



SHOQATA 'GRUAJA,
PAQJA, SIGURIA'

With the support of

WOMEN FUND FOR GENDER EQUALITY

GUIDING DOCUMENT

COALITION "WOMEN SECURITY PEACE"





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Tirana, January 2019

Accronyms

AU	Administrative Units
AWEN	Albanian Women Empowerment Network
CSO	Civil Society Organization
EU	European Union
LGU	Local Government Units
NAP	National Action Plan
OSCE	Organization for Security and Cooperation in Europe
SC	Security Council
UNO	United Nations Organization
WPS	Women Peace and Security

Regards and appreciation

Women, Peace & Security (WPS) Agenda is an international agenda based on the principle that *"the effective incorporation of gender perspectives can have a significant and positive impact on the lives of women, men, girls and boys on the ground."* The Agenda has had a number of developments and advances in many parts of the world, and specifically in the Balkans, so the progress and development of this Agenda in Albania is now a necessity, taking into account the challenges and difficulties we face today in the Albanian reality.

Civil society has played a crucial role during the drafting process of the United Nations Security Council Resolution 1325 on Peace and Security Women's Action Plan and continues to play it in its implementation. "Association of Women with Social Problems", and recently known as Association "Women, Security & Peace", has been one of the key drivers in drafting the project plan for the implementation of Resolution 1325 and has initiated the establishment of the Coalition to further strengthen the role of civil society and its proactive contribution to the commitments related to the UN 1325 Resolution in Albania.

The Coalition "Women, Security and Peace (CWSP) that was established by a group of CSO-s from all over Albania to promote work on women's issues, peace and security in Albania, is an essential part of the national efforts complementing the governmental mechanisms at the central and local level as relevant to the National Peace and Security agenda.

I strongly believe that the Coalition will serve as an advisory body for the implementing agencies of the National Action Plan, through its participation in different mechanisms responsible for the implementation of the Plan, and will actively engage with other women's networks, networks and security coalitions. It will also take part in periodic monitoring undertaken by the state in the framework of the implementation of the National Action Plan, and will continuously engage in consultation and policy making processes.

The so called Coalition's Guiding Strategy for the 2019 - 2021, an outcome of an innovative process based on the co-creative approach, especially emphasizes the importance of engaging civil society in pushing forward the Agenda "Woman, Peace and Security" at the country level.

I would like to express my thanks and appreciations to the experts of three main areas-public awareness, monitoring, and advocacy for the implementation of Resolution 1325/NAP, Myftar Doçi, Eralda Çani, Ines Leskaj, and Dila Nikolli which have given a very meaningful support to the realization of this Guiding Document.

On behalf of the Association, I would like to express my special gratitude to the international partners that have supported us in this initiative, such as UN WOMEN/FGE, Embassy of the Netherlands and OSCE. We especially thank UN Women and UN Women Albania who contributed to the finalization of this document. They have supported our efforts to establish the Coalition, as well as they played a significant role in facilitating the process of drafting and approving the National Action Plan for UN Resolution 1325. Our special thanks are addressed also to the Re-Think Team, which have played a very active and supporting role on walking together on innovative destinations.

Wishing all the success to the Coalition, I remain hopeful that it will establish itself as a powerful actor in ensuring the implementation of all commitments of the Albanian state regarding the Agenda "Woman, Peace and Security" in the country.

Bajana Çeveli

Executive Director

Association 'Women, Security & Peace'

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1. Introduction

This Guiding Document has been developed at a time when the Coalition "Women Security Peace" (WSP) has entered into an important phase of its activity; being actively engaged in the implementation of Resolution 1325 of the United Nations Security Council and the relating National Action Plan of the Albanian government.

During its strategic planning process, the Coalition emphasized the main achievements and identity of the organization and defined its strategic direction for the next three years. The priority areas of the Coalition have been identified based on internal consultations with the members, meetings of the Coalition's Secretariat, a strategic planning workshop, and workshops for the development of work plans for 2019.

The strategic priorities that are identified in the Guiding Document (2019-2021) are in line with the important political, legislative, and institutional processes defined in the National Action Plan (NAP) for the implementation of Resolution 1325.

NAP overview

The vision set out in the NAP's is *"an Albanian society where women have a reinforced role and are actively involved in maintaining peace, conflict prevention and resolution, and a society that has a sustainable contribution at the international level, guaranteeing the rights of women involved in conflict situations"*. Its mission is *"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 international policy that guarantees the rights of women and girls involved in conflict and post-conflict situations"*.

The main objective of the NAP 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 population,
- national: as part of the government programme,
- as well as international: through the active involvement of the country in international activities".

