



**NATIONAL ACTION PLAN
ON THE IMPLEMENTATION OF THE
UNITED NATIONS SECURITY COUNCIL
RESOLUTION 1325 ON WOMEN,
PEACE AND SECURITY
2023 - 2027**



NATIONAL ACTION PLAN

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The National Action Plan on the implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security 2023 – 2027 and this publication was developed with the support of UN Women



ACRONYMS AND ABBREVIATIONS

WPS Agenda	The 'Women, Peace and Security' Agenda
ASLSG	Agency for the Support of Local Self-Government
AAF	Armed Forces Academy
ASPA	Albanian School of Public Administration
NCPA	National Civil Protection Academy
SALW	National Small Arms and Light Weapons Commission
EU	European Union
OG	Official Gazette
AF	Armed Forces
EC	European Commission
WPS Coalition	Women, Peace and Security Coalition
DSC	Defence and Security College
UNSC	United Nations Security Council
NCGE	National Council on Gender Equality
MES	Ministry of Education and Sport
MoI	Ministry of Interior
MoJ	Ministry of Justice
MEFA	Ministry for Europe and Foreign Affairs
MHSP	Ministry of Health and Social Protection
UNO	United Nations Organisation
MTM	Ministry of Tourism and Environment
CSO	Civil society organisation
MIE	Ministry of Infrastructure and Energy
OSCE	Organisation for Security and Co-operation in Europe
PKIE	National Plan for European Integration
Action Plan	The Action Plan on the implementation of Resolution 1325 in the Republic of Albania
Resolution 1325	Resolution 1325 of the United Nations Security Council on Women, Peace and Security
CCCVE	Coordinating Centre for Countering Violent Extremism
RA	Republic of Albania
SoM	School of Magistrates
DCM	Decision of the Council of Ministers
GSAF	General Staff of the Armed Forces
SASPAC	State Agency for Strategic Programming and Assistance Coordination
IPSIS	Integrated Planning System Information System
CLIP	Country Level Implementation Plan

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STRATEGIC CONTEXT

INTRODUCTION AND SCOPE OF THIS STRATEGIC DOCUMENT

In 2018, the Republic of Albania joined the group of countries with an Action Plan in place in the context of obligations under the United Nations Security Council Resolution 1325 on Women, Peace and Security¹ with the adoption that year of its first National Action Plan on the Implementation of the UNSC Resolution 1325 on Women, Peace and Security. The adoption of the 2018 Action Plan attested to the strong political will and determination to move forward with addressing the objectives set out in Women, Peace and Security Agenda (WPS Agenda) in the country.² Resolution 1325 emphasises the importance of equitable roles for and participation of women in all efforts for preventing and resolving conflicts and building sustainable peace by highlighting the significance of the Women, Peace and Security Agenda worldwide.

The Republic of Albania, through its Ministry of Health and Social Protection under the leadership of Minister Manastirliu, has continued fulfilling its commitments and coordinating role, with the aim of guaranteeing a uniform policy approach leading to the adoption of the second National Action Plan on the Implementation of Resolution 1325. The Republic of Albania, which was elected for the first time as a non-permanent member of the UN Security Council for the period 2022-2023, has included the application of a gender-based approach as one of its priority commitments in the areas of security and peace, highlighting that **“[o]ne of the most effective ways to achieve sustainable peace and security is through consistent focus on the strengthened implementation of the Women, Peace and Security agenda, ensuring more inclusive peace processes, gender equality, women’s empowerment and protection of women’s rights”**³

The present Action Plan aims to be a high-impact document that transcends the traditional divide between the government and the civil society, between regional or international policies and domestic ones, and between pressing civil society issues and development and human rights-related issues. Ensuring policy continuity in the context of the WPS Agenda is an expression of the commitment to the goals of including and maintaining women and girls’ contributions in the country’s political and public life and utilising the entirety of societal capacities for achieving sustainable development in

1. See <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/576/40/PDF/N0857640.pdf?OpenElement> (accessed in May 2022). The number of UN Member States that have already adopted an Action Plan is 103, or 53% of UN Member States. For more recent updates on the number of states with an Action Plan on Resolution 1325 See <https://1325naps.peacewomen.org/index.php/nap-overview/> (accessed in September 2022).

2. Decision of the Council of Ministers No. 524, dated 11 September 2018: On the Implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security in The Republic of Albania 2018-2020, available at: <http://qbz.gov.al/eli/vendim/2018/09/11/524>

3. See <http://www.ambasadat.gov.al/council-of-europe/sites/default/files/Security%20Council%20UN.pdf>, p. 12-13. (accessed in December 2021)



The Action Plan supports the implementation of

- UN Women's Output 4 ("More women of all ages fully participate, lead and engage in political institutions and processes"),
- Output 13 ("More commitments on women, peace and security are implemented by Member States and the UN system, and more gender equality advocates influence peace and security processes"),
- Output 14 ("More women play a greater role and are better served by humanitarian response and recovery efforts"),
- Output 15 ("More women play a greater role in and are better served by disaster risk management processes"), as set out in the UN Strategic Plan.

accordance with Albania's international and regional commitments, including those in the context of the UN, NATO, EU, OSCE, and other international strategic partnerships.⁴ The Action Plan is harmonised and complies with UN Sustainable Development Goals (SDGs) No. 5 (Achieve gender equality and empower all women and girls) and No. 16 (Peaceful, just and inclusive societies).⁵

SDG No. 5, "Achieve gender equality and empower all women and girls," defines important standards regarding the adoption and implementation of policies that promote gender equality and aim at empowering women and girls in all stages and processes of disaster risk reduction

This specific Action Plan is also in line with the UN Women Program on Women, Peace and Security and Humanitarian Action which focuses on building synergies for the continuation of humanitarian development by strengthening women's action, leadership and participation in rebuilding their lives in situations of crisis, conflict or natural disasters.⁷

The purpose of national action plans on the WPS Agenda is to improve institutionalisation and build capacities, in order to ensure that efforts in the context of the WPS Agenda are sustainable and long-lasting. The application of a gendered approach to addressing humanitarian issues, conflict and post-conflict situations, crises or natural disasters, is a progressive approach which reflects the principle that everyone has a role to play and should make their contribution to a society with a

4. This approach is in line with the United States Strategy on Women, Peace and Security 2019 and the Department of State's Plan to Implement the U.S. Strategy on Women, Peace and Security 2020-2023. See https://www.state.gov/wp-content/uploads/2021/01/WPS_Strategy_10_October2019.pdf and https://www.state.gov/wp-content/uploads/2020/06/20-01943-SGWI_v11_forWeb_Bookmarks508.pdf (accessed in September 2022).

5. <https://www.un.org/sustainabledevelopment/> and the Programme of Cooperation for Sustainable Development 2017-2021, between the Council of Ministers of the Republic of Albania and the United Nations, available at: https://www.al.undp.org/content/albania/en/home/library/democratic_governance/programme-of-cooperation-for-sustainable-development-2017-2021.html

6. <https://www.unwomen.org/en/digital-library/publications/2017/8/un-women-strategic-plan-2018-2021>

7. <https://wphfund.org/>

view to achieving all-round sustainable development. Similarly, the active approach to implementing the WPS Agenda is in harmony with NATO's Action Plan on the WPS Agenda 2021-2027, which supports the commitment of NATO Allies to further advancing gender equality and incorporating gender perspectives across all that NATO does. The NATO Action Plan applies to all NATO Member Countries, including Albania.⁸ Furthermore, this approach is also in accordance with European Union (EU) policies. The EU promotes respect for gender equality, human rights, peace and security both within and outside its borders – principles that are enshrined in the Treaty on the Establishment of the European Union and reflected in the Global Strategy for the Foreign and Security Policy of the European Union, the EU Action Plan on Women, Peace and Security (WPS) 2019-2024,⁹ as well as the EU Gender Action Plan III 2021-2027 and the Country-Level Implementation Plan (CLIP) for Albania¹⁰. One of the five priorities of the Global Strategy is the application of an integrated approach to conflicts and crises¹¹ according to which the EU shall act promptly on prevention of conflicts and shall respond responsibly and decisively to crises and conflicts. This Strategy is underpinned by the WPS Agenda and, specifically, the implementation of Resolution 1325.¹² To this end, the EU has adopted and is implementing its Action Plan on Women, Peace and Security (WPS) 2019-2024. According to this Plan, a strategic approach in this regard consists of supporting societal and government actions for engaging, empowering, protecting and supporting women and girls of all backgrounds by promoting concrete engagements and actions, with special emphasis on achieving sustainable and stable peace and security.¹³

The COVID-19 pandemic and other natural disasters generally have posed and continue to pose numerous additional challenges to all countries, including Albania. Not only have they made societies in general, and women and girls in particular, more vulnerable, but they have also led to increased levels of violence against women and girls. The continued implementation of policies which aim to promote gender-responsive governance, prevent and combat all forms of violence against women and girls, and increase their participation in the country's political and public life, is a precondition to sustainable development and good governance. The continued application of policies in the framework of the Women, Peace and Security Agenda reflects the objectives of

8. Endorsed by Ministers of Defence in October 2021. See https://www.nato.int/cps/en/natohq/official_texts_187485.htm?selectedLocale=en

9. See https://www.eeas.europa.eu/sites/default/files/eugs_review_web_0.pdf (accessed in May 2022).

10. See <https://europa.eu/capacity4dev/country-level-implementation-plans-clips-gender/documents/clip-albania> (accessed in 2022).

11. *Idem*, p.9.

12. *Idem*, p.31.

13. The main objectives of the EU Plan include: participation, which aims to increase women's participation in leading positions and in all areas related to peace and security, as well as to strengthen women's leadership role worldwide; mainstreaming a gender perspective in all policies and carrying out analyses thereof; Leading by example, which means enhancing EU actions for the implementation of the WPS Agenda at local, national, regional and international levels; prevention of conflicts at global, regional, national and local levels by applying a WPS approach and promoting zero tolerance/full accountability policies to help put an end to impunity and bring perpetrators of such crimes to justice, as well as by adopting transitional justice processes that fully integrate the principle of non-discrimination and comply with international human rights standards; protection of women and girls' rights and the increase of their access to justice at local, national, regional and international levels, placing emphasises on restorative justice, the rights of survivors and victims, as well as the prevention of all forms of gender-based sexual violence; and lastly, appropriate and adequate relief and recovery in conflict and post-conflict situations that meet the needs of women and girls in such situations.

including and utilising women and girls' contributions in the country's political and public and fully engaging all societal capacities. It is important that this second Action Plan on the Implementation of Resolution 1325 pays closer attention to a more in-depth approach to human security, including access to education, health care, job opportunities and justice, including by placing more emphasis on innovative approaches to security and peace, towards a security agenda that applies a softer approach to human, economic and environmental security.

The Action Plan reflects a focus on measures that are sensitive to climate change, food uncertainty, diseases and pandemics such as COVID-19, terrorism, cybercrime etc., which, due to their very nature, transcend state borders and destabilise countries to the same degree as territorial encroachment or occupation. Measures towards achieving higher levels of human security and the application of innovative approaches were also part of the specific suggestions made by the country's civil society organisations in this respect.

A strengthened collaboration both within the country, as well as at regional and international levels is essential for the creation a safe and enabling environment for women and girls as peacebuilders, human rights defenders, and civil society activists.¹⁴ Civil society organisations in Albania and various international actors played a very important role in the processes of drafting and implementing the country's first Action Plan. The same collaborative approach was applied in drafting the second Action Plan, which was drafted with the support of UN Women.

