

COUNCIL OF MINISTERS

DECISION

Nr. 524 date 11.09.2018

(Published in Official Journal 134/2018)

ON APPROVING THE ACTION PLAN ON IMPLEMENTATION of the RESOLUTION 1325 OF THE UNITED NATIONS SAFETY COUNCIL On Women, Peace, Security, 2018-2020

Pursuant to Article 100 of the Constitution, upon the proposal of the Minister of the Interior, the Council of Ministers

DECIDED:

1. Adoption of the Action Plan for the Implementation of the United Nations Security Council Resolution 1325, On Women, Peace, Security, 2018-2020, according to the text attached to this decision and is an integral part of it.
2. All ministries and central institutions referred to in the Action Plan for the implementation of United Nations Security Council Resolution 135, 2018-2020, are responsible for the implementation of this decision.
3. This decision shall enter into force after publication in the Official Gazette.

Deputy-PRIMEMINISTER

Senida Mesi

INTER-INSTITUTIONAL ACTION PLAN

ON THE IMPLEMENTATION OF THE UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325 ON WOMEN, PEACE AND SECURITY 2018-2020 IN THE REPUBLIC OF ALBANIA

August 2018

This document is prepared on behalf of the Government of Albania, by the Ministry of Internal Affairs, the Ministry for Europe and of Foreign Affairs, the Ministry of Defence, and the Ministry of Health and Social Protection, in close consultation with representatives of local authorities, international organizations, and with the contribution of civil society representatives, including field experts.

Encouragement, expertise and technical assistance for the preparation of this document have been provided by countries with significant commitment to the implementation of United Nations Security Council Resolution 1325 (Resolution 1325), such as the Netherlands and Sweden, through the offices of their diplomatic missions in Albania, as well as international organizations, such as the United Nations, through the UN WOMEN "Gender Equality Fund" in Tirana, the Organization for Security and Cooperation in Europe (OSCE), Presence in Albania, and the Delegation of the European Union to Albania, with the aim of reflecting on the universality of Resolution 1325. The most essential support was provided through the Project "Resolution 1325" funded by the Embassy of the Kingdom of the Netherlands and the "Gender Equality Fund, UN Women" and implemented by the Association of "Women with Social Problems", and "Network for Empowering Albanian Women, AWEN". The "Coalition for Resolution 1325" created by civil society organizations (CSOs) has also contributed to the process of drafting this Action Plan.

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I. INTRODUCTION

Albania has made significant progress in adapting policies relevant to the empowerment of women and achievement of gender equality in the country, in line with the obligations deriving from regional and international acts on this issue. Likewise, Albania is committed to achieving peace and stability in the world and implementing the United Nations or other regional organizations obligations related to peace and stability, by actively participating in such international or regional commitments, as well as by integrating such commitments in the country's domestic policies.

Recognizing the importance of women's role in strengthening security and conflict prevention, one of the international commitments that mainstreams women empowerment in maintaining peace and security, is the adoption in 2000, by the United Nations Organization, Security Council of Resolution 1325 "On Women, Peace and Security" (UNSC Resolution 1325) which puts forth an agenda for women, peace and security in the world (WPS agenda).

In the framework of promoting gender responsive governance and increasing women's participation in political and public life, as a prerequisite for sustainable development and good governance, Albania has undertaken numerous steps towards strengthening gender equality policies, aiming at the society benefiting tangible values from all its members, and at the creation of a society that *'values gender equality as a prerequisite for sustainable development and that aims at achieving zero tolerance against gender-based violence and domestic violence'*¹.

The Constitution of the Republic of Albania, the basic document that guarantees fundamental freedoms and rights, sanctions the principle of equality as being fundamental and a necessary condition for the progress of all activities in the country. On such grounds, a series of laws addressing gender-based issues have been adopted in the course of time, such as the 2006 Law on measures against domestic violence, the 2008 Law on gender equality, the 2010 Law on protection against discrimination, etc. Among policy documents addressing and imposing concrete measures on gender issues, in 2016 the Republic of Albania adopted the 3rd National Strategy "On Gender Equality and Action Plan, 2016-2020," the main pillars of which include:

- gender equality, a prerequisite for a fair, sustainable and socio-economically developed society,
- sensitivity and equal treatment to the specific needs of both genders,
- recognition, appreciation, and respect for diversity,
- zero tolerance against violence against women and domestic violence,
- co-ordination and inter-institutional cooperation.

Despite these basic pillars, gender inclusion and addressing gender-based issues in the security sector still need to be addressed. The Minister of Defence Directive and the Armed Forces Chief of General Staff Instructions on the activities of Armed Forces for 2017 addressed for the first

¹ Vision of the National Strategy on Gender Equality and Action Plan 2016-2020 adopted in 2016, approved by the Council of Ministers decision no. 733, dated 20.10.2016.

time gender equality issues, putting forward the aim to increase professional women soldiers in the Armed Forces up to 15% of the overall number of soldiers and in each separate structure, for the purpose of missions and tasks as per the required operational levels. The reality reflects an awareness of women's participation in policy-making, but still much needs to be achieved. Albania, following the 2017 general election, had 27.86% of female MPs in the Assembly, ranking 54th out of 193 in December 2017,² while currently the percentage of women MPs is 29.3% (with 41 female MPs). In 2017, the number of women ambassadors increased to 26% and the number of Consuls to 33%, reaching the highest percentage the Albanian Foreign Service ever had.³ This trend needs to be maintained and further increased. Women are still lacking participation and contribution in the security sector. The percentage of women in the State Police in January 2018 was 14.2%, of which 9.7% are police officers; while in leading positions: 0% executive leaders, 20% senior leaders, 0% first leaders, and 8% leaders.⁴ Likewise, although the number of women in the Armed Forces increased by 14 in 2017 compared to 2016, women military personnel still comprise around 10% of the Armed Forces. During 2017, women in military representation abroad accounted for 16% of the total, with only one woman officer out of 6 serving in such position during 2016. During 2017, only 4.4% women were involved in missions/operations outside the country.⁵

As per above, despite the concrete measures and implementation of gender-specific policies, it is necessary to adopt an Action Plan in the framework of UNSC Resolution 1325, on the grounds of the current mapping of the situation of Albania and identification of the problems faced by the country for the full implementation of recommendations of Resolution 1325, aiming for the Plan to be revised in the course of time. The purpose of this Plan is to guarantee smart policies for women's involvement in the area of security, life-related activities dealing with peace and security and addressing the issues they face in such situations or afterwards. Moreover, this Action Plan is aimed at a better implementation of Resolution 1325 in line with the international commitments of the Republic of Albania.