This is 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; and
- 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 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, round tables 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.

The NAP includes four policy fields, 9 objectives, and 40 measures. Involvement and collaboration of civil society organizations, active in the Women Peace Security Agenda, is foreseen in 3 policy fields (or 75%), 6 objectives (or 66%), and 22 measures (or 55%)¹.

The main institutions which are responsible for the implementation of the NAP are the Ministry of Internal Affairs, Ministry of Defense, Ministry of Europe and Foreign Affairs, and Ministry of Health and Social Protection. Collaboration with civil society organizations is essential for proper implementation of the NAP. To support its implementation, the cost for each activity, specific objective, strategic goal and field has been identified. The overall cost of implementing the NAP is around 280.7 million ALL or roughly 2.2 million euros.

2. Coalition "Women Security Peace"

The Coalition "Women Security Peace" (WSP) was established in December 2017 in Tirana in the frame of the "Women rights from concept to Albanian reality" project, supported by the Fund for Gender Equality (UN Women) and the Embassy of the Netherlands, and implemented by the Association of Women with Social Problems. The Coalition is an informal organization consisting of 32 civil society organizations from different regions of Albania and has an elected Secretariat, Chair of the Secretariat, and Coordinator.

The Coalition aims at pushing the Albanian government, in particular, and the public, in general, to properly implement Resolution 1325 of the United Nations Security Council and the relating National Action Plan of the Albanian government adopted in September 2018. The Coalition WSP in general, and the coordinator (Association Women with Social Problems recently known as Association "Women Security Peace"- former Association of Women with Social Problems) in particular, have been playing and continue to play an important role in the development of the NAP on the implementation of

¹ In annexes, there are the policy areas, objectives, and measures where the involvement and collaboration of civil society organizations is foreseen.

Resolution 1325. Such contribution has been emphasized in the NAP ².

In this context, the Coalition has closely cooperated with other stakeholders especially including the Ministry of Internal Affairs, Ministry of Defense, Ministry of Europe and Foreign Affairs, Ministry of Health and Social Protection, Embassies of the Netherlands and Sweden, UN Women, OSCE Presence in Albania, and EU Delegation in Albania.

The Coalition WSP plays a key role in the process of implementation of the Resolution/NAP as a partner, expert, and monitor. This way, the Coalition supports and promotes the protection of women rights by formally including women's roles and responsibilities in the international security agenda and the change of the concept of global security.

The Coalition focuses on the monitoring of the implementation of the NAP, advocacy and lobbying for the proper implementation of the NAP at the local level, by mobilizing and orienting the current and potential resources and facilitating communication between civil society, responsible institutions, and the media. It also focuses on public awareness on the WPS agenda at a national and local level. In this frame, three thematic groups have been established:

- (1) The Group of Organizations for NAP Monitoring (Monitoring Working Group);
- (2) The Group of Organizations for Advocacy and Lobbying for WPS (Advocacy and Lobbying Working Group); and
- (3) The Group of Organizations for Public Awareness on WPS (Public Awareness Working Group).

This Guiding Document includes the vision, mission, strategic goals and objectives for the three priority areas of the Coalition - public awareness, monitoring, and lobbying and advocacy of implementation of Resolution 1325/National Action Plan - as well as details of the institutional development of the Coalition in order to enable the achievement of its goals and objectives. The Coalition's vision is *"a society that is aware of and actively, promotes and guarantees women human rights"*.

The Guiding Document 2019 - 2021 aims to be not just an important promotional tool for the Coalition, but also a planning guide for its activities, projects, programs, and institutional development. The Guiding Documents will guide the Coalition members in their efforts relating to public awareness, monitoring of, and advocacy and lobbying for the implementation of the NAP. It also targets the national and local public institutions, which are responsible for the implementation of the NAP, alongside targeting international organizations, donors, and the media.

² In the introduction of the NAP it is emphasized that: "Most essential support has been provided through the "Resolution 1325" project financed by the Embassy of Netherlands and the Fund for Gender Equality, UN Women, and implemented by the Association of Women with Social Problems and the Albanian Women Empowerment Network AWEN. "Coalition for Resolution 1325" established by civil society organizations has contributed in the process of development of this action plan." (DCM, Nr.524 date 11.09.2018)

3. Vision, priority areas, strategic goals of Coalition WSP

VISION

"a society that is aware of and actively, promotes and guarantees women human rights."

MISSION

"Coalition Women Security Peace contributes to the proper implementation of the Resolution 1325 of United Nations Security Council and the relating National Action Plan of the Albanian government through monitoring of and advocacy and lobbying for their implementation and increasing public awareness of WSP issues."