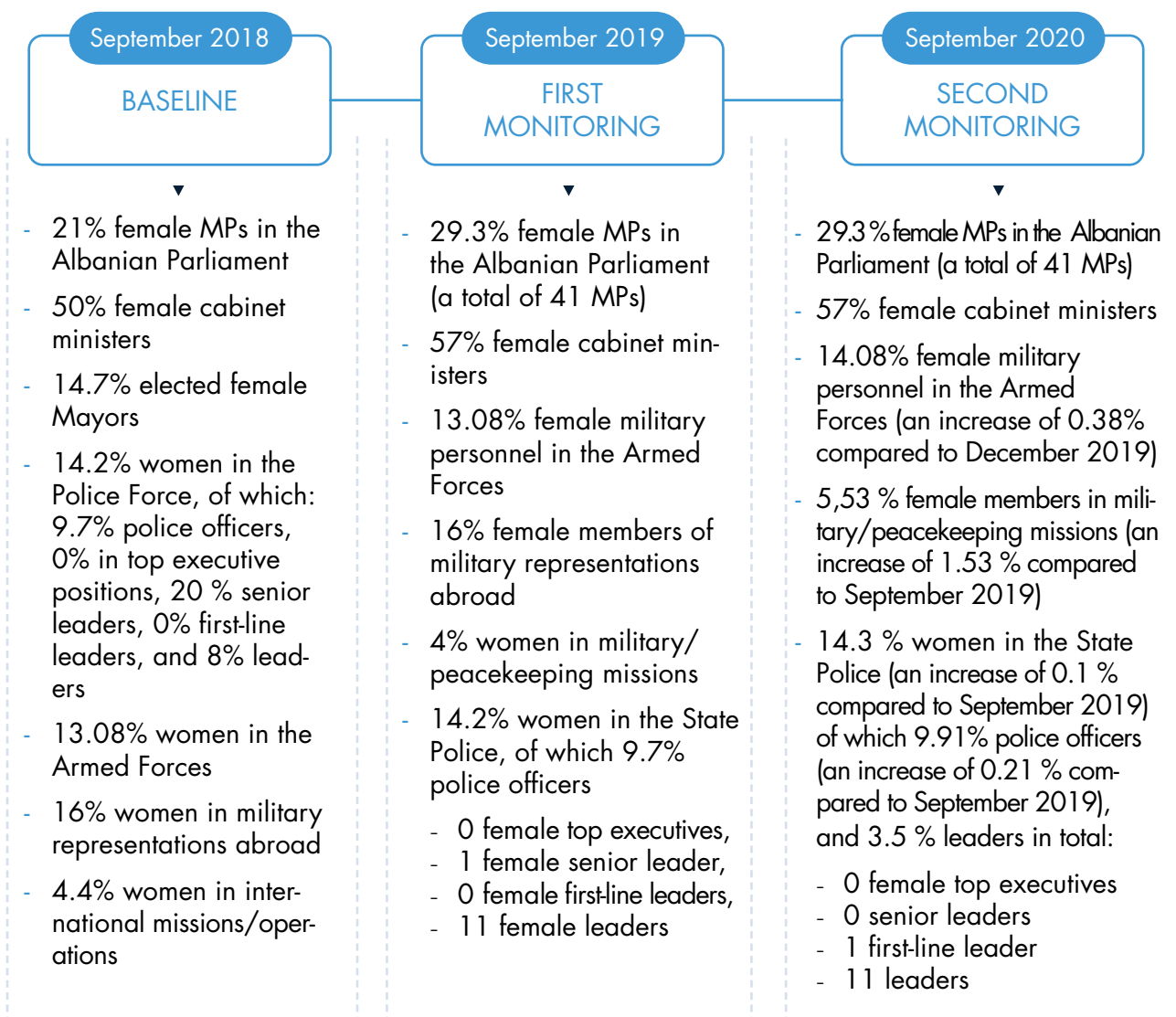
An important role was also played by the Embassy of the Kingdom of the Netherlands, the OSCE presence, and the Embassy of the United States of America to Albania. Civil society organisations were similarly represented in the working group that drafted the first Action Plan on the Implementation of Resolution 1325 of the Republic of Albania; not only that, but they were also official members of the groups monitoring its implementation and key actors in the preparation and publication of the two monitoring reports on the first Action Plan. Worth mentioning here is the contribution made by the Women, Peace and Security Coalition and other CSOs whose scope of activities includes the implementation of the WPS Agenda, especially the Women, Peace and Security Association.

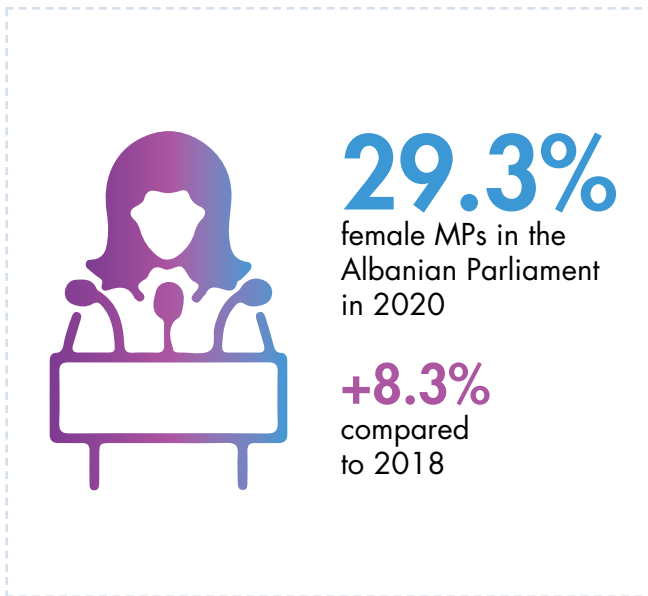
Civil society organisations, most notably the Women, Peace and Security Coalition, were also actively involved in drafting the second National Action Plan. This participatory approach exemplifies the involvement of civil society organisations as major contributors to the implementation of gender policies and the WPS Agenda in the country. It complies with the UN requirement that the civil society must play an important role in the preparation of every report and any other documents related to Resolution 1325. The continued application of this open and inclusive approach and the active participation of the civil society guarantee a better Action Plan and a fuller implementation of Resolution 1325.

14. See the remarks of the Minister for Europe and Foreign Affairs at the Security Council, June 2022, available at: <https://ambasadat.gov.al/united-nations/remarks-by-mfa-olta-xhacca-at-the-security-council-open-debate-on-keeping-the-promises-the-role-of-regional-organizations-in-implementing-women-peace-and-security-in-the-face-of-political-turmoil-a/>

1.1 Current situation. Achievements so far and future challenges. The Plan's vision.

In accordance with DCM No. 524, dated 11 September 2018, "On the adoption of the Action Plan on the implementation of Resolution 1325 of the United Nations Security Council, on Women, Peace and Security, 2018–2020", the Government of Albania prepared and published two Monitoring Reports on the implementation of the Action Plan – in November 2019 and November 2020, respectively. The data collected for the purposes of the reports demonstrated, among other things, an improved engagement of women and girls in the areas of defence and policing. In addition, the fulfilment of measures envisaged in the Action Plan covering the period between 2018 and 2020, reflect an increased focus on the Agenda. However, more measures will be necessary in future to increase the number of women and girls engaged in these areas. See Figure No. 1.





The Monitoring Reports on the implementation of the 2018-2020 Action Plan highlighted the need that the institutions responsible for its implementation adopt a rigorous approach to addressing its measures, under the leadership and responsible coordination of the Ministry of Health and Social Protection. The Monitoring Reports No.1 and No. 2 on the implementation of the 2018-2020 Action Plan listed a number of recommendations focusing primarily on the need for policy continuity in applying the WPS Agenda as something of paramount importance to social groups and their engagement.

During the implementation of the 2018-2020 Action Plan there was active cooperation between responsible government agencies and civil society organisations and international partners. This approach led to a high level of fulfilment of the measures of the Action Plan 2018-2020, namely 82%.¹⁵ A system for facilitating and monitoring the Action Plan was, however, lacking. The use of the IPSIS System in the development and implementation of the second Action Plan, under the leadership of Strategic Planning and Aid Coordination Agency, is expected to facilitate this comprehensive and complex process.

The purpose of the approach used in implementing the 2018-2020 Action Plan was twofold: to ensure an increase in the number of women and girls in the system and to have a system in place that would reflect the entirety of elements of gender-sensitive organisation and functioning. Even though the data indicate that, overall, there was increased participation by women and girls in the military and police forces, as well as in other sectors, the number of women and girls in leadership positions in the areas of security and peace remains low (see Figure 1). Some difficulties were encountered in identifying resources, both from the state budget and non-budgetary contributors for the implementation of the 2018-2020 Action Plan.

In the course of the implementation of the 2018-2020 Action Plan, WPS Agenda-related events and activities, albeit in limited numbers, were held throughout the country, which helped contribute to the localisation of the WPS Agenda in Albania. Local self-government units were involved in a limited number of WPS Agenda-related activities; indeed, some local self-government units are not even familiar with Resolution 1325. In addition, regional interaction in the context of the WPS Agenda was found to be in need of strengthening.

15. See Second Monitoring Report, October 2019 - November 2020, On Implementing the Interinstitutional Action Plan on the Implementation of United Nations Security Council Resolution 1325 on Women, Peace and Security 2018-2020. The Ministry of Health and Social Protection.

Media outlets and higher education institutions also took part in activities related to its implementation, albeit not actively.¹⁶ The Monitoring Reports No.1 and No. 2 on the implementation of the 2018-2020 Action Plan contained a number of recommendations focusing primarily on the need to continue with the implementation of WPS Agenda-related policies as something of paramount importance to social groups and their engagement in this regard. Another recommendation was that the issues addressed by dedicated policies for the implementation of Resolution 1325 be expanded to take into account current developments, such as, for example, the COVID-19 pandemic, natural disasters, or other events connected to the concrete situation in the country, vis-à-vis gender issues in the context of security and peace. It was also recommended that measures continue to be implemented in the context of Resolution 1325 pillars, such as greater participation of women in decision-making, notwithstanding the progress made so far in this respect.

Equally important, it was suggested that the list of institutions in charge of implementing the Action Plan be expanded so that it is no longer just an inter-departmental plan but becomes a more inclusive one through the involvement of other institutions with an important role to play in society, such as higher education establishments, which can be instrumental in building and strengthening young people's capacities in the implementation of the WPS Agenda. Likewise, the media should play a more active role in advancing the WPS Agenda in our country. In the same vein, it was recommended that institutions responsible for the implementation of WPS Agenda-related policies in our country interact more closely with the media, and vice versa, media outlets should engage more proactively in the areas of gender, peace and security.

Other recommendations included putting in place further measures for the localisation the WPS Agenda, such as the suggestion that action plans of security committees at the local level should contain measures and objectives related to the implementation of Resolution 1325 and strengthening gender officers' capacities to push for greater engagement of respective local authorities in activities promoting participation of women and girls at the local level. This can be done by setting up neighbourhood committees or other local-level bodies with a view to promoting peace, understanding in the community, and advancing gender-sensitive policies.

It is recommended that the new Action Plan contain realistic and specific quantitative and qualitative indicators for measuring progress in the implementation of WPS policies in the country. The Action Plan needs to continue to be properly costed and budgeted and the responsible institutions must take measures to identify and collect data on the budgetary or non-budgetary support for the implementation of measures falling under their area of responsibility. Among other things, it is recommended that the plan be reviewed around the time when the state budget is adopted/reviewed by the government and that gender-responsive budgeting is considered, by involving the Ministry of Finance and Economy (MFE), as the ministry responsible for managing the country's finances, in the drafting, implementing, monitoring and reporting processes.