The Inter-Institutional Action Plan (Action Plan) is a commitment of top central policy-making institutions in the country that operate in the area of security and peace-keeping, gender issues, and those dealing with the international commitments of the country, i.e. of the Ministry of Defence, Ministry of Interior Affairs, Health and Social Protection, as well as the Ministry for Europe and Foreign Affairs. This Plan has a two years implementation timeframe, 2018-2020. The Action Plan reflects the current situation and measures needed, and reflects the launching of new activities to promote and strengthen the role of women in the security sector in Albania, as well as the international commitment of the country towards this sector.

The Action Plan was supported in all its preliminary phases, until its finalisation, by international partners and domestic civil society representatives.

² The World Classification of the "Women in national parliaments" by Inter-Parliamentary Union, the international organization made up of national parliaments, based on the information provided by National Parliaments by 1st December 2017. See at: <http://archive.ipu.org/wmn-e/classif.htm>

³ Official information received by the Albanian Ministry for Europe and Foreign Affairs, on January 2018.

⁴ Official information received by the Albanian Ministry of Internal Affairs, January 2018.

⁵ Official information received by the Albanian Ministry of Defence, January 2018.

This Action Plan aims to serve as a meaningful ground for drafting a forthcoming National Action Plan, in full compliance with the UNSC Resolution 1325.

II. RESOLUTION 1325 AND ITS SUPPORTING RESOLUTIONS

Recognising the changing nature of temporary conflicts, that affect the civilian population more than the military forces involved in the fighting, on October 31st 2000, the United Nations Security Council unanimously adopted Resolution 1325 on Women, Peace and Security. This Resolution marked a crucial moment in promoting and protecting women's rights in general, including the role and responsibilities of women in the international security agenda, as well as changed the concept of security around the world. Resolution 1325 emphasizes the importance of equal and full participation of women as active agents in preventing and resolving conflicts, peace negotiations, peace building, peacekeeping, humanitarian response and post-conflict reconstruction.

UN Security Council Resolution 1325 is the first official document adopted by UNSC to be implemented by all member states. It calls upon UN member states and urges them to take action to:

- increase representation of women at all decision-making levels in national, regional and international institutions and mechanisms for conflict prevention, management and resolution,
- encourage the increase of the role and contribution of women in peacekeeping operations,
- include the gender perspective in national defence and security policies,
- train national security and defence units on the rights and special needs of women,
- understand the importance of women's involvement in the design and implementation of all security and defence policies in all peacekeeping measures and of the inclusion of all these issues in national training programs for military and police personnel,
- take special measures to protect women and girls from gender-based violence, especially rape and other forms of sexual exploitation, increasing the degree of punishment and prosecuting all those responsible for crimes against women,
- consider the special needs of women and girls, as well as the potential effects on the civilian population, when drafting policies in the field of peace, security and defence.

In order to accelerate the implementation of Resolution 1325, in the last 17 years, the UN Security Council has adopted a series of successive Resolutions on Women, Peace and Security, namely:

1. Resolution 1820 (2008), "Sexual Violence in Conflict and Post-Conflict Situations" highlighting prevention and response to sexual violence in situations of armed conflict and in the post-conflict phase.
2. Resolution 1888 (2009), "Protecting Women and Children from Sexual Violence in Armed Conflicts", which reinforces Resolution 1820, also appointing a UN Special Representative and a group of experts to promote the prohibition of rape during armed conflicts.

3. Resolution 1889 (2009) of the UNSC, "Protection of Women and Girls from Sexual Violence in Post-Conflict Situations", emphasizing the importance of having a comprehensive set of measurable indicators, financial resources, monitoring and reporting on implementation of Resolution 1325.
4. Resolution 1960 (2010) of the UNSC On Women, Peace and Security, providing for an accountable system for the prohibition of sexual violence in conflict by defining a system for strategic, coordinated and timely collection of data on sexual assault in conflict situations, as well as that UN member states adopt concrete commitments about this aim.
5. Resolution 2106 (2013) of the UNSC on Women, Peace and Security further specifies the requirements for engagement for all United Nations structures and member states.
6. Resolution 2122 (2013) of the UNSC on Women, Peace and Security explicitly calls for increased technical capacity of women for peacekeeping missions and mediation teams to inform them of such situations and state commitments to involve women directly in peace talks, and specifically address the issue of sexual abuse and reproductive health.
7. Resolution 2242 (2015) of the UNSC on Women, Peace and Security addresses security issues in a wider context, including environmental issues, health pandemics, massive human beings displacements, violent extremism, and recalls the need to involve women in senior leadership positions, peace talks, strengthen their capacity for security, and that there is inadequate financial support for women's organizations.
8. Resolution 2331 (2016) UNSC on Women, Peace and Security, recalling previous commitments under the GPS agenda, emphasizes trafficking in human beings and how it feeds insecurity.

The UN, NATO, OSCE and EU have recognized the important role of women in conflict resolution. The above resolutions pay special attention to gender mainstreaming in all phases of operational planning and crisis management processes, which is also reflected in a number of official documents adopted by UN, NATO, OSCE and the EU. All these organizations value women's participation in all phases of the operations and missions they undertake to preserve and guarantee peace and security in the world. Having this in mind, these international organizations promote and support the principles of UNSC Resolution 1325 and related resolutions.

