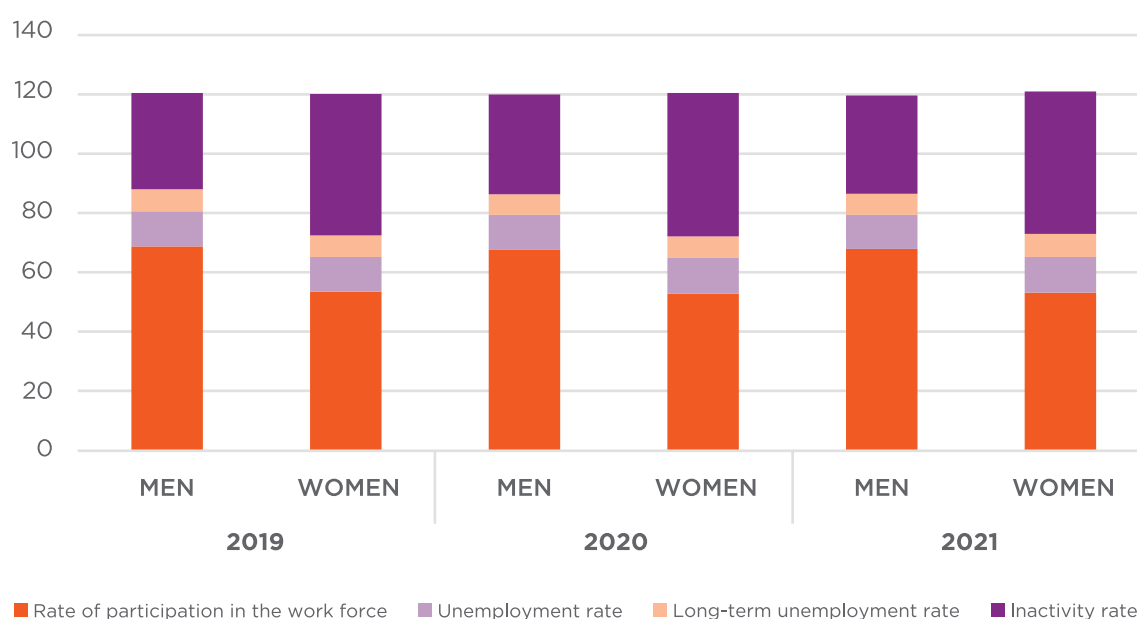
We pointed to the need to design direct measures for inclusion of women from rural areas on the labour market, which will enable inclusion of women on the labour market in rural areas, their national and local level inclusion in the creation and design of measures, evaluation and monitoring of the effect of the measures, as well as to identify the need for interventions. To continue the implementation of current programmes and projects that can contribute to improving the conditions of women from rural areas. It is necessary to increase the number of childcare institutions and homes for the elderly as one of the most important prerequisites for women from rural areas to be included on the labour market, as well as to improve public services for women from rural areas (healthcare, social, cultural, public services, etc.), which are necessary to keep the population in rural areas and provide conditions for quality life.

Implementation of given recommendations is expected to contribute to improvement of the process of inclusion of women from rural areas on the labour market and their empowerment, to improve and remove ascertained weaknesses, shortcomings in organization and functioning of the competent institutions, with the aim to improve the overall process in all institutions.

SUPREME AUDIT INSTITUTION OF ALBANIA

Official data from the National Employment and Skills Agency (NESA) show that the level of unemployment is higher for women, people living in rural areas and people with lower education.

FIGURE 2:
Data on women's employment



According to this data and other open data related to this topic, and in accordance with the Annual Work Plan, Supreme Audit Institution of Albania carried out the performance audit on the topic **“Gender equality and the empowerment of women from rural areas, through inclusion in the labour market”**.

The performance audit aimed to evaluate the effectiveness of national employment policies for women in rural areas by analysing:

- The national employment promotion programmes, if they have been diversified and adapted to specific regions, based on gender;

- Conditions that facilitate the employment of women from rural areas, such as investment in public services, nurseries and kindergartens, or transportation from rural areas to central regions;
- Cooperation and coordination between Local Self-Government Units and National Employment and Skills Agency in the employment of women, including women in rural areas.

