

COUNCIL OF MINISTERS

DECISION

Nr. 524 dated 11.09.2018

(Published in Official Journal 134/2018)

ON APPROVING THE ACTION PLAN ON IMPLEMENTATION of the RESOLUTION 1325 OF THE UNITED NATIONS SECURITY COUNCIL On Women, Peace and 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 and 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-PRIME MINISTER

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 was prepared on behalf of the Government of Albania, the Ministry of Internal Affairs, the Ministry for Europe and 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 contributions from civil society representatives, including field experts.

Encouragement, expertise and technical assistance for the preparation of this document were provided by countries with significant engagement for the implementation of United Nations Security Council Resolution 1325 (Resolution 1325), such as the Kingdom of the Netherlands and Sweden, through the offices of their diplomatic missions in Albania, as well as the UN and other international organizations: UN Women, through the "Fund for Gender Equality, 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", which was funded by the Embassy of the Kingdom of the Netherlands and the UN Women "Fund for Gender Equality" and implemented by the Association of "Women with Social Problems", and the Albanian Women's Empowerment Network", AWEN. The "Coalition for Resolution 1325", established by civil society organizations (CSOs), also contributed to the drafting process of this Action Plan.

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I. INTRODUCTION

Albania has made significant progress in adapting policies relevant to the empowerment of women and the achievement of gender equality in the country, in line with obligations deriving from regional and international norms. Likewise, Albania is committed to achieving peace and stability in the world and implementing United Nations and 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 into 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's empowerment in maintaining peace and security, is the adoption in 2000, by the United Nations, 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, from which women and men benefit equally and promotion 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. As such, a series of laws addressing gender-based issues have been adopted over time, such as the 2006 law on measures against domestic violence, the 2008 law on gender equality, and the 2010 law on protection against discrimination. 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. For the first time, the Minister of Defence Directive and the Armed Forces Chief of General Staff Instructions on the activities of Armed Forces for 2017 addressed gender equality issues, with the aim to increase women soldiers in the Armed Forces to 15% of the overall number of soldiers in each separate structure, for the purpose of missions and

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.

tasks, as per the required operational levels. The reality reflects an awareness of women's participation in policy-making, but much still 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 increased further. Women are still lacking in participation and contributions to 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 only 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 positions during 2016. During 2017, only 4.4% were women 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 a current mapping of the situation in 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 due time. The purpose of this Plan is to guarantee smart policies for women's involvement in the areas 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 central policy-making institutions in the country that operate in the areas of security and peace-keeping, gender issues, and those dealing with the international commitments of the country, i.e. 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-year 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 development of the Action Plan was supported in all its preliminary phases, until its finalisation, by international partners and domestic civil society representatives.

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

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 Defense, January 2018.

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 31 October 2000, the United Nations Security Council unanimously adopted Resolution 1325 on Women, Peace and Security. The 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 by changing 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 the 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 an increase of the role and contribution of women in peacekeeping operations;
- include a 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 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" highlights prevention and responses to sexual violence in situations of armed conflict and in post-conflict.
2. Resolution 1888 (2009), "Protecting Women and Children from Sexual Violence in Armed Conflicts", which reinforces Resolution 1820, and appoints a UN Special Representative and a group of experts to promote the prohibition of rape during armed conflict.
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, as well as monitoring and reporting on the 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 situations by defining

- a system for strategic, coordinated and timely collection of data on sexual assault in conflict situations, and calls for UN member states to adopt concrete commitments toward this aim.
5. Resolution 2106 (2013) of the UNSC on Women, Peace and Security further specifies the requirements for engagement of 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 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 persons 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 the UN, NATO, OSCE and EU. 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 its 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 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 a NATO and OSCE member, needs to take measures to fulfil commitments required under its membership. Additionally, as Albania considers EU integration as one of the most important processes, EU stances and engagements represent important reference for the country. As part of such commitments, in 2017, the Republic of Albania joined the Mediterranean Women's Network of Mediators. The Network is an initiative aimed at increasing women's participation in peacekeeping efforts as well as assigning women mediators from each country, bearing in mind that sustainability in the Mediterranean is a prerequisite for human security across the region and that women add strategic knowledge and can 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 consultative process, involving representatives of state institutions, civil society organizations and international partners.