The EU has consistently demanded the full implementation of the women, peace and security agenda set out in Resolution 1325 and its related resolutions, in particular the need to combat violence against women in conflict situations and promote women's participation in peace-building. In 2008, the Council of the European Union adopted the "Comprehensive EU Approach to UNSCR 1325 and 1820 on Women, Peace and Security" covering the entire spectrum of EU external action instruments throughout the ongoing conflict, preventing conflict in crisis management, peace building, reconstruction and development cooperation, and in 2010 it adopted a set of 17 indicators to measure the EU's own achievements in this regard.

Albania, as NATO and OSCE member, needs to take measures to fulfil commitments under such membership. Also, as Albania considers EU integration as one of the most important processes, EU stands and engagements represent important reference for the country. As part of such commitments, in 2017, the Republic of Albania became part of the Mediterranean Women's Network of Mediators. This Network is an initiative aimed at increasing women's participation in peacekeeping efforts as well as assigning mediating women from each country, bearing in mind

that sustainability in the Mediterranean is a prerequisite for human security across the region and that women can bring strategic knowledge and contribute to conflict resolution and sustainability. Thus, Albania emphasized its engagement in activities aimed at the best implementation of Resolution 1325 and its related resolutions.

III. METHODOLOGY

The Action Plan was drafted through a consultation process, involving representatives of state institutions, civil society organizations and international partners.

The methodology used to draft the Action Plan consisted in:

- *a preliminary evaluation* of the situation addressing the agenda on women, peace and security in Albania,
- *awareness seminars* with different institutions, including line institutions, and representatives of civil society, as well as international organizations;
- *trainings* with different institutions, including line institutions and representatives of civil society, as well as international organizations;
- *various meetings and activities* with civil society organizations as well as with the "Coalition on Resolution 1325" established by the civil society itself;
- *informal co-ordination meetings* at the technical and political level with the purpose of drafting a national action plan for the implementation of Resolution 1325. Representatives of the Ministry for Europe and Foreign Affairs, Ministry of Interior, Ministry of Defence, Ministry of Health and Social Protection, State Police, OSCE Presence in Albania, EU Delegation in Albania, UN Women, the Association of Women with Social Problems, members of the Coalitions On Resolution 1325, AWEN-Albanian Women Empowerment Network, and the Embassy of the Netherlands in the Republic of Albania participated in the meetings;
- *a working group* with representatives from the state institutions that drafted the Action Plan, in cooperation with civil society representatives.

The outcome of this work, mainly of the working group with representatives of institutions drafting the Action Plan, was the agreement to initiate the drafting of a National Action Plan aimed at the implementation of Resolution 1325.

The Action Plan vision is to have an Albanian society *where women have a reinforced role and are actively involved in the maintenance of peace, conflict prevention and resolution, as well as a sustainable internationally contributing society in guaranteeing the rights of women involved in conflicting situations*. The Action Plan specifically describes the objectives, responsible institutions, indicators of measurement and implementation deadlines, as well as includes the list of activities. The main objectives are closely related to improving policy documents and raising awareness on Resolution 1325, increasing women's participation in the security sector at home and abroad, creating a regulatory framework and capacity to provide better protection and

rehabilitation of women in the field of peace and security, and taking measures for better monitoring of and reporting for Resolution 1325.

IV. VISION AND MISION

Vision: An Albanian society where women have a reinforced role and are actively involved in maintaining peace, conflict prevention and resolution, and a society that have a sustainable contribution in the international level, guaranteeing the rights of women involved in conflict situations.

Mission: Increasing women representation and engagement in the security sector by reducing gender stereotypes on women participation in the security field decision-making processes and enhancing the country's contribution to an international policy that guarantees the rights of women and girls involved in conflict and post-conflict situations.

V. POLICY OBJECTIVES

This Inter-Institutional Action Plan is based on approved international acts aimed at achieving gender equality and women's participation in public and political life ratified by the Republic of Albania including: the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979; Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women, 1995; United Nations Millennium Development Goals, 2010, and the United Nations Sustainable Development Goals, 2015, which clearly state that peace and stability are prerequisites for development and prosperity. The Action Plan is also based on domestic policy documents that promote gender equality and women's involvement in political and public life in the country, including the security sector, such as:

- National Strategy on Gender Equality and Action Plan 2016-2020,
- Human Resource Management Strategy in the Armed Forces 2015-2019,
- the Public Order Strategy 2015-2020,

which address, among others, the obligations that UN Member States must fulfil to implement Resolution 1325.

The main objective of this Action Plan is the implementation and monitoring of Resolution 1325 through its promotion at every level: - local, through the prevention of any crisis situation and the strengthening of the public awareness of the population; - national, as part of the government program; - as well as international, through the active involvement of the country in international activities. This Action Plan is aimed at consolidating existing achievements and

implementing clear and concrete measures to improve gender equality and strengthen the position of women in the security sector and increase their role for peace and security both in Albania and abroad.

The main objectives are closely linked to:

- improving policy documents and raising awareness for Resolution 1325;
- increasing the participation of women in the field of security at home and abroad;
- establishing a regulatory framework and capacities that enable a better protection and rehabilitation of women in the field of peace and security;
- taking measures for a better monitoring and reporting on Resolution 1325.

The measures that the country intends to implement through this Action Plan include:

- encouraging exchange of experiences at various regional, national and international levels;
- cooperating with the civil society for the implementation of Resolution 1325;
- raising awareness on the role of women in maintaining peace and addressing post-conflict situations, through joint activities, such as public debates, campaigns, roundtables and other forms of public information;
- increasing women's involvement and role in security policies and participation of women's experts in political activities in peacekeeping security, regional co-operation in peacekeeping missions, etc., as well as capacity building in this regard;
- establishing a reporting system for the implementation of the Action Plan and starting work to draft the National Action Plan for the Implementation of Resolution 1325;
- fostering the general interest for the Resolution 1325.

