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NATIONAL ACTION PLAN FOR LGBTIQ PEOPLE

2021-2027

**NATIONAL ACTION
PLAN FOR
LGBTI
PEOPLE**

2021-2027

Tirana, December, 2021

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All other correspondence concerning this document should be addressed to the Council of Europe's Inclusion and AntiDiscrimination Division, Avenue de l'Europe F-67075 Strasbourg Cedex, France, Tel. +33 (0)3 88 41 20 00
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Preface

Albania has made significant progress in recent years in recognizing the rights of LGBTI persons, it has a consolidated and active community defending their rights, while continuing its public awareness efforts.

The fundamental rights and freedoms of the individual are guaranteed in the Constitution of the Republic of Albania, without exception, distinction or discrimination for individual reasons, including sexual orientation and expression of gender identity. However, it is a fact in everyday life that the LGBTI people face a series of prejudicial and discriminatory actions, accompanied by a language of hatred, violence and injury. De-jure equality is not always respected and accompanied by de-facto justice.

The battle against stereotypes and prejudiced patriarchal attitudes is long and difficult, as it aims to fundamentally change the mindset, a process that often does not end with intergenerational education. Informing, educating and raising awareness to accept everyone as they are and as they feel to express their gender identity or sexual orientation requires the commitment of a range of resources and the undertaking of a range of well-coordinated actions.

For this reason, we drafted the “National Action Plan for LGBTI persons, for the years 2021-2027”, which was approved by Decision of the Council of Ministers no. 700, dated 18.11.2021, the third action plan at the national level with a focus on protection of rights, provision of quality services, raising awareness and reducing the level of inadmissibility of society against LGBTI persons in Albania, focusing on stronger measures against discrimination and hate crime against LGBTI persons throughout the country.

This plan reflects the priority and special attention that the Government of Albania pays to the creation of a society based on the rights, merits and civic, social and professional values of each individual, as well as governance in a responsible, efficient, transparent manner, in the interest of the country’s development, by fighting corruption, inequality before the law, impunity or discrimination of any kind.

We thank the support provided by the European Union and the Council of Europe in the framework of the project “Promotion of Diversity and Equality in Albania” and UNWOMEN in the framework of the Joint Program “End Violence Against Women in Albania” that supported us by providing expertise for the successful completion of drafting this plan.

The implementation of this plan remains a challenge. Together we are committed to continuing the work as to date.

OGERTA MANASTIRLIU
Minister of Health and Social Protection

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ABBREVIATIONS

PA	People's Advocate
ASCAP	Quality Assurance Agency in Pre-University Education
ASPA	Albanian School of Public Administration
EU	European union
DV	Domestic Violence
ECRI	European Commission against Racism and Intolerance
NICG	National Implementation and Coordination Group
EI	Educational Institutions
HEI	Higher Education Institutions
IDAHOT	International Day Against Homophobia, Transphobia and Biphobia
ILGA	International Lesbian Association, Gay, Bisexual, Transgender, Intersex
INSTAT	Albanian Institute of Statistics
CoE	Council of Europe
CPD	Commissioner for Protection from Discrimination
LGBTI+	Lesbian, Gay, Bisexual, Transgender, Intersex +
MES	Ministry of Education and Sports
MI	Ministry of Interior
MJ	Ministry of Justice
MFE	Ministry of Finances and Economy
MHSP	Ministry of Health and Social Protection
MC	Ministry of Culture
LGU	Local Government Units
NGO	Non-profit organization
SOGI	Sexual Orientation and Gender Identity
SDG	Sustainable Development Goals
MTBP	Medium Term Budget Plan
NPEI	National Plan for European Integration
NAP	NATIONAL ACTION PLAN
ASP	Albanian State Police
NCCE	National Centre for Continuing Education
RA	Republic of Albania
NSGE	National Strategy for Gender Equality
NES	National Employment Service
SSS	State Social Service
LOPUE	Local Office of Pre-University Education

Part I

Strategic Context

1. INTRODUCTION AND PURPOSE OF THE STRATEGIC DOCUMENT

The "National Action Plan for LGBTI+ people 2021 - 2027" (hereinafter "NAP for LGBTI+ 2021-2027") was prepared on behalf of the Government of Albania by the Ministry of Health and Social Welfare, in coordination and consultation with other relevant ministries, local government units, independent institutions, civil society organizations, especially those of LGBTI+ people themselves or those mainly focussing on this target group, as well as with the international organizations, which work for the protection of human rights, equality, and non-discrimination in Albania.

Conceived as a follow-up and logically related linked with the previous National Action Plan for LGBTI people in the Republic of Albania 2016-2020¹ "NAP LGBTI+ 2021 - 2027" is a roadmap to an inclusive, receptive, and non-discriminatory society for all LGBTI+ people who have the freedom to be themselves; who are treated properly, according to applicable national standards harmonized with international ones; have access to quality public services or specialized support services, available nationwide and tailored to their specific needs; as well as actively participate in all areas of life, regardless of the expression of gender identity, sexual orientation, sex characteristics or the entirety of their other individual characteristics.

"NAP for LGBTI+ 2021-2027" is the third action plan at the national level with a focus on the protection of rights, provision of quality services, raising awareness, and reducing the level of intolerance of society against LGBTI+ people in Albania. As such, this NAP reflects the priority and special attention that the Government of Albania pays to the creation of a society based on the rights, merits, and civic, social, and professional values of each individual, as well as responsible, efficient, and transparent governance, in the interest of the country's development, fighting corruption, inequality, impunity, and discrimination of any kind.

"NAP for LGBTI+ 2021-2027" is directly linked with the National Strategy for Development and Integration II 2015-2020², with the Government Programme 2017-2021³, as well as with the Sustainable Development Goals⁴ (SDG) and the 2030 Agenda⁵. Certain measures or actions in the "NAP for LGBTI+ 2021-2027" take into

¹ https://shendetesia.gov.al/wp-content/uploads/2018/06/Plani_Kombetar_per_LGBTI.pdf

² https://www.mod.gov.al/images/PDF/strategji2016/SKZHI_FINAL_QBZ.pdf

³ <https://kryeministria.al/wp-content/uploads/2017/11/PROGRAMI.pdf>

⁴ <https://sdgs.un.org/goals>

⁵ <https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf>

consideration and refer to the "National Strategy for Gender Equality 20231 - 2030"⁶, as well as the European Commission Strategy "Equality Union: Equality Strategy for LGBTIQ 2020-2025", the first strategy of the Commission for the equality of LGBTIQ, published on 11 November 2020⁷.

Also, the "NAP for LGBTI+ 2021-2027" was drafted based on the findings and recommendations from the "Evaluation Report of the Implementation of NAP for LGBTI persons in the Republic of Albania 2016 - 2020", so it aims to expand, deepen and increase the measures envisaged and not fully implemented, or even implemented but still require support for long-term sustainability, according to the policy goals set out earlier in NAP 2016-2020. Among others, the evaluation report on the implementation of NAP 2016-2020 recommends focusing specifically and nationwide on the most vulnerable LGBTI+ people and those facing multiple discrimination, such as transgender and intersex persons.

Other important documents kept in mind during the formulation of specific objectives, measures and actions foreseen in the "NAP for LGBTI+ 2021-2027" are also the recommendations included in the Universal Periodic Review Report for Albania 2019⁸, European Commission Report against Racism and Intolerance (ECRI) for Albania 2020⁹, European Commission Report on Albania 2020¹⁰, ILGA Europe Report on the Annual Review of the LGBTI Human Rights Situation - Chapter on Albania (2021)¹¹, etc.

2. LEGAL AND INSTITUTIONAL FRAMEWORK AS WELL AS THE CONNECTION WITH STRATEGIC DOCUMENTS

2.1. National legal framework

In recent years, Albania has made progress towards improving the national legal framework on human rights, equality and non-discrimination, as well as harmonizing this framework with the international one. The main laws that address the issues of rights, protection and treatment of LGBTI+ people in Albania include:

Law no. 8417, dated 21.10.1998 "Constitution of the Republic of Albania", as amended. The recognition and respect of the equal legal rights of LGBTI+ people are emphasized in the **Constitution of the Republic of Albania**, article 18/2 which promotes the principles of equality and non-discrimination: "Everyone is equal before the law and no one can be discriminated against unjustly for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic, educational, or social status". The Constitution also defines comprehensive rights for the citizens (Article 15).

Law no. 10221, dated 4.2.2010 "On Protection from Discrimination", as amended. Since 2010, Albania has adopted a general law on Protection from Discrimination, which is generally in line with the EU equality acquis. It "regulates the application and observance of the principle of equality and non-discrimination in relation to race, ethnicity, colour, language, nationality, political, religious or philosophical beliefs, economic, educational or social status, gender, gender identity, sexual orientation, sex characteristics, living with HIV/AIDS, pregnancy, parents, parental responsibility, age, family or marital status, civil status, place of residence, health status, genetic predisposition, appearance, disability, affiliation with any particular group, or with any other cause"(Article 1). Discrimination is defined as "any distinction, exception, restriction or

⁶ Approved by DCM no. 400 dated 30.06.2021 published in the Official Gazette No. 112, dated 15.07.2021

⁷ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en

⁸ <https://www.ohchr.org/EN/HRBodies/UPR/Pages/ALIndex.aspx>

⁹ <https://rm.coe.int/report-on-albania-6th-monitoring-cycle-translation-in-albanian-/16809e8240>

¹⁰ https://ec.europa.eu/neighbourhood-enlargement/sites/default/files/albania_report_2020.pdf

¹¹ <https://rainbow-europe.org/sites/default/files/annual-report/Annual-Review-Full-2021.pdf>

preference, based on any cause referred to in Article 1 of this law, which is intended to, or leads to obstructing or preventing someone from exercising, in the same manner as others, the fundamental rights and freedoms recognized by the Constitution of the Republic of Albania, and international acts ratified by the Republic of Albania, as well as by the laws in force." (Article 3). The law also defines the national structure for protection against discrimination, which is the Commissioner for Protection against Discrimination. The improvements made to this Law by **Law 124/2020 "On some additions and changes to Law No. 221/04.02.2010 on protection from discrimination"** specified, among others, the scope of this law, introducing more definitions, putting more emphasis on hate speech, defining the serious forms of discrimination, etc.