The methodology used to draft the Action Plan consisted of:

- *a preliminary evaluation* of the situation addressing the agenda on women, peace and security in Albania;
- *awareness seminars* with line ministries and dependent institutions, and representatives of civil society, as well as international organizations;
- *trainings* with different institutions and representatives from civil society, as well as international organizations;
- *various meetings and activities* with civil society organizations as well as with the "Coalition on Resolution 1325", which was established by civil society;
- *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. With representatives from 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's Empowerment Network, and the Embassy of the Kingdom of the Netherlands to 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 from 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's 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 a 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 to take measures for better monitoring and reporting of 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 makes a sustainable contribution at 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 of women's 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.

V. POLICY OBJECTIVES

This Inter-Institutional Action Plan is based on international norms aimed at achieving gender equality and women's participation in public and political life that have been 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

These documents, among others, address 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 public awareness; - national, as part of the government program; - as well as international, through 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 on Resolution 1325;

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

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

- encouraging the 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, roundtables and other forms of public information;
- increasing women's involvement and role in security policies and the participation of women experts in political activities in peacekeeping, security, regional co-operation in peacekeeping missions, as well as capacity building in this regard, etc.;
- 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 general interest for Resolution 1325.

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

Objective 1.1: Strengthen integration of the 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 integration of a gender perspective in line with Resolution 1325
 - Institutions: MoIA and MoD
 - Deadline: 2018-2020
2. Integrate a 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, MOHSP, 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, MOHSP, and specialized CSOs on Resolution 1325

- Deadline: 2018-2020
4. Ensure increased 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 missions outside of the country, respectively, in conferences and seminars
 - Institutions: MoD
 - Deadline: 2018-2020

Objective 1.2: Integrate a gender perspective into educational 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, MOHSP, 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 Training Programme of the Police 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 for a 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 the 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 the 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 and post-war situations.
 - Institutions: MoEFA, MoIA, MoD, MOHSP, CSOs specialized in Resolution 1325
 - Deadline: 2018-2020
5. Awareness-raising meetings on the importance of gender mainstreaming of Transparency Coordinators in 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: MOHSP, MEFA, MoIA, MoD and CSOs specialized in Resolution 1325
 - Deadline: 2018-2020

POLICY FIELD 2. PARTICIPATION

Objective 2.1: Inclusion of a gender balance in security sector activities

Measures:

1. Promote/appoint women officers in police and the armed forces to leading positions and strengthen management capacities of women as leaders in the 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 women in the 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 missions outside of the country
 - Institutions: MoD
 - Deadline: 2018-2020

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

Measures:

1. Increase the number of women as military attaches at 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 at 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 to 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 the 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 girl victims of gender-based violence related to armed conflicts and post-conflict situations in other countries

Measures:

1. Revise domestic legislation to include disciplinary measures for gender-based violence by 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 the protection of Albanian women and girl 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 the collection of weapons distributed 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 the 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 the 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 into regional and international country reports
 - Institutions: MoEFA, MoIA, MoD and MOHSP
 - Deadline: 2018-2020
4. Draft monitoring reports by CSOs that support Resolution 1325, 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 the full implementation of Resolution 1325 and other related Resolutions

Measures:

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

VI. FINANCIAL RESOURCES

The Inter-Institutional Action Plan for the implementation of UNSC Resolution 1325 will be implemented in the period 2018-2020. To support its implementation, the cost for each activity, specific objective, strategic goal and field is envisaged. The overall cost of implementing the NAP is around 280.7 million Lek, or roughly, 2.2 million Euros⁶.

The cost of the action plan was determined based on the cost of each activity reflected in the action plan and its timing, as well as the 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 substantial.