PRIORITY AREAS

1	2	3
Monitoring the Implementation of Resolution 1325/NAP	Advocacy and Lobbying for the Proper Implementation of Resolution 1325/NAP	Public Awareness

STRATEGIC GOALS

WPS agenda is monitored and society is informed about the results of the monitoring undertaken	Resolution 1325/NAP are properly implemented by the responsible institutions	Public awareness of the WPS agenda has increased
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MONITORING THE IMPLEMENTATION OF RESOLUTION 1325/NAP

Monitoring of the implementation of Resolution 1325/NAP aims to identify gaps in its implementation. Findings and recommendations from the monitoring will be shared with responsible institutions including the Ministry of Internal Affairs, Ministry of Defense, Ministry of Europe and Foreign Affairs, Ministry of Health and Social Protection, and others. Findings will also be used to advocate and lobby for proper implementation of the NAP and/or for new policies and legislation that are necessary for the proper implementation of Resolution 1325.

Strategic Goal	The WPS agenda is monitored and society is informed about the results of the monitoring undertaken
Strategic Objectives	Main strategies
WPS agenda is monitored	<ul style="list-style-type: none"> ✓ Engaging experts for the purposes of monitoring the implementation of Resolution 1325/NAP. <ul style="list-style-type: none"> - Identifying experts from the Monitoring Working Group and external experts. - Identifying youth volunteers. - Training experts and volunteers in monitoring. - Contracting experts for monitoring activities. ✓ Develop the 2019 Monitoring Reports on the implementation of Resolution 1325/NAP. <ul style="list-style-type: none"> - Develop the monitoring methodology. - Conduct stakeholder analysis. - Bridge the Monitoring Working Group with the Inter-institutional Working Group established in the frame of NAP implementation. Periodical meetings with NAP structures. - Develop the first draft of the Monitoring Report and discuss it with the Coalition. - Finalize the Annual Monitoring Report. - Final meeting with the NAP Inter-institutional Group. - Send the Monitoring Report to the NAP Inter-institutional Group and other stakeholders (Assembly, Prime Minister's Office, UN, donors, etc.). ✓ Revise the monitoring methodology based on lessons learned from the development of the first annual monitoring report. ✓ Conduct annual monitoring based on the 2019 process. <ul style="list-style-type: none"> - Develop the Monitoring Report on implementation of resolution 1325/NAP. - Monitor how the recommendations of the previous report are reflected by the responsible institutions.
Public is informed on monitoring findings	<ul style="list-style-type: none"> ✓ Meetings with the media in order to share with them the findings and recommendations of the monitoring reports (press conferences; individual meetings; press releases; etc.). ✓ Establish partnerships with the media aiming at promoting main findings and recommendations of the monitoring reports.

ADVOCACY AND LOBBYING FOR PROPER IMPLEMENTATION OF RESOLUTION 1325/NAP

Advocacy and lobbying for the proper implementation of Resolution 1325/NAP aims at identifying the deficiencies relating to the implementation of the NAP. Advocacy and lobbying also aims at improving the current policy and legislation already adopted by the Albanian government in order to ensure the best implementation of Resolution 1325 in Albania. Advocacy for the proper implementation of the NAP is closely related to the organizations monitoring activities. It targets responsible institutions including the Assembly of Albania, Ministry of Internal Affairs, Ministry of Defense, Ministry of Europe and Foreign Affairs, Ministry of Health and Social Protection, and others.

Strategic Goal	Resolution 1325/NAP are properly implemented by responsible institutions
Strategic Objectives	Main strategies
Advocacy for the implementation of Resolution 1325 at national and local level	<ul style="list-style-type: none"> ✓ Advocating with the gender equality section at the Ministry of Health and Social Protection as the coordinator of the Inter-institutional Group in order to initiate the process of NAP implementation: <ul style="list-style-type: none"> - respective documents, - meetings, - development of reports, etc. ✓ Ensuring representation of NAP actors in the Inter-institutional Group: <ul style="list-style-type: none"> - Advocating with the line ministries and other responsible institutions, members of Inter-institutional Group, for active participation in Group activities; - Identifying and involving other actors from line ministries in the implementation of the NAP. ✓ Meetings with the National Council of Gender Equality and making presentations before the Council. ✓ Ensuring the presence and contribution of the members of the parliamentary Security Committee in: Meetings with the representatives of Security Committee; the Women's Alliance in Parliament; and the Gender Equality Sub-Committee focusing on NAP implementation. ✓ Using networks established based on the organizations work on Resolution 1325 in order to place pressure on responsible Albanian institutions and decision-makers for the proper implementation of the Resolution. ✓ Engaging with women mediators from Albania and the Region to advocate pressuring the responsible Albanian institutions and decision-makers for the proper implementation of the Resolution..