Law no. 10, dated 01.02.2021 "On Asylum in the Republic of Albania". In its definition of refugees, the Law on Asylum also contains a category of "persons belonging to a special category", considering this as a basis for granting refugee status to those who have been subjected to torture, rape, or any other form of psychological, physical or sexual violence for belonging to the LGBTI+ community (Article 3, point 25).

Law no. 10129, dated 11.5.2009, "On Civil Status", as amended. The Law on Civil Status, amended in 2020, has as its object the meaning and components of the civil status of Albanian citizens, foreign citizens and stateless persons, with temporary / permanent residence in the Republic of Albania and sets the rules for entering, preserving, and changing such data, and describes the organization and functioning of the civil status service in the Republic of Albania. In principle, this law allows for the gender and name to be changed in official civil status documents. The law stipulates that names can be changed if they have an inappropriate meaning (Article 2), as well as in case there are material errors in the register (Article 57/7). The change must be certified by a legal act issued by a legal entity that is responsible for these acts (Article 9). Both the name and the gender designation are changed by a court decision. The change of name is based on the fact that the name is inappropriate, while the change of gender is based on the fact that the gender / sex of the person has changed, which is proven by a doctor. Gender cannot be changed by self-declaration. The person must be in possession of a court decision to seek official recognition of the changed name and reassigned gender. The changes are reflected in the National Registry of Civil Status (Article 57/10).

Law no. 22, dated 03.05.2018 "On Social Housing". The rights deriving from this law are guaranteed without any discrimination to any individual, regardless of gender, race, colour, religion, ethnicity, language, gender identity, sexual orientation, political, religious or philosophical beliefs, economic, educational, social status, pregnancy, affiliation and / or parental responsibility, family or marital status, civil status, health status, genetic predisposition, disability, belonging to a particular group and any situation that has discriminatory consequences "(Article 10). This law also contains in Article 16 as a criterion for the selection of beneficiaries" xv) individuals belonging to the LGBTI+ community, who are victims due to their sexual orientation or gender identity based on the decision of the competent body, according to applicable legislation on protection against discrimination which determines that as a result of discrimination the individual does not have adequate housing, as well as individuals who have insufficient income or who have no income at all, according to the definitions made in Article 3 of this law "thus guaranteeing special protection for LGBTI+ people. With regard to rent subsidies as an instrument of the social rental housing programme, individuals belonging to the LGBTI+ community, who are victims due to sexual orientation or gender identity and meet the legal criteria, will have priority in rent subsidies under the system of scoring.

Law no. 111, dated 14.12-2017 "On Legal Aid Guaranteed by the State". This law aims to create a system for organizing and providing free legal aid to ensure equal access of all individuals to the justice system, to ensure the good organization, good administration and well-functioning of state institutions responsible for the administration of legal aid and ensure the provision of legal aid services in a professional, quality, efficient and effective manner. The Directorate of Free Legal Aid is the body responsible for providing legal aid, in addition to the Ministry of Justice, the National Chamber of Advocates and the competent Courts. Regarding the categories of legal aid beneficiaries, the law has not made any express provisions for LGBTI+ people who

are victims of domestic violence, sexually abused and victims of human trafficking, etc. However, in paragraph *h* of Article 11 "persons whose rights have been violated through an act or omission that constitutes discrimination, based on the decision of the competent body, according to the legislation in force for protection against discrimination" are provided with protection and persons belonging to LGBTI+ community in cases of discrimination under applicable law.

Law no. 7961, dated 12.07.1995 "Labour Code of the Republic of Albania", as amended. The Labour Code prohibits discrimination in employment and occupation on the grounds of SOGI, defining discrimination as any distinction, exclusion, restriction or preference which is intended or leads to hindering or stopping someone from his or her right of employment and occupation, in the same way with others (Article 9). Moral, sexual harassment and derogatory comments that violate the dignity and personality of employees are prohibited (Article 32). In case of discrimination on grounds of SOGI, the employer is obliged to prove that he has not violated the principle of equal treatment, and in case of sexual harassment, the law passes the burden of proof to the employer or the person alleged to have committed the harassment. The Law on Protection from Discrimination and the Labour Code constitute the legal basis for the protection of LGBTI+ people in the field of employment. Laws prohibit discrimination in employment on the grounds of SOGI or because of the person belonging to a sexual minority, including in job vacancies, selection and recruitment processes, on-the-job training, and termination of a contract.

Law no. 7895, dated 27.01.1995 "Criminal Code of the Republic of Albania", as amended. After the amendments to the Criminal Code in 2013, same-sex relations were decriminalized and the commission of crimes motivated by SOGI-related factors constitutes now an aggravating circumstance in Article 50, point j. The Criminal Code criminalizes hate speech for reasons of sexual orientation (Article 265). The Code also prohibits discrimination against persons by a state employee for reasons of SOGI (Article 253). Violent homosexual intercourse with adults (men) is punishable by three to seven years of imprisonment (Article 102 / a). Violent sexual and homosexual intercourse by a supervisor or other employees abusing their office is punishable by up to three years in prison (Article 105), while the commission of the same act by threatening to use a weapon is punishable by up to fifteen years of imprisonment (Article 104). Sexual harassment and sexual conduct that violates a person's personal dignity, creating a hostile and degrading environment, is punishable by up to seven years in prison (Article 108). Regarding unnecessary medical interventions in intersex persons, the Criminal Code does not contain any provision, because this issue is addressed by Law no. 10107, dated 30.03.2009 "On Health Care in the Republic of Albania", as amended, and Law no. 8876, dated 04.04.2002 "On Reproductive Health", as amended, which prohibit any intervention without the prior consent of the person themselves, but consent in the case of children is given by parents or their legal guardians, because children are minors and do not have the legal capacity.

Law no. 10107, dated 30.03.2009 "On Health Care in the Republic of Albania", as amended. The right to health care is guaranteed in the Constitution. Public health care is a fundamental responsibility of the government and the Law on Health Care guarantees the right to health for all. Hospitals, clinics and other health institutions, public or private, are open to the general public. All legislative documentation in the field of health care is general and does not specifically mention SOGI or the health needs of LGBTI+ people. With the legal basis providing health care for all, LGBTI+ people benefit from health care on the same basis as other citizens.

Law no. 44, dated 30.04.2015 "Code of Administrative Procedures in the Republic of Albania". The revised Code of Administrative Procedures of 2015 prohibits any kind of discrimination on the grounds, inter alia, of gender and SOGI. This law ensures the effective protection of the rights of LGBTI+ people (Article 17). Moreover, in cases of allegations of discrimination due to SOGI, this law passes the burden of proof to the public body, as provided in the Law on Protection from Discrimination (Article 82).

Law no. 69/2012, "On the pre-university education system in the Republic of Albania", as amended. The 2012 Law on Pre-University Education prohibits discrimination on the grounds of gender and sexual orientation (Article 5). In Albania, the formal protection in the school environment is guaranteed by the legal provisions of the Law on Protection from Discrimination and the Law on Pre-University Education.

2.2. Institutional framework

The Commissioner for Protection from Discrimination and **the People's Advocate** are the two main independent institutions which, among other things, have the responsibility to properly address the issues of LGBTI+ people in Albania.

At the central level, the treatment of LGBTI+ issues is coordinated through the **Ministry of Health and Social Protection** (MHSP), specifically through the **Sector of Policies and Strategies for Social Inclusion and Gender Equality**, as part of the General Directorate of Health and Social Protection Policies and Development. It is clear that the responsibility for addressing various aspects of LGBTI+ issues at the central level lies with all line ministries, depending on their mission and field of activity.

At the local level, the obligation and responsibility of priority treatment, without discrimination and in accordance with the approved standards and legislation in force, for all issues related to LGBTI+ people, lie with the **Local Self-Government Units** in cooperation with other local partner institutions.

2.3. Relation of the "NAP for LGBTI+ 2021-2027" with the strategic documents

a) Relation to NSDI

"NAP for LGBTI+ people 2021-2027" is linked and harmonized with the National Strategy for Development and Integration 2015-2020 (NSDI II), specifically with Pillar 3: "Investing in Human Capital and Social Cohesion", point 11.7. "Building a more inclusive society", which has as its vision: "An inclusive society, which creates equal access for all citizens in relation to public services, facilitating and supporting their active participation in society, regardless of the level of income, gender, age, disability, ethnicity, sexual orientation, place of residence or religion".

b) Relation with the Government Programme

"NAP LGBTI+ 2021 - 2027" is linked with the Government Programme 2017-2021, especially in Priority 3 'Public Services', especially Article 3.2 "Education, Youth and Sports" and 3.3 "Health and Social Care". The issue of non-discrimination is clearly stated in the introduction of this government programme, which states that: *"We want to assure you that... this governance will be exercised in a responsible, efficient, and transparent manner, in the interest of the country's development, expanding the participation and contribution of every Albanian in decision-making, building full confidence in the modern future of Albania, fighting corruption, informality, clientelism, inequality before the law, impunity, and discrimination of any kind."*

c) Relation to the National Plan for European Integration (NPEI) and the EU Acquis

"NAP for LGBTI+ people 2021-2027" relates to Chapter 19: Social policy and employment, Chapter 23: Judiciary and fundamental rights, Chapter 24: Justice, freedom and security, Chapter 26: Education and culture, etc., and the obligations that come from the SAA and the existing phase of the negotiation and integration process of Albania.