16. Idem.

Women make up 50.1 % of a total population of 2.845.955 living in the country, according to 2021 statistics,¹⁷ therefore a commitment to create an equal environment for half of the population is an imperative. Overall, the gender inequality index in 2021 stood at 0.09, compared to 0.06 in 2020.¹⁸ In 2020, Albania joined the EU Gender Equality Index for the first time and the adoption of an interinstitutional Action Plan on the Implementation of the United Nations Security Council Resolution on Women, Peace and Security 2018-2020 was specifically listed among the policies aiming to achieve equality in the country. According to the Index, "... the domain of power scores 60.9 and ranks the Republic of Albania in 6th place vis-a-vis the rest of the countries reporting on the Gender Equality Index". This is a positive indicator; however, the figures in the other domains are not as positive.¹⁹ In addition, according to the same Gender Equality Index 2020, the domain of power is one where Albania scores higher than the EU-28 average. This is due to its higher scores than the EU-28 in the sub-domains of political and economic power, while as regards social power, Albania's score is lower.²⁰

Until 2020, the Ministry of Defence of Albania (MoD) was headed by a woman,²¹ a position which had been held by a woman since 2013.²² The present Speaker of the Albanian Parliament is also a woman, and so is the Deputy Speaker.²³ Seventy five percent of the present cabinet ministers are women (12 out of a total of 16 ministers in a cabinet consisting of the Prime Minister, Ministers and the Chief Negotiator for Albania's accession to the EU). Similarly, the current Deputy Prime Minister and the Chief Negotiator for Albania's accession to the EU are both women.²⁴ This indicator places Albania among the countries with the highest levels of women's participation in government in the world. A significant improvement in the participation of women as Members of Parliament in Albania was made possible after the enactment of the mandatory 30% quota introduced with the 2008 Electoral Code. This led to growing trends of women and girls' participating in parliamentary elections and to women ultimately comprising 35.7% of the total number of MPs in the Parliament in 2021. Fifty percent of the standing committees in the Parliament are currently chaired by women. Out of the eight standing committees, women MPs are most represented on the Labour, Social Affairs and Health Committee and the Education and the Media Committee, with 61.9 % and 57.9% female members respectively.²⁵ In addition, an Albanian female MP was appointed to the position of Vice President of the Parliamentary Assembly of the North Atlantic Treaty Organisation for the first time

17. INSTAT, Women and Men in Albania 2020, p.20. See <http://www.instat.gov.al/media/7376/burra-dhe-gra-2020.pdf>

18. See INSTAT, Gratë dhe Burrat në Shqipëri (Women and Men in Albania), 2021. See <http://www.instat.gov.al/al/tem-at/treguesit-demografik%C3%AB-dhe-social%C3%AB/barazia-gjinore/publikimet/2022/grat%C3%AB-dhe-burra-n%C3%AB-shqip%C3%ABri-2021/> (accessed in January 2022)

19. Gender Equality Index for the Republic of Albania 2020, January 2020. See https://eurogender.eige.europa.eu/system/files/events-files/gender_equality_index_for_the_republic_of_albania_2020_alb.pdf

20. http://www.instat.gov.al/media/6657/gender_equality_index_for_the_republic_of_albania_2020_salb.pdf p.21.

21. <https://www.mod.gov.al/index.php/ministria/ministri>

22. The female ministers mentioned are Ms Mimi Kodheli and Ms Olta Xhaçka, respectively. See the announcement on the appointment of the first female minister, available at: <https://www.facebook.com/MinistriaMbrojtjes/videos/marrja-e-detyr%C3%ABs-nga-ministria-embrojtes-znj-mimi-kodheli/592779867452215/>

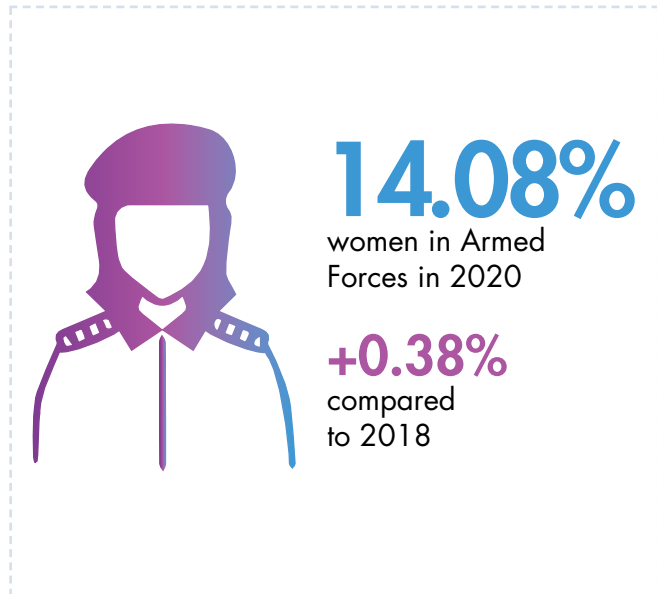
23. Ms Lindita Nikolla, MP, is Speaker of the People's Assembly and Ms Ermonela Felaj, MP, is Deputy Speaker. See <https://www.parlament.al/>

24. For more on the composition of the Council of Ministers see <https://kryeministria.al/qeveria/>.

25. <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf>, p.106

in 2020.²⁶ At the local level, only 13% of elected Mayors and 44% of municipal council members are women.²⁷ The Constitutional Court of the country has been headed by a female judge since 2019.²⁸ As for the rest of the judiciary, female judges comprise 15.4% of judges in the High Court, 39.7% of judges in the Appeals Courts, and 66.7% of judges in administrative courts.²⁹

The share of women working at the Ministry for Europe and Foreign Affairs (MEFA) is currently at 56.5% of the total number of its employees.

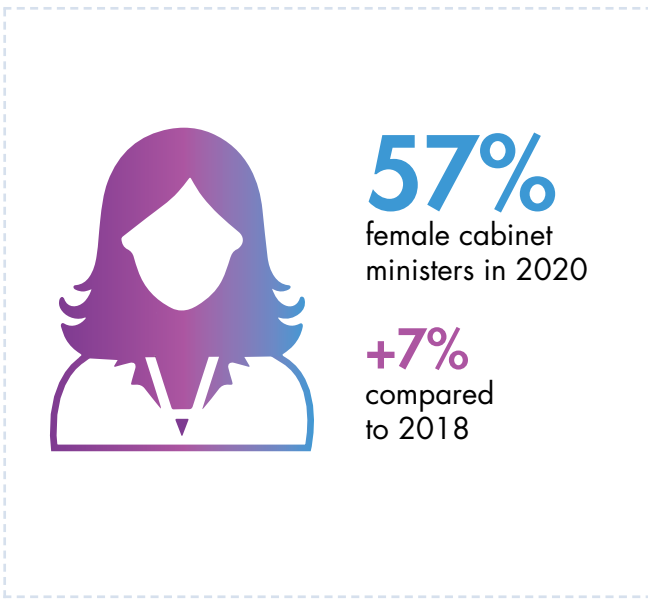


According to INSTAT, in 2021, 30.8% of Albania’s ambassadors, 66.7% of ministers plenipotentiary and 46.2% of minister counsellors were women.³⁰ MEFA reports that there are 13 women counsellors, 21 first secretaries, 24 second secretaries, one third secretary and one attaché serving in the Albanian diplomatic service. However, to date, there are no female military attachés on our country’s diplomatic representations abroad.³¹ The number of women working in the Republic of Albania’s Mission to the Security Council is ten. Despite increased awareness about women’s participation and the importance of women’s contribution to the field of diplomacy, these figures need to be strengthened further, alongside with the collection and production of more comprehensive and consistent administrative data in this field. Of equal importance is the strengthening of capacities of women working in the field of diplomacy regarding gender issues in general and the WPS Agenda in particular.

The work carried out in the context of the National Action Plan of the Ministry of Defence on the implementation of UN Security Council Resolution 1325 on Women, Peace and Security has made it possible that female military professionals today comprise about 14.76% of the total number of active military personnel and the target is to achieve a share of 15% women in the armed forces.

According to INSTAT, in 2021, women comprised 20.1% of the total number of personnel in the Army.³² The adoption in 2019 of the document “Policies against harassment and sexual harassment in the workplace” by the Minister of Defence, has ensured higher levels of safety, care and protection by

26. Ms Mimi Kodheli, MP, was appointed Vice President of the Parliamentary Assembly of the North Atlantic Treaty Organisation. See <https://www.nato-pa.int/content/vice-presidents-and-treasurer>
 27. <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf>, p.116.
 28. See <https://www.gjk.gov.al/>
 29. <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf>, p.115.
 30. See <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf>, p.113.
 31. Information provided by MEFA in relation to 2022.
 32. See <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf>, p.114.



state bodies in relation to gender issues.³³ At present, there is one female Major General in the Armed Forces; in addition, she has been Deputy Chief of General Staff of the Armed Forces since 2018. However, the Chief of the General Staff of the Armed Forces and the Commanders-in-Chief of the Air Force, Navy and Ground Force are all men.³⁴ Even though the Army's Human Resource Management Strategy does pay some attention to the need for effective recruitment policies that are sensitive to various social categories, it fails to refer explicitly and specifically to gender groups.

Additionally, it also fails to address the lack of representation of women and girls in the army with a view to increasing their numbers and adopting gender-sensitive policies to promote inclusion and career opportunities in the military.³⁵ The previously set requirement for a minimum share of 15% women/girls uniformed personnel in the Armed Forces was scrapped, which has not helped the goal of increasing participation of uniformed women in the army. Likewise, Law No. 121/2015, dated 12 November 2015, "On the adoption of the long-term development plan for the Armed Forces, 2016-2027" lacks gender-sensitive language. By way of example, even though the law provides for improvements to the personnel database system, it contains no provisions on the collection and processing of gender-sensitive data in the military.³⁶

At the present time, significant progress is being made in the State Police in relation to women and girls' participation in its structures, including in senior positions, as well as the strengthening of their capacities. It is reported that in 2021, 14.3% of the staff working in the State Police were women, or in absolute figures, 1562 women out of a total of 10854 employees. According to data provided by INSTAT, the number of women in police structures is inversely related to their ranking level – the lower the rank, the higher the number of women working on that level. Women comprise 9.8% of the total of ranked police officers, with the larger share of women working as inspectors, namely 43.5%. Representation of women in other positions is as follows: 0% executive leaders, 0% senior leaders, 10.4% leaders and 3% first-line leaders.³⁷ According to 2022 administrative data reported by the State Police, the number of women at the various levels is as follows: one first-line leader, 11 leaders, 29 chief commissioners, 59

33. 110 Vjet Ushtri Shqiptare, Mbrojtja, Organ Qendror i Ministrisë së Mbrojtjes (One Hundred and Ten Years of Albanian Army, Defence, Journal of the Ministry of Defence. Special issue on the occasion of the 90th year of its publication), p. 14.

See <https://www.mod.gov.al/images/mbrojtja/pdf/2022/mbrojtja-speciale-December1.pdf>

34. See <https://www.aaf.mil.al/kush-eshte>

35. See <https://www.mod.gov.al/images/PDF/2020/Strategjia-e-Menaxhimit-2020-2024.pdf>

36. See <https://www.mod.gov.al/pdf/PAZHFA-2016-2027.pdf>

37. See <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf> p. 113.

commissioners, 169 subcommissioners, 656 inspectors and 577 civilian employees. The State Police has in place a Code of Conduct and a police code of conduct and integrity manual, which address issues related to building and consolidating capacities, as well as ethical conduct and integrity in the State Police. In addition, it has adopted Ordinance No.96, dated 7 July 2020, "On standard operating procedures on sexual harassment in the workplace." To promote familiarisation with these procedures, a number of training events were organised with the support of UN Women's Gender Equality and Gender Based Violence Programme, with the aim of fostering familiarisation and implementation of the document on anti-harassment policies and procedures. These training events were attended by police officers of all ranks and levels, as well as civilian employees from local police directorates and regional border and migration directorates. In the course of 2022, all the senior leaders in the State Police, including the General Director of the State Police, received training on sexual harassment in the workplace. In accordance with Order No. 86 of the General Director of the State Police "On diversity, discrimination and gender equality", dated 24 January 2020, inspections and awareness raising campaigns continued to be carried out in of Gjirokastra, Vlora, Fier, and Korça, for the purpose of assessing and monitoring the implementation of the policies on diversity, gender equality and countering sexual harassment.

During February and March 2020, discussion and reflection roundtables were organised, entitled "Five years of implementation of the General Director's Order on 'Policies and procedures for tackling harassment and sexual harassment cases in the ranks of State Police.'" Their aim was to take stock of the situation regarding the level of understanding and implementation of the relevant policies. The roundtables were supported by UN Women in the context of the United Nations joint programme "Ending violence against women and girls," funded by the Government of Sweden and implemented by UN Women, UNDP and UNFPA. It is worth pointing out that the State Police is the first organisation to implement such a policy, setting an example to other state bodies. In addition, over five hundred State Police employees, mostly women and girls, were surveyed by means of an online questionnaire on gender equality policies in the police structures and in relation to training in the field. The Police Disciplinary Investigations Department has dealt with 17 cases related to the application of this policy, issuing severe disciplinary sanctions in a number of cases, and dealing informally with other cases.