	<ul style="list-style-type: none"> ✓ Activities to advocate for the implementation of the Law on Domestic Violence. ✓ Activities to advocate for the implementation of the National Strategy for Gender Equality. ✓ Advocacy initiatives of Coalition members at the local level with local structures for the inclusion of the NAP in local strategies and action plans. ✓ Using the national and local media to present the NAP and advocate about Coalition issues
<p><i>Advocating for the inclusion of gender balance in activities of security sector and inclusion of women in decision-making</i></p>	<ul style="list-style-type: none"> ✓ Advocacy campaign-including women in the decision-making processes of security institutions. <ul style="list-style-type: none"> - Meetings with the Ministry of Defense and Ministry of Interior in order to improve policies aimed at including women in decision-making processes. - Meetings with the Armed Forces and State Police in order to push for the nomination of women in directing positions and increasing the number of women in the career system of security institutions.
<p><i>Advocating for integration of gender perspective in education programs for implementation of Resolution 1325</i></p>	<ul style="list-style-type: none"> ✓ Preparing proposals for the inclusion of gender elements and the WPS agenda in the curricula of Armed Forces Academy and Basic School of Police. ✓ Meetings with the Armed Forces Academy and Basic School of Police in order to include the proposals in the curricula.
<p>Advocacy activities consist of:</p>	<ul style="list-style-type: none"> ✓ Meetings ✓ Petitions ✓ Open letters ✓ Public statements ✓ Promotional spots on television through adverts. ✓ Training

PUBLIC AWARENESS

The Coalition WSP aims to increase public awareness of WSP issues, focusing on women, youth and remote and rural areas. The Coalition's work on public awareness also aims to increase the awareness of local structures, including the municipalities and other local public institutions, about the implementation of the NAP at local level. The Coalition will also work closely with civil society organizations and the local and national media in order to increase their awareness as well as collaborate with them to raise the awareness of the public.

Strategic Goal	Public awareness on WPS agenda has increased
Strategic Objectives	Main strategies
To increase public awareness of WPS agenda	<ul style="list-style-type: none"> ✓ Information and awareness campaigns on Resolution 1325/ NAP and their importance at local level. <ul style="list-style-type: none"> - With men and boys; - With women groups from the community, especially the rural areas and displaced women; - With university students; - With citizens (town hall meetings). ✓ Engaging youth in awareness activities. <ul style="list-style-type: none"> - Develop curricula for training of youth. - Train young volunteers who will engage in awareness activities/campaigns (training of trainers). - Informal education activities for youth. - Best essay from young people on Resolution 1325. - Young volunteers carry out awareness activities. ✓ Engaging women activists in awareness activities. <ul style="list-style-type: none"> - Training for influential women (training of trainers) who will be engaged in awareness activities/campaigns. - Awareness through engagement of 'model women'. ✓ Engaging local government in awareness activities. <ul style="list-style-type: none"> - Training of local government structures. - Training of Administrative Units. ✓ Establishing Information Points at Local Government Units. ✓ Facilitating inter-sectorial/inter-institutional cooperation at national and local level.
To increase the role of the media to increase public awareness of WPS agenda.	<ul style="list-style-type: none"> ✓ Training for CSO-s in media relations. ✓ Conduct research on media role and use. ✓ Meetings with the media and establishment of partnerships with national and local media. ✓ Training for journalists on the role of the media in shaping public opinion and the importance of positive journalism. ✓ Ensuring coverage of the WPS agenda by the media. <ul style="list-style-type: none"> - Television programs for successful women in WPS work. - Television coverage on Resolution (morning program). ✓ Using social media to promote public information and awareness. ✓ Updating information on Facebook page of WSP. ✓ Using the Instagram account of the Coalition Youth Group.