In the National Plan for European Integration 2021-2023, regarding LGBTI+ people, Section 19.7 "Priorities", provides that the priorities are:

- ▶ Approval and implementation of the LGBTI+ 2021-2027 Plan; and
- ▶ Raising the awareness of the public and relevant professionals.

d) Relation with the Sustainable Development Goals (SDG)

"NAP for LGBTI+ 2021-2027" is closely related to the Sustainable Development Goals, namely:

SDG 3 "Ensuring a healthy life and promoting well-being for all people of all ages", specifically target 3.7 By 2030, universal access to sexual and reproductive health services, including family planning, will be ensured, information and education, and the integration of reproductive health into national strategies and programmes"; and target 3.8: "Achieving universal health coverage, including financial risk protection, access to quality health care services and access to essential, effective, quality and affordable medicines and vaccines for all"

SDG 4 "Ensure inclusive, equal, and quality education and promoting lifelong learning opportunities for all", specifically target 4.5 By 2030, gender inequalities in education will be eliminated and equal access shall be ensured to all levels of vocational education and training for vulnerable persons, including persons with disabilities, indigenous peoples and children in vulnerable situations", as well as target 4.7" By 2030, it will be ensured that all students gain the knowledge and skills needed to promote sustainable development, including, inter alia, through education for sustainable development and sustainable living, human rights, gender equality, the promotion of a culture of peace and non-violence, global citizenship, appreciation of cultural diversity and the contribution of culture to sustainable development".

SDG 5 "Achieving gender equality and empowerment of all women and girls", with a focus on LGBTI + women and girls, specifically with target 5.1 "Prohibition of all forms of discrimination against all women and girls worldwide" and target 5.2 "Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual abuse and other forms of exploitation."

SDG 8 "Promote sustainable and inclusive economic growth, full and productive employment, as well as decent work for all", specifically with target 8.5 By 2030, to achieve full and productive employment and decent work for all women and men, including young women and people with disabilities, as well as equal pay for work of equal value", and target 8.8" Protection of labour rights and promotion of safe working environments for all workers, including emigrants, especially migrant women and those in precarious work".

SDG 10 "Reduce inequality within and between countries", specifically target 10.2 By 2030, the social, economic and political inclusion of all will be strengthened and promoted, regardless of age, gender, disability, race, ethnicity, origin, religion, economic status or any other status", and target 10.3 Ensure equal opportunities and reduce inequalities in results, including eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this aspect"

SDG 11 "Make cities and human settlements inclusive, safe and sustainable", especially with target 11.1 By 2030, access will be provided to all in adequate, safe and affordable housing, in essential services, and poor neighbourhoods will be improved"and target 11.7:" By 2030, universal access to safe, inclusive, accessible and green public spaces will be ensured, especially for women and children, the elderly, and people with disabilities."

SDG 16 "Promote peaceful and inclusive societies for sustainable development, ensure access to justice for all and build effective, accountable and inclusive institutions at all levels", especially with the target 16.3 "Promote law enforcement at national and international level, and ensure equal access to justice for all", as well as target 16.7" Ensure responsible, inclusive, participatory and representative decision-making at all levels".

e) Relation to the National Strategy for Gender Equality 2021 - 2030.

The actions foreseen in the "NAP for LGBTI+ people 2021 - 2027" are harmonized with the NSGE 2021 - 2030, approved in June 2021, specifically with:

Policy Objective I: Fulfilment of economic and social rights for women, girls, men and women, youth, boys in society and empowerment of women, girls and girls **from all groups**, aiming at the growth and sustainability of the environmental (green) economy, as well as their equal participation in digitalization.

Policy Goal II: Fulfil the rights of women and men, young men and women, girls and boys **from all groups**, for equal participation, representation and leadership in political and public decision-making at the local level.

Policy Goal III: Reduce all forms of harmful practices, gender-based violence and domestic violence.

As stated in the document of the NSGE 2021 - 2030, due to the cross-cutting nature of gender issues, everywhere in the text where the wording "**from all groups**" is encountered, i.e. in the policy goals mentioned above, also in specific objectives, measures and their activities, will mean: *from rural areas, ethnic minorities, with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, daughters mothers, migrants and asylum seekers, etc.* Therefore, the implementation of the activities envisaged in each of these two documents mutually influences and helps to advance LGBTI+ issues, both in terms of awareness and the creation of an accepting and inclusive society, as well as when it comes to trained professionals and professionals and specialized support services available and quality, in accordance with the specific needs of LGBTI+ people.

f) Link to the European Commission Strategy "Equality Union: Equality Strategy for LGBTIQ 2020-2025"

"NAP for LGBTI+ 2021-2027" is harmonized with the European Commission Strategy "Union of Equality: Equality Strategy for LGBTIQ 2020-2025". This harmonization is mainly observed in:

Pillar 1 "Prohibition of discrimination against LGBTIQ people", and specifically in 1.1. Implement and improve legal protection against discrimination; 1.2. Promote inclusion and diversity in the workplace; 1.3. Fight against inequality in education, health, culture and sports.

Pillar 2 "Ensuring security for LGBTIQ persons", specifically in 2.1 "Strengthening legal protection for LGBTIQ persons against hate crime, hate speech and violence";

Pillar 3: "Building an inclusive society for LGBTIQ persons", and specifically with 3.3 "Improving the recognition of trans and non-binary identities, as well as intersex persons"

3. ACHIEVEMENTS, ANALYSIS AND CHALLENGES.

The situation regarding the rights and treatment of LGBTI+ people in Albania in recent years has marked significant improvements.

ILGA Europe's Annual Review of the LGBTI Human Rights Situation - Chapter for Albania (2021), ranks Albania 27th with a score of 33.2% out of a total of 49 countries, in all the areas it assesses in terms of respect and protection of the human rights of LGBTI+ people. In different fields, Albania is classified as follows:

- ▶ equality and non-discrimination - in 13th place with a score of 56.92%
- ▶ family - in 38th place with a score of 3.75%
- ▶ hate speech and crimes - in 7th place with a score of 51.2%
- ▶ legal recognition of gender assignment and bodily integrity - in 43rd place with 0%
- ▶ space dedicated to civil society - in 1st place with 99.75%
- ▶ asylum - in 35th place with 0%

In **the Sixth Report of the European Commission against Racism and Intolerance (ECRI) for Albania 2020**¹², it is evident that: The People's Advocate and the CPD have made the racist and homo-/transphobic hate speech a prominent topic in their work, acknowledging that this problem must be solved effectively. While the Action Plan for LGBTI people is a useful basis for achieving positive change, steps are needed to prevent discrimination and promote equality for LGBTI people in the health and education sectors, and to

¹² <https://rm.coe.int/report-on-albania-6th-monitoring-cycle-translation-in-albanian-/16809e8240>

build capacity at the municipality level, outside the capital. LGBTI people continue to face a number of problems in Albania and often face obstacles to effective equality. In recent years, however, the overall situation has improved slightly and existing problems for community members have been placed more and more on the political agenda. The very existence of the National Implementation and Coordination Group (NICG), established by Order of the Prime Minister, is an indication of a strong commitment from the highest political level. Albanian legislation does not recognize same-sex partnerships. ECRI notes with satisfaction that in 2018, the Albanian Parliament adopted the Code of Conduct which, inter alia, prohibits MPs from using racist and homo-/transphobic hate speech in Parliament, as well as forms of discrimination and stereotyping both in Parliament and in non-parliamentary activities. In case of violations, it is foreseen that disciplinary measures will be applied against MPs. ECRI recommends that the Albanian authorities provide a legal framework that allows same-sex couples, without any discrimination, to have their relationship recognized and protected, in order to address practical problems related to the social reality in which they live.

European Commission Report on Albania 2020¹³, also states that: Albanian legislation prohibits discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons. However, more efforts are needed to protect LGBTI+ people from discrimination when it comes to access to health care, education, justice, employment and housing. An inter-ministerial group responsible for monitoring the action plan is operational, while police officers, prosecutors and Gender Equality Officers in line ministries are trained on preventing discrimination on the grounds of gender identity and sexual orientation. The shelter for LGBTI+ people, also supported with state funds from 2019, has continued to provide care, support and advocacy for LGBTI+ homeless persons. However, this service remains largely dependent on donor support. Awareness and public acceptance of LGBTI+ people remain low, especially in rural areas. Hate speech and discrimination continue to be a problem in the media, especially online media. Violence and discrimination against transgender people are a worrying phenomenon in the country.

Universal Periodic Review Report for Albania 2019¹⁴, contains a set of recommendations, among which the most important regarding LGBTI+ people include:

- ▶ Improve efforts to implement the National Action Plan for LGBTI+ people, in particular revise the academic curricula on gender stereotypes and gender identity, in line with Sustainable Development Goals 5 and 10;
- ▶ Strengthen policies to combat violent acts and hate crimes based on sexual orientation and gender identity, establishing more stable links with civil society and ensuring the implementation of legal provisions on hate crimes;
- ▶ Protection of LGBTI+ people from stigma and discrimination in access to health care, inter alia, through training for all health personnel on the rights and importance of equal access of LGBTI+ people to health care;
- ▶ Promote and protect the human rights of LGBTI+ people by combating structural discrimination;
- ▶ Develop programmes in schools to eliminate bullying of LGBTI+ children and adolescents and implement psychological support measures to reduce their dropout rates;
- ▶ Amend the Family Code to provide legal recognition for same-sex couples and adopt provisions allowing legal recognition of the gender of trans individuals; etc.

A general assessment of the legal framework shows that there are certain laws that need to be reviewed and improved, based on the recommendations provided by the above reports and institutions, such as:

¹³ https://ec.europa.eu/neighbourhood-enlargement/sites/default/files/albania_report_2020.pdf

¹⁴ <https://www.ohchr.org/EN/HRBodies/UPR/Pages/ALIndex.aspx>

Law no. 9062, dated 08.05.2003 "Family Code", as amended. The Constitution of the Republic of Albania recognizes the right to marriage and family for all (Article 53), while the Family Code defines marriage as an institution between a man and a woman, which essentially prohibits same-sex marriage (Article 163). Regarding cohabitation, there is no prohibition on homosexual cohabitation.

Law no. 9695, dated 19.3.2007 "On Adoption", as amended. Same-sex partners may not adopt children together, because a child may not be adopted by more than one person unless these persons are spouses, meaning husband and wife (Article 242). According to Law no. 9695, dated 19.3.2007 "On Adoption", as amended (Article 16/2), the person who makes a request for adoption of a child must meet the conditions under the Family Code, which means to be in a marital relationship (Article 242).