POLICY FIELD 1. IMPROVING POLICY DOCUMENTS AND RAISING AWARENESS ON WPS AGENDA

Objective 1.1: Strengthen gender perspective through internal rules of procedure in national security and defence and participation in national and international activities for the implementation of Resolution 1325

Measures:

1. Review existing national security and defence rules of procedure on the implementation of gender perspective in line with the Resolution 1325
 - Institutions: MoIA and MoD
 - Deadline: 2018-2020
2. Integrate gender perspective into the international activities of the country and report on participation in these activities from a gender perspective

- Institutions: MEFA (lead institution), MoIA, MoD, MHSP, and specialized CSOs on Resolution 1325
 - Deadline: 2018-2020
3. Conduct awareness-raising campaigns on women's rights and legislation on gender equality, violence, peace and security
 - Institutions: MEFA, MoIA, MHSP, and specialized CSOs on Resolution 1325
 - Deadline: 2018-2020
 4. Ensure representation of women officers at conferences/workshops and at the 7th Annual Conference of Women in Police as well as at the Annual Conference of the International Association of Women Police
 - Institutions: MoIA
 - Deadline: 2018-2020
 5. Increase participation of women in Armed Forces structures in peacekeeping missing out of the country, respectively in conferences and seminars
 - Institutions: MoD
 - Deadline: 2018-2020

Objective 1.2: Integrate gender perspective into education programs for the implementation of Resolution 1325

Measures:

1. Encourage women's participation in all forms of education related to Resolution 1325
 - Institutions: MEFA, MoIA, MHSP, MoD and OSCs specialized in Resolution 1325
 - Deadline: 2018-2020
2. Deliver training in cooperation with NGOs focused on gender issues in military operations, handling of post-conflict situations, violence against women and girls, identification of special local needs, etc.
 - Institutions: MEFA, MoIA, MoD and OSCs specialized in Resolution 1325 - Operation 1325 AWEN-AWSP
 - Deadline: 2018-2020
3. Deliver training on humanitarian aid, trafficking, etc.
 - Institutions: MEFA, MoIA and MoD
 - Deadline: 2018-2019
4. Conduct a study, in cooperation with ICITAP and the Faculty of Social Sciences, UT – on sexual crimes in the country, focusing on community awareness on reporting these cases
 - Institutions: MoIA, ICITAP and CSOs and Faculty of Social Sciences, UT
 - Deadline: 2018-2020

5. Revise the curricula of the Armed Forces Academy, Initial Police College and short-term training to be delivered by the Security Academy, including gender aspects and WPS agenda therein
 - Institutions: MoIA, MoD and OSCs specialized in Resolution 1325
 - Deadline: 2018-2020
6. Strengthen professional capacities of the state police on gender perspective in policing, with a focus on sexual harassment
 - Institutions: MoIA and CSOs specialized in Resolution 1325, supported by OSCE/ODIHR
 - Deadline: 2018-2020
7. Strengthen professional capacities of police officers on investigating sexual violence crimes
 - Institutions: MoIA and CSOs specialized in Resolution 1325, supported by OSCE/ODIHR
 - Deadline: 2018-2020
8. Strengthen professional capacities of police officers to investigate crimes on grounds of sexual orientation (hate crimes)
 - Institutions: MoIA and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020

Objective 1.3: Raise awareness on Resolution 1325 and its implementation

Measures:

1. Awareness-raising activities with women MPs on Resolution 1325 and increasing the number of women in standing parliamentary structures that address security policies
 - Institutions: Assembly and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020
2. Awareness-raising activities with local government units on Resolution 1325 and its implementation at local level
 - Institutions: LSGUs and CSOs specialized in Resolution 1325/Coalition for Resolution 1325, AWSP, AWEN and Operation 1325
 - Deadline: 2018-2020
3. Awareness-raising activities with media representatives on Resolution 1325 and its implementation
 - Institutions: Media outlets and CSOs specialized in Resolution 1325/Coalition for Resolution 1325, AWSP, AWEN and Operation 1325
 - Deadline: 2018-2020

4. Implement specific projects aimed at educating local communities and women in various professions, regarding the role of women in protecting their rights in post-conflict situations and acquainting women with rehabilitation practices in post-conflict situations or after wars for independence in other countries
 - Institutions: MoEFA, MoIA, MoD, MHSP, CSOs specialized in Resolution 1325
 - Deadline: 2018-2020
5. Awareness-raising meetings on the importance of gender mainstreaming of Transparency Coordinators at local self-government units
 - Institutions: MoHSP, other line ministries, LSGUs, CSOs specialized in Resolution 1325 and donors
 - Deadline: 2018-2020
6. Awareness-raising meetings with local administrators on gender mainstreaming
 - Institutions: LSGUs, MoHSP and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020
7. Awareness-raising campaigns on women's rights and legislation on gender equality, violence, peace and security
 - Institutions: MoHSP, and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020
8. Conduct national awareness-raising campaigns in support of international campaigns
 - Institutions: MHSP, MEFA, MoIA, MoD and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020

POLICY FIELD 2. PARTICIPATION

Objective 2.1: Inclusion of gender balance in security sector activities

Measures:

1. Promote/appoint women officers in police and armed forces in leading positions and strengthening of management capacities of women as leaders in Police and Armed Forces
 - Institutions: MoIA, MEFA and MoD
 - Deadline: 2018-2020
2. Increase the number of women, as the underrepresented gender, in the career system of the security sector, in line with the legislation in force
 - Institutions: MoIA, MoEFA and MoD
 - Deadline: 2018-2020

3. Promote career/promotion of women in Police serving in different structures, including crime investigation structures
 - Institutions: MoIA
 - Deadline: 2018-2020
4. Increase the number of women officers in operational crime investigation structures
 - Institutions: MoIA
 - Deadline: 2018-2020
5. Increase participation of women in Armed Forces structures in peacekeeping missing out of the country
 - Institutions: MoD
 - Deadline: 2018-2020