4. Main stakeholders and assumptions

MAIN STAKEHOLDERS ON WPS AGENDA

National Government	<ul style="list-style-type: none"> ✓ Ministry of Health and Social Protection ✓ Ministry of Defense <ul style="list-style-type: none"> - Academy of Armed Forces ✓ Ministry of Education ✓ Ministry of European and Foreign Affairs ✓ Ministry of Justice ✓ Ministry of Finances ✓ Ministry of Interior <ul style="list-style-type: none"> - School of Police ✓ Assembly of Albania <ul style="list-style-type: none"> - Security Committee - Women's Alliance - Gender Equality Sub-Committee - Members of Parliament who promote the NAP
Local Government	<ul style="list-style-type: none"> ✓ Municipalities ✓ Municipality Councils ✓ Administrative Units
Media	<ul style="list-style-type: none"> ✓ Visual Media ✓ Written Media ✓ National and Local Media
Donors International Organizations	<ul style="list-style-type: none"> ✓ Fund for Gender Equality (UN Women) ✓ OSCE ✓ Embassy of Netherlands ✓ Sida ✓ American Embassy ✓ European Union Delegation in Albania
Other	<ul style="list-style-type: none"> ✓ Civil society organizations outside the Coalition ✓ Universities

MAIN ASSUMPTIONS

Strategic Goals	Main Assumptions
Resolution 1325/ NAP are properly implemented by responsible institutions	<ul style="list-style-type: none"> ✓ The Coalition has the expertise, experience, and willingness to advocate for the implementation of Resolution 1325/NAP. ✓ Institutions are open to positive changes in the frame of the implementation of Resolution 1325/NAP. ✓ Institutional leaders are willing to ensure gender equality and the representation of women in decision-making processes in their institutions.
WPS agenda is monitored and the society is informed about its achievements in Albania	<ul style="list-style-type: none"> ✓ The Coalition has the expertise and experience to monitor the implementation of Resolution 1325/NAP. ✓ There is expertise outside the Coalition that can be engaged to monitor the implementation of Resolution 1325/NAP. ✓ Ministries are willing to cooperate. ✓ The media is willing to cooperate. ✓ Donors are interested and willing to support monitoring the implementation of Resolution 1325/NAP.
Increased public awareness of WPS agenda	<ul style="list-style-type: none"> ✓ The community is open toward gender equality and the WPS agenda. ✓ Youth are willing to volunteer. ✓ Staff of local structures is interested and willing to learn and engage. ✓ LGU-s are willing to invest in public information and awareness on the WPS agenda. ✓ There are insufficient funds for the implementation of Resolution 1325/NAP. ✓ There is insufficient financial support by the central government. ✓ The media is willing to engage in public information and commit to public truth. ✓ The media and CSO-s are willing to cooperate with each other. ✓ The media has an interest in the WPS agenda.

5. Institutional Development of WPS Coalition

INSTITUTIONAL DEVELOPMENT

The Coalition is an informal network consisting of 32 civil society organizations from different regions of Albania and has an elected Secretariat, Chair of the Secretariat, and Coordinator, who are responsible for the direction of the Coalition, internal communication and the representation of the Coalition to stakeholders and the public. Being newly established, the Coalition also has developed objectives and main strategies for its institutional development in order to ensure the achievement of programmatic goals—monitoring, advocacy and lobbying, and public awareness of Resolution 1325/NAP.

Objectives:

Organizational strengthening of Coalition

Strategies:

- ✓ Increasing the Coalition's membership, based on Internal Regulation and principles of efficiency in communication and decision-making.
- ✓ Increasing the membership of the Coalition's Youth Group and ensuring its ongoing re-composition.
- ✓ Implementing the Coalition's Regulation regarding internal and external communication.
- ✓ Ensuring the rotation of members' representation in the Secretariat, based on Internal Regulation.
- ✓ Revising annually the Internal Regulation based on lessons learned.
- ✓ Improving internal communication.
 - Regular dissemination of meetings minutes.
 - Regular information on activities, especially when decision-making is required.
 - Improving communication via email and whats up.
- ✓ Exchanging experience with similar coalitions in the Region and beyond.
- ✓ Developing the strategic planning process.
 - Organizing strategic planning workshops (in a retreat format) to review the Guiding Document and develop work plans by the end of 2019 and 2020.
 - Making necessary corrections in the Guiding Document reflecting changes in the Coalition's internal and external environment.