From the process of **Evaluation of the Implementation of the NAP for LGBTI people in the Republic of Albania for the period 2016 - 2020**, it results that:

- ▶ Despite significant improvements in the period 2016-2020, not all LGBTI+ people across the country have been treated or benefited equally. The improvements are mostly noticed in LGBTI+ people in the capital, Tirana, and mainly in lesbian, gay and bisexual people. The LGBTI+ people living outside Tirana, on the other hand, and in particular, transgender and intersex persons have seen less progress.
- ▶ In addition to addressing the current needs of LGBTI+ people in Albania, it is also important that Albania meets the requirements regarding the human rights of LGBTI+ people for EU membership, the ECRI recommendations of the EC, and other relevant international recommendations and obligations.
- ▶ It is important that government policies, including NAPs, are not only adopted, but also implemented and funded as necessary, correcting gaps in legislation and taking stronger measures against discrimination and hate crime against LGBTI+ people all over the country.
- ▶ During the period 2016 - 2020, a very small budget was spent for the implementation of the NAP compared to what should be spent and there was a lack of financial and human resources, especially at the end of 2019 and during 2020, as a result of a civil emergency situation (November 2019 earthquake) and natural disaster situation (COVID-19). It is recommended that the future NAP be clearly formulated and that the key institutions responsible for implementing the NAP make sufficient human and financial resources available.
- ▶ In terms of legislative changes, positive steps have been taken for legal aid and social housing. Amendments made at the end of 2020 to the Law on Protection from Discrimination¹⁵, provided for the definition of hate speech and other forms of discrimination in line with the Council of Europe standards. Changes are needed in legislation that specifically addresses issues relevant to LGBTI+ people, such as the Family Code, the Criminal Code, Adoption Law, and the Law on Gender Identity Recognition. These legislative initiatives should be given priority in the coming period, in order for Albanian legislation to comply with international and EU standards.
- ▶ Regarding the strengthening of the capacities of civil servants and employees of the health system, education, in the field of employment, defence, justice, etc., despite the trainings developed by the MHSP, in cooperation with other state institutions and NGOs, there is still a need for attention to, and planning of, actions in this direction, aiming at the preparation and inclusion of training modules on LGBTI+ issues in the curricula of ASPA, in higher education institutions, in the School of Magistrates, etc. Capacity building and strengthening should be extended to local LGUs and local partner institutions. Regular exchanges should be established between the police, the judiciary, the CPD, the AP and NGOs to increase trust and readiness to report discrimination and hate crime against LGBTI+ people.

¹⁵ Law No.124 / 2020 "On some additions and amendments to Law No. 10221/2010" On protection from discrimination "

- ▶ More attention needs to be paid and specific measures and actions need to be planned in the new NAP for LGBTI+ people for 2021-2027, focussing on the field of employment, education, health, implementation of the improved legal framework with a focus on LGBTI+ issues, etc. For example, pursuant to the amendments to Law no. 79/2017 "On sports", as amended, measures should be taken to improve the access of LGBTI+ people to sports centres, clubs, sports federations, etc. Or, it should be planned to provide appropriate information regarding the protocol for intersex children approved by the MHSP in July 2020. Also, based on the lessons learned from the difficulties faced by LGBTI+ people during the quarantine period due to Covid-19, actions should be planned to improve the access and availability of health care services for LGBTI+ people. Persons working in the maternity ward or in gynaecology should be specifically instructed on the provision of health care services to transgender people. Access to LGBTI+ people to completely anonymous testing for SST, etc. should also be improved.
- ▶ Regarding housing, the introduction of LGBTI+ people as a group of beneficiaries in Law No. 22/2018 "On Social Housing" and the implementation of these changes for some LGBTI+ people, mainly in Tirana, is to be commended. It is important to continue implementing these legal changes nationwide. Similarly, specialized support services, such as the STREHA Centre, should have a sustainable financial support, mainly from the state budget.
- ▶ Information and the raising of public awareness on the acceptance and inclusion of LGBTI+ people, as well as ensuring respect for their human rights is also indispensable and should be enabled through the planning of concrete activities in this regard.

4. VISION AND MISSION OF THE DOCUMENT

Vision

"An inclusive society that provides LGBTI+ people with the freedom to be themselves, non-discrimination, treatment, opportunities and equal access to quality public services tailored to their needs, as well as with active participation in all areas of life regardless of the expression of gender identity, sexual orientation, sex characteristics or the totality of their other individual characteristics".

Mission

"NAP for LGBTI+ people 2021-2027" covers a period of 7 (seven) years, within which, in line with the vision presented above, it intends to create a comprehensive, accepting and non-discriminatory environment for all LGBTI+ people, regardless of the expression of their identity gender, sexual orientation, sex characteristics or other individual characteristics thereof. This means treating LGBTI+ people, who suffer multiple discrimination and are less accepted, properly and according to applicable and required national and international standards, through quality services and through sufficient human, financial and infrastructural resources, and in accordance with the set of needs. The aim is to confront and address prejudicial and discriminatory elements, to create a safe, acceptable and inclusive environment, as well as to advance towards equality for LGBTI+ people by improving the legal framework, policies, services and by building appropriate professional capacities".

The main principles that guide "NAP for LGBTI+ people 2021-2027" are:

The principle to universally enjoy human rights. All human beings are born free and equal in dignity and rights. Human beings of all sexual orientations, of all expressions of gender identities, of all sex characteristics or the totality of other individual characteristics, have the right to the full enjoyment of all human rights.

The principle to enjoy protection from the state. All persons in a society, regardless of their sexual orientation, expression of gender identity, sex characteristics, or other individual characteristics, have the right

to enjoy state protection from violence, discrimination and other harm, whether by employees or state employees, whether from any particular individual or group.

The principle of non-discrimination as a starting point in the provision of services. All human beings have the right to equal treatment regardless of age, gender, race, religion, nationality, ethnicity, sexual orientation, expression of gender identity, sex characteristics or any other characteristic. "Discrimination" means any difference, exclusion, restriction or preference, based on gender, race, colour, ethnicity, language, gender identity, sexual orientation, political, religious or philosophical beliefs, economic, educational or social status, pregnancy, parental affiliation, parental responsibility, age, family or marital status, civil status, place of residence, health status, genetic predisposition, disability, belonging to a particular group, or for any other reason, which has as its purpose or consequence the impediment or impossibility of exercising in the same way with others, the fundamental rights and freedoms recognized by the Constitution of the Republic of Albania, by international acts ratified by the Republic of Albania, as well as by the laws in force¹⁶.

The principle of affirmation and respect for personal identity. Affirmation is a way of understanding and creating safe spaces for all people. Affirmation is important throughout life. LGBTI+ people often fear that they may be abused or that they will not be able to receive standard care if they are open about their identity. This fear may push them to hide their sexual orientation or gender identity, thus disconnecting them from their community and from important affirmations of their history and experience. Focusing on affirmation allows us to understand what its absence can do to a person's sense of self and the quality of their care - especially when people grow up and need new relationships and different forms of care.¹⁷ So, the concept of affirmation is an active form of expression of identity and in the context of LGBTI+ people it is related especially to the problem of them "hiding" or statistics about them, in various services.

The principle of confidentiality and protection of personal data. The personal data of LGBTI+ people must be kept confidential and protected and processed according to the law in force on the protection of personal data. Professionals engaged in providing various services to LGBTI+ people have the obligation to maintain confidentiality even after the termination of employment, function or duty.

The "Do no harm" principle and placing the LGBTI+ person in the centre of services. The "Do no harm" principle draws attention to the fact that the assistance provided and the way it is administered may cause harm or may strengthen the capacity of LGBTI+ people. It is therefore very important for providers and service providers in all areas to be able to understand the context in which assistance needs to be provided and then to act on the understanding of this context, in order to avoid negative consequences in their actions. Also, in the philosophy of service delivery through coordinated multidisciplinary approaches, the importance of having LGBTI+ people at the centre of the system and feedback - in other words, service delivery based on their needs and priorities - should be taken into account. Closely related to this principle is the **principle of security, dignity, diversity and access to services**. All interventions for LGBTI+ people to establish or provide any service must give priority to the safety and dignity of service users and staff. When providing these services, it is important to respect diversity and access for all LGBTI+ people depending on their needs. Any individual plan prepared in service centres, in order to address the situation of an LGBTI+ person in need of support and assistance, must contain as a key element their safety.

¹⁶ According to Law 10221/2010 "On protection from discrimination", as amended, Article 1 and 3. See: https://www.uart.edu.al/media/150329-Ligji%2010221_%202010%20per%20mbrojtjen%20nga%20%20diskriminimi.pdf

¹⁷ <https://scholars.org/contribution/affirmation-way-understand-and-create-safe-spaces-all-people>

5. METHODOLOGY

As explained in subchapter 2, the legal and institutional framework in force guiding the preparation of this National Action Plan is fully in line with the strategic documents at the national level approved by the Assembly and the Council of Ministers, hence the vision, policy goals and specific objectives provided in "NAP for LGBTI+ people 2021-2027" fully comply with these strategic documents.

The initiative for drafting this strategic document was undertaken by the main institution responsible at the central level for coordinating actions and addressing LGBTI+ issues, namely the Ministry of Health and Social Protection, which worked closely with the Inter-Institutional Working Group (GNP) composed of representatives of key line ministries. Support and orientation based on the findings or recommendations of several international reports, such as: ILGA Europe Report on the Annual Review of the LGBTI Human Rights Situation - Chapter on Albania (2021), Sixth Report of the European Commission against Racism and Intolerance (ECRI) for Albania 2020, the European Commission Report for Albania 2020, or the Universal Periodic Review Report for Albania 2019, were highly helpful. The formulation of the objectives, measures and actions was also based on the European Commission Strategy "Union of Equality: Equality Strategy for LGBTIQ 2020-2025", as well as the Evaluation Report on the implementation of "NAP for LGBTI+ people 2016 - 2020".

It is also worth mentioning the support provided by the Council of Europe through a group of experts¹⁸ which facilitated the work of GNP in the preparation of this strategic document, as well as the special support and technical assistance provided by UN Women Albania for the full review and preparation of the final version of "NAP for LGBTI+ people 2021 - 2027"¹⁹.