Objective 2.2: Increase representation of women in decision-making activities and processes related to preservation of security and peace

Measures:

1. Increase the number of women as military attaches to diplomatic representations and embassies of the Republic of Albania and international organizations addressing international security issues
 - Institutions: MoEFA, MoIA and MoD
 - Deadline: 2018-2020
2. Increase the number of high-level diplomatic women as Ambassadors in permanent missions and embassies of the Republic of Albania and international organizations addressing international security issues
 - Institutions: MoEFA
 - Deadline: 2018-2020
3. Appoint or assign women in leading positions in international organizations addressing security issues
 - Institutions: MoEFA and MoD
 - Deadline: 2018-2020
4. Increase the number of women at decision-making levels in mechanisms for conflict prevention, management and resolution at local, regional and central level
 - Institutions: MoEFA, MoIA, MoD and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020

POLICY FIELD 3. PROTECTION AND REHABILITATION

Objective 3.1: Promote the protection of women and girls victims of gender-based violence related to armed conflicts and post-conflict situations in other countries

Measures:

1. Revise the domestic legislation to include disciplinary measures for gender-based violence by the peacekeeping personnel
 - Institutions: MoD and MoEFA
 - Deadline: 2018-2020
2. Raise awareness on zero tolerance to sexual exploitation
 - Institutions: MoEFA, MoIA and MoD
 - Deadline: 2018-2020

Objective 3.2: Ensure protection of Albanian women and girls victims of war including post-conflict rehabilitation

Measures:

1. Collect and analyse information about women and girls in war and the impact of war and conflict situations on women and girls in Albania
 - Institutions: MoIA and MoD
 - Deadline: 2018-2020
2. Raise awareness on post-conflict mines, bombs and other explosives
 - Institutions: MoIA and MoD
 - Deadline: 2018-2020
3. Raise awareness among women and girls on collection of weapons given among the population in violation of the law and campaign for their collection
 - Institutions: MoIA and MoD
 - Deadline: 2018-2020

POLICY FIELD 4. IMPLEMENTATION AND MONITORING OF RESOLUTION

1325

Objective 4.1: Improve cooperation for the implementation and monitoring of Resolution 1325 (and other related resolutions)

Measures:

1. Encourage sharing of experience at national level regarding the implementation of Resolution 1325 and other related Resolutions, through the organization of conferences or other events
 - Institutions: MoEFA, MoIA and MoD and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020
2. Encourage sharing of experience at international and regional level regarding the implementation of Resolution 1325 and other related Resolutions
 - Institutions: MEFA, MoIA and MoD and CSOs specialised in Resolution 1325/ AWSP, AWEN, Operation 1325
 - Deadline: 2018-2020
3. Incorporate WPS agenda elements in regional and international country reports
 - Institutions: MoEFA, MoIA, MoD and MHSP
 - Deadline: 2018-2020
4. Draft monitoring reports by CSOs that support Resolution 132 in order to better implement Resolution 1325
 - Institutions: MEFA, MoIA and MoD and CSOs specialized in Resolution 1325/Coalition for Resolution 1325
 - Deadline: 2018-2020

Objective 4.2: Support full implementation of Resolution 1325 and other related Resolutions

Measures:

1. Set up a working group to review the current Action Plan and draft the National Plan for Implementation of Resolution 1325
 - Institutions: MoEFA, MoIA, MoD, MHSP, in cooperation with CSOs specialized in Resolution 1325
 - Deadline: end of 2018

VI. FINANCIAL RESOURCES

The Interinstitutional Action Plan for the implementation of UNSC Resolution 1325 will be implemented in the period 2018-2020. To support its implementation, it is envisaged cost for each activity, specific objective, strategic goal and field. The overall cost of implementing the NAP is around 280.7 million leks or roughly 2.2 million euros⁶.

⁶ Exchange rate: 1 euro = 133 lekë.

The cost of the action plan was realized based on the cost of each activity reflected in the action plan and its timing, as well as the indicators and indicators for monitoring the action plan. The methodology used for costing is a combined methodology, as the plan includes several sectors and institutions, and the variety of activities is big.

The main methodology used is activity-based costing, but meanwhile for many activities it is considered the average expenditure according to the Mid-Term Budget Programming 2018-2020 for activities that are included in the budget, while for similar activities it is considered the salary level in the sectors involved in Action Plan, etc. For the calculation of expenditures for the main activities it is acted as follows:

- In calculating the training costs, the cost of continuing training has been taken into account. As unit costs, the training costs of police structures⁷ in the MoIA and/or the costs associated with similar training in the past.
- For that part of the activity where the information was incomplete, the method of assessment for analogy was followed or, in other words, the expenses incurred for similar activities in the past were taken into account.
- In order to carry out the budgeting, the Mid-Term Budget Programming 2018-2020 document was also consulted, as well as 2018 Budget, budgets for similar activities implemented by institutions, donors or non-profit organizations in the past.

The Action Plan includes a budget for the implementation of each activity. Depending on the type of activity, the Action Plan has specified the sources of funding:

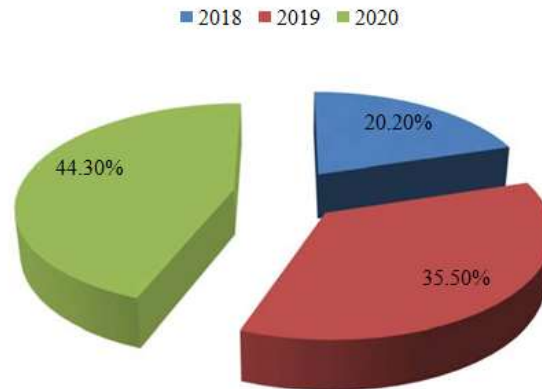
1. Budget funding (line ministry budget included in this Action Plan as institutions responsible for implementing the activities;
2. Financing from donors for those activities, whose costs are covered by donor funds, whether channelled through the budget or civil society organizations that provide services in certain areas;
3. Funding needs, for those activities that have not been identified budgeted in the mid-term budget. The general budget for the implementation of the AP has been reflected in several forms:
 - Annual overall budget for each activity, specific objective, strategic area and sources of funding⁸;
 - Detailed budget by activities, indicators, sources of funding and responsible institutions⁹;
 - The budget required for the implementation of the action plan has a fairly uniform spread over the period 2019-2020 (Figure 1);
 - The 2018 budget covers expenditures for planned activities.

