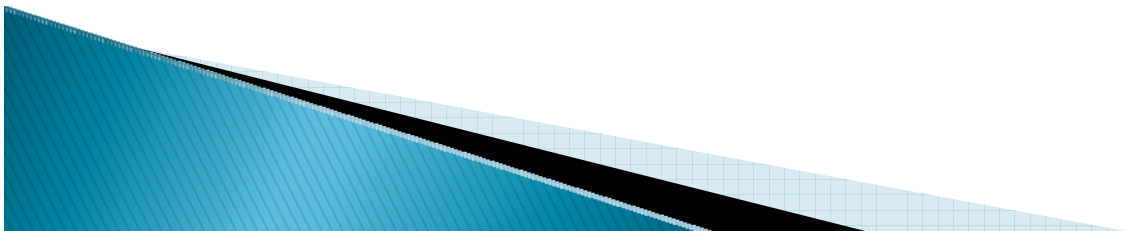




PRESENTATION

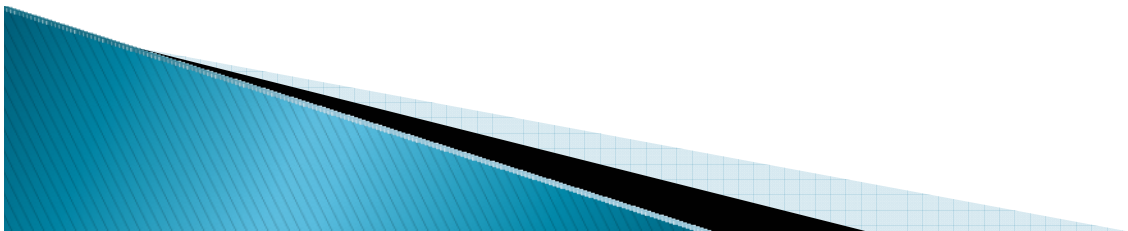
ALBANIAN ARMED FORCES
an overview of the current state of women's
involvement in the Albanian Armed Forces

MsC Suzana JAHOLLARI



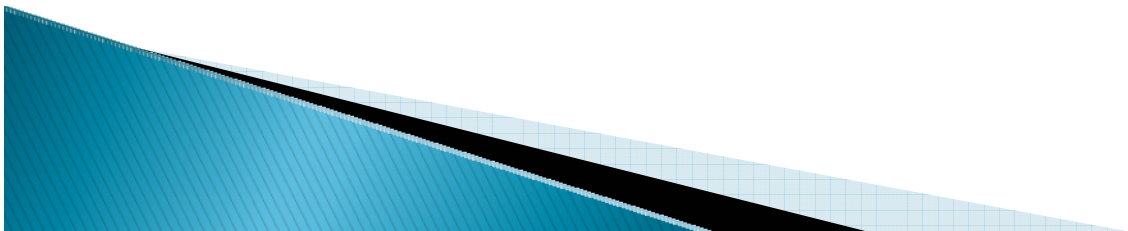
AGENDA

- ▶ Legal Base
- ▶ Gender Equality
- ▶ Future Plans



Legal Base

- Republic of Albania Constitution, Article 18, paragraph 1 and 2).
- "Gender Equality Law in Society" (no. 9970, date. 24.07.2008), based on the principle of equality and non discrimination and other principles enshrined in the Constitution, the Convention on the Elimination of All Forms of Discrimination against Women, as well as all other acts international conventions ratified by the Republic (Article 3, paragraph 1).
- National Strategy for Gender Equality and Domestic Violence 2011-2015, aims to improve the position of women in society