During the work for the preparation of the National Action Plan, a series of consultations were conducted with important actors and collaborators at the central and local self-government level, where the comments and suggestions provided by line ministries, independent institutions, organizations and civil society, especially those specializing in LGBTI+ issues, international organizations, etc.

Also, this document was published for public consultation on July 23, 2021 in the following link:

<https://www.konsultimipublik.gov.al/Konsultime/Detaje/406>

¹⁸The group of experts through which the EC provided technical support and assistance to the MHSP throughout the drafting process of the "NAP for LGBTI + 2021-2027" consisted of: Marije Cornelissen and Ardjana Shehi, who prepared the report of the Evaluation of the Implementation of NAP for LGBTI 2016-2020, as well as facilitated the work of GNP for the preparation of the draft "NAP for LGBTI+ people 2021 - 2027". The costing of the prepared document was done with the support of the EC through the engagement of the expert Albana Ahmeti.

¹⁹ For this purpose, UN Women engaged the expert Monika Kocaqi, who reviewed the NAP in its entirety, both the narrative part, the formulation of objectives, measures and activities, as well as the passport of indicators and prepared the final version of this document.

Part II

Policy goals, specific objectives and priority measures for the implementation of nap

“NAP for LGBTI+ people 2021-2027” consists of 3 (three) Policy Goals:

- I. Improving the access of LGBTI+ people to public services and specialized support services that are effective, of good quality, and available throughout the country, in accordance with their specific needs and national standards harmonized with European/international ones.
- II. Ensuring protection and security for LGBTI+ people through improving the legal framework, its effective implementation, as well as increasing the access of LGBTI+ people to the justice system.
- III. Creating an inclusive, accepting and non-discriminatory society against LGBTI+ people in Albania

Achieving these policy goals requires comprehensive efforts by all line ministries, central public institutions, at the regional and local level, local self-government units, independent institutions, civil society organizations especially those specializing in LGBTI+ issues, international organizations, the media, academia, and all other actors implementing policies that directly affect the guarantee of the rights of LGBTI+ people. A necessary and constant need is to find the right and appropriate mechanisms that ensure a strong and effective inter-institutional cooperation, both in the horizontal and vertical direction.

Policy I

Policy Objective I - Improve the access of LGBTI+ people to public services and specialized support services that are effective, of good quality and available throughout the country, in accordance with their specific needs and with national standards harmonized with European/international ones.

Based on Policy Area 3 “Access to Services” of the previous NAP 2016-2020, this policy goal has been further expanded, aiming to improve the access of LGBTI+ people to all services, especially specialized support services. Strengthening the capacities of the providers of these services for the proper recognition and treatment of cases of LGBTI+ people, as well as the provision of friendly, professional, standardized and effective health services, in education, employment, etc., are also considered as part important of this policy goal I.

The main indicators of impact under this policy goal are:

- ▶ Number of LGBTI+ people who benefit from specialized friendly support services according to standards
- ▶ Number of transgender and intersex persons treated in terms of health according to health protocols, approved in accordance with European/international standards.

To achieve this policy goal I, state institutions with responsibilities in this area, in partnership with independent institutions and civil society organizations, will focus on the following specific objectives:

Specific Objectives I.1 Provide quality and friendly social care services to LGBTI+ people.

Specific Objective I.2 Reduce inequalities and discrimination against LGBTI+ people in education

Specific Objectives I.3 Guarantee access for LGBTI+ people to health care services, throughout the country.

Specific Objectives I.4 Reduce the barriers that keep LGBTI+ people away from the labour market and increase their access to decent work in non-traditional employment sectors (especially in science, technology, engineering, mathematics).

Meeting these specific objectives will lead to an improvement in the way LGBTI+ people receive various services, including even the public ones, but also in the treatment of specialized support services tailored to their specific needs.

Thus, more specifically, **the specific objective I.1 "Provide quality and friendly social care services to LGBTI+ people."** includes:

Achievable results:

- i. Specialized support services accessible and available to LGBTI+ people across the country.
- ii. Professionals providing social care services aware and ready to provide friendly services and according to standards for LGBTI+ people.

Indicators:

- I.1.a. Number of specialized support services with improved and adapted standards for the proper treatment of LGBTI+ people.
- I.1.b. Percentage of the state budget allocated for the operation of specialized support services dedicated to LGBTI+ people, or providing friendly services to them.

Measures:

- I.1.1. Building/strengthening the capacities of civil servants to respect the human rights of LGBTI+ people.
- I.1.2. Improve the focus of specialized support services and turn them into fully friendly services for LGBTI+ people as well.
- I.1.3. Coverage of long-term and adequate housing needs, in accordance with applicable legislation, for LGBTI+ people.
- I.1.4. Coverage of needs for psycho-emotional counselling and family counselling for LGBTI+ people and their families.

Under **specific objective I.2. "Reduce inequalities and discrimination of LGBTI+ people in education"** includes:

Achievable result:

- i. More friendly and inclusive educational institutions towards LGBTI+ people.
- ii. Professionals in the field of education more professionally prepared and more willing to contribute to reducing inequalities and discrimination of LGBTI+ people in education.

Indicator:

- I.2.a. Number of children, adolescents and LGBTI+ students discriminated or abused, who report on their situation in educational institutions and are supported and treated with priority and according to standards by professionals in the field of education.

Measures:

- I.2.1. Capacity building of professionals in the pre-university education system to combat inequality and discrimination of LGBTI+ people in education.
- I.2.2. Prepare a new generation of professionals with the right knowledge on LGBTI+ issues and respect the human rights of LGBTI+ people.

The **specific objective 1.3 "Guarantee access for LGBTI+ people to health care services, throughout the country"**, includes:

Achievable results:

- i. Friendly, accessible and affordable healthcare services for LGBTI+ people nationwide.
- ii. More information and unified tools (protocols) for treatment according to the standards of transgender and intersex persons.

Indicators:

- I.3.a. Number of primary health care workers trained to provide friendly, quality and standard health services to LGBTI+ people.
- I.3.b. Number of unified means (protocols) for treatment according to the standards of transgender and intersex persons.

Measures:

- I.3.1. Strengthening the capacities of primary health care professionals and professionals, for the proper treatment and provision of quality health services for LGBTI+ people.
- I.3.2. Providing friendly, effective and standard services to LGBTI+ people, especially those who suffer multiple discrimination within this group.

The **specific objective 1.4 "Reduce the barriers that keep LGBTI+ people away from the labour market as well as increase their access to decent work even in non-traditional employment sectors (especially in science, technology, engineering, mathematics)."** includes:

Achievable results:

- i. More friendly and comprehensive employment and vocational training services also for LGBTI+ people.
- ii. More LGBTI+ people involved in the job market and encouraged to develop innovative ideas related to environmental economics and digitalization.

Indicators:

- I.4.a. Number of employees in the field of employment trained and prepared to provide employment services in a non-discriminatory manner to LGBTI+ people.
- I.4.b. Number of LGBTI+ people subsidized for the development of innovative ideas with a focus on digitalization and environmental economics.

Measure:

I.4.1. Encourage LGBTI+ people to trust and apply for services provided in the field of employment and enterprise development.

Policy II**Policy Goal II - Ensure protection and security for LGBTI+ people by improving the legal framework, its effective implementation, and increasing the access of LGBTI+ people to the justice system.**

Based on the findings from the evaluation of NAP 2016-2020 regarding the fulfilment of the purpose of its policy 1 "Legal and institutional framework", this NAP emphasizes mainly the approximation of legislation regarding LGBTI+ people with European standards, as well as the possibility of increasing the access of LGBTI+ people to the justice system through strengthening the capacities of the legal and policing professionals in handling the cases of LGBTI+ people in a proper manner, with professionalism and responsibility.

The main indicator of the impact under this policy goal is:

- ▶ Number of cases of LGBTI+ people allegedly discriminated/abused, reported and treated in accordance with the improved legislation in force.

To achieve this policy goal II, state institutions responsible for this area, in partnership with independent institutions and civil society organizations, will focus on the following specific objectives:

Specific Objective II.1:	Strengthen legal protection for LGBTI+ people against hate crime, hate speech and violence, through review and harmonization of national legislation with European/international standards.
Specific Objective II.2:	Professional and unbiased implementation of legislation to combat discrimination and hate crime against LGBTI+ people.

Fulfilling these specific objectives will result in the approximation of legislation related to the safety of LGBTI+ people, the approximation of legislation related to LGBTI+ human rights, including family rights, private international law, etc., to the standards European legislation, approximation of legislation related to the economic empowerment of LGBTI+ people with European standards, approximation of other legal provisions related to LGBTI+ with European standards, effective implementation of legislation to combat discrimination and hate crime against LGBTI+ people, etc. The fulfilment of these specific objectives will be closely related to the Specific Objective 3.1. of the Cross-cutting Justice Strategy (SND 2021-2025) which aims to review the legislation and in more detail the changes in the Criminal Code and that of the Criminal Procedure.

Thus, more specifically, **specific objective II.1. "Strengthen the legal protection for LGBTI+ people against hate crime, hate speech and violence, through the review and harmonization of national legislation with European/international standards"** includes:

Achievable result:

- i. Improved legislation, in particular to ensure the prohibition of hate speech and hate crime, as well as violence against LGBTI+ people.

Indicator:

- II.1.a. Number of proposals submitted and approved regarding changes in civil and criminal legislation in the Republic of Albania.

Measures:

- II.1.1. Improve the criminal legislation for protection of LGBTI+ people from hate crime, hate speech and violence (revision of the Criminal Code).
- II.1.2. Improve family legislation (Family Code) taking into account private international law to regulate the recognition of family ties in cross-border situations.
- II.1.3. Preparation of some new laws for the protection of human rights of LGBTI+ people, such as the Law on Gender Identity Recognition, bylaws for the protection of intersex persons in Albania, as well as the revision of some existing laws.
- II.1.4. Improve the legislation in the field of employment and including LGBTI+ people in a clear manner as a group that benefits from all services provided in the field of employment and vocational training.
- II.1.5. Analysis, preparation and approval of other legal changes in accordance with the standards (Law on Asylum, Law on Civil Status), etc.