⁷ As per the Mid-Term Budget Programming 2018-2020.

⁸ For details, see the budget attachment.

⁹ For details, see the budget attachment.

Figure 1. Budget in % for 2018–2020



- From the calculations it turns out that the state budget with available resources can cover 83.3% of the overall cost of implementing the Action Plan, while 2.6% are funds donated by donors for specific activities.
- Table 1 presents the general budget and financing needs for the period 2018-2020.
- Requires field 2, "Participation", about 80.04%.
- The biggest need for additional funding is in field 1, "Strengthening policy documents and awareness raising for the WPS agenda", with about 52.3%. Support is mainly required for awareness campaigns.
- Funding needs are at 14.1% of total cost or 39.7 million ALL.

Table 1. Costs and sources of financing 2018–2020

Description					FINANCIAR NGA			Needs for	Expenditure		
Objectives, Activities	VITI 2018	VITI 2019	VITI 2020	TOTALI	Government	donors	Total	Funds LEKË	600-601	602-608	230-231
Policy Field 1. Improving policy documents and raising awareness on WPS Agenda	6,259,240.00	14,736,640.00	12,181,640.00	33,177,520.00	5,059,920.00	7,342,600.00	12,402,520.00	20,775,000.00	3,465,150.00	29,712,370.00	0.00
Policy Field 2. Participation	45,456,000.00	76,508,000.00	103,660,000.00	225,624,000.00	225,624,000.00	0.00	225,624,000.00	0.00	225,624,000.00	0.00	0.00
Policy Field 3. Protection and rehabilitation	519,960.00	4,719,960.00	4,719,960.00	9,959,880.00	1,559,880.00	0.00	1,559,880.00	8,400,000.00	1,559,880.00	8,400,000.00	0.00
Policy Field 4. Implementation and monitoring of Resolution 1325	4,574,836.00	3,722,840.00	3,722,840.00	12,020,516.00	1,520,516.00	0.00	1,520,516.00	10,500,000.00	4,920,516.00	7,100,000.00	0.00
TOTAL (1+2+3+4+5)	56,810,036.00	99,687,440.00	124,284,440.00	280,781,916.00	233,764,316.00	7,342,600.00	241,106,916.00	39,675,000.00	235,569,546.00	45,212,370.00	0.00

VII. ACCOUNTING, MONITORING AND EVALUATION OF THE ACTION PLAN

The Action Plan is a cross-cutting policy document that addresses gender aspects in the area of security and peace. The process of monitoring of its implementation will be a cross-sectoral process, which will also fuel policy orientation in the Integrated Planning System (IPS). Reports within this Action Plan will be sent to the Integrated Policy Management Group, respectively the thematic sub-group for the Employment and Social Sector, established upon the Prime Minister's Order no. 129, dated 21.09.2015, "On taking institutional and operational measures for the implementation of the sectoral approach and the establishment of integrated policy management groups". The annual report is submitted for approval to the Gender Equality Council.

At the operational level, responsible for monitoring the implementation of the Action Plan will be the gender equality employees in line ministries and institutions tasked with implementing this Action Plan, who collect data and identify the gaps in information that is needed. MoHSP has a coordinating role over the implementation performance. The Action Plan foresees the publication of six-month progress reports and support for the monitoring reports of the coalition of civil society organizations for Resolution 1325 engaged in the women, peace and security Agenda.

At policy level, monitoring of this Action Plan will be realized through an inter-institutional group established with senior political representatives of the Ministry of Defense, Interior, Europe and Foreign Affairs, as well as the Health and Social Protection that holds six-month meetings, with the coordination of the MoHSP. A representative of the CSO's Coalition for women, peace and security Agenda participates in the meetings at the political level. The monitoring and evaluation of this Action Plan will be carried out by an Implementation and Coordination Group (ICG), which will monitor, evaluate and report on the Action Plan. The ICG is comprised of technical representatives of the line ministries; the institutions responsible for implementing this Action Plan, as well as a representative of the Coalition of civil society organizations for Resolution 1325 engaged in the women, peace and security agenda. MoHSP will coordinate the data collection process from all gender officers in the institutions involved.

The assessment cycle of this Action Plan includes:

- formative assessment of progress and revision of the foreseen actions at the end of 2018;
- reviewing and updating the measures, considering budget planning until 2020;
- The final assessment at the end of 2020, which will include any unaddressed issue and ongoing developments to be implemented, and the following ways of addressing these issues.