Legal Base

2. Initiatives or programs that support women's involvement in missions and peace operations.

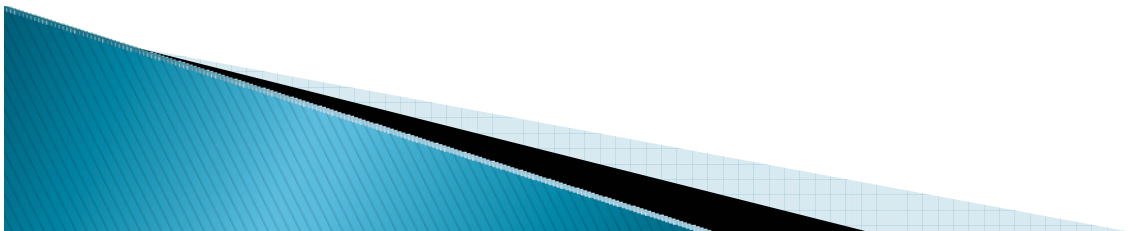
Currently AAF lack initiatives or programs that support women's involvement in missions and peace operations.

There is an Women Association in Albanian Armed Forces that has its goal to implement UNSCR 1325 “Women, Peace and Security”.

The association “Women in the Armed Forces of the Republic of Albania” was created and approved in accordance with the laws and the rules in February 4, 2011. This association has its own program and statute.

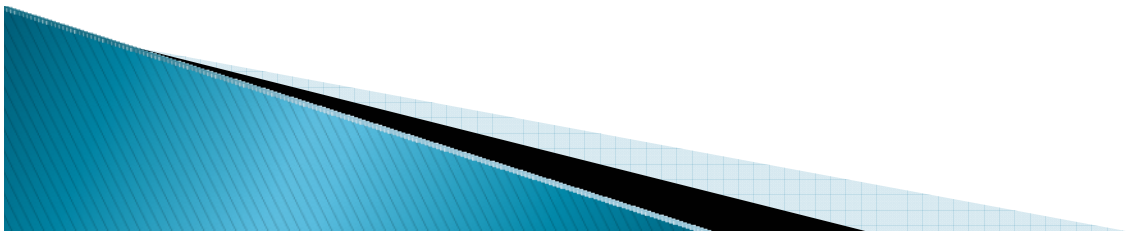
Legal Base

- ▶ Our priority remains for the future development of a handbook on gender equality the AAF, which will promote initiatives to develop programs for integrating gender issues in the field of operations and operational planning, the training and evaluation.
- ▶ Currently we have developed networking database of contact points in FA, which will be expanded on each of its structures.



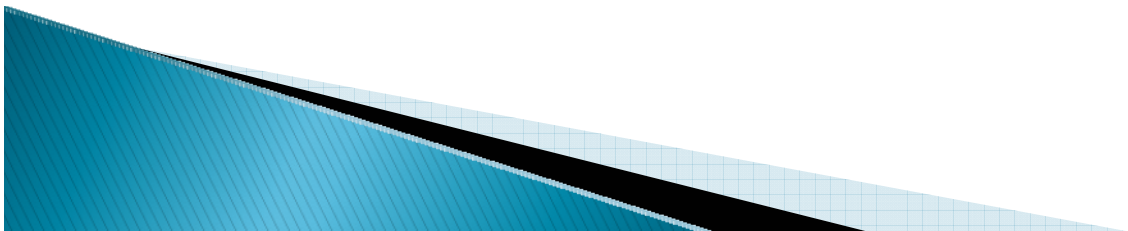
Legal Base

- ▶ AAF are interested in expanding cooperation with allied countries and making them partners for expertise in the field of perspective and equality gender in FA as well as strengthening our capacity to implement Resolution 1325 of UN Security Council.
- ▶ We have started to build database of homologous organisms at home and abroad, which will maintain constant contact. They also intend strengthening and expanding cooperation with them.