To assess the national employment policies for women in rural areas we audited Central Level and Local Level institutions.

AUDIT OBJECTIVE, AUDIT SCOPE and AUDIT APPROACH

AUDIT OBJECTIVE

To assess if the national employment policies include the employment of women in rural areas.

AUDIT PERIOD

2019 - 2023

AUDITED ENTITIES

- Central level institution:
 - The National Employment and Skills Agency
- Local level institutions:
 - 13 Local Self-Government Units (Shkodër, Kukës, Lezhë, Dibër, Krujë, Elbasan, Kavajë, Divjakë, Lushnje, Berat, Pogradec, Vlorë, Gjirokastër).

AUDIT APPROACH

- Problem oriented approach (Risk-based Audit Approach)
- Result oriented approach

LEGAL FRAMEWORK THAT WE USED AS A SOURCE OF EVALUATION CRITERIA

- National Strategy for Employment and Skills 2019-2022;
- Intersectoral Strategy for Decentralization and Local Governance 2015-2020;
- National Strategy for Gender Equality 2016-2020/2021-2030;
- Law on Local Self-Government, approved in 2015;
- Law on Promoting Employment, approved in 2019;
- Law on the Finances of Local Self-Government, approved in 2017;
- Employment programmes, approved in 2020.



Photo credit: UN Women

AUDIT SCOPE

- Employment promotion programmes;
- Investments from the central and local government in the improvement of the infrastructure to support rural women employment;
- The collaboration between central institutions and local government, to contribute to the employment of women in rural areas;
- Monitoring the implementation of employment policies.

13

Audited
Municipalities

116

Administrative
Units

18

Administrative
Units have
nurseries

108

Administrative
Units have
kindergardens

KEY FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

At the end of the audit, after analysing all the data collected and after receiving the comments from the audited entities the audit team concluded with the audit findings, conclusions and recommendations as follow:

- The employment promotion programmes implemented by National Employment and Skills Agency (NESA) for the period 2020 - 2023 are general and do not focus on women as a specific group. Also, they do not have any targets related to women in rural areas. The employment programmes are planned to be implemented throughout the country, but it is not evident to what extent they were applicable in rural areas.
- There are more registered unemployed jobseekers in rural areas than in urban areas. The unemployment ratio of women registered in rural areas is 53.6% of the total, and 7.4% of them are the head of family.
- All the audited municipalities do not ensure equitable distribution of nurseries and kindergartens between rural and urban areas, indicating most the lack of nurseries.
- Employment services provided by the National Employment and Skills Agency (NESA) are not fully coordinated with local government units. Communication and collaboration between central and local institutions does not identify the needs of women in general and rural women in particular.
- Although the NESA has periodically monitored the implementation of the activities to be carried out for the achievement of the objectives in the National Strategy for Employment and Skills 2019 - 2022, it is not ascertained how the results of the monitoring have been concretely used to improve employment policies, or what are the specific improvements that have been made respectively in reference to the monitoring results.
- Women's access to the labour market and decent work are very important elements to support economic empowerment, but data related to employment promotion programmes do not show any measurements taken for rural women employment.
- Currently, even though there is a cooperation between the National Employment and Skills Agency and the municipalities, we cannot say that effective services are offered to job seekers, including rural women. The exchange of information between central institutions and local self-government units, does not address the problems that prevent rural women to be part of the labour market.
- The National Employment and Skills Agency should focus on the real needs of women in rural areas to provide employment programme services, training services and market information systems.
- Local Self-Government Units, in accordance with their regional strategies for the development of rural areas, should take measures to assess the needs for nurseries and kindergartens in their territory and then draw up specific investment plans.
- The National Employment and Skills Agency in cooperation with the Local Self-Government Units should take measures to identify the needs of rural women in order to increase their participation in the labour market, as well as plan funds to finance programmes to promote their employment.
- The National Employment and Skills Agency should analyse the monitoring results of the National Employment Strategy and undertake specific activities that address the problems emphasized by these monitoring results.