In addition to the above, the State Police adopted the Action Plan on Fostering Diversity in the State Police, introduced a Diversity Statement, and drafted and published its Manual on Equality and Diversity prepared under the auspices of the OSCE presence and UN Women, Albania. Furthermore, over a hundred meetings were held with local police structures and the Albanian Office of the Commissioner for Protection from Discrimination, regarding the human rights of the LGBTI community, with a special focus on hate crimes.

Albania is an active participant in regional initiatives focusing on security issues. It is a member of Mediterranean Women Mediators Network, reflecting an understanding that a full and comprehensive commitment to such initiatives is a precondition for the security of the country. Albania has been involved in the OSCE efforts for the establishment of two new Regional Networks for Women Professionals on Preventing and Countering Violent Extremism and Radicalisation that Lead

to Extremism in Southeastern Europe and Central Asia, in the context of the project for promoting the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security in the OSCE region. Albania has continued to adopt international acts on combating violence and harassment, including by ratifying, in 2022, the International Labour Organisation Convention No.190 – Convention on Violence and Harassment in the World of Work. Incorporation of the standards set by this convention into the domestic legislation necessitates the adoption of concrete measures to guarantee the right to equality and non-discrimination in employment and occupation.³⁸

A snapshot of the present situation in the country, which identifies the challenges still faced by Albania vis-à-vis the full implementation of Resolution 1325 recommendations, highlights the need to adopt a new Action Plan in the context of UNSC Resolution 1325. No achievements, no matter how major, can claim to be irreversible, even more so where data and figures show that the achievements have not been that significant. The goal of this new Action Plan is to continue with the application of smart policies with a view to including women in the security sector and in day-to-day activities related to peace and security and addressing issues they are faced with in conflict and natural disaster (or post-conflict and post-natural disaster) situations.

This second Action Plan seeks to enable a better implementation of Resolution 1325 in accordance with the international commitments of the Republic of Albania, while at the same time reflecting the recommendations contained in the monitoring reports on the previous 2018-2020 Action Plan. This approach is in line with EU requirements regarding the WPS Agenda for combating violence against women and promoting women's participation in peacebuilding efforts.

Whilst the country has fully embraced the WPS Agenda and the latter continues to be in the focus of Albania's political establishment, present times have introduced new challenges. Challenges such as the COVID-19 pandemic, natural disasters, financial and/or energy crises, social challenges such as demographic movements due to economic or political pressures, and the application of new approaches in directly countering gender-based sexual violence, etc., are all aspects intrinsically linked with peace and security. An OSCE study on the National Action Plans on the Implementation of the UNSCR Women Peace and Security Agenda in the OSCE region, while commending the 2018-2020 Action Plan of the Republic of Albania, also highlighted the need for it to address new and emerging issues, such as small and light weapons, violent extremism, migration, and natural disasters.³⁹

38. See Law No. 13/2022, "On the ratification of the International Labour Organisation Convention No.190 – Violence and Harassment Convention, 1986".

39. <https://www.osce.org/files/f/documents/3/4/444577.pdf> (accessed in January 2022).

Domestic statistics disaggregated by gender indicate that the overall number of women victims of the criminal offences of trafficking in human beings, domestic violence, and other sexual crimes, is larger than men's, and these numbers tend to increase at higher rates among women than among men. In 2021, 88.4% of the total number of victims of sexual offences were women, with only 11.6% of the victims being men – the figures have been increasing year on year in respect of both adult and young women and girls.⁴⁰

Furthermore, climate change and human-induced disasters are destroying the planet and disproportionately affecting the lives of women and girls.⁴¹ The new Action Plan features a broader scope of action in this respect, also as a result of it being aligned with the National Strategy on Disaster Risk Reduction 2023-2030 and its objectives, such as those on increasing awareness and national knowledge, facilitating the exchange of information on disaster risk reduction and civil protection, and creating resilient and sustainable communities with a focus on gender equality, among others.⁴²

Given that the meaning of the expression “peace and security” does not simply refer to matters of public order and safety, but rather to challenges causing uncertainty and conflict and undermining peace in society, such broadening of the scope of the Action Plan on the implementation of Resolution 1325 is a clear imperative. Measures ensuring increased gender sensitivity in the way natural disasters are dealt with, the use of gender-sensitive language, collection and production of statistical data disaggregated by gender, the use of gender-sensitive indicators in assessing the degree of risk and the impact of interventions in case of disasters, and the adoption of gender-sensitive risk management plans – are all very important to enable a gender-sensitive environment for women and girls in situations of natural disasters or other catastrophes.

The Albanian Action Plan on the implementation of Resolution 1325 for the period 2023-2027, is underpinned by the vision of the Albanian Government which considers women as part of and contributors to sustainable development. At the same time, the Action Plan reflects a policy that seeks to fulfil a mission, that of combating gender-based social divides in all spheres of life. It emphasises the policies advanced by the WPS agenda and enables focused reporting in the international context.

40. See <http://www.instat.gov.al/media/11027/burra-dhe-gra-2022.pdf> p.97.

41. UN Women, Progress on the Sustainable Development Goals: The Gender Snapshot 2022. https://www.unwomen.org/sites/default/files/2022-09/Progress-on-the-sustainable-development-goals-the-gender-snapshot-2022-en_0.pdf

42. See p.31, available at: https://konsultimipublik.gov.al/documents/RENJK_509_Strategjia%20Komb%C3%ABtare%20p%C3%ABr%20Zvog%C3%ABlimin%20e%20Riskut%20nga%20Fatkeq%C3%ABsit%C3%AB%202023-2030_31.08.2022_Final%20Draft.pdf

1.2 The Action Plan and the legislative context in the country

This Action Plan is in full compliance with the Constitution of the Republic of Albania, Article 18(2) of which provides for the principle of equality as one of the fundamental rights and freedoms in the country. Similarly, the Action Plan is in accordance with policies, laws and bylaws adopted by the Republic of Albania in relation to the empowerment of women and girls and the achievement of gender equality, as well as those that incorporate a gender perspective, including:

- Law No. 7961, dated 12 July 1995, “The labour code of the Republic of Albania”, which incorporates the principle of non-discrimination and provides for the prohibition of moral and sexual harassment, and respective sanctions for those offences as well as any other acts constituting sexual nuisance behaviours;⁴³
- Law No. 9970, dated 24 July 2008, “On gender equality in society”, which provides for the prohibition of inequality on grounds of gender in all areas, ensuring the integration of a gender perspective in all areas, particularly in the political, social, economic and cultural areas, both at central and local levels, the mandatory collection of gender statistics and provision of gender equality education.⁴⁴
- Law No. 9936, dated 26 June 2008, “On the management of the budgetary system in the Republic of Albania” as amended. The amendments made to the law in 2016 introduced the notion of gender responsive budgeting in managing the budget system;⁴⁵
- Law No. 68/2017 “On local self-government financing”, wherein the same approach is adopted;⁴⁶
- DCM No. 465, dated 16 July 2012, “On gender mainstreaming in the Medium-Term Budget programme” which provides for the inclusion of measurable gender objectives in the budget programmes of central government bodies;⁴⁷
- Law No. 10019, dated 29 December 2008, “The electoral code of the Republic of Albania”, as amended, which reflects the principle of gender equality and imposes mandatory gender quotas in elected central and local bodies, including a share of at least 30% representation of the underrepresented gender in the composition of the Albanian Parliament and in the local self-government units;⁴⁸
- Law No. 221, dated 04 February 2010, “On protection from discrimination”, as amended, which provides for the principle of non-discrimination, including, inter alia, gender-based discrimination;
- Law No. 69/2012, “On the pre-university education system in the Republic of Albania”, as amended. Article 6(3) of this law provides that: “All students and employees in the pre-

43. See <http://qbz.gov.al/eli/ligj/1995/07/12/7961>

44. See <http://qbz.gov.al/eli/ligj/2008/07/24/9970>

45. See <http://qbz.gov.al/eli/ligj/2008/06/26/9936>

46. See <http://qbz.gov.al/eli/ligj/2017/04/27/68-2017>

47. See <http://qbz.gov.al/eli/vendim/2012/07/18/465>

48. See <http://qbz.gov.al/eli/ligj/2008/12/29/10019>

university education system shall enjoy protection against any act or failure to act that may cause discrimination, violence, ill treatment, or moral harm”.

- Law No. 97/2013, “On audio-visual media in Albania”, as amended. Article 32 of this law provides that audio and/or audiovisual media shall not broadcast programmes which contain content that incites hate on grounds of race, gender, religion, ethnicity, nationality, or any other form of discrimination;⁴⁹
- Law No. 108/2014, “On the State Police”, as amended, which provides for the principle of non-discrimination as one of the fundamental principles of the organisation and functioning of the State Police;⁵⁰
- Law No. 139/2015, “On local self-governments”, as amended, which regulates the functions of municipalities in areas such as public safety and security, environment, infrastructure, public services, financial support, etc., while at the same time ensuring balanced gender access and compliance with the law on gender equality in the composition of committees, boards, or commissions set up at the local level, as well as in appointments to local authorities;⁵¹
- Law No. 44/2015, “The code of administrative procedure of the Republic of Albania”. Article 17 of this law explicitly defines the principle of equality which involves the absence of any kind of discrimination, including on grounds of gender, gender identity and sexual orientation;⁵²
- Law No. 9669, dated 18 December 2006, “On measures against violence in family relations”, as amended, which aims at preventing and reducing domestic violence in all its forms and the protection of victims of domestic violence;⁵³
- Instruction No. 816, dated 27 November 2018, issued by the Minister of Health and Social Protection “On adopting standards for the provision of services and functioning of crisis management centres in relation to cases of sexual violence;⁵⁴
- Joint Instruction No. 9 of the Ministry of Justice and the High Judicial Council, dated 17 June 2020, “On setting the rules for the establishment of a dedicated database on domestic violence cases in courts and a unified system of registration thereof”;
- DCM No. 327, dated 2 June 2021, “On the mechanism for coordinating the work and functioning of authorities responsible for the referral of domestic violence cases, aimed at supporting and rehabilitating victims of violence”;
- Law No. 121/2016, “On social care services in the Republic of Albania”, which provides for compliance with the principle of non-discrimination in service provision, among others, on gender grounds;
- Law No. 65/2016, “On social enterprises in the Republic of Albania”, which aims to regulate the employment of marginalised persons in the labour market, including women victims of violence and trafficking, etc.;
- Law No. 97/2016, “On the organisation and functioning of the Prosecution in the Republic of Albania”, which provides for the establishment of a public relations coordinator at each prosecution office;

49. See <http://qbz.gov.al/eli/ligj/2013/03/04/97-2013>

50. See <http://qbz.gov.al/eli/ligj/2014/07/31/108>

51. See <http://qbz.gov.al/eli/ligj/2015/12/17/139>

52. See <http://qbz.gov.al/eli/ligj/2015/04/30/44>

53. See <http://qbz.gov.al/eli/ligj/2006/12/18/9669>

54. See <http://qbz.gov.al/eli/udhezim/2018/11/27/816>

- Law No. 18/2017, "On the rights and protection of the child", which provides for non-discrimination as one of the general principles sanctioned in the law;
- Law No. 37/2017, "Code of criminal justice for minors", which provides for the protection of children from and in the context of criminal offending;
- Law No. 111/2017, "On legal aid guaranteed by the state", which provides for, among other things, free legal aid for certain categories of people, such as victims of domestic violence, sexual abuse, or trafficking in human beings, juveniles in conflict with law, etc.;
- Law No. 75/2019, "On young people", which addresses the provision of support and the empowerment of young people in compliance with international acts ratified by the Republic of Albania and the domestic legislation in force;⁵⁵
- Law No. 35/2020, "On an amendment to Law No. 7895, dated 27 January 1995, 'The Criminal Code of the Republic of Albania'", as amended, which introduces provisions criminalising violence against women and other forms of domestic violence;
- Law No. 62/2022, "On a national sex offender registry", which aims to prevent sexual harassment, violence, abuse or exploitation;⁵⁶
- Law No. 79/2020, "On the execution of criminal judgments";⁵⁷
- Law No. 13/2022, "On the ratification of Convention 190 'Violence and Harassment Convention' of the International Labour Organisation, 1986";⁵⁸
- Law No. 79/2021, "On foreigners", which guarantees protection for victims of trafficking.⁵⁹