Gender Equality

No.	Personnel	Female	The percentage
1	Officer	393	14.7%
2	NCO	487	12.7%
3	Private	228	9.5%
4	Civil female	762	30%

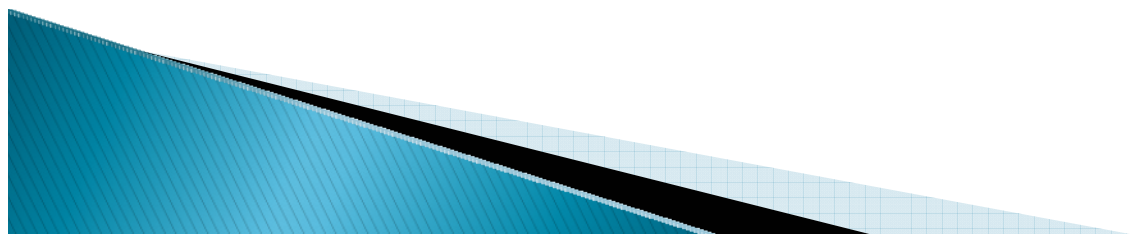


Gender Equality

Policies in Recruitment, Retention, training, career development. Procedures and criteria for selection of officers to follow Academies or Military Colleges and abroad, are legally equal and provide equal opportunities as men and women military, according to their respective standards.

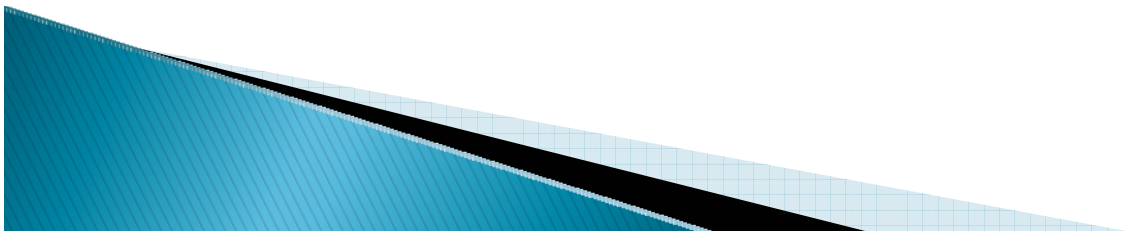
Retention programs

Retention programs are part of the priorities of Resource Management Strategy Human the AAF 2011-2015 and aimed at preserving and maintaining military personnel becoming competitive with the labor market, offering salary, benefits and other remedy under the law of military service requirements



Gender Equality

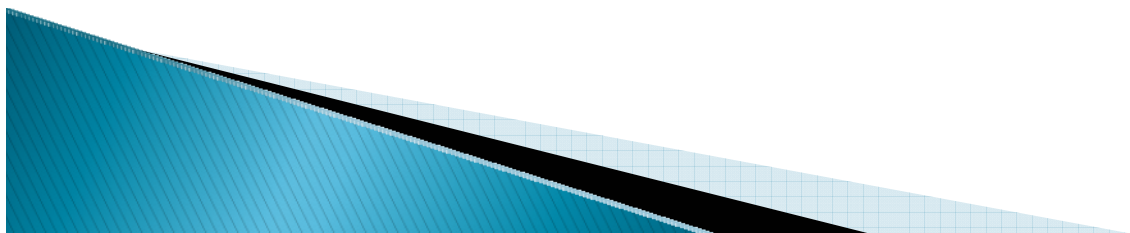
- ▶ There are no legally prohibited areas for military women in the AAF, or programs disciplines to exclude them.
- ▶ Each military area is legally open without distinction to male or military female. In the past we have had women in aviation, in firearm tanks and Special Forces.
- ▶ There is no specific program or discipline chosen by female applicants in military academies



