



# From Policies to Implementation: Monitoring the Implementation of the National Action Plan for LGBTI Persons and Strengthening the Capacities of Key Healthcare Staff on Gender Identity



Alliance against discrimination  
of LGBT



**Location**

Municipality of Tirana



**Implementing Period**

August 2025 - July 2026



**Total Budget**

11,500 EUR



Funded by  
the European Union



Gender Alliance for Development Center  
Qendra Aleanca Gjimore për Zhvillim





## PROJECT OVERVIEW

To contribute to improving LGBTI+ persons' access to rights and to sensitive and inclusive public services through monitoring the implementation of the National Action Plan for LGBTI Persons (2021-2027) and strengthening the capacities of health professionals to provide improved gender-affirming, ethical care based on standards of respect for and protection of human rights and prevention of gender-based violence.



## THE CHALLENGE

LGBTI+ persons in Albania continue to face barriers in accessing inclusive public services and protection from gender-based violence, while the implementation of the National Action Plan for LGBTI Persons 2021-2027 remained unmonitored. The project addressed this gap by supporting evidence-based monitoring and strengthening institutional accountability. The intervention was also important because healthcare professionals are key actors in identifying and responding to GBV. Based on the training module, the project strengthened their capacities on GBV prevention and response, while integrating components on LGBTI health needs, gender-affirming care, ethics, and human rights to ensure more inclusive and sensitive services.



## OUR RESPONSE

The project combined policy monitoring, institutional accountability, and capacity-building to strengthen the implementation of the National Action Plan for LGBTI Persons 2021-2027. It developed a monitoring methodology, collected data from institutions and community sources, and supported healthcare professionals through GBV-focused training based on the provided training module, while integrating components on LGBTI health needs, ethics, and human rights. The approach aimed to generate evidence for advocacy while improving the inclusiveness and sensitivity of GBV prevention and response in healthcare settings.



## KEY ACHIEVEMENTS



### Direct Reach

- **87 beneficiaries/stakeholders** reached directly, including 27 healthcare professionals trained and 60 participants engaged in the high-level roundtable
- **27 women healthcare professionals** trained
- **60 institutional representatives**, international partners, CSO actors and human rights activists engaged
- **7 health centers** involved in the GBV training component



### Capacity Building

- **2 GBV trainings** conducted for healthcare professionals
- **27 participants trained**, all women
- Average knowledge scores increased from **43.1% pre-test to 88.6% post-test**, representing an average improvement of 45.5 percentage points
- **100% of participants** improved their post-test results



### Research & Evidence

- **1 monitoring report** produced on the implementation of the National Action Plan for LGBTI Persons 2021-2027
- **19 evidence-based recommendations** developed to support institutional accountability and stronger implementation of the Action Plan
- **1 monitoring mission** completed



### Advocacy & Policy Impact

- **1 high-level roundtable** organized to present the monitoring findings and recommendations
- **60 representatives engaged**, including public institutions, the EU Delegation, Council of Europe, UN agencies in Albania, civil society actors and human rights activists









## IMPACT STORIES



*“Before this training, I understood GBV mainly through a general clinical lens. The session helped me see how stigma, fear of disclosure, and lack of trust in institutions can prevent LGBTI+ persons from seeking help. I now feel more prepared to respond with sensitivity, confidentiality, and respect when a patient may be experiencing violence or discrimination.”* – **A.M., Healthcare professional, Tirana**



## RESULTS AT A GLANCE

INDICATOR	ACHIEVEMENT
 Beneficiaries reached	<b>87</b>
 Trainings conducted	<b>2</b>
 Reports produced	<b>1</b>
 Advocacy initiatives	<b>1 high-level roundtable</b>
 Institutions engaged	<b>7 health centers</b> and <b>20 key national/international stakeholders</b>
 Partnerships established	<b>Multi-stakeholder cooperation</b> with state institutions, EU Delegation, Council of Europe, UN agencies, CSOs & human rights activists



## LESSONS LEARNED

- ✓ **Lesson 1:** Evidence-based monitoring is essential for turning policy commitments into concrete accountability and identifying where implementation gaps remain.
- ✓ **Lesson 2:** GBV capacity-building is more effective when it integrates community-specific realities, including components of gender identity, confidentiality, stigma, referral barriers, and rights-based healthcare standards.



## CONTACT



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