The Action Plan is also compliant with policy documents adopted and currently in force in the country, including:

- The National Draft Strategy for Development and Integration;⁶⁰
- The Fourth National Strategy on Gender Equality and its Action Plan 2021-2030, adopted with DCM No. 400, dated 30 June 2021;⁶¹
- DCM No. 670, dated 10 November 2021, "On an amendment to Decision of the Council of Ministers No. 1140, dated 24 December 2020, "On adopting the strategy against organised and serious crime 2021-2027 and action plan 2021-2022";⁶²
- DCM No. 1139, dated 24 December 2020, "On the adoption of the cross-sectoral strategy on security in the community 2021-2026 and action plan 2021-2023";⁶³
- DCM No. 1140, dated 24 December 2020, "On the adoption of the strategy against organised

55. See <http://qbz.gov.al/eli/ligj/2019/11/04/75>

56. See <http://qbz.gov.al/eli/ligj/2022/07/21/62>

57. See <https://qbz.gov.al/eli/dekret/2020/07/16/>.

58. See <http://qbz.gov.al/eli/ligj/2022/02/03/13>

59. See <http://qbz.gov.al/eli/ligj/2021/06/24/79>

60. Among its objectives in relation to protection and strengthening of human rights, the Draft Strategy includes "Better protection of women, men, young women, young men, girls, and boys of all groups, from harmful practices, sexism, gender-based violence and domestic violence, by improving the legislative framework, implementing the laws effectively, providing specialist support services to abused persons, punishing perpetrators and putting in place rehabilitation programmes." See <https://konsultimipublik.gov.al/Konsultime/Detaje/538>

61. See <http://qbz.gov.al/eli/vendim/2021/06/30/400>

62. See <http://qbz.gov.al/eli/vendim/2021/11/10/670>

63. See <http://qbz.gov.al/eli/vendim/2020/12/24/1139>

- and serious crime 2021-2027 and action plan 2021-2022;⁶⁴
- DCM No. 50, dated 6 February 2019, “On the adoption of the strategy on controlling small and light weapons, ammunition and explosives 2019-2024 and action plan 2019-2021”;⁶⁵
 - DCM No. 930, dated 18 November 2015, National Strategy on Combating Violent Extremism and Action Plan;⁶⁶
 - DCM No. 88, dated 22 February 2023, “On the adoption of the national strategy for development and European integration 2022-2030”;⁶⁷
 - DCM No. 659, dated 10 October 2019, “On the adoption of the national employment and skills strategy 2019-2022 and the action plan for its implementation”, as amended;⁶⁸
 - On the Adoption of the National Strategy on Social Protection 2020-2023 and the Action Plan for its Implementation;⁶⁹
 - DCM No. 864, dated 24 February 2019, “On the adoption of a national policy document on aging 2020–2024 and the action plan for its implementation”;⁷⁰
 - DCM No. 210, dated 6 April 2022, The National Health Strategy 2021-2030;⁷¹
 - National Action Plan on Women’s Entrepreneurship (2014-2020);⁷²
 - DCM No. 692, dated 26 October 2022, “On the adoption of the national strategy on young people and its action plan 2022-2029”;⁷³
 - DCM No. 701, dated 18 November 2021, “On the adoption of the national action plan on equality, inclusion and participation of Roma and Egyptians, 2021-2027”. Goal 5 of the Strategy addresses the achievement of gender equality;⁷⁴
 - The National Action Plan on LGBTI Persons (2021-2027);⁷⁵
 - The Economic Reform Program 2022-2024, which includes 15 reform measures, including employment and social inclusion, vocational training and skills, etc.;⁷⁶
 - The Public Finances Management Strategy 2019-2022, which foresees gender-responsive budgeting;⁷⁷
 - The European Charter for Equality of Women and Men in Local Life, as signed by Albanian municipalities;⁷⁸
 - Local gender equality action plans for the implementation of the European Charter for Equality of Women and Men in Local Life.⁷⁹

64. See <http://qbz.gov.al/eli/vendim/2020/12/24/1140>

65. See <http://qbz.gov.al/eli/vendim/2019/02/06/50>

66. See <http://qbz.gov.al/eli/vendim/2015/11/18/930>

67. See <http://qbz.gov.al/eli/vendim/2023/02/22/88>

68. See <http://qbz.gov.al/eli/vendim/2019/10/10/659>

69. See <http://qbz.gov.al/eli/vendim/2019/12/24/866>

70. See <http://qbz.gov.al/eli/vendim/2019/12/24/864>

71. See <http://qbz.gov.al/eli/vendim/2022/04/06/210>

72. <https://old.shgpaz.al/sq/eplatform/per-gruan-sipermarrese/materiale/384-plani-i-veprimit-per-mbeshtetjen-e-gruas-sipermarrese-ne-shqiperi-2014-2020>

73. See <http://qbz.gov.al/eli/vendim/2022/10/26/692>

74. See <http://qbz.gov.al/eli/vendim/2021/11/18/701>

75. See <https://shendetesia.gov.al/wp-content/uploads/2022/01/LGBTI-NAP-2021-2027-AL-final.pdf>

76. See <https://financa.gov.al/wp-content/uploads/2022/02/ERP-2022-2024.pdf>

77. See <http://qbz.gov.al/eli/vendim/2019/12/18/824>

78. For more information, see National Strategy on Gender Equality 2021-2030, above.

79. Idem.

In addition, several dedicated institutional bodies have been established pursuant to these documents, including:

- Security committees within the local self-government units;
- Counselling services for men and boys in several municipalities in the country;
- Emergency shelters in several municipalities in the country;
- A national counselling helpline for women victims of domestic violence;
- The Office for Coordinating the Fight against Domestic Violence, at the Ministry of Justice;
- The Lilium Centre - the first crisis management centre for the treatment of sexual violence cases;
- The Coordination Centre for Countering Violent Extremism (CCCVE);
- The Albanian School of Public Administration (ASPA) which has a dedicated training programme in place entitled "Gender justice and non-discrimination."

1.3 Roles and responsibilities of institutions

The Action Plan is an expression of the commitment of the Albanian Government and all the country's top-level policy-making bodies and agencies that operate in the areas of security, protection of peace, and gender issues, and which are engaged in fulfilling the country's international commitments. It reflects a comprehensive policy of the entire government and comprises all the line ministries which, in the exercise of their duties and activities, identify and deal with issues related to order and security from the gender perspective. One of the fundamental principles applied in the drafting of the new plan is its inclusiveness. Pursuant to Order No. 330 of the Minister of Health and Social Protection, dated 26 May 2022, the Action Plan for the implementation of Resolution 1325 is coordinated by this Ministry and involves representatives from the following bodies:

- The Ministry of Health and Social Protection (MHSP),
- The Ministry of Justice (MoJ),
- The Ministry for Europe and Foreign Affairs (MEFA),
- The Ministry of Finance and Economy (MFE),
- The Ministry of Interior (Mol), where one of the Deputy Ministers is responsible for overseeing the implementation of Resolution 1325,⁸⁰
- The Ministry of Education and Sport (MES),
- The Ministry of Defence (MoD),
- The General Directorate of the State Police,
- INSTAT.

80. Ministerial Order No. 27 – Deputy Ministers' Areas of Responsibility, 9 January 2021. See <https://mb.gov.al/en/fus-ha-e-veprimtarise-se-zv-ministrave/>

The Order also provides that, depending on the particular issues on the meeting agenda, representatives from other institutions can be invited to attend the Inter-Institutional Working Group meetings, irrespective of whether they are standing members of the Group or not. These could include representatives from independent institutions such as the Ombudsperson and the Commissioner for Protection from Discrimination, and various interest groups. The involvement of the Ministries is based on their area of responsibility, in line with the respective Decision of the Council of Ministers.

The Action Plan reflects the commitment of the Albanian Government, more specifically of governmental bodies operating in the areas of security, protection of peace, gender issues and are engaged in fulfilling the country's international commitments. The country's key institutions involved in protecting and ensuring respect for human rights in Albania participated in the meetings that ultimately led to the development of the second Action Plan. The Plan was drafted in accordance with the guidelines of the State Agency for Strategic Programming and Aid Coordination. Participation of independent institutions, such as the Ombudspersons' Office and the Commissioner for Protection against Discrimination was equally important in the process of drafting the document by the group of institutions engaged in the field of human rights.

Consultation meetings with interest groups, including civil society organisations, for the purpose of introducing the Draft Plan and improving its quality based on their feedback, suggestions and recommendations, was considered a key pillar of the participatory approach applied. Emerging situations have forcefully brought to the fore that developments can be numerous and unpredictable and how important it is for all members of the society to contribute to resolving the issues resulting from them. With that in mind, collaboration and interaction with the civil society continued for the purposes of the second Action Plan, particularly with representatives from the Women, Peace and Security Coalition. Furthermore, the participation of CSOs whose scope of activities includes the implementation of the WPS Agenda has been seen as key to policy development and implementation, and of central importance in the monitoring of these processes.

02

POLICY GOALS, SPECIFIC OBJECTIVES, PRIMARY MEASURES

2.1 Vision of the Action Plan

The vision and mission of this Action Plan mirror the approach adopted by the Albanian Government in its first 2018-2020 Action Plan on the implementation of Resolution 1325, thus ensuring the continuity of these policies in the country. They are the following:



An Albanian society where women have a strengthened role and are actively involved in the preservation of peace, in 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.



To increase women's representation and involvement 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 policies that guarantee the rights of women and girls involved in conflict and post-conflict situations.

2.2 The policy approach

The policy approach adopted by the Albanian Government in relation to the WPS Agenda is that of a society that is committed to include, support, and empower women and girls for the purpose of achieving and maintaining sustainable peace and security within the country and farther afield. In order to ensure implementation of Resolution 1325 and with a view to ensuring policy continuity, the second Action Plan includes the following policy areas:

1. Participation, which aims to increase women's engagement in positions of leadership and their participation by strengthening women and girls' leadership in all areas connected to peace and security.

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2. Awareness-raising and in-depth expertise about the WPS Agenda, including ensuring qualified staff to deal with cases of victims of violence, including sexual violence and sexual harassment, at all stages and in the areas of conflict resolution, humanitarian aid, asylum procedures, etc. Provision of training in conflict resolution and humanitarian aid, public information on the WPS Agenda and provision of support for the activities of non-governmental organisations involved in the implementation of the WPS Agenda. This would also mean integrating a gender perspective in all policies seeking to prevent conflicts, including environmental and digital policies.
 3. Prevention, which aims to prevent situations of conflict within the country and abroad, by monitoring and reporting conflict-related violations of women and girls' human rights and promoting zero tolerance policies towards violence, including sexual violence, in order to help put an end to impunity and bring the perpetrators of such crimes before justice.
 4. Protection, by advancing the protection of women and girls' human rights and improving their access to justice at the local, national, regional and international levels.
 5. Relief and recovery efforts in the context of conflict and post-conflict situations, including natural disasters, in order to meet the needs of women and girls by further strengthening regional and international collaboration.

The main objectives of the Action Plan are intrinsically linked with the following:

- Improving policy documents by aligning them with the Women, Peace and Security Agenda.
- Ensuring better familiarisation with, and better monitoring and reporting of the implementation of Resolution 1325;
- Reducing barriers to women's meaningful participation in the area of peace and security within the country and abroad, and better crisis management;
- Establishing a regulatory framework and building capacities for enabling conflict prevention and resolution and better protection and rehabilitation of women in the context of peace and security.