NATIONAL AUDIT OFFICE OF KOSOVO

For more than two decades, Kosovo has faced high unemployment rates in rural areas, where women are particularly affected. In order to achieve the reduction of unemployment in these areas and the improvement of women's lives, the Government has foreseen grants which are distributed through the agricultural development programmes. To assess the impact of these grants, the National Audit Office of Kosovo has conducted a performance audit, providing a comprehensive analysis of the achievements, challenges and obstacles encountered in the inclusion of women from rural areas in the Kosovo workforce. This report aims to empower women from rural areas in Kosovo and increase their inclusion in the labour market.

AUDIT SUBJECT

The National Audit Office has carried out the performance audit "Gender equality and empowerment of women from rural areas through their inclusion in the labour market".

The performance audit was conducted to assess the effectiveness and impact of policies, programmes and measures aimed at promoting the inclusion of women from rural areas in the labour market, focusing on identifying opportunities for improvement.

The performance audit included the following entities: Ministry of Agriculture, Forestry and Rural Development (MAFDR), the Agency for Agricultural Development (AAD), as well as the Employment Agency (EA), mainly focusing on the Programme for Agriculture and Rural Development, namely the two following measures:

MEASURE 1

Investments in physical assets in agricultural economies - focuses on supporting investments in sectors such as: processing of fruits and vegetables, dairy, meat, vineyards and poultry products

MEASURE 2

Farm diversification and business development - support a range of agricultural and non-agricultural activities through sectors such as: handicrafts, rural tourism development, honey production, non-wood products, aquaculture and poultry farming.

These two measures were selected based on the fact that, through them, women farmers have priority in benefiting from investment grants, thus being scored with additional points.



Photo credit: Freepik

AUDIT OBJECTIVE, AUDIT SCOPE and AUDIT APPROACH

AUDIT OBJECTIVE

The objective of this audit is to assess the effectiveness and impact of policies, programmes and measures aimed at promoting the inclusion of women from rural areas in the labour market, with a focus on increasing their participation and identifying opportunities for improvement

AUDIT PERIOD

- The audit covers the period 2019 - 2023
- Focusing on the impact of programmes and measures for the inclusion of women from rural areas in the labour market.

AUDIT ENTITIES

- Ministry of Agriculture, Forestry and Rural Development
- Agency for Agricultural Development
- Employment Agency

AUDIT APPROACH

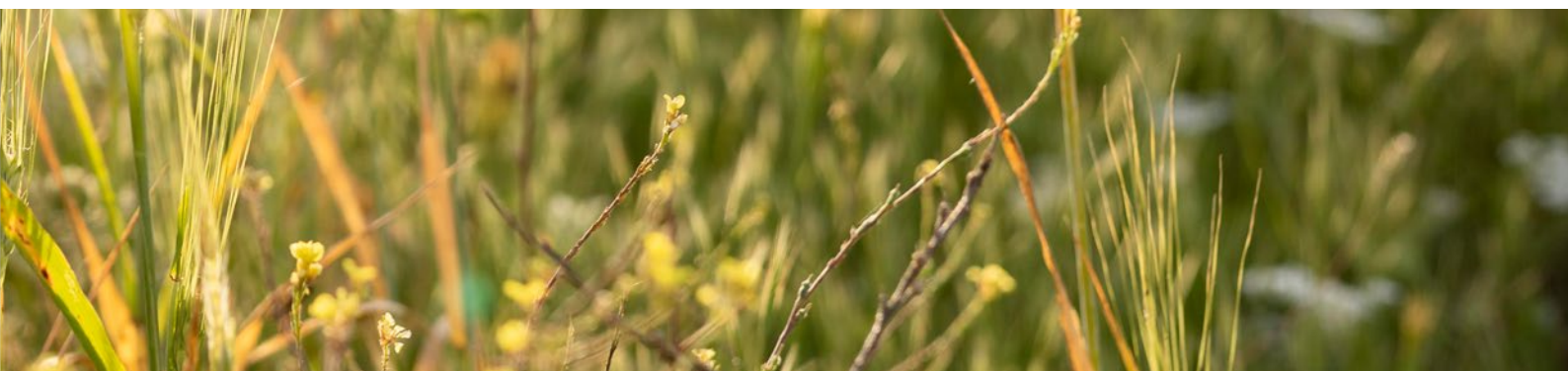
This Audit report is developed following the result-based approach and problem-based approach aiming at evaluation of grant distribution for women in rural areas.