Gender Equality

Training

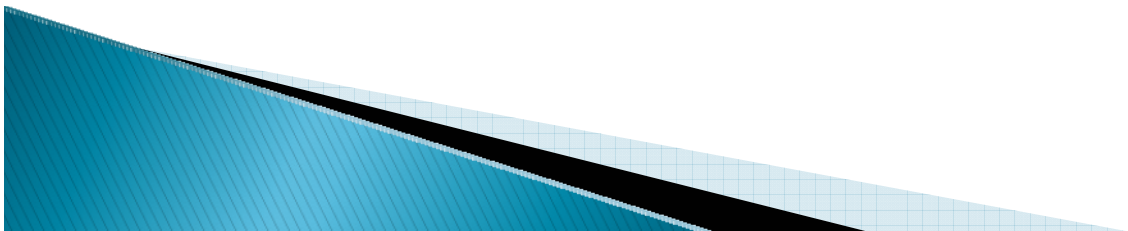
- ▶ We have no new programs, initiatives or specific standards for women soldiers. Policy document is based on training for professional soldiers, males and females in the AAF is Resource Management Strategy Human.
- ▶ It defines basic training programs and training: Basic Training and Advanced Individual Training (AIT), and binding both sexes.
- ▶



Gender Equality

Physical adaptation, qualification on the job (career) for female soldiers

- ▶ Based on the Strategy of Human Resource Management, meters Physical tests for men and women are different. They are defined in rank and age.
- ▶



Gender Equality

▶ Deployment

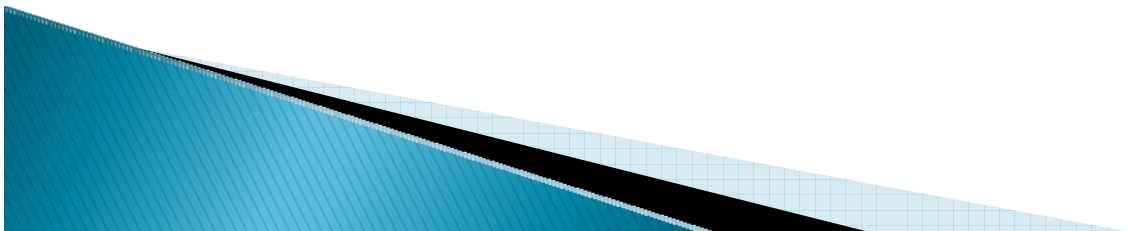
During 2011, an officer having the rank of lieutenant took part in Operation Military Enduring Freedom, CSTC-A in Kabul, an officer having the rank of lieutenant, participated in ISAF military operation in Herat and a soldier Professionals participated in the Mission Eagle 3 (Combat Mission), in Kandahar.

- ▶ As a Permanent Military Representative of the RA in Brussels there are on duty one military female having the rank of Lieutenant Colonel and another one with the rank of an NCO. In NATO structures in PE there are two officers, one N / corporal and a sergeant. In RA Military representation in ACO / SHAPE, in Mons, there is an NCO having Sergeant rank. In the framework of the Charter "Adriatic 5", we are working to include a greater number of women in the medical platoon that will be sent to Afghanistan.

Gender Equality

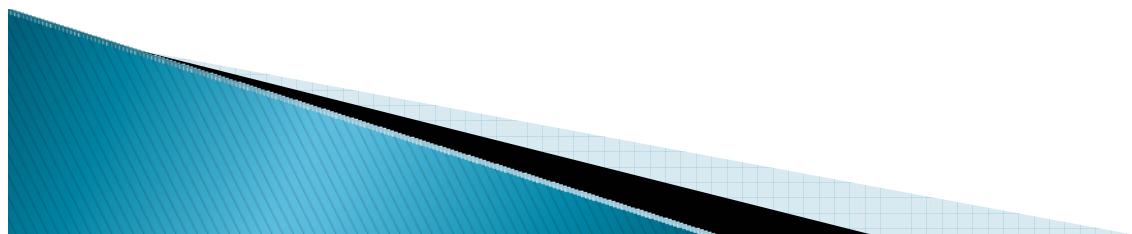
Career Development

- ▶ Regarding career development, the AAF there are no advisory programs
- ▶ Education and Training of the personnel is organized in accordance with the requirements and needs of the operational structures of the Ministry of Defense and Armed Forces. Courses and programs attended in the Defense Academy as well in the NCO Academy are unified in accordance with NATO standards.
In the Defense Academy there are four course levels provided; they are the main criteria for promotion, i.e. from Major to General.