The main method used is activity-based costing. In addition, for a number of activities average expenditure as per the Mid-Term Budget Programme 2018-2020 was taken into account, for those activities that are included in the MTBP) while for other similar activities it is considered the salary level of the sectors involved in the implementation of the Action Plan and other similar budget categories. For the calculation of expenditures for the main activities it was proceeded as follows:

- In calculating the training costs, the cost of continuous 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 conducted in the past were used as a reference.
- For the activities where 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.
- The Mid-Term Budget Programme 2018-2020 document was also consulted, as well as the 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 the institutions responsible for implementing the activities);
2. Financing from donors for activities with costs that 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 budgeted in the Mid-Term Budget Programme. The general budget for the implementation of the Action Plan has been reflected in several forms:
 - Annual overall budget for each activity, specific objective, strategic area and sources of funding⁸;

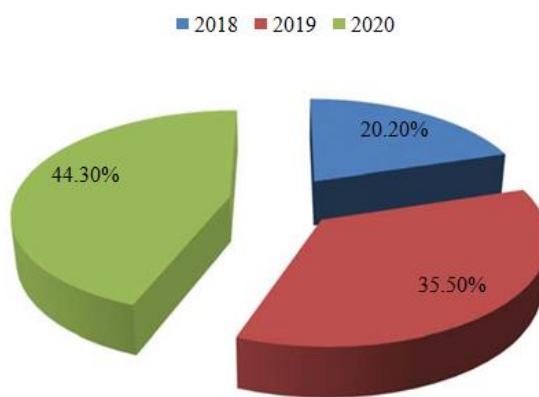
⁶ Exchange rate: 1 euro = 133 Lek.

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

⁸ For details, see the budget attachment.

- Detailed budget by activities, indicators, sources of funding and responsible institutions⁹;
- The budget required for the implementation of the action plan has is almost uniformly spread over the period 2019-2020 (Figure 1);
- The 2018 budget covers expenditures for planned activities.

Figure 1. Budget in % for 2018–2020



- Based on the calculations, the state budget 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.
- Field 2- "Participation", requires the highest budget, about 80.04%.
- The highest funding gap (needing 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 raising and campaigns.
- Funding needs are at 14.1% of the total cost, or 39.7 million Lek.

⁹ For details, see the budget attachment.

Table 1. Costs and sources of financing 2018–2020

| Description | | | | | FINANCUAR NGA | | Total | Needs for | Expenditure | | |
|--|---------------------|----------------------|-----------------------|-----------------------|-----------------------|---------------------|-----------------------|----------------------|-----------------------|----------------------|-------------|
| | VITI 2018 | VITI 2019 | VITI 2020 | TOTALI | Government | Donors | | | 600-601 | 602-608 | 230-231 |
| Policy Field 1. Improving policy documents and raising awareness on WPS Agenda | 6,259,240.0 | 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 | 45,456,000.0 | 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 | 519,960.0 | 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 | 4,574,836.0 | 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) | 56,810,036.0 | 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. ACCOUNTABILITY, MONITORING AND EVALUATION OF THE ACTION PLAN

The Action Plan is a cross-cutting policy document that addresses gender aspects in the areas of security and peace. The process of monitoring its implementation will be a cross-sectoral process, which will also fuel policy orientation in the Integrated Planning System (IPS). Reports within the Action Plan will be sent to the Integrated Policy Management Group, respectively, the thematic sub-group for the Employment and Social Sector, which was established by 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 will be submitted for approval to the Gender Equality Council.