LEGAL FRAMEWORK DURING THE AUDIT PROCESS

- Law on Gender Equality
- Law on the Employment Agency of the Republic of Kosovo
- Law on Agriculture and Rural Development
- Strategy for Agriculture and Rural Development 2022-2028
- Rural Development Programme 2022
- Programme for Agriculture and Rural Development 2014-2020
- Rural Development Programme 2020-2021

AUDIT SCOPE

- Level of implementation of Agriculture and Rural Development Programme, based on strategic and legal framework, mainly focusing on two measures where women farmers have priority in benefiting.
- Responsible institution for implementation of Agriculture and Rural Development Programme 2014-2020, including annual programmes 2019, 2020-2021, 2022 and 2023.
- Monitoring achievement of goals, evaluation and reporting of Agriculture and Rural Development Programme 2014-2020 including annual programmes 2019, 2020-2021, and 2022.



KEY FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

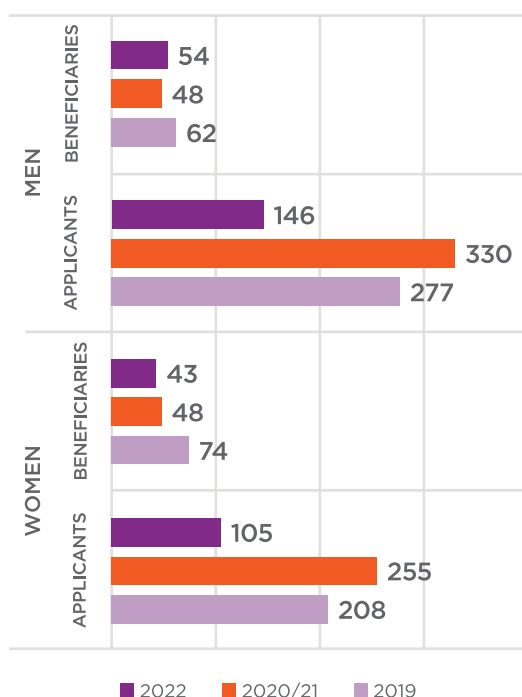
Based on the conducted audit activities and collected evidence, the findings and conclusions are as the following:

Current affirmative action measures are not effective in terms of supporting women in rural areas.

The condition of three to five years as a land or business owner for the affirmative measures has rendered them ineffective as it limits the participation or support of women and girls who have recently started their activity. Since ownership problems are significantly more pronounced in women, the non-implementation of the affirmative measure increases the number of women rejected. Likewise, the selection criteria do not ensure the participation and equal representation of women in the benefit of grants through the programme for rural development. Gender-based selection criteria are implicated by other criteria, having an adverse impact on the number of benefiting women.

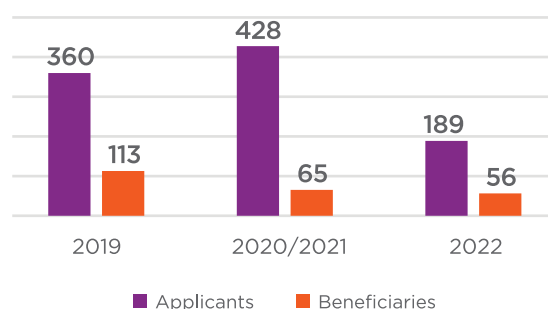
In the charts below we have presented the current situation for both measures.

FIGURE 3:
Number of applicants and beneficiaries by gender



For the Measure “Diversification of farms and business development”, during 2019, 54.4% of the beneficiaries were women, whilst 45.6% were men. In 2020/21, the number of women beneficiaries has slightly decreased, whilst the number of men beneficiaries has increased and reached a ratio of 50:50. Whereas, in 2022, the number of women beneficiaries decreased reaching 44.3%, whilst the number of men beneficiaries increased to 55.7%.