VIII. LIST OF ACTIVITIES

	Activity	Responsible institution	Indicators	Deadline	Financial Effects and Sources in Lek		
					Current expenses	Capital Expenses	Needs for Funds
1. Improve policy documents and raise awareness							
Objective 1.1: Strengthen gender perspective through internal rules of procedure in national security and defence and participation in national and international activities for the implementation of Resolution 1325							
1.1.1	Review existing national security and defence rules of procedure on the implementation of gender perspective in line with the Resolution 1325	MoIA and MoD	Internal Rules of MEFA, MoIA and MoD revised – incorporating rules reflecting the requirements of Resolution 1325	Quarterly	371,400.00	0.00	0.00
1.1.2	Integrate gender perspective into the international activities of the country and report on participation in these activities from a gender perspective	MEFA (lead institution), MoIA, MoD, MHSP, and specialized CSOs on Resolution 1325	Reports filed on behalf of AE	2018-2020	563,520.00	0.00	0.00
1.1.3	Conduct awareness-raising campaigns on women's rights and legislation on gender equality, violence, peace and security	MEFA, MoIA, MHSP, and specialized CSOs on Resolution 1325	Number of campaigns; no. of participating institutions; and no. of persons becoming more aware (3 awareness raising campaigns by CSOs)	2018-2020	3,801,000.00	0.00	3,801,000.00

1.1.4	Ensure representation of women officers at conferences/workshops and at the 7th Annual Conference of Women in Police as well as at the Annual Conference of the International Association of Women Police	MoIA	The number of participants at the 7th Annual Conference and the Annual Conference of the International Association	2018	1,872,000.00	0.00	0.00
1.1.5	Increase participation of women in Armed Forces structures in peacekeeping missing out of the country, respectively in conferences and seminars	MoD	Number of women participants in Armed forces increased with me %	2018-2020	30,816,000.00	0.00	0.00
Objective 1.2: Integrate gender perspective into education programs for the implementation of Resolution 1325							
1.2.1	Encourage women's participation in all forms of education related to Resolution 1325	MEFA, MoIA, MHSP, MoD and OSCs specialized in Resolution 1325	No. of educational activities on Resolution 1325; no. of participating institutions; and no. of persons becoming aware	2018-2020	600,000.00	0.00	600,000.00
1.2.2	Deliver training in cooperation with NGOs focused on gender issues in military operations, handling of post-conflict situations, violence against women and girls, identification of special local needs, etc.	MEFA, MoIA, MoD and OSCs specialized in Resolution 1325 - Operation 1325 AWEN-AWSP	Number of training events; no. of participating institutions and no. of trained persons	2018-2020	980,000.00	0.00	980,000.00
1.2.3	Deliver training on humanitarian aid, trafficking, etc.	MEFA, MoIA and MoD	Number of training events; no. of participating institutions; and no. of trained persons	2018-2020	840,000.00	0.00	840,000.00
1.2.4	Conduct a study, in cooperation with ICITAP and the Faculty of Social Sciences, UT – on sexual crimes in the country, focusing on community awareness on reporting these cases	MoIA, ICITAP and CSOs and Faculty of Social Sciences, UT	Survey published - population of research database related to sexual crimes and event for the publication of study recommendations	2018-2020	2,300,000.00	0.00	2,300,000.00

			organised.				
1.2.5	Revise the curricula of the Armed Forces Academy, Initial Police College and short-term training to be delivered by the Security Academy, including gender aspects and WPS agenda therein	MoIA, MoD and OSCs specialized in Resolution 1325	Curricula revised	2018-2020	4,125,000.00	0.00	0.00
1.2.6	Strengthen professional capacities of the state police on gender perspective in policing, with a focus on sexual harassment	MoIA and CSOs specialized in Resolution 1325, supported by OSCE/ODIHR	No. of training events; no. of trained persons	2018-2020	1,120,000.00	0.00	1,120,000.00
1.2.7	Strengthen professional capacities of police officers to investigate crimes on grounds of sexual orientation (hate crimes)	MoIA and CSOs specialized in Resolution 1325, supported by OSCE/ODIHR	No. of training events; no. of trained persons	2018-2020	840,000.00	0.00	840,000.00
1.2.8	Strengthen professional capacities of police officers on investigating sexual violence crimes	MoIA and CSOs specialized in Resolution 1325	No. of training events; no. of trained persons	2018-2020	840,000.00	0.00	840,000.00
Objective 1.3: Raise awareness on Resolution 1325 and its implementation							
1.3.1	Awareness-raising activities with women MPs on Resolution 1325 and increasing the number of women in standing parliamentary structures that address security policies	Assembly and CSOs specialized in Resolution 1325	No. of awareness raising events organised; no. of persons becoming more aware; no. of women added to parliamentary security structures	September 2017	85,600.00	0.00	0.00
1.3.2	Awareness-raising activities with local government units on Resolution 1325 and its implementation at local level	LSGUs and CSOs specialized in Resolution 1325/Coalition for Resolution 1325, AWSP, AWEN and Operation 1325	No. of awareness raising events organised; no. of participating local units, no. of persons becoming more aware	2018-2020	520,000.00	0.00	0.00
1.3.3	Implement specific projects aimed at	MoEFA, MoIA, MoD, MHSP, CSOs	No. of awareness	2018-2020	520,000.00	0.00	520,000.00

	educating local communities and women in various professions, regarding the role of women in protecting their rights in post-conflict situations and acquainting women with rehabilitation practices in post-conflict situations or after wars for independence in other countries	specialized in Resolution 1325	raising events organised; no. of participating media operators, no. of persons becoming more aware				
1.3.4	Implement specific projects aimed at educating local communities and women in various professions, regarding the role of women in protecting their rights in post-conflict situations and acquainting women with rehabilitation practices in post-conflict situations or after wars for independence in other countries	MEFA, MoIA, MoD, MSMW, and CSOs specialized in Resolution 1325	No. of implemented projects; experiences exchanged, no. of beneficiaries of these experiences and events	2018-2020	6,400,000.00	0.00	6,400,000.00
1.3.5	Awareness-raising meetings on the importance of gender mainstreaming of Transparency Coordinators at local self-government units	MoHSP, other line ministries, LSGUs, CSOs specialized in Resolution 1325 and donors	No. of implemented projects; experiences exchanged, no. of beneficiaries of these experiences and events	2018-2020	684,800.00	0.00	0.00
1.3.6	Awareness-raising meetings with local administrators on gender mainstreaming	LSGUs, MoHSP and CSOs specialized in Resolution 1325	No. of implemented projects; experiences exchanged, no. of beneficiaries of these experiences and events	2018-2020	1,027,200.00	0.00	0.00
1.3.7	Awareness-raising campaigns on women's rights and legislation on gender equality, violence, peace and security	MoHSP, and CSOs specialized in Resolution 1325	No. of campaigns, duration and outreach, target groups, transmitted messages; no. of beneficiaries	2018-2020	5,025,000.00	0.00	0.00
1.3.8	Conduct national awareness-raising campaigns in support of international campaigns	MHSP, MEFA, MoIA, MoD and CSOs specialized in Resolution 1325	No. of campaigns, duration and outreach, target groups, transmitted messages; no. of beneficiaries	2018-2020	2,534,000.00	0.00	2,534,000.00