The measures which our country aims to implement in the context of this Action Plan include:

- Review policies in the security sectors, with a view to integrating a gender dimension;
- Promote the exchange of experiences and expertise at various regional, national and international levels;
- Organise joint activities with a view to raising awareness about the role of women and girls in maintaining peace and addressing post-conflict situations, such as public debates, campaigns, roundtables and other forms of public information events;
- Increase women's participation and strengthen their role in drafting and implementing security policies and promote the participation of women experts in policy-making activities in relation to peacekeeping, security, regional cooperation in peacekeeping missions, crisis management, etc., as well as strengthening capacities in this regard;
- Collaborate with the civil society in implementing Resolution 1325;
- Foster a better familiarisation of the general public with Resolution 1325.

03

STRATEGIC GOALS



THE MAIN OBJECTIVE OF ACTION PLAN

To ensure the implementation and monitoring of Resolution 1325 at the local, national, regional and international levels, by reflecting the critical importance of a full, equal and meaningful participation of women and girls in all aspects related to peace and stability. The main goal of the Action Plan's policy areas is the advancement of gender equality in society by applying the guiding principles of integration, inclusion and integrity. In addition, the Action Plan aims to build on and further consolidate the achievements of the first 2018-2020 Action Plan and implement its recommendations and the objectives set by the Albanian Government for the achievement of gender equality and women empowerment in the peace and security sectors.

POLICY AREA 1 – PARTICIPATION

The main objective in this policy area is to increase women's participation in positions of leadership and decision-making processes, by strengthening women's role and leadership in all areas connected to peace and security.

Objective 1.1 To increase women's representation in positions of leadership and in decision-making processes, by strengthening their role and leadership in all peace and security related areas.

MEASURE 1. Increase the number of women in various leadership positions and roles in the police structures and the armed forces;

MEASURE 2. Increase the number of women employed in crime investigation operational structures;

MEASURE 3: Increase the number of female police officers in the penitentiary system in Albania;

MEASURE 4: Increase the number of women involved in academic and scientific research in the areas of defence and security;

MEASURE 5: Increase the participation of women in security committees at the local level.

Objective 1.2 To increase women's representation in the diplomatic service, regional and international bodies, and processes connected to the maintenance of peace and security.

MEASURE 1. Increase the number of women in the country's diplomatic service and positions of leadership therein (permanent missions and embassies of the Republic of Albania)

MEASURE 2. Increase the number of women representing Albania in international organisations dealing with international security and in NATO bodies;

MEASURE 3. Increase the participation of female members of the armed forces in peacekeeping missions abroad.

POLICY AREA 2 – AWARENESS-RAISING AND IN-DEPTH EXPERTISE ON THE WOMEN, PEACE AND SECURITY AGENDA

The main objective in this policy area is further familiarisation with the WPS Agenda and building and strengthening WPS-related expertise among professionals working in security-related sectors and the civil society.

Objective 2.1

Strengthen the capacities of the administration in relation to the WPS Agenda

MEASURE 1: Organise training activities on the concept and content of the National Agenda on Women, Peace and Security Agenda with state administration and local government employees involved in the development and implementation of the Action Plan on the implementation of Resolution 1325 in the country;

MEASURE 2: Organise training activities focusing on gender issues in military operations;

MEASURE 3: Integrate the WPS Agenda in the teaching curricula of the Security Academy and the Academy of the Armed Forces.

Objective 2.2

Integrate the WPS Agenda in activities in the security sectors.

MEASURE 1: Carry out activities for raising awareness about the WPS Agenda in the police structures, armed forces, diplomatic services and local security committees;

MEASURE 2: Participation of staff in the police and armed forces in conferences, seminars, and workshops on the WPS Agenda;

MEASURE 3: Increase the number of activities in the Parliament on the WPS Agenda;

MEASURE 4: Conduct a survey/questionnaire on sexual harassment at the Ministry of Defence and the Ministry of Interior, police structures and armed forces.

Objective 2.3

Strengthen capacities in gender-sensitive conflict resolution, provision of humanitarian aid and fight against violent extremism.

MEASURE 1: Increase the number of training events on conflict resolution and provision of humanitarian aid from a gender perspective for people working in the police structures, the armed forces, diplomatic service, or those involved in asylum procedures, and with bodies engaged in combating radicalisation and violent extremism.

MEASURE 2: Increase the number of training activities for people working in the army, on ways of dealing with victims of violence in conflict and post-conflict situations, crises and civil and other emergencies

Objective 2.4 Strengthen the capacities of security sector employees regarding gender equality, non-discrimination, sexual violence and sexual harassment.

MEASURE 1: Increase the number of training activities on gender equality and non-discrimination for employees in the justice system, those working in the law enforcement and security sectors, members of the diplomatic service and staff dealing with asylum procedures;
MEASURE 2: Strengthen capacities in countering sexual violence and sexual harassment among employees in the police structures and armed forces, diplomatic service, and employees dealing with asylum procedures.

Objective 2.5
Strengthen the capacities of the civil society regarding the WPS Agenda

MEASURE 1: Provide funding to CSOs to support activities related to the WPS Agenda;
MEASURE 2: Develop a training manual for CSOs on the WPS Agenda, in collaboration with the civil society;
MEASURE 3: Carry out training activities on the WPS Agenda for the CSOs coalition(s) involved in the implementation of the WPS Agenda, associations in the military and women in police structures.

Objective 2.6
Increase public awareness about the WPS Agenda

MEASURE 1: Organise activities for the purpose of informing young people in higher education institutions about the WPS Agenda
MEASURE 2: Raise the awareness of young people about R1325 and women's involvement in the security sectors, in the Academy of the Armed Forces and the Security Academy;
MEASURE 3: Develop programmes and clips to broadcast on TV and other media and publish articles in the press on the WPS Agenda, women and girls in leadership positions, women in police structures and the armed forces, or members of peacekeeping organisations and missions abroad.

POLICY AREA 3 – PREVENTION

Objective: to prevent conflict situations in the country and abroad by monitoring and reporting conflict-related violations of the human rights of women and girls and promoting zero tolerance policies towards violence, including sexual violence, to help put an end to impunity and bring the perpetrators of such crimes to justice.

Objective 3.1 Improve the policy and regulatory framework governing the security sectors in the country, with a view to integrating a gender perspective in the areas of peace and security.

MEASURE 1: Align laws on border security and foreigners with the EU legislation on asylum matters;
MEASURE 2: Review regulatory documents with a view to developing periodic training plans on women in the sectors of peace and security, security and gender equality issues in the police structures, armed forces, diplomatic service and the bodies dealing with asylum matters;
MEASURE 3: Incorporate an evaluation of collection and development of administrative data and gender statistics in Action Plans in the security sector;
MEASURE 4: Include the civil society in the processes of drafting and reviewing policies related to the implementation of the WPS Agenda in the country.

Objective 3.2

Promote greater gender sensitivity in urban planning, environmental and digital policies.

MEASURE 1: Evaluate gender mainstreaming in environmental policies;
MEASURE 2: Evaluate gender mainstreaming in policies aiming at preventing conflict situations in the digital space;
MEASURE 3: Carry out research studies and awareness-raising campaigns on safe cities at the local level.

Objective 3.3

Carry out activities aiming at preventing of conflicts in the country.

MEASURE 1: Carry out studies on the impact of conflict situations on women and girls in Albania;
MEASURE 2: Raise the awareness of women and girls with a view to preventing criminality and illegal migration;
MEASURE 3: Raise public awareness about mines, grenades, and other explosive remnants of war in post-conflict situations;
MEASURE 4: Carry out awareness raising activities on the collection of guns unlawfully owned by people and organise gun collection campaigns.

POLICY AREA 4 – PROTECTION

Objective: Promote the protection of the rights of girls and women and improve women and girls' access to justice at the local, national, regional and international levels.

Objective 4.1 Strengthen measures for the protection of girls and women victims of gender-based violence and gender-based cyber violence in the defence and security sectors.

MEASURE 1: Carry out an analysis of the current situation with regard to access to justice available to women and girls survivors of gender-based violence, sexual exploitation, or any other form of violence, with a view to improving their access to justice;
MEASURE 2: Apply measures for preventing and reporting physical, emotional and sexual violence, including in the context of gender-sensitive cyber safety and security; prepare sponsored

materials in formats suitable for use on television and social media, advertisement clips aiming to promote the reporting of incidents and of the various criminal offences provided for in the Criminal Code, such as harassment, blackmail, identity theft, etc.;

MEASURE 3: Ensure the provision of primary and secondary free legal aid by primary legal aid providers to women and girls asylum seekers, or to refugee or asylum-seeking women and girls victims or survivors of GBV, sexual exploitation and sexual abuse;

MEASURE 4: Raise the awareness of women and girls refugees or asylum seekers, victims or survivors of gender-based violence or of sexual abuse and exploitation, on the rights available to them in the context of access to justice;

MEASURE 5: Ensure the provision of support services by specialist medical professionals and prepare expert reports on women and girls victims or survivors of gender-based violence, sexual abuse and exploitation.

Objective 4.2 Promote the protection of women and girls victims of gender-based violence in armed conflict and post-conflict situations in other countries.

MEASURE : Raise awareness about a zero-tolerance policy towards sexual abuse and exploitation in police structures and the armed forces;

MEASURE 2: Carry out activities on the importance of protecting the rights of women and girls and increase women and girls' access to justice at the local, national, regional and international levels;

MEASURE 3: Apply measures in the police structures and armed forces to address the specific needs and protect the rights of girls and women at all stages and across all areas of conflict resolution.

Objective 4.3 Strengthen security mechanisms at the local level for the protection of women and girls victims of gender-based violence.

MEASURE 1: Establish security committees at each self-government unit and train all their members on Resolution 1325 and gender-based violence;

MEASURE 2: Adopt LSGU documents/annual plans for the protection of women and girls victims of gender-based violence.

Objective 4.4 Provide protection against natural disasters.

MEASURE 1: Carry out studies on how women and girls are impacted by natural disasters/civil emergencies or other risks to human safety and security;

MEASURE 2: Carry out gender-sensitive programmes in the context of civil protection, with a view to improving actions and responses in situations of crises and civil emergencies.

POLICY AREA 5 – RELIEF AND RECOVERY

Objective: To meet the needs of girls and women in conflict and post-conflict situations, including natural disasters, by further strengthening regional and international cooperation.

Objective 5.1 Provide relief and recovery assistance in conflict and post-conflict situations, including natural disasters, by further strengthening regional and international cooperation.

MEASURE 1: Ensure effective and efficient provision of relief and recovery to women and girls in civil emergencies or conflict situations;

MEASURE 2: Develop programmes on topics such as security, sectoral reforms, disarmament, demobilisation and reintegration, humanitarian aid, good governance, human rights, transitional justice, etc., all of which have a gender dimension;

MEASURE 3: Provide health care services in conflict and post-conflict situations;

MEASURE 4: Develop rehabilitation programmes addressing the various needs of former male and female members of the military, participants in peacekeeping operations, as well as the needs of their families.

Objective 5.2 Provide psychological and socio-economic support to empower women affected by conflict or disaster situations.

MEASURE 1: provide psychological support to women and girls affected by conflict or disaster situations/civil emergencies;

MEASURE 2: LGSUs provide support for the economic empowerment of women affected by conflicts or civil emergencies.

Objective 5.3 Improve cooperation in monitoring the implementation of Resolution 1325

Measure 1. Exchange experiences in relation to Resolution 1325 at the national level, by organising conferences or other events in the region;

Measure 2: Organise activities in the Republic of Albania in support of the work of UN Agencies, particularly UN WOMEN, NATO, etc., in implementing the WPS Agenda;

Measure 3: Cooperate and exchange information with partner countries in the context of the WPS Agenda;

Measure 4: Prepare annual reports and publish the final report on the implementation of the Action Plan on Resolution 1325.

04

FUNDING RESOURCES

The present Action Plan on the implementation of UNSC Resolution 1325 will be implemented in the period 2022-2027. In support of its implementation, cost estimates for each element of the Plan – namely, each individual measure, specific objective, strategic goal, and policy area – were calculated. The total amount of funds needed for financing the Plan over the five years of its duration is ALL127,254,605.36, of which ALL 47,684,605 represent salaries and insurance payments for government bodies' staff, and the rest, ALL79,570,000, are funds required for training activities, meetings and technical assistance. The funding gap is 16% or ALL 20,325,000.00. This is due to the fact that donors have yet to commit any funds regarding some of activities, such as conferences or study visits.