Objectives:	Strategies:
Increasing the capacity of Coalition members	<ul style="list-style-type: none"> ✓ Capacity building of Coalition members in advocacy and lobbying (training, technical assistance). ✓ Capacity building of Coalition members in monitoring (training, technical assistance). ✓ Capacity building of members of Monitoring Working Group in report writing (training, technical assistance). ✓ Develop training curricula in advocacy, monitoring, and report writing.
Raising funds for the Coalition	<ul style="list-style-type: none"> ✓ Maintaining contacts with the UN and searching for other donors that are interested in the implementation of Resolution 1325 and WPS agenda. ✓ Coalition members to conduct individual search on sources of finance for Coalition activities and coordinate their results with the Coalition. ✓ Joint application by members for the implementation of the Resolution 1325. ✓ Applications for funds by the Coalition's Coordinator.
Networking	<ul style="list-style-type: none"> ✓ Identifying regional and international networks focusing on WPS. ✓ Membership in regional and international networks. ✓ Active participation in activities of regional and international networks.
Public relations/ external communication	<ul style="list-style-type: none"> ✓ Increasing the visibility of the Coalition. ✓ Standardizing the Coalition's presentation to third parties (letter head, letter and report writing, etc.). ✓ Preparing and disseminating promotional materials on the Coalition. ✓ Ensuring the Coalition's proper and dignified representation in public activities, in the media, in meetings with stakeholders, and in international meetings, etc. based on the Internal Regulations of the Coalition. ✓ Ongoing use of social media personalized for the Coalition- Facebook, Instagram, Twitter- for the promotion of the Coalition and its activities.

Annex 1: Involvement and cooperation of CSOs in the frame of NAP

The NAP includes four policy fields, 9 objectives, and 40 measures. The involvement and collaboration of civil society organizations, active in the Women Peace Security Agenda, is foreseen in 3 policy fields (or 75%), 6 objectives (or 66%), and 22 measures (or 55%). The table below details the policy areas, objectives, and measures where the involvement and collaboration of civil society organizations is foreseen.

Objective	Measures	Measures involving CSO-s	% CSOs engaged in WPS agenda involved in realization of measures
Policy Field 1. Improving policy documents and raising awareness on WPS Agenda	21	17	100 % of objectives; 80.9% of measures
1.1 Strengthen gender perspective through internal rules of procedure in national security and defense and participation in national and international activities for the implementation of Resolution 1325	5	2	40 %
1.2 Integrate gender perspective into education programs for the implementation of Resolution 1325	8	7	87%
1.3 Raise awareness on Resolution 1325 and its implementation	8	8	100%
Policy Field 2. Participation	9	1	50% of objectives; 11% of measures
2.1 Inclusion of gender balance in security sector activities	5	0	0%
2.2 Increase representation of women in decision-making activities and processes related to preservation of security and peace	4	1	25%
Policy Field 4. Implementation and monitoring of Resolution 1325	5	5	100 % of objectives; 80% of measures
4.1. Improve cooperation for the implementation and monitoring of Resolution 1325 (and other related resolutions)	4	3	75%
4.2 Support full implementation of Resolution 1325 and other related Resolutions	1	1	100%

Annex 2: Analysis of the Coalition's internal and external environment

Strengths	Weaknesses
<ul style="list-style-type: none"> • Coalition is willing to monitor the implementation of NAP. • Thematic groups that are committed within the Coalition. • Coalition has expertise in its priority areas. • Some members have expertise and experience in monitoring, advocacy, and awareness. • Coalition's membership. • Coalition's organization. • Most Coalition members are active. • Coalition's Youth Group is active. 	<ul style="list-style-type: none"> • Internal communication. • Unequal involvement of members. • Unpaid time/commitment from volunteers and members affects negatively the participation in network activities. • Financial sustainability. • Limited funds for numerous activities of Coalition. • Information and awareness are project-based.
Opportunities	Threats
<ul style="list-style-type: none"> • The NAP for the implementation of resolution 1325 has been approved. • The Inter-Institutional Working Group has been established with representatives of line ministries. • There is a need for the Coalition's services (regarding advocacy for implementation of NAP at central and local level, local action plans, etc.). • Public awareness of WPS is better than in the past. • There are information and awareness activities on WPS issues. • CSOs play an active role in public awareness. • At the national level, the media play a positive role regarding the WPS agenda (compared with local media). • There are professional and dedicated journalists. 	<ul style="list-style-type: none"> • There are no reports by CSOs. • There have been negative experiences regarding the implementation of national strategies. • There is limited information and awareness, especially in rural areas. • There is a low level of community awareness on WPS issues. • People are indifferent towards issues they think do not belong to them. • Lack of workshops and technical tables on WPS. • Limited visibility/promotion by CSOs. • Promotional materials are sometimes not effective as they are not customized for specific groups such as youths, adults, etc. • The media, especially local, sometimes plays a negative role, for example in not properly transmitting messages or not covering activities when there are not public figures present. • The level of television programs has dropped. • There are no promotional spots on television on WPS. • Local government is not prepared to implement the NAP: Information Offices do not function; Internet pages are not frequently and properly used; Budget is low; Human resources and capacities are limited; and Administrative Units do not have staff. • At the national level, cooperation between institutions is limited.