2. Participation							
<i>Objective 2.1: Inclusion of gender balance in security sector activities</i>							
2.1.1	Promote/appoint women officers in police and armed forces in leading positions and strengthening of management capacities of women as leaders in Police and Armed Forces	MoIA, MEFA and MoD	Number of women appointed in top positions	2018-2020	71,280,000.00	0.00	0.00
2.1.2	Increase the number of women, as the underrepresented gender, in the career system of the security sector, in line with the legislation in force	MoIA, MoEFA and MoD	Number of women promoted; the level they had and the highest they were promoted to	2018-2020	35,640,000.00	0.00	0.00
2.1.3	Promote career/promotion of women in Police serving in different structures, including crime investigation structures	MoIA	Number of women added at relevant structures	2018-2020	18,540,000.00	0.00	0.00
2.1.4	Increase the number of women officers in operational crime investigation structures	MoIA	Increased number of women in operational crime investigation structures	2018-2020			
2.1.5	Increase participation of women in Armed Forces structures in peacekeeping missing out of the country	MoD	Increased number of women in peacekeeping missing out of the country	2018-2020			
<i>Objective 2.2: Increase representation of women in decision-making activities and processes related to preservation of security and peace</i>							
2.2.1	Increase the number of women as military attaches to diplomatic representations and embassies of the Republic of Albania and international organizations addressing international security issues	MoEFA, MoIA and MoD	Number of women appointed as Attaché	2018-2020	19,500,000.00	0.00	0.00
2.2.2	Increase the number of high-level diplomatic women as Ambassadors in permanent missions and embassies of the Republic of Albania and international organizations addressing	MoEFA	Increased number of women appointed to high diplomatic level	2018-2020	37,008,000.00	0.00	0.00

	international security issues						
2.2.3	Appoint or assign women in leading positions in international organizations addressing security issues	MoEFA and MoD	Number of women appointed in management positions; positions where women are appointed	2018-2020	12,336,000.00	0.00	0.00
2.2.4	Increase the number of women at decision-making levels in mechanisms for conflict prevention, management and resolution at local, regional and central level	MoEFA, MoIA, MoD and CSOs specialized in Resolution 1325	Number of women appointed at decision-making levels	2018-2020			
3. Protection and rehabilitation							
Objective 3.1: Promote the protection of women and girls victims of gender-based violence related to armed conflicts and post-conflict situations in other countries							
3.1.1	Revise the domestic legislation to include disciplinary measures for gender-based violence by the peacekeeping personnel	MoD and MoEFA	Internal regulations revised – including provisions for disciplinary measures for gender-based violence by the peacekeeping personnel	2018-2020	222,840.00	0.00	0.00
3.1.2	Raise awareness on zero tolerance to sexual exploitation	MoEFA, MoIA and MoD	No of activities; no. of persons participant in awareness activities	2018-2020	3,000,000.00	0.00	3,000,000.00
Objective 3.2: Ensure protection of Albanian women and girls victims of war including post-conflict rehabilitation							
3.2.1	Collect and analyse information about women and girls in war and the impact of war and conflict situations on women and girls in Albania	MoEFA, MoIA and MoD and CSOs specialized in Resolution 1325	Questionnaires completed; data processed; analyses published	2018-2020	1,337.040.00	0.00	0.00
3.2.2	Raise awareness on post-conflict mines, bombs and other explosives	MoIA and MoD	No of activities; no. of persons participant in awareness activities	2018-2020	3,000,000.00	0.00	3,000,000.00

3.2.3	Raise awareness among women and girls on collection of weapons given among the population in violation of the law and campaign for their collection	MoIA and MoD	No of activities; no. of persons becoming more aware; no. weapons handed over	2018-2020	2,400,000.00	0.00	2,400,000.00
4. Implementation and monitoring of Resolution 1325							
Objective 4.1: Improve cooperation for the implementation and monitoring of Resolution 1325 (and other related resolutions)							
4.1.1	Encourage sharing of experience at national level regarding the implementation of Resolution 1325 and other related Resolutions, through the organization of conferences or other events	MEFA, MoIA and MoD and CSOs specialized in Resolution 1325	No. of activities organised, no. of participants	2018-2020	4,500,000.00	0.00	4,500,000.00
4.1.2	Encourage sharing of experience at international and regional level regarding the implementation of Resolution 1325 and other related Resolutions	MEFA, MoIA and MoD and CSOs specialised in Resolution 1325/ AWSP, AWEN, Operation 1325	No. of activities organised, no. of participants	September 2017	800,000.00	0.00	0.00
4.1.3	Incorporate WPS agenda elements in regional and international country reports	MoEFA, MoIA, MoD and MHSP	No. of reports and types of reporting	2018-2020	668,520.00	0.00	0.00
4.1.4	Draft monitoring reports by CSOs that support Resolution 132 in order to better implement Resolution 1325	MEFA, MoIA and MoD and CSOs specialized in Resolution 1325/Coalition for Resolution 1325	No. of reports and types of reporting	2018-2020	6,000,000.00	0.00	6,000,000.00
Objective 4.2: Support full implementation of Resolution 1325 and other related Resolutions							
4.2.1	Set up a working group to review the current Action Plan and draft the National Plan for Implementation of Resolution 1325	MoEFA, MoIA, MoD, MHSP, in cooperation with CSOs specialized in Resolution 1325	Order to Establish the Working Group	2018	51,996.00	0.00	