The costs expected to be incurred by the Action Plan were calculated based on the cost of each individual measure contained in the Action Plan and their duration, and on the monitoring indicators envisaged. The approach applied is a combined costing methodology, which reflects the variety of sectors, institutions, and measures, involved. The cost estimate covers the five-year period between 2023 and 2027. The principal method applied is activity-based costing; however, for many activities, the average costs of activities contained in the Medium-Term Budget 2023-2027, or similar, have been taken into account, alongside salary levels in the sectors engaged in the implementation of the Action Plan, etc.

The costing of the Plan will be reviewed at the end of 2027 for the purposes of taking stock of the progress made and planning for the next Action Plan.

Albania's Action Plan on the Implementation of the UN Security Council Resolution 1325 on Women Peace and Security 2023-2027 was drafted by a working group comprising of representatives from central government bodies responsible for the implementation of the Action Plan. It builds on the work done in the context of the previous Plan and, therefore, the majority of the objectives, measures, and activities coincide with or are a continuation of those foreseen in the previous Plan.

The costing methodology applied in drafting the Action Plan is one based on the incremental costing approach, i.e. only additional costs required for its implementation are calculated.

The calculations were based on:

- the methodology approved by the State Agency for Strategic Programming and Assistance Coordination (SASPAC);
- information contained in the Action Plan;
- discussions held in the working group;
- funding information included in the Medium-Term Budget Programme 2023-2027;
- information included in the Strategy on Gender Equality;
- other available data.

Due to recent changes in the state administration payment system and the inability to determine at this stage the salary grades of the experts who will be involved in the implementation of the Action Plan, the costing exercise has allowed for some flexibility in the number of working days or the number of experts needed. This approach will make it possible for institutions to plan for funds that stay within their budgetary ceilings.

The Action Plan is foreseen to be implemented in the course of five years, from 2023 until 2027. Given that a large number of its measures are ones that recur throughout the years of its implementation and the required technical assistance will almost exclusively be needed for the provision of training and organising meetings and/or conferences, forecasts have been made for all the years of the Plan's implementation, in order to be able to secure sufficient funding for their realisation.

In addition, given that the Action Plan is also based on the Strategy on Gender Equality, some of its measures, particularly those contained under its Objective No. 5, are also included therein. In order to avoid duplicate costs and funding inability, these measures have been recorded as incurring zero costs.

Likewise, zero costs have been entered in relation to measures under Policy Area I (Participation: increasing women's engagement in positions of leadership and their participation by strengthening women and girls' leadership in all areas connected to peace and security) due to the fact that all the measures under this policy area relate to activities that the relevant institutions carry out routinely, such as processes for the selection of candidates based on gender equality principles.

Policy Areas II, III and IV are the ones expected to incur the highest costs, because they involve measures for raising awareness and improving capacities within the public administration regarding gender inequalities encountered in conflict/war situations. These policy areas also comprise measures already included in other related action plans, such as the Action Plan on Countering Violent Extremism or programmes on reintegration support for returnees. On that basis, they have not been costed here in order to avoid duplicate costing and funding inability.

Given that all the activities are foreseen to be implemented by already existing bodies and institutions – i.e. there is no need to set up new bodies or make new investments – the expected costs relate to:

- salaries and insurance contributions payments for current staff;
- trainings;
- meetings;
- technical assistance.

Activities related to trainings, meetings and technical assistance are generally expected to be funded by donors. There have been no concrete donor commitments to date; however, based on past collaborations and interest expressed, particularly by the EU, UN Women and the OSCE presence in Albania, it is estimated that the Plan's financing gap will stand at 16% only each year.

Funding for each year

Year 2023

Salaries & insurance contributions	From the state budget	Other Donors	Current costs	Funding Gap	Total cost
9,536,921	9,536,921	11,849,000	15,914,000	4,065,000	4,065,000

Year 2024

Salaries & insurance contributions	From the state budget	Other Donors	Current costs	Funding Gap	Total cost
9,536,921	9,536,921	11,849,000	15,914,000	4,065,000	4,065,000

Year 2025

Salaries & insurance contributions	From the state budget	Other Donors	Current costs	Funding Gap	Total cost
9,536,921	9,536,921	11,849,000	15,914,000	4,065,000	4,065,000

Year 2026

Salaries & insurance contributions	From the state budget	Other Donors	Current costs	Funding Gap	Total cost
9,536,921	9,536,921	11,849,000	15,914,000	4,065,000	4,065,000

Year 2027

Salaries & insurance contributions	From the state budget	Other Donors	Current costs	Funding Gap	Total cost
9,536,921	9,536,921	11,849,000	15,914,000	4,065,000	4,065,000

05

ACCOUNTABILITY, MONITORING AND EVALUATION OF THE ACTION PLAN

The monitoring of the implementation of the present Action Plan is a cross-sectoral process which informs policy orientation in the framework of Albania's Integrated Planning System (IPS). A report on the implementation of this Action Plan will be submitted to the Integrated Policy Management Group, more specifically to the thematic subgroup on Employment and Social Sectors, established pursuant to Prime Minister's Order No. 129, dated 21 September 2015, "On institutional and operational measures for the implementation of a sectoral approach and establishing integrated policy management groups". The report will be also submitted to the National Council on Gender Equality for its approval. The MHSP will play a coordinating role and shall oversee the implementation of the Action Plan.

At the operational level, the responsible structures for the implementation of the Action Plan are gender equality officers at line ministries and institutions responsible for implementing the Action Plan. They will collect data and identify any gaps in information. The MHSP shall coordinate the process of data collection from all gender officers in the institutions involved.

The body in charge of monitoring the Action Plan will be the Implementation and Coordination Group (ICG), which shall monitor and report on the implementation of the Action Plan on an annual basis. The ICG is composed of experts from the relevant line ministries and institutions responsible for the implementation of the Action Plan. In its meetings, the ICG may invite the participation of representatives from civil society organisations involved in implementing the Women, Peace and Security Agenda.

The Action Plan provides for annual monitoring through annual ICG reports. The findings from the monitoring will be reported to the National Council on Gender Equality (NCGE) and will serve as a basis for the preparation of annual reports and the publication of a final monitoring report under the MHSP transparency programme.

The Action Plan's evaluation cycle includes an evaluation of progress made at the end of the Plan's timeframe, and a review and update of the measures at the end of 2027, the final year of its implementation. The evaluation report will be published under the auspices of the MHSP transparency programme. The report will serve as a basis for reviewing the measures, activities, and costing of the next Action Plan.

Annex 1: Action Plan 2023-2027

I. STRATEGIC GOAL: an Albanian society where women have a strengthened role and are actively involved in the preservation of peace, in 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.

II. POLICY GOAL: Participation: Increase women's representation in positions of leadership and in decision-making processes, by strengthening their role and leadership in all peace and security related areas

III. BUDGET PROGRAMME CONTRIBUTING TO THE POLICY GOAL: (The funding sources are determined on the basis of the Action Plan accompanying this strategy, attached as Annex 1, in accordance with their costing. In addition, other funding sources have been taken into accounts, such as donations or loans, which are expected to fill in the funding gaps)

No.	Measures included under each objective	Implementing institutions		Implementation deadlines	
		Principal institutions in charge	Other contributing institutions (where applicable)	Start year	End year
Objective 1.1 Increase women's representation in positions of leadership and in decision-making processes, by strengthening their role and leadership in all peace and security related areas.					
1.1.1	Measure 1. Increase the number of women in various positions and leadership roles in the police structures and the armed forces;	The State Police, AF	MoD, MoI, MHSP, International organisations/ OSCE presence in Albania	2023	2027
1.1.2	Measure 2. Increase the number of women employed in crime investigation operational structures;	The State Police, AF	MoD, MoI, MHSP	2023	2027
1.1.3	Measure 3: Increase the number of female police officers in the penitentiary system in Albania;	General Directorate of Prisons, Probation Service	MoJ, MHSP	2023	2027
1.1.4	Measure 4: Increase the number of women involved in academic and scientific research in the areas of defence and security;	MoD, AAF and DSC, MoI, The Security Academy	MHSP	2023	2027
1.1.5	Measure 5: Increase the participation of women in security committees at the local level.	LSGUs, CSOs	MoI, ASLSG, MHSP	2023	2027

Objective 1.2 Increase women’s representation in the diplomatic service, regional and international bodies, and processes connected to the maintenance of peace and security.

1.2.1	Measure 1. Increase the number of women in the country’s diplomatic service and positions of leadership therein (permanent missions and embassies of the Republic of Albania)	MEFA	The President’s Office, MHSP	2023	2027
1.2.2	Measure 2. Increase the number of women representing Albania in international organisations dealing with international security and in NATO bodies;	The Parliament, MoD, GSAF & Main Commands	MEFA	2023	2027
1.2.3	Measure 3. Increase the participation of female members of the armed forces in peacekeeping missions abroad.	MoD, GSAF & Main Commands	MEFA	2023	2027

II. POLICY GOAL: Awareness-raising and in-depth expertise on the Women, Peace and Security Agenda Further familiarisation with the WPS Agenda and building and strengthening WPS-related expertise among professionals working in security-related sectors and the civil society.

III. BUDGET PROGRAMME CONTRIBUTING TO THE POLICY GOAL: (The funding sources have been determined based on the Action Plan accompanying this strategy, attached as Annex 1, in accordance with their costing. In addition, other funding sources have been taken into accounts, such as donations or loans, which are expected to fill in the funding gaps.)

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
		Principal institutions in charge	Other contributing institutions (where applicable)	Start year	End year

Objective 2.1: Strengthen the capacities of the administration in relation to the WPS Agenda

2.1.1	Measure 1: Organise training activities on the concept and content of the National Agenda on Women, Peace and Security Agenda with state administration and local government employees involved in the development and implementation of the Action Plan on the implementation of Resolution 1325 in the country;	MHSP, ASPA,	International organisations, MoI, MoD, MEFA, CSOs	2023, 2024	2027
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No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
2.1.2	Measure 2: Organise training activities focusing on gender issues in military operations;	AAF, DSC	GSAF and central command structures	2023	2027
2.1.3	Measure 3: Integrate the WPS Agenda in the teaching curricula of the Security Academy and the Academy of the Armed Forces.	The Security Academy and the Academy of the Armed Forces	MoD, Mol	2023	2027
Objective 2.2: Integrate the WPS Agenda in activities in the security sectors					
2.2.1	Measure 1: Carry out activities for raising awareness about the WPS Agenda in the police structures, armed forces, diplomatic services and local security committees;	GSAF and central command structures The State Police, MEFA, LSGU	MoD, Mol, MHSP, CSOs	2023	2027
2.2.2	Measure 2: Participation of staff in the police and armed forces in conferences, seminars, and workshops on the WPS Agenda;	The State Police, AAF, DSC	Mol MoD, GSAF and central command structures	2023	2027
2.2.3	Measure 3: Increase the number of activities in the Parliament on the WPS Agenda;	The Parliament (The Standing Committee on Security, etc.)	International organisations, MHSP	2023, 2024	2027
2.2.4	Measure 4: Conduct a survey/questionnaire on sexual harassment at the Ministry of Defence and the Ministry of Interior, police structures and armed forces.	MoD, Mol, The State Police	MHSP, International organisations/ OSCE presence in Albania	2023	2027
Objective 2.3: Strengthen capacities in gender-sensitive conflict resolution, provision of humanitarian aid and fight against violent extremism.					
2.3.1	Measure 1: Increase the number of training events on conflict resolution and provision of humanitarian aid from a gender perspective, for people working in the police structures, the armed forces, diplomatic service, or those involved in asylum procedures, and with bodies engaged in combating radicalisation and violent extremism.	MoD, AAF, DSC Academy of Diplomacy The Security Academy, CCCVE	GSAF and central command structures MEFA, Mol	2023	2027

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
2.3.2	Measure 2: Increase the number of training activities for people working in the army, on ways of dealing with victims of violence in conflict and post-conflict situations, crises and civil and other emergencies	MoD, AAF, DSC The Security Academy	GSAF and central command structures Mol	2023	2027

Objective 2.4: Strengthen the capacities of security sector employees regarding gender equality, non-discrimination, sexual violence and sexual harassment