Annex 3: 2019 Working Plan

No	Activity	Timeline	Responsibility	Cost €	Sources
	WPS agenda is monitored and the society is informed about its achievements in Albania				
1	Identify experts from the Monitoring Working Group and external experts (TOT and contracting)	January	Secretariat	-	
2	Identify young volunteers	January	Youth Group	-	
3	Train experts and volunteers in monitoring				
3.1	Develop the curricula for the training on monitoring	March	Trainers	1000	UN Women
3.2	Train members of the Monitoring Working Group	February	Trainers	2000	UN Women
4	Develop Monitoring Report		Experts	4000	UN Women
4.1	Conduct stakeholder analysis	March	Experts		
4.2	Develop the monitoring methodology	March	Experts		
4.3	Bridge the Monitoring Working Group with the Inter-institutional Working Group established in the frame of NAP implementation	April	Experts; Secretariat		
4.4	Periodic meetings with the NAP structures.	Ongoing	Experts; Secretariat		
4.5	Initial Coalition meeting: Informing the Coalition on the progress of the Monitoring Working Group	September	Experts; Secretariat		
4.6	Develop the first draft of the Monitoring Report	October	Experts		
4.7	Coalition meeting: Discuss the Report findings and recommendations	October	Experts; Secretariat		
4.8	Develop the second draft of the Monitoring Report and share it with the Coalition	November	Experts		
4.9	Final meeting with the NAP Inter-institutional Group	November	Experts; Secretariat		
4.10	Finalize the Annual Monitoring Report	December	Experts		

5	Send the Monitoring Report to the NAP Inter-institutional Group and other stakeholders (Assembly, Prime Minister's Office, UN, donors, etc.).	December	Experts; Secretariat	-	-
6	Publish Monitoring Report findings and recommendations	December	Secretariat	1500	UN Women

No	Activity	Timeline	Responsibility	Cost €	Sources
	Resolution 1325/NAP are properly implemented by responsible institutions				
7	Advocate with the gender equality section at the Ministry of Health and Social Protection as the coordinator of the Inter-institutional Group in order to initiate the process of NAP implementation: Respective documents, meetings, development of reports, etc.	February	Coordinator; Secretariat	-	
8	Advocate with the line ministries, other responsible institutions and members of the Inter-institutional Group, for active participation in Group activities	Ongoing	Coordinator; Secretariat	-	
9	Identify and involving other actors from line ministries for the implementation of the NAP	Ongoing	Coordinator; Secretariat	-	
10	Meet with the National Council of Gender Equality and presentation before the Council	April	Coordinator; Secretariat	-	
11	Meet with the representatives of Security Committee, Women's Alliance in the Parliament, Gender Equality Sub-Committee focusing on NAP implementation	April	Coordinator; Secretariat	-	
12	Use networks established through the organization work on Resolution 1325 in order to place pressure on responsible Albanian institutions and decision-makers for proper implementation of the Resolution.	Ongoing	Coordinator; Secretariat	-	
13	Engaging with women mediators from Albania and the Region to advocate pressuring the responsible Albanian institutions and decision-makers for the proper implementation of the Resolution	Ongoing	Coordinator; Secretariat	-	

14	Activities to advocate for the implementation of the Law on Domestic Violence	Ongoing	Coordinator; Secretariat Coalition members	1000	UN Women
15	Activities to advocate for the implementation of the National Strategy for Gender Equality	Ongoing	Coordinator; Secretariat Coalition members	1000	UN Women

No	Activity	Timeline	Responsibility	Cost €	Sources
16	Advocacy initiatives of Coalition members at local level with local structures for the inclusion of NAP in local strategies and action plans	September	Coalition members	12000	UN Women
17	Advocacy campaign-including women in decision-making processes of security institutions	Ongoing	Coalition members		
17.1	Meet with the Ministry of Defense and Ministry of Interior in order to improve policies aimed at including women in decision-making processes	May	Coordinator; Secretariat	-	
17.2	Meet with the Armed Forces and State Police in order to push for the nomination of women in directing positions and increasing the number of women in the career system of security institutions	May	Coordinator; Secretariat	-	
18	Inclusion of gender elements and WPS agenda in the curricula of Armed Forces Academy and Basic School of Police.				
18.1	Prepare proposals for the inclusion of gender elements and WPS agenda in the curricula of Armed Forces Academy and Basic School of Police.	May-June	Experts; Coordinator; Secretariat	3000	UNWomen
18.2	Meet with the Armed Forces Academy and Basic School of Police in order to include the proposals in the curricula.	May-June	Experts; Coordinator; Secretariat	-	