The **specific objective II.2 "Professional and unbiased implementation of legislation to combat discrimination and hate crime against LGBTI+ people."** includes:

Achievable results:

- i. Justice and policing professionals better prepared and willing to defend LGBTI+ human rights.
- ii. Increase the trust of LGBTI+ people in the justice and policing system.

Indicators:

- II.2.a. Number of annual reports compiled and submitted to the Council of Europe on discrimination and hate crimes against LGBTI+ people.
- II.2.b. Number of persons designated as focal points for LGBTI+ in ASP at the municipal level, trained.

Measures:

- II.2.1. Preparation of a report on discrimination and hate crimes against LGBTI+ people, in accordance with international standards according to the EC.
- II.2.2. Create an enabling environment for hate crimes and discrimination against LGBTI+ people in the premises of the ASP to be reported.
- II.2.3. Training of professionals of the Offices for Free Legal Aid, as well as of NGOs and Law Clinics licensed to provide legal aid, in order to provide sensitive services to LGBTI+ people.
- II.2.4. Monitoring and evaluation of the implementation of "NAP for LGBTI+ people 2021 - 2027".

Policy III.

Policy Goal III - Create an inclusive, accepting and non-discriminatory society for LGBTI+ people in Albania.

Specific objectives based on NAP 2016-2020 are also foreseen for the fulfilment of this policy goal, adding and emphasizing the necessity of raising public awareness on the rights of LGBTI+ people, including citizens, NGOs, the private sector and professional groups, etc.

The indicator of the impact on this policy goal is:

- ▶ Number of LGBTI+ people who feel accepted and not discriminated against in society (including in the fields of health, education, employment, services, etc.).

This policy goal III envisages the following specific objectives:

Specific Objective III.1:	Educating the society with the principles of equality, inclusion and non-discrimination towards LGBTI+ people
Specific Objective III.2:	Improving awareness of private employers about LGBTI+ issues.

More specifically, **the specific objective III.1 includes. "Educating the society with the principles of equality, inclusion and non-discrimination towards LGBTI+ people"**, including:

Expected result:

- i. Contribute to creating a new generation in Albania that is more open, non-prejudgemental, and more accepting towards LGBTI+ people.

Indicator:

III.1.a. The number of young people who accept and do not discriminate against LGBTI+ people in Albania.

Measure:

III.1.1. Continuous information and education of the society with the principles of equality, non-discrimination and acceptance of LGBTI+ people in Albania.

The **specific objective III.2 "Improving awareness of LGBTI+ issues among public and private employers."** envisages:

Expected result:

- i. A more employer-friendly and open environment for accepting and hiring LGBTI+ people.

Indicator:

III.2.a. Number of enterprises/companies/businesses that join the National Diversity Charter.

Measure:

III.2.1. Creating an environment of employers that is friendly and accepting towards LGBTI+ people in Albania.

Part III

Implementation, responsibility of institutions, accountability, Reporting and Monitoring

Responsibility of Institutions

For the implementation of the measures foreseen in "NAP for LGBTI+ people 2021-2027", a number of institutions will be engaged, starting from the ministry responsible for coordinating measures and actions for properly addressing LGBTI+ issues, line ministries and subordinate institutions at the local level, independent institutions, local self-government units, academia, civil society organizations focused on the protection of human rights, informing and raising public awareness on their rights and their implementation in practice, providing specialized support services to vulnerable groups and in particular to LGBTI+ organizations themselves, as well as international organizations.

As clearly defined in the Intervention Logic Matrix (Annex 4 of NAP), institutions have direct responsibility for the implementation of certain measures and actions, but they are also in a position that supports or cooperates with the main institution responsible. For the coordination position itself, as well as for the main role in the preparation of this NAP, the MHSP is also assigned as the main institution responsible for reporting on progress in the implementation of the NAP. It is clear that, both in terms of implementation, and reporting on the progress achieved, the support and cooperation of all partners and collaborators is equally important.

Accountability, Monitoring and Reporting

Accountability

The monitoring framework will nurture policy orientation within the Integrated Planning System (IPS) which is the main decision-making system that determines the strategic direction and allocation of the country's resources. He will provide monitoring and evaluation reports to the Inter-Institutional Thematic Group of Inclusion and Social Protection established by Order no. 157, dated 22.10.2018, of the Prime Minister, "On taking measures to implement the broad sectoral/cross-sectoral approach, as well as and the functioning of the integrated sectoral/cross-sectoral mechanism". The approach and review of this strategic document will be according to the requirements of DCM no. 290, dated 11.04.2020 "On the creation of the state database of the integrated planning information system (SIPI/IP SIS), to ensure compliance with the IPSIS system".

As for determining the basis of indicators for the new proposed measures, it is suggested to take actions to assess the situation and determine this basis through surveys and studies and establish a well-organized

system in the collection of data divided by relevant groups, including also by sexual orientation and expression of gender identity, for all activities that will be implemented within this NAP.

Monitoring

Monitoring the progress of the implementation of the objectives and measures of this NAP will be presented periodically to the Inter-Institutional Thematic Group of Inclusion and Social Protection. Copies of monitoring reports will also be made available to the GKZK. To facilitate the data collection process in the framework of periodic monitoring of the implementation of the NAP, the MHSP will prepare the necessary tools for information collection, in accordance with the formats approved and required for completion during reporting in accordance with the IPSIS system. It will also orient in advance all central, local institutions as well as independent institutions, on the responsibilities they have for taking annual steps in the implementation of planned measures and activities, in the quality of the main institution in charge of the process.

During the day-to-day work, the responsibility for monitoring the implementation of the NAP rests with all the institutions designated as the main institutions responsible for taking certain actions, while in the Local Self-Government Units, the gender equality officers will be responsible for providing information on activities conducted with a focus on LGBTI+ issues. The case management of LGBTI+ victims of domestic violence will be carried out through a coordinated multi-sectoral approach, through the work of Local Coordinators (LC) and members of the NRC Interdisciplinary Technical Team set up in all 61 municipalities in the country, as well as by engaging the Child Protection Units (CPUs) in case of LGBTI+ children victims of domestic violence. This means that reporting on such cases will be done through the LCs and the CPUs.

The MHSP has a coordinating role and reports periodically on the progress of the annual implementation of the NAP. Civil society organizations also play an important role in raising awareness about the problems, in implementing and supporting data collection processes, in providing services and in enforcing legislation and policies as a whole, in advancing towards respect for constitutional and human rights of LGBTI+ people.

In addition to the implementation of the measures set out in the NAP, the continuous monitoring of the structures engaged in fulfilling the obligations arising from this document, is considered necessary to analyse the real situation during its implementation in order to meet the objectives as effectively as possible.

More specifically, the following measures will be taken:

- ▶ the indicators set out in the NAP will be monitored;
- ▶ changes in sectoral programmes will be recommended, taking into account achievements, circumstances, risks as well as previous experiences, in accordance with the recommendations of the progress reports of the European Union, ECRI and other international documents;
- ▶ stakeholder consultation will be provided, including the systematic dissemination of information to the public;
- ▶ Monitoring will be carried out and annual reports will be drafted to monitor and coordinate the implementation of NAP objectives and measures.

Improvements in the monitoring and evaluation system aim to facilitate/assist in the approximation of the strategic framework and priorities in various fields and to inform about the country's policies related to the advancement towards the respect of the constitutional and human rights of LGBTI+ people.

Assessment

Due to the seven-year duration of the implementation of the "LGBTI NAP + 2021 - 2027", as well as in order to ensure a better compliance with the SDGs, it is thought that in addition to the annual monitoring of the implementation of this NAP, there will be a general evaluation process at the end of the fourth year of its

implementation. Based on this assessment, not only actions and measures can be changed/removed (when fully implemented), but even specific objectives can be introduced under the original policy goals.

Reporting

All institutions in charge of the implementation of "NAP for LGBTI+ 2021-2027" will compile reports on a 6-month and one-year basis in compliance with the obligations set out in this NAP, and will also enter data in the IPSIS system.

The MHSP will be the leading institution, which will collect, process and analyse periodic 6-month and 1-year reports that will be forwarded by all institutions charged with meeting the relevant objectives and measures.

Relevant institutions should report periodically on the implementation of measures, with a periodicity of 6 months through the data reported in the Information System for Integrated Strategic Planning (IPSIS) to the Council of Ministers and the Inter-Institutional Technical Secretariat.

Part IV

Budget Analysis

4.1. BUDGET ANALYSIS FOR THE IMPLEMENTATION OF NAP FOR LGBTI+ PEOPLE 2021-2027

This chapter describes the distribution of indicative costs and financial resources that fund the “NAP for LGBTI+ people 2021-2027” measures. The financial effects are calculated for each measure based on the activities that are foreseen in the NAP and based on the analysis made for the resource needs for each activity. The financial effects are expected to be borne by the respective annual budgets of the institutions in charge of implementing the measures as the main institutions responsible, by the budgets of other institutions in charge of implementing some of the measures as supporting institutions, as well as by other sources, including donors.

The costing process is based on the consultation of national documents, including the Medium-Term Budget Programme 2021-2023, as well as consultations with all institutions involved, taking into account the historical costs from the implementation of the previous NAP. The NAP is accompanied by an analytical costing of each measure, which is supported by a detailed description of each activity.

The costing is based on the relevant tables which provide financial data related to the measures, accompanied by the budget programme codes according to each respective institution in detailed form according to the standards required by IPSIS.

Relevant objectives are elaborated based on detailed measures and activities, on the basis of which the costing was performed respecting the relevant ceilings of MTBP 2021-2023.

Each activity is detailed by describing (format IV) in detail the achievable result as a performance indicator which will serve in the future as an indicator to monitor and evaluate the relevant measures and objectives of the National Action Plan.

The total estimated cost for the implementation of "NAP LGBTI+ 2021 - 2027" is **351 909 255 Albanian Leke**, or - 2 837 978 **Euro**. The average exchange rate is estimated 124 ALL for 1 euro. The table reflects the financial costs, sources of funding, and the financial gap during the 7 years of implementation of "NAP LGBTI+ 2021 - 2027".

