

NATO Office on Gender Perspective (NOGP)

NATO HQ/IMS
Boulevard Leopold III
B-1110 Brussels
Fax: 32-2-707-5988
Email: dims.win@hq.nato.int

Enclosure 1 to
IMSM-0033-2013

THE NATIONAL REPORT 2013

ALBANIA

This report is an overview of women's involvement in the Albanian Armed Forces (AAF) for 2013 and initiatives taken to strengthen the institutional gender perspective and capacity.

1. Policies (policy changes/new policy related to gender)

a. Policy changes or pending initiatives, to include legislation passed, and service regulations concerning employment of women in the military political, social, personnel management).

- The basic document that protects the fundamental rights and freedoms of the individual in the Republic of Albania (RA) is "The Constitution of the Republic of Albania". It establishes the principle of equality as a fundamental principle and a necessary condition for the progress of all activities of state structures and does not allow any form of discrimination against individuals (RA Constitution, Article 18, Section 1 and 2).
- Another important document is the "Law on Gender Equality in Society" (No. 9970, dated. 24.07.2008), based on the principle of equality and non-discrimination and other principles enshrined in the Constitution; Convention on the Elimination of All forms of Discrimination against Women (CEDAW); as well as all other international acts ratified by the Republic of Albania (Article 3, paragraph 1).
- "National Strategy for Gender Equality and Domestic Violence 2011-2015" aims to improve the position of women in Albanian society and to ensure sustainable development in the gender. In terms of the AAF, this paper has as main objective the development of institutional policies to increase women's participation in peacekeeping operations, conflict prevention and resolution, as well as the promotion of encouraging initiatives for a wider involvement in decision-making processes and positions.
- "Human Resource Management Strategy in the Armed Forces, 2011-2013", defines that 15% quota in the AAF personnel should be women.
- "Defense Directive", the basic document upon which the annual AAF work is based, has set as a priority the development of gender policies and equal chances.

c. Any initiatives, programs implemented or pending on base of "CWINF Guidance for NATO Gender Mainstreaming"

http://www.nato.int/issues/women_nato/cwinf_guidance.pdf

- In 2012 it was established the Sector of Equal Chances in Personnel and Recruitment Center of Armed Forces. Its main mission is to monitor the implementation of laws legal/sub legal acts (regulations, orders, instructions, etc.) and policy documents regarding compliance with equal chances for every citizen to win the right to become part of the AAF, without distinguishing and discriminating anyone.
- With the support of UN Women Representative in Tirana, the AAF have implemented the first phase of training based on "Gender equality and the implementation of UNSCR Resolution 1325." With the support of this organization is set up a ToT, who is trained in gender issues; sexual violence and women's role in peace missions and operations during and after armed conflicts.
- In cooperation and with the support of DCAF (Democratic Control Center in AAF), headquartered in Geneva and UN Women representative in Tirana, has started the implementation of the research project "self-evaluation guide for the Armed Forces." This study will address the problems and will serve as an important reference document for improving policies in the context of gender equality and promoting military women in rank and career and extensive involvement in missions and peacekeeping operations.
- The Points of Contact network on gender equality is already a network that works and supports any initiative undertaken in this context. This network is trained on gender issues and is part of the working group for the implementation of research project "self-evaluation guide for the Armed Forces."
- AAF is interested in expanding cooperation with allied and partner countries to obtain expertise in the field of gender equality perspective and capacity building for the implementation of UN Security Council Resolution 1325.

2. Female personal in the National Armed Forces

The information included in these tables will be published on the NATO Women, Peace and Security website (Ref B) and on the NCGP website (Ref A).

NATO UNCLASSIFIED RELEASABLE TO THE PUBLIC

Percentages and numbers of female personnel in the National Armed Forces. The situation on **31 December 2012**.

Ranks in accordance with STANAG 2116, 1992 (Edition 5), <https://www.natoschool.nato.int/multimedia.asp>

National Armed Forces

| Only active duty military personnel | Total % | Total number | % of OF-6 and higher | Number of OF-6 and higher | % of OF-3 to OF-5 | Number of OF-3 to OF-5 | % of OF-1 to OF-2 | Number of OF-1 to OF-2 | % of OR-5 to OR-9 | Number of OR-5 to OR-9 | % of OR-1 to OR-4 | Number of OR-1 to OR-4 |
|-------------------------------------|-------------|--------------|----------------------|---------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|
| Army | 9.2 | 217 | - | - | 9.3 | 9 | 16.6 | 49 | 10 | 106 | 5.7 | 53 |
| Air Force | 14.7 | 76 | - | - | 2 | 4 | 11 | 22 | 17.5 | 39 | 12 | 11 |
| Navy | 9.64 | 54 | - | - | 13.8 | 5 | 10.8 | 10 | 10.2 | 31 | 4.1 | 8 |
| TOTAL | 11.2 | 357 | - | - | 8.4 | 18 | 12.8 | 81 | 12.6 | 176 | 7.3 | 72 |

NATO Operations

| Only active duty military personnel | Total % | Total number | % of OF-6 and higher | Number of OF-6 and higher | % of OF-3 to OF-5 | Number of OF-3 to OF-5 | % of OF-1 to OF-2 | Number of OF-1 to OF-2 | % of OR-5 to OR-9 | Number of OR-5 to OR-9 | % of OR-1 to OR-4 | Number of OR-1 to OR-4 |
|-------------------------------------|-------------|--------------|----------------------|---------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|
| Army | 0.14 | 1 | - | - | - | - | - | - | - | - | 0.31 | 1 |
| Air Force | 0 | 0 | - | - | - | - | - | - | - | - | - | - |
| Navy | 0 | 0 | - | - | - | - | - | - | - | - | - | - |
| TOTAL | 0.14 | 1 | - | - | - | - | - | - | - | - | 0.31 | 1 |