2.4.1	Measure 1: Increase the number of training activities on gender equality and non-discrimination for employees in the justice system, those working in the law enforcement and security sectors, members of the diplomatic service and staff dealing with asylum procedures;	Academy of the Armed Forces, The Security Academy, Academy of Diplomacy, School of Magistrates, General Directorate of Prisons, Commissioner for Protection against Discrimination	The Armed Forces, The State Police, Mol, MHSP, International organisations/ OSCE presence in Albania	2023	2027
2.4.1	Measure 2: Strengthen capacities in countering sexual violence and sexual harassment among employees in the police structures and armed forces, diplomatic service, and employees dealing with asylum procedures.	Academy of the Armed Forces, The Security Academy, Academy of Diplomacy	T, The State Police, Mol, MHSP	2023	2027

Objective 2.5: Strengthen the capacities of the civil society regarding the WPS Agenda

2.5.1	Measure 1: Provide funding to CSOs to support activities related to the WPS Agenda	AMSHC	Council of Ministers, MHSP	2023	2027
2.5.2	Measure 2: Develop a training manual for CSOs on the WPS Agenda, in collaboration with the civil society;	CSOs/The 1325 Coalition	MoD, Mol, MHSP	2024	2027

No.	Measures included under each objective	Implementing institutions	Implementing deadlines
2.5.3	Measure 3: Carry out training activities on the WPS Agenda for the CSOs coalition(s) involved in the implementation of the WPS Agenda, associations in the military and women in police structures.	CSOs/The 1325 Coalition/ Association of Women in the Police MoD, Mol, MHSP	2024 2027

Objective 2.6: Increase public awareness about the WPS Agenda

2.6.1	Measure 1: Organise activities for the purpose of informing young people in higher education institutions about the WPS Agenda	CSOs/The 1325 Coalition, IAL Mol, MoD, MHSP	2023 2027
2.6.2	Measure 2: Raise the awareness of young people about R1325 and women's involvement in the security sectors, in the Academy of the Armed Forces and the Security Academy;	Academy of the Armed Forces, The Security Academy, Local Pre-University Education Offices MoD, Mol, MES, MHSP, CSOs	2023 2027
2.6.3	Measure 3: Develop programmes and clips to broadcast on TV and other media and publish articles in the press on the WPS Agenda, women and girls in leadership positions, women in police structures and the armed forces, or members of peacekeeping organisations and missions abroad.	GSAF and central command structures Mol MoD, MEFA, MHSP, CSOs, The 1325 Coalition	2023 2027

III. POLICY GOAL: Prevent conflict situations in the country and abroad by monitoring and reporting conflict-related violations of the human rights of women and girls and promoting zero-tolerance policies towards violence, including sexual violence, to help put an end to impunity and bring the perpetrators of such crimes to justice.

III. BUDGET PROGRAMME CONTRIBUTING TO THE POLICY GOAL: (The funding sources have been determined based on the Action Plan accompanying this strategy, attached as Annex 1, in accordance with their costing. In addition, other funding sources have been taken into accounts, such as donations or loans, which are expected to fill in the funding gaps.)

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
		Principal institutions in charge	Other contributing institutions (where applicable)	Start year	End year
Objective 3.1: Improve the policy and regulatory framework governing the security sectors in the country with a view to integrating a gender perspective in the areas of peace and security					
3.1.1	Measure 1: Align laws on border security and foreigners with the EU legislation on asylum matters;	MoI	MHSP	2023	2027
3.1.2	Measure 2: Review regulatory documents with a view to developing periodic training plans on women in the sectors of peace and security, security and gender equality issues in the police structures, the armed forces, diplomatic service and the bodies dealing with asylum matters;	MoD, MoI, MEFA	Structures of the Armed Forces MHSP	2024	2027
3.1.3	Measure 3: Incorporate an evaluation of collection and development of administrative data and gender statistics in Action Plans in the security sector;	MHSP, INSTAT	MoI, MoD	2023	2027
3.1.4	Measure 4: Include the civil society in the processes of drafting and reviewing policies related to the implementation of the WPS Agenda in the country.	CSOs	MHSP, MoI, MoD, MEFA, Agency for the Support of the Civil Society	2023	2027
Objective 3.2: Promote greater gender sensitivity in urban planning, environmental and digital policies					
3.2.1	Measure 1: Evaluate gender mainstreaming in environmental policies;	MTM	MHSP, international organisations	2023	2027

3.2.2	Measure 2: Evaluate gender mainstreaming in policies aiming at preventing conflict situations in the digital space;	MIE, MoJ	MHSP	2023	2027
3.3.3	Measure 3: Carry out research studies and awareness-raising campaigns on safe cities at the local level	AMQV & LSGU	MoI, CSOs	2023	2027

Objective 3.3. Carry out activities aiming at preventing of conflicts in the country

3.3.1	Measure 1: Carry out studies on the impact of conflict situations on women and girls in Albania;	AAF and DSC	MoD MHSP	2023	2027
3.3.2	Measure 2: Raise the awareness of women and girls with a view to preventing criminality and illegal migration;	CSOs, MHSP	MoJ	2023	2027
3.3.3	Measure 3: Raise public awareness about mines, grenades, and other explosive remnants of war in post-conflict situations;	The State Police, CSOs	MoI, MHSP, SALW	2023	2027
3.3.4	Measure 4: Carry out awareness raising activities on the collection of guns unlawfully distributed to people and organise gun collection campaign	The State Police, CSOs	MoI, SALW	2023	2027

IV. POLICY GOAL: Promote the protection of the rights of girls and women and improve women and girls' access to justice at the local, national, regional and international levels.

III. BUDGET PROGRAMME CONTRIBUTING TO THE POLICY GOAL: (The funding sources have been determined based on the Action Plan accompanying this strategy, attached as Annex 1, in accordance with their costing. In addition, other funding sources have been taken into accounts, such as donations or loans, which are expected to fill in the funding gaps.)

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
		Principal institutions in charge	Other contributing institutions (where applicable)	Start year	End year
Objective 4.1: Strengthen measures for the protection of girls and women victims of gender-based violence and gender-based cyber violence in the defence and security sectors					
4.1.1	Measure 1: Carry out an analysis of the current situation with regard to access to justice available to women and girls survivors of gender-based violence, sexual exploitation, or any other form of violence, with a view to improving their access to justice;	MoJ, MHSP		2023	2027
4.1.2	Measure 2: Apply measures for preventing and reporting physical, emotional and sexual violence, including in the context of gender-sensitive cyber safety and security; prepare sponsored materials in formats suitable for use on television and social media, advertisement clips aiming to promote the reporting of incidents, various criminal offences provided for in the Criminal Code, harassment, blackmail, identity theft, etc.;	MoI		2023	2027
4.1.3	Measure 3: Ensure the provision of primary and secondary free legal aid by primary legal aid providers to women and girls asylum seekers, or to refugee or asylum-seeking women and girls victims or survivors of GBV, sexual exploitation and sexual abuse;	MoJ	MoI, MHSP	2023	2027

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
4.1.4	Measure 4: Raise the awareness of women and girls refugees or asylum seekers that are victims or survivors of gender-based violence, sexual abuse and exploitation, on the rights available to them in the context of access to justice;	MoJ, MoI	MHSP	2023	2027
4.1.5	Measure 5: Ensure the provision of support services by specialist medical professionals and prepare expert reports on women and girls victims or survivors of gender-based violence, sexual abuse and exploitation.	CSOs, MHSP		2023	2027

Objective 4.2: Promote the protection of women and girls victims of gender-based violence in armed conflict and post-conflict situations in other countries

4.2.1	Measure 1. Raise awareness about a zero-tolerance policy towards sexual abuse and exploitation in police structures and the armed forces;	MoI, The State Police MoD	GSAF and central command structures, MHSP	2023	2027
4.2.2	Measure 2: Carry out activities on the importance of protecting the rights of women and girls and increase women and girls' access to justice at the local, national, regional and international levels;	LSGUs, MHSP, MoD, MoI, MoJ	MHSP	2023	2027
4.2.3	Measure 3: Apply measures in the police structures and armed forces to address the specific needs and protect the rights of girls and women at all stages and across all areas of conflict resolution.	MoD MoI	GSAF MHSP	2023	2027

Objective 4.3: Strengthen security mechanisms at the local level for the protection of women and girls victims of gender-based violence

4.3.1	Measure 1: Establish security committees at each self-government unit and train all their members on R1325 and gender-based violence;	LSGUs, CSOs	ASLSG, MoI MHSP	2023	2027
4.3.2	Measure 2: Adopt LSGU documents/annual plans for the protection of women and girls victims of gender-based violence.	LSGUs, CSOs	ASLSG, MoI MHSP	2023	2027

Objective 4.4: Provide protection against natural disasters

4.4.1	Measure 1: Carry out studies on how women and girls are impacted by natural disasters/ civil emergencies or other risks to human safety and security, on women and girls;	Civil Emergency MHSP	MoD, Mol	2024	2027
4.4.2	Measure 2: Carry out gender-sensitive programmes in the context of civil protection with a view to improving actions and responses in situations of crises and civil emergencies.	Civil Emergency	MoD, MHSP	2024	2027

V. POLICY GOAL: Meet the needs of girls and women in conflict and post-conflict situations, including natural disasters, by further strengthening regional and international cooperation.

III. BUDGET PROGRAMME CONTRIBUTING TO THE POLICY GOAL: (The funding sources have been determined based on the Action Plan accompanying this strategy, attached as Annex 1, in accordance with their costing. In addition, other funding sources have been taken into accounts, such as donations or loans, which are expected to fill in the funding gaps.)

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
		Principal institutions in charge	Other contributing institutions (where applicable)	Start year	End year
Objective 5.1: Provide relief and recovery assistance in conflict and post-conflict situations, including natural disasters, by further strengthening regional and international cooperation					
5.1.1	Measure 1: Ensure effective and efficient provision of relief and recovery to women and girls in civil emergencies or conflict situations;	MoD, AF structures	Civil Emergency, MHSP	2023	2027
5.1.2	Measure 2: Develop programmes on topics such as security, sectoral reforms, disarmament, demobilisation and reintegration, humanitarian aid, good governance, human rights, transitional justice, etc., all of which have a gender dimension;	AAF and DSC	Mol, MoD, MHSP	2023	2027
5.1.3	Measure 3: Provide health care services in conflict and post-conflict situations;	MHSP, MoD	AF, Mol	2023	2027

No.	Measures included under each objective	Implementing institutions		Implementing deadlines	
5.1.4	Measure 4: Develop rehabilitation programmes addressing the various needs of former male and female members of the military, participants in peacekeeping operations, as well as the needs of their families.	MoD and AF	MHSP	2023	2027
Objective 5.2: Provide psychological and socio-economic support to empower women affected by conflict or disaster situations					
5.2.1	Measure 1: provide psychological support to women and girls affected by conflict of disaster situations/civil emergencies;	LGSUs Civil Emergency	International organisations, MHSP, MoI	2023	2027
5.2.2	Measure 2: LGSUs provide support for the economic empowerment of women affected by conflict or civil emergencies.	LGSUs, Civil Emergency	ASLSG, MoI, MHSP	2023	2027
Objective 5.3: improve cooperation in monitoring the implementation of Resolution 1325					
5.3.1	Measure 1. Exchange experiences in relation to Resolution 1325 at the national level, by organising conferences or other events in the region;	MHSP, MEFA, MoI, MoD	MES, MoJ, LGSUs, International organisations/ OSCE presence in Albania	2023	2027
5.3.2	Measure 2: Organise activities in the Republic of Albania in support of the work of UN Agencies, particularly UN WOMEN, NATO, etc., in implementing the WPS Agenda	MHSP	International organisations/UN WOMEN NATO & MoI	2023	2027
5.3.3	Measure 3: Cooperate and exchange information with partner countries in the context of the WPS Agenda	MEFA, MHSP	International organisations, MoD	2023	2027
5.3.4	Measure 4: Prepare annual reports and publish the final report on the implementation of the Action Plan on Resolution 1325	MHSP	NCGE	2023, 2024,	2027