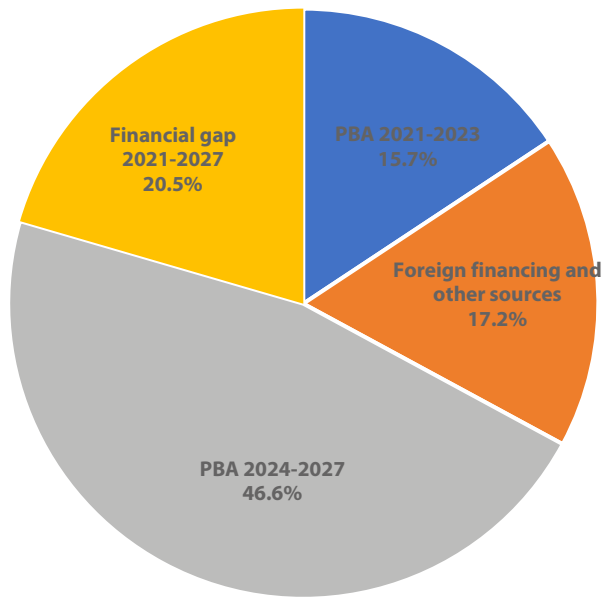
Needs (in ALL)

Purpose of Policies	Nature/Type of Cost	Total Cost	Planned Costs	Cost to be	Financial gap
		2021-2027	PBA 2021-2023 Other Resources and	Scheduled in Budget 2024-2027	2021-2030
P I: Improving the access of LGBTI+ people to public services and specialized support services that are effective, of good quality, and available throughout the country, in accordance with their specific needs and national standards harmonized with European/international ones.	CURRENT	252,535,577	93,440,616	117,959,386	41,135,575
	CAPITAL	14,145,000	3,105,000	11,040,000	
P II: Ensuring protection and security for LGBTI+ people through improving the legal framework, its effective implementation, as well as increasing the access of LGBTI+ people to the justice system.	CURRENT	43,367,309	9,246,192	18,920,512	15,200,606
	CAPITAL	34,500	0	34,500	
P III: Establishment of an inclusive, accepting and non-discriminatory society against LGBTI+ people in Albania.	CURRENT	41,826,869	9,981,240	16,081,017	15,764,612
	CAPITAL	0	0	0	
TOTAL [Leke]		351,909,255	115,773,048	164,035,415	72,100,792
TOTAL [Euro] <i>1 euro 124 Lekë</i>		2,837,978	933,654	1,322,866	581,458

The NAP will be financed from several sources, such as the state budget, LGU funds and financial support from various donors and partners.

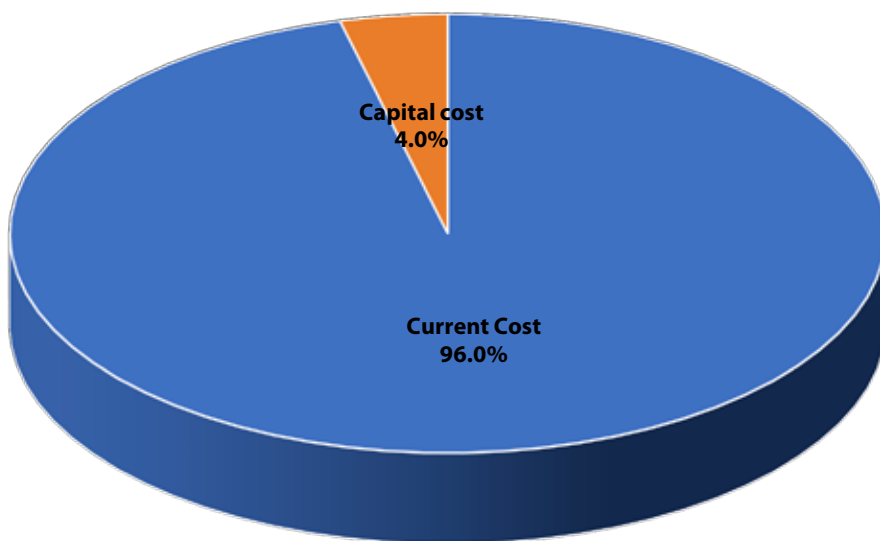
For the period 2021-2027, the state budget is expected to finance the implementation of the plan at the rate of 62.3% of the necessary funding, 18.3% is expected to be financed from other sources and donors, while 20.5% is a financial gap.

DISTRIBUTION OF EXPENSES



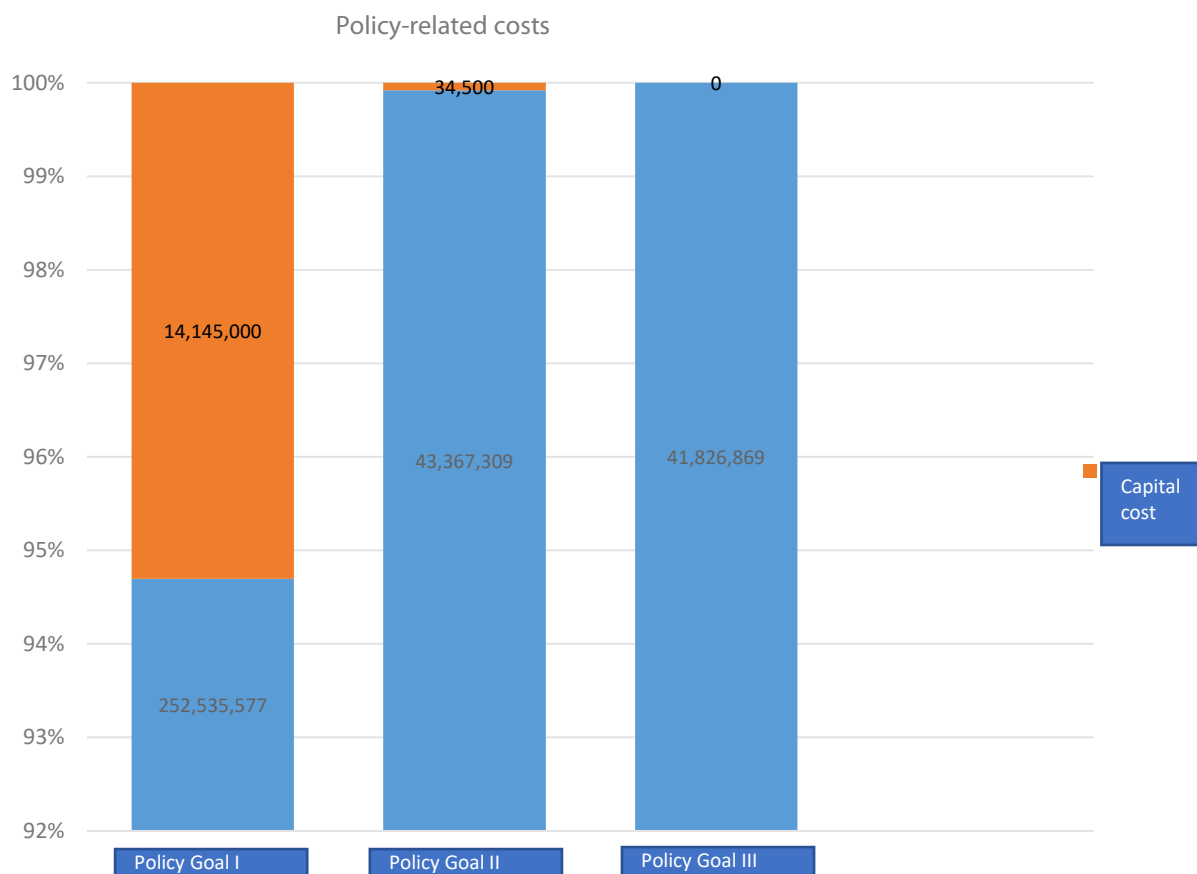
Current costs account for about 96% of total expenditures, while the rest (4%) is projected for capital costs.

ECONOMIC NATURE OF ACTION PLAN COSTS



The table below provides data according to 3 main goals, most of the investments go to support this vulnerable group for subsidizing the enterprises of LGBTI+ people who implement innovative ideas with a focus on digitalization and the environmental economy.

The National Action Plan is foreseen to have a medium-term review during 2024-2025, through which the achieved measures will be evaluated, reflecting various objective for the future, in the result, and in the review of the performance indicators.



The budgeting of NAP is an expected cost of the activities which will be carried out within the measures taken for each objective and as such has its risks, which are as follows:

- ▶ Risks in the human resources needed to carry out the activity, as well as the change of salaries (which will give an increasing effect) as well as the approximate calculation of working time for each activity, are risks which may lead to increasing costs beyond the respective ceilings.
- ▶ Inter-institutional coordination to implement NAP measures based on unforeseen annual priorities that may occur.
- ▶ Good coordination with donors and coordination with their annual plans to carry out relevant activities, within the timeframes without creating delays in the implementation of measures which may have an impact on the next budget.
- ▶ Ensure full financing of activities beyond the MTBP 2021-2023, after conducting the evaluation of the NAP.
- ▶ Change in investment funds as a result of changing priorities of the MHSP

ANNEX 1. MATRIX OF POLICY GOALS AND INDICATORS

Indicator Type	Designation of the Indicator	Connection to NSDI Pillar No.	Strategic Goal/Objective in NSDI	Purpose of the Policy	Specific Objective to which the indicator relates	Data source for performance indicator monitoring
impact	Number of LGBTI+ people who benefit from specialized and friendly support services according to standards	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.6. Consolidation of social protection	Accessibility to specialized support services according to standards	Policy I Goal - Improve access of LGBTI+ people to effective, quality and available public services and specialized support services nationwide, in accordance with their specific needs and with national standards harmonized with European /international ones	MHSP
impact	Number of transgender and intersex people treated in terms of health according to health protocols, adopted in accordance with European/international standards.	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.2. A stronger and more accessible health care system	Quality and timely universal health care	Policy Goal I - Improve access of LGBTI+ people to effective, quality and available public services and specialized support services nationwide, in accordance with their specific needs and with national standards harmonized with European /international ones	MHSP
impact	Number of discriminated/abused and denounced LGBTI+ cases who have been treated in accordance with the improved legislation in force.	8. GOOD GOVERNANCE, DEMOCRACY, RULE OF LAW	8.5 Strengthening public order	Services for discriminated and violent cases provided in a multi-sectoral coordinated manner	Purpose of the Policy II. Ensuring protection and security for LGBTI+ people by improving the legal framework, its effective implementation, and increasing access of LGBTI+ people to the justice system	MI/ASP & MoD/Courts
impact	Number of LGBTI+ people who feel accepted and not discriminated in society (including the areas of health, education, employment, services etc.)	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	Raising public awareness and creating a receptive xxx environment for LGBTI+	Purpose of the Policy III: Creating an inclusive, receptive and non-discriminatory society against LGBTI+ people in Albania	MHSP