No	Activity	Timeline	Responsibility	Cost €	Sources
	Increased community awareness of WPS agenda				
19	Information and awareness campaigns on Resolution 1325/NAP and their importance at local level. <ul style="list-style-type: none"> - With men and boys; - With women groups from the community; - With university students; - With citizens (town hall meetings). 	April-June	Coalition members	12000	UN Women
20	Train young volunteers who will engage in awareness activities/campaigns				
20.1	Develop curricula for training of youth	March	Trainers	1000	UN Women
20.2	Train young volunteers who will engage in awareness activities/campaigns (training of trainers)	April	Trainers	1500	UN Women
20.3	Informal education activities for youth	May	Trainers	1500	UN Women
20.4	Best essay from young people on Resolution 1325.	October	Coordinator	1500	UN Women
21	Train influential women (training of trainers) who will be engaged in awareness	April	Trainers	1500	UN Women
22	Awareness through engagement of successful women in WPS agenda	Ongoing	Coordinator Coalition Members	-	
23	Develop the capacity of local government in order to use their staff in awareness activities/campaigns				
23.1	Train local government structures	September	Trainers	6000	UN Women
23.2	Train Administrative Units	October	Trainers	6000	UN Women
23.3	Establish Information Points at Local Government Units	November	Coordinator Coalition Members	6000	UN Women
24	Awareness raising of local structures, especially social services, of local implementation of NAP.	Ongoing	Coalition Members	-	
25	Facilitate inter-sectorial/inter-institutional cooperation at national and local level.	Ongoing	Coordinator; Secretariat	-	

No	Activity	Timeline	Responsibility	Cost €	Sources
26	Train CSO-s in media relations	May	Trainers	1500	UN Women
27	Conduct research on media role and use	April-May	Experts	2000	UN Women
28	Meet with the media and establish partnerships with national and local media	Ongoing	Coordinator Coalition Members	-	
29	Train journalists on the role of media in shaping the public opinion and the importance of positive journalism	May	Trainers	2000	UN Women
30	Ensure coverage of WPS agenda by the media				
30.1	Television programs for successful women on WPS agenda.	October	Coordinator Coalition Members	-	
30.2	Television coverage on Resolution (morning program)	April	Coordinator Coalition Members	-	
30.3	Prepare promotional spots and broadcast them on local television networks	April-May	Coordinator Secretariat	3000	UN Women
31	Prepare and disseminate promotional materials	March & Ongoing	Coordinator Secretariat Coalition Members	1500	UN Women
32	Use social media to increase public information and awareness	Ongoing			
32.1	Updating information on Facebook of the WSP Coalition.	Ongoing	Coordinator Secretariat	-	
32.2	Using the Instagram account of the Coalition Youth Group to promote WPS agenda to young people.	Ongoing	Coordinator Secretariat	-	

Annex 4: members of Coalition WPS

No	Organization	Location
1	AWEN	Tiranë
2	Qendra Vatra	Vlorë
3	Agrita Vizion	Peshkopi
4	Shoqata Jona	Sarandë
5	Unë Gruaja	Pogradec
6	Gruaja tek Gruaja	Shkodër
7	Klubi Social	Korçë
8	Forumi i Gruas Elbasan	Ebasan
9	Qendra "Fëmijet Sot"	Tiranë
10	Shoqata 'Gratë Siguri Paqe'	Durrës
11	SH.P.G.F	Tiranë
12	Komiteti i Helsinkit	Tiranë
13	Gruaja Në Fokus	Durrës
14	Shoqata për Zhvillim Psiko-Social-Kulturor të Fëmijëve dhe të Rinjve	Ebasan
15	Të ndryshëm të barabartë	Tiranë
16	Shoqata e Grave të Forcave te Armatosura	Tiranë
17	Mary Word Laureto	Tiranë
18	Komiteti Rinor	Lezhë
19	Shoqata në Ndhimë të Fëmijeve dhe Grave me Probleme	Tiranë
20	Qendra Konsumatori Shqiptar	Durrës
21	Fokus - Në ndihme të fëmijëve	Tiranë
22	Atom	Peshkopi
23	CSDC	Shkodër
24	Shoqata e Gazetarëve	Elbasan
25	Dev-Aid	Tiranë
26	Për Ju nëna dhe Fëmijë	Kukës
27	Dora Prindërore	Korçë
28	E Shkuara për të ardhmen/Past for Future	Korçë
29	Përkrahje për të Rinjtë	Korçë
30	Fëmijëve Jetim	Korcë
31	IPSED	Tiranë
32	Qendra Kombëtare për Shërbime Komunitare	Tiranë