NATO UNCLASSIFIED RELEASABLE TO THE PUBLIC

EU Operations

| Only active duty military personnel | Total % | Total number | % of OF-6 and higher | Number of OF-6 and higher | % of OF-3 to OF-5 | Number of OF-3 to OF-5 | % of OF-1 to OF-2 | Number of OF-1 to OF-2 | % of OR-5 to OR-9 | Number of OR-5 to OR-9 | % of OR-1 to OR-4 | Number of OR-1 to OR-4 |
|-------------------------------------|---------|--------------|----------------------|---------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|
| Army | - | - | - | - | - | - | - | - | - | - | - | - |
| Air Force | - | - | - | - | - | - | - | - | - | - | - | - |
| Navy | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL | - | - | - | - | - | - | - | - | - | - | - | - |

UN Operations

| Only active duty military personnel | Total % | Total number | % of OF-6 and higher | Number of OF-6 and higher | % of OF-3 to OF-5 | Number of OF-3 to OF-5 | % of OF-1 to OF-2 | Number of OF-1 to OF-2 | % of OR-5 to OR-9 | Number of OR-5 to OR-9 | % of OR-1 to OR-4 | Number of OR-1 to OR-4 |
|-------------------------------------|---------|--------------|----------------------|---------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|------------------------|
| Army | - | - | - | - | - | - | - | - | - | - | - | - |
| Air Force | - | - | - | - | - | - | - | - | - | - | - | - |
| Navy | - | - | - | - | - | - | - | - | - | - | - | - |
| TOTAL | - | - | - | - | - | - | - | - | - | - | - | - |

NATO UNCLASSIFIED RELEASABLE TO THE PUBLIC

3. Gender in Operations

AAF do not have gender adviser in their structures. The Ministry of Defense has a Gender Employee, civilian female, in the capacity of an expert on gender issues in the Armed Forces, appointed in accordance with the Law on Gender Equality in Society and the National Strategy on Gender Equality and Domestic Violence.

The gender Employee in addition to proper academic education possesses a wide expertise in the field of gender equality and is trained in gender issues, domestic violence, sexual harassment, of resolution 1325, 1820 and additional UNSC resolutions.

The military troops that Albania deploys in combat missions and operations, in its preparatory training among other issues they are trained even in gender issues, referring to the particular specifications of the country where they will be deployed, culture and traditions.

The number of military women's involvement in peacekeeping missions is small. In 2012 took part in the mission 1.2% female of peacekeeping troops.

Gender topic is included in the Operational Planning Process and Exercises. Before they are going to the peace keeping mission or in the peace keeping operations the military troops do also trained for gender issues, focused on gender violence, sexual violence based on gender, the UNSCR 1325 "Women, peace and security".

4. National training and education related to gender or UNSCR 1325 and 1820

Please provide information on national training related to gender issues or related to UNSCR 1325 and 1820.

| Nation: | | | | |
|---------|--|---|--|------------------|
| Number | Training/Education | Short description/ Main topics | Target groups | Phase |
| 1 | Work shop, Gender perspective in AAF | National Law. Strategy, policy and procedures. Duty and responsibilities | Gender Focal Points and Sector of gender equal opportunities | October 2012 |
| 2 | Gender equality and 1325 UNSCR | National/International law. Women in | Gender Focal Points in AAF | November 2013 |

| | | | | |
|---|---|---|---|---------------|
| | implementation | peace keeping missions. 1325 UNSCR implementation and auxiliary 1888, 1889, 1960 | | |
| 3 | Gender equality and 1325 UNSCR implementation | National/International law. Women in peace keeping missions. 1325 UNSCR implementation and auxiliary 1888, 1889, 1960 | Military personnel from Army, Special Battalion, Navy and Air Force | November 2012 |

5. Additional information

In cooperation with and support of international organizations UN Women and DCAF, is being worked on the drafting of the Action Plan for gender integration in the Armed Forces and the implementation of Resolution 1325 "Women, Peace and Security", of UNSCR

6. Conclusions

AAF has made significant progress in the field of gender perspective of the implementation of the obligations arising under the UN and NATO. Addressing these issues is part of the priorities of Defense Directive. On this basis, the strategic documents (policies and procedures) developed so far, but even those that will be developed in the future, gender issues will be an integral part of them, focusing on:

- Involvement of women in joint exercises at home and abroad
- Increasing the number of women in missions and peace operations
- Increasing the number of women in other sectors of the security
- Encouragement and promotion to rank and career
- Development of Action Plan for the implementation of Resolution 1325 of United Nations Security Council and additional resolutions 1820, 1888, 1889 and 1960.

Approved by: Colonel Albert Mullai
 Directorate of Policy and Strategic Planning
 Director
 Email: albert.mullai@aaf.mil.al

NATO UNCLASSIFIED RELEASABLE TO THE PUBLIC

Worked: Mirela Rrumbullaku
Directorate of Policy and Strategic Planning
Gender Employee/ Specialist
Email: mrrumbullaku@mod.gov.al

Tirana, March 18th 2013

This document is published in the Defense Ministry's website: <http://www.mod.gov.al/>
and NATO's website: http://www.nato.int/cps/en/SID-D84B3564-24CF822E/natolive/topics_50327.htm