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

At the policy level, monitoring of this Action Plan will be realized through an inter-institutional group that will be established with senior political representatives of the Ministry of Defense, Interior, Europe and Foreign Affairs, as well as the Ministry of Health and Social Protection, that holds meetings every 6 months, with coordination from 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 from line ministries, the institutions responsible for implementing this Action Plan, as well as a representative from 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 at 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, taking into consideration budget planning until 2020;
- The final assessment at the end of 2020 will include any unaddressed issues and ongoing developments to be implemented, and the ways to address the 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 | | | | | | | | | | | |
| <i>Objective 1.1: Strengthen integration of a 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</i> | | | | | | | | | | | |
| 1.1.1 | Review existing national security and defence rules of procedure on the integration of a 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 a 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, MOHSP, 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, MOHSP, and specialized CSOs on Resolution 1325 | Number of campaigns; no. of participating institutions; and no. of persons becoming more aware on women's rights and WPS issues (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 missions 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 a gender perspective into educational 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, MOHSP, MoD and OSCs specialized in Resolution 1325 | No. of educational activities on Resolution 1325; no. of participating institutions; and no. of persons becoming aware of UN SCR1325 requirements | 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 persons trained | 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, University of Tirana – 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 an event for the publication of study | 2018-2020 | 2,300,000.00 | 0.00 | 2,300,000.00 |

| | | | | | | | |
|-------|---|---|--|-----------|--------------|------|--------------|
| | | | recommendations organised. | | | | |
| 1.2.5 | Revise the curricula of the Armed Forces Academy, Initial Training Programme for the Police 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 a 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 the 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 | Awareness-raising activities with the media on the UNSCR1325 and its implementation. | Media operators, Coalition for Resolution 1325, AWEN, AWSP, Operation 1325 | No. of awareness raising events organised; no. of participating media operators, no. of persons becoming more aware | 2018-2020 | 520,000.00 | 0.00 | 520,000.00 |
| 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 and post-war situations | MEFA, MoIA, MoD, MOHSP, 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 in 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 | MOHSP, 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 a gender balance in security sector activities</i> | | | | | | | |
| 2.1.1 | Promote/appoint women officers in police and armed forces into leading positions and strengthening management capacities of women as leaders in the Police and Armed Forces | MoIA, MEFA and MoD | Number of women appointed to 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 rank they were promoted to | 2018-2020 | 35,640,000.00 | 0.00 | 0.00 |
| 2.1.3 | 3. Promote career/promotion of women in the Police serving in different structures, including crime investigation structures | MoIA | Number of women added to relevant structures | 2018-2020 | 18,540,000.00 | 0.00 | 0.00 |
| <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 at 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 Attachés | 2018-2020 | 19,500,000.00 | 0.00 | 0.00 |
| 2.2.2 | Increase the number of high-level diplomatic women as Ambassadors at permanent missions and embassies of the Republic of Albania and international organizations addressing international security issues | MoEFA | Increased number of women appointed to higher diplomatic levels | 2018-2020 | 37,008,000.00 | 0.00 | 0.00 |
| 2.2.3 | Appoint or assign women to leading positions at international organizations addressing security issues | MoEFA and MoD | Number of women appointed to 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 the 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 girl victims of gender-based violence related to armed conflicts and post-conflict situations in other countries

| | | | | | | | |
|-------|--|---------------------|---|-----------|--------------|------|--------------|
| 3.1.1 | Revise domestic legislation to include disciplinary measures for gender-based violence by peacekeeping personnel | MoD and MoEFA | Internal regulations revised – including provisions for disciplinary measures for gender-based violence by peacekeeping personnel | 2018-2020 | 222,840.00 | 0.00 | 0.00 |
| 3.1.2 | Raise awareness on zero tolerance with respect to sexual exploitation | MoEFA, MoIA and MoD | No of activities; no. of persons participating in awareness activities | 2018-2020 | 3,000,000.00 | 0.00 | 3,000,000.00 |

Objective 3.2: Ensure the protection of Albanian women and girl 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 participating 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 the collection of weapons distributed 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. of 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 | 1. Encourage sharing of experience at the 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 the 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 into regional and international country reports | MoEFA, MoIA, MoD and MOHSP | 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 1325, 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 |
| <i>Objective 4.2: Support the full implementation of Resolution 1325 and other related Resolutions</i> | | | | | | | |
| 4.2.1 | Establish a working group to review the current Action Plan and to draft the National Plan for Implementation of Resolution 1325 | MoEFA, MoIA, MoD, MOHSP, in cooperation with CSOs specialized in Resolution 1325 | Order to Establish the Working Group | 2018 | 51,996.00 | 0.00 | |