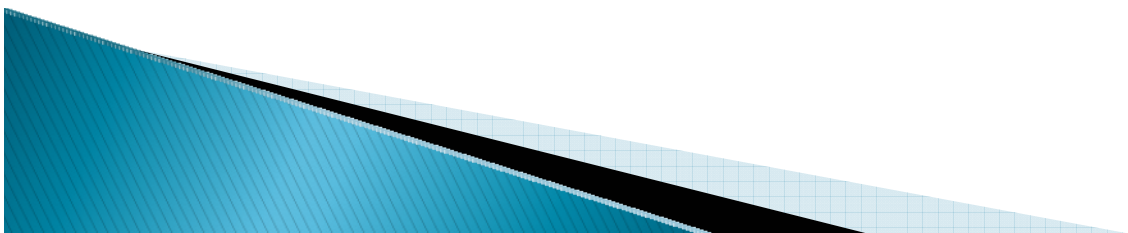
Gender Equality

- ▶ In the NCO Military Academy there are organized courses of five levels, which stimulate them to get a higher rank, i.e. from lance Corporal to the rank of Master sergeant.
- ▶ These courses are mandatory for career advancement in rank for both male and female officers and NCO-s. We do not apply to special awareness programs to aid the progress of women's military career.



Gender Equality

- ▶ Leadership programs are part of each course to progress in Officers rank. Men and women officers are obliged to comply with maximum results in these programs, due to the priority they have to assess career dossier.
- ▶ During the year 2011, 3% of the Basic Staff Officer Course consisted of women who wanted to be promoted Major; 9.8% of Command and General Staff Course to get Lieutenant Colonel rank had been women; 4% of the Senior Officer Course to be promoted Colonel, were also women. At the same time during the year 2011, 8.9% of the total military personnel qualified abroad were still women. There are no supporting quota yet to promote women in their military career.

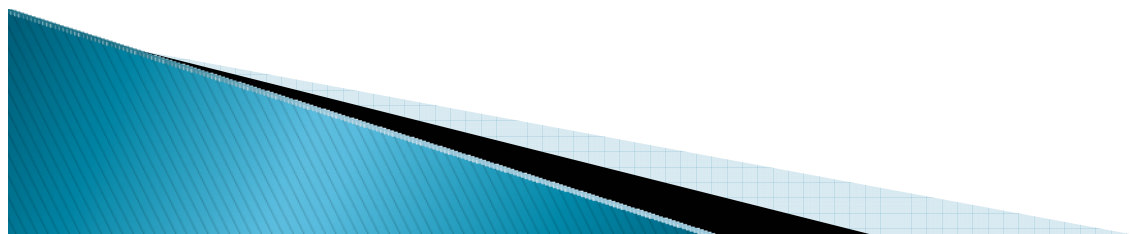


Gender Equality

- ▶ Special Interests
Maternity leave
- ▶ Albanian law provides maternity benefits only to mothers, including those that work in the AAF.
- ▶ There is no Initiative to improve life at work (work–life balance)
- ▶ Gender equality
- ▶ Armed Forces have no gender advisor (Gender Advice).
- ▶ Gender issues are not currently part of operational planning process.
- ▶ There is no gender representative in the AAF in peacekeeping missions to report on gender equality issues during the missions.

Gender Equality

- ▶ This year Albania has been working on drafting the National Action Plan in order to implement Resolution 1325 of UN Security Council.
- ▶ For the first time gender equality issues have taken place in Directive Defense 2012. It states:
 - ▶ · _Women's involvement in joint exercises at home and abroad; in peace missions and operations; in other sectors of security, based on the implementation of Resolution 1325 of UN Security Council to States.
 - ▶ · _Equality principle should be functional for the education of women, aiming fair distribution of courses and qualifications, not excluding anyone.