FIGURE 4:
Ratio of women applicants/beneficiaries



The high level of women applicants is inversely related to the level of beneficiaries, despite the increase in the number of applicants, the level of women beneficiaries has decreased for the Measure “Investments in physical assets in agricultural holdings”.

Programmes for Rural Development have not been drafted and approved in time.

All calls for applications for farmers and households during the period 2019-2022 were made in the second half of the year, while the announcement for 2023 was made at the end of this year. Delays in the drafting and approval of programmes have had a chain effect resulting on other delays as well, such as: delays in announcing calls for applications as well as in the selection of grant beneficiaries.

Shortcomings in monitoring and supervision of grant beneficiaries have been identified.

The monitoring reports lack gender-disaggregated data, the rotation of inspectors is not consistently carried out in a proper manner, criteria for employ-

ees or the opening of new jobs have not been verified as foreseen in the project. The lack of a functional Monitoring Committee since 2014 and proper handling of monitoring reports has resulted in a lack of data to reflect the results achieved or their impact on the inclusion of women from rural areas in the labour market.

Information gaps and communication barriers. Managing Authority in cooperation with Agency for Agricultural Development takes all the necessary actions to inform farmers about holding information sessions on the Rural Development Programme, however, the number of participants, especially women, is not satisfactory.

Lack of gender-specific information on grant applicants contributes to policy-making barriers. Failure to inform women in rural areas regarding the possibility of benefiting from grants results in a low involvement level, especially women.

Year	No. of participants	Women	Men
2019	789	93	696
2022	213	27	186

From the table it can be observed that in the information sessions held in 2019 and 2022, the number of women is significantly lower compared to the number of men. In 2019, about 12% of the participants were women, while 88% were men. Whereas, in 2022, about 13% of the participants were women and 87% were men. The low participation of women may have occurred because the information sessions are held only during the period when calls for applications are announced, and regular meetings are not held with the target groups throughout the year.

The employment agency does not have gender-disaggregated data, by urban and rural areas. The Employment Agency does not have a clear overview of the situation and women’s needs from rural areas. The lack of these data creates ambiguity for interest groups in terms of recognizing the needs and planning market expansion in favour of gender equality. While the failure to effectively communicate information, especially regarding vocational training for women farmers, limits their inclusion in the labour market.


The above-stated situation indicates that although the responsible public institutions have undertaken a series of actions to strengthen the position of women in society, no satisfactory results have yet been achieved for the inclusion of women from rural areas in the labour market.

Rural development programmes and affirmative measures have failed to ensure equal support for women and men and there is no evaluation of the achievement of the programme’s goals from a gender perspective. Affirmative measures condition women to be land or business owners for three to five years, thereby making their goal ineffective due to limiting the participation or support of women and girls who have just started their activity. There is a lack of greater activation in properly informing women about the use of their right guaranteed by law. Whereas not operational, the Monitoring Committee has caused problems in the monitoring process of rural development programmes and as a result they have no data to reflect the results achieved or their impact on the inclusion of women from rural areas in the labour market, the achievement of gender equality and the empowerment of women.

The Employment Agency does not have gender-disaggregated data for urban and rural areas regarding registration, employment services, participation in active labour market measures and vocational training of the registered unemployed people. In particular, the lack of services for the vocational training of women farmers causes this category to have difficulties in their inclusion in the labour market.

The implementation of the given recommendations is expected to improve the impact of policies, programmes and measures aimed at promoting the inclusion of women from rural areas in the labour market.

The Ministry of Agriculture, Forestry and Rural Development as well as the Agency for Agricultural Development have partially agreed with the findings and conclusions of the audit, the comments are attached to the report, and they have pledged to address all the given recommendations. Also, the Labour Agency agreed with the findings and conclusions of the audit and pledged to address all the recommendations.



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The views expressed in this publication are those of the authors and do not necessarily represent the views of UN Women, the United Nations, or any of its affiliated organizations, or Sweden and Switzerland as donors.