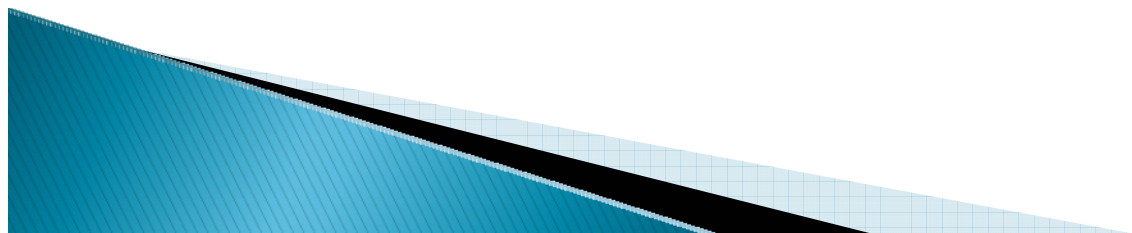


Gender Equality

Progress in rank and career promotion should aim at an equal distribution of ranks between men and women in the Armed Forces particularly for major ranks: Major, L/ Colonel, Colonel and General.

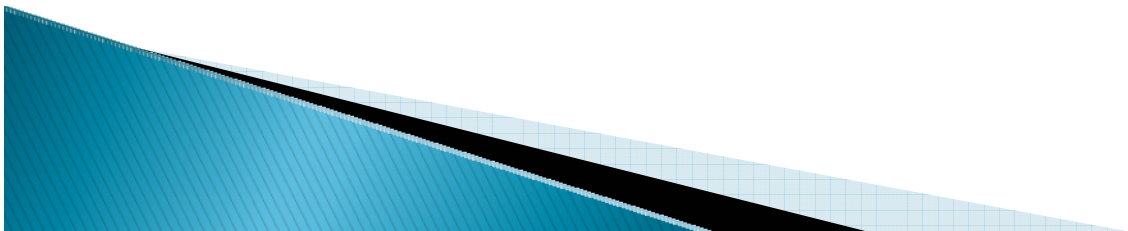
Employment of military women in traditional roles only as secretary, maintenance etc. should be avoided; they should be involved in every function, in accordance with specialty, education and rank.

There is only one civil (female) working as a specialist for gender equality and equal opportunities in the Ministry of Defense and the association “ Women in the Armed Forces of the Republic of Albania”



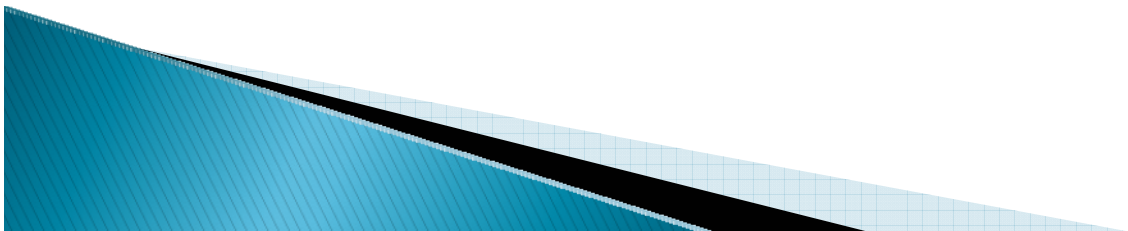
Future plans

- We need to coordinate the work with on purpose to achieve the promotion.
- We are preparing the woman's date-base that are training in the Assocition "Women in the Armed Forces".
- We need help to train the women that are engaged in gender issues in the Armed Forces.



Future plans

- ▶ In the future, AAF tends to have personnel trained in gender equality, ready to be deployed in various peacekeeping operations. For this purpose, continuous contact will be kept with OSCE and UN Women. We have also sought expertise from NATO countries and in particular the U.S, which assists in the development, transformation and maintenance of a consulting company of the troops trained on these issues to implement Resolution 1325 as well as Resolutions 1820, 1888, 1889, UNSC 1960.



THANK YOU
QUESTION?