ANNEX 2. MATRIX OF SPECIFIC OBJECTIVES AND INDICATORS

Indicator Type	Designation of the Indicator	Connection to NSDI Pillar No.	Strategic Goal/Objective in NSDI	Purpose of the Policy	Specific Objective to which the indicator/indicator relates	Data source for performance indicator monitoring
result	I.1.a. Number of specialized support services with improved and tailored standards for dealing appropriately with LGBTI+ people	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.6. Consolidation of social protection	Accessibility to specialized support services according to standards	Specific objective I.1. Provision of quality and friendly social care services to LGBTI+ people	MHSP
result	I.1.b. Percentage of the state budget allocated for the operation of specialized support services dedicated to LGBTI+ people, or providing friendly services to them.	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.6. Consolidation of social protection	Accessibility to specialized support services according to standards	Specific objective I.1. Provision of quality and friendly social care services to LGBTI+ people	MHSP
result	I.2.a. The number of discriminated or violated children, teenagers and LGBTI+ students who report their situation in educational institutions and are supported and treated with priority and according to standards by professionals in the field of education.	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.1. More opportunities and more quality in education	Non-discriminatory education systems that protect human rights	Specific objective I.2: Decreasing of inequalities and discrimination of LGBTI+ people in education	ASCAP
result	I.3.a. Number of employees and primary health care workers trained to provide friendly and qualitative health services to LGBTI+ people according to the standards	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.2. A stronger and more accessible health care system	Qualitative and timely universal health care	Specific objective I.3. Ensuring access for LGBTI+ people to health care services, throughout the country.	MHSP
result	I.3.b. Number of unified tools (protocols) for standard treatment of transgender and intersex people	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.2. A stronger and more accessible health care system	Qualitative and timely universal health care	Specific objective I.3. Ensuring access for LGBTI+ people to health care services, throughout the country.	MHSP

Indicator Type	Designation of the Indicator	Connection to NSDI Pillar No.	Strategic Goal/Objective in NSDI	Purpose of the Policy	Specific Objective to which the indicator/indicator relates	Data source for performance indicator monitoring
result	I.4.a. Number of employees and service workers in the field of employment trained and prepared for the provision of employment services in a non-discriminatory manner to LGBTI+ people	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.3. Increasing Employment Opportunities	Friendly and professional employment services	Specific objective I.4. Decreasing the barriers that keep LGBTI+ people away from the labour market and increasing their access to decent work even in non-traditional employment sectors (in particular in science, technology, engineering, mathematics).	MFE
result	I.4.b. Number of subsidized LGBTI+ people for the development of innovative ideas focusing on digitalization and environmental economy	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.3. Increasing Employment Opportunities	Friendly and professional employment services	Specific objective I.4. Decreasing the barriers that keep LGBTI+ people away from the labour market and increasing their access to decent work even in non-traditional employment sectors (in particular in science, technology, engineering, mathematics).	MFE & AIDA & Municipality
result	II.1.a. Number of submitted and approved proposals regarding changes in civil and criminal legislation in the Republic of Albania	8.GOOD GOVERNANCE, DEMOCRACY AND RULE OF LAW	8.6. Strengthening human rights	Alignment and harmonization of the legal framework	Specific objective II.1. Strengthening legal protection for LGBTI+ people against hate crime, hate speech and violence, by reviewing and harmonization of national legislation with European/international standards	All ministries that have responsibility for implementing the amended laws and MoD
result	II.2.a. Number of annual reports compiled and submitted to the Council of Europe on discrimination and hate crimes against LGBTI+ people	8.GOOD GOVERNANCE, DEMOCRACY AND THE RULE OF LAW	8.6. Strengthening human rights	Strengthening human rights monitoring mechanisms	Specific objective II.2. Professional and unbiased implementation of legislation to fight discrimination and hate crime against LGBTI+ people.	CPD
result	III.1.a. Number of young people that accept and don't discriminate LGBTI+ people in Albania	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	Raising public awareness and creating a receptive environment for LGBTI+	Specific objective III.: 1. Educating society with the principles of equality, inclusion and non-discrimination against LGBTI+ people	MHSP

Indicator Type	Designation of the Indicator	Connection to NSDI Pillar No.	Strategic Goal/Objective in NSDI	Purpose of the Policy	Specific Objective to which the indicator/indicator relates	Data source for performance indicator monitoring
result	III.2.a. Number of enterprises/ companies/businesses joining the National Diversity Charter.	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	More sensitive and non-discriminatory employers	Specific objective III.2. Enhancing awareness of LGBTI+ issues among public and private employers.	MFE

ANNEX 3. MATRIX OF MEASURES AND INDICATORS

Indicator Type	Designation of the Indicator	NSDI Pillar No.	Strategic Goal/Objective in NSDI	Purpose of the Policy	Specific Objective to which the indicator relates	Data source for performance indicator monitoring
measure	Number of civil officials and central and local civil officials trained to deal LGBTI issues with appropriate sensitivity and according to LGBTI+ standards	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	Capacity building of professionals	Specific objective I.1. Provision of quality and friendly social care services to LGBTI+ people	ASPA
measure	Number of monitoring reports prepared by CPD on the number of claims mainly reviewed by this institution for cases of LGBTI+ discriminated peoples	8. GOOD GOVERNANCE, DEMOCRACY AND RULE OF LAW	8.6. Strengthening human rights	Strengthening human rights monitoring mechanisms	Specific objective I.1. Provision of quality and friendly social care services to LGBTI+ people	CPD and MHSP
measure	Number of professionals and pre-university education system professionals trained on LGBTI+ issues and in identifying and referring cases of discrimination against them	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.1. More opportunities and more quality in education	Qualified professionals	Specific objective I.2. Reducing inequalities and discrimination against LGBTI+ people in education	ASCAP
measure	Number of improved curricula in higher education system/continuing training studies with the added module on LGBTI+ issues	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.1. More opportunities and more quality in education	Non-discriminatory education systems protecting human rights	Specific objective I.2. Reducing inequalities and discrimination against LGBTI+ people in education	IAL
measure	Increased number of doctors and obstetricians-gynaecologists, andrologists, neonates as well as midwives and family doctors trained on the implementation of the two approved protocols	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.2. A stronger and more accessible health care system	Qualitative and timely universal health care	Specific objective I.3. Ensuring access for LGBTI+ people to health care services, throughout the country.	MHSP
measure	Number of SST and HIV tests for LGBTI+ people	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.2. A stronger and more accessible health care system	Qualitative and timely universal health care	Specific objective I.3. Ensuring access for LGBTI+ people to health care services, throughout the country.	MHSP

Indicator Type	Designation of the Indicator	NSDI Pillar No.	Strategic Goal/Objective in NSDI	Purpose of the Policy	Specific Objective to which the indicator relates	Data source for performance indicator monitoring
measure	II.2.b. Number of persons designated as focal points for LGBTI+ in ASP at municipal level, trained	8. GOOD GOVERNANCE, DEMOCRACY AND RULE OF LAW	8.5 Strengthening public order	Services for discriminated and violent cases provided in a multi-sectoral coordinated manner	Specific objective II.2. Professional and unbiased implementation of legislation to fight discrimination and hate crime against LGBTI+ people.	MI/ASP
measure	Number of professionals in the field of legal aid provision, trained for LGBTI+ sensitive services	8. GOOD GOVERNANCE, DEMOCRACY AND RULE OF LAW	8.5 Strengthening public order	Services for discriminated and violent cases provided in a multi-sectoral coordinated manner	Specific objective II.2. Professional and unbiased implementation of legislation to fight discrimination and hate crime against LGBTI+ people.	MoD/DNJF
measure	Number of annual monitoring reports of implementation of LGBTI+ NAP 2021 - 2027	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	Responsible and transparent institutions	Specific objective II.2. Professional and unbiased implementation of legislation to fight discrimination and hate crime against LGBTI+ people.	MHSP
measure	Number of awareness campaigns organized on LGBTI+ issues	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	Raising public awareness and creating a receptive environment for LGBTI+	Specific objective III.1. Educating society with the principles of equality, inclusion and non-discrimination against LGBTI+ people	MHSP
measure	Number of central and local state institutions adopting sensitive and non-discriminatory policies for LGBTI+ people	3. INVESTING IN HUMAN CAPITAL AND SOCIAL COHESION	11.7 Building a more inclusive society	More sensitive and non-discriminatory employers	Specific objective III.2. Improve awareness of LGBTI+ issues among public and private employers.	Line Ministries and LGU

ANNEX 4. INTERVENTION LOGIC, RESPONSIBLE INSTITUTIONS, DEADLINES

INTERVENTION LOGIC

Purpose of the Policy i: Improving access of LGBTI+ people to effective, qualitative and available public services and specialized support services nationwide, in accordance with their specific needs and with national standards harmonized with European/international ones.

Specific objective I.1: Provision of qualitative and friendly social care services to LGBTI+ people

Expected results: i. Specialized support services accessible and available also from LGBTI+ people nationwide.

ii. Professional providers of social care services aware and willing to provide friendly services to LGBTI+ people according to respective standards.

Indicators:

	<u>Baseline:</u>	<u>Target</u>
I.1.a. Number of specialized support services with improved and tailored standards for dealing appropriately with LGBTI+ people	1 service with standards tailored to LGBTI+ people ("Streha", 2020)	3 types of national standards for 3 types of revised specialized support services
I.1.b. Percentage of the state budget allocated for the operation of specialized support services dedicated to LGBTI+ people, or providing friendly services to them.	Budget provided by the State to support the "Streha"(2021)	Increased by 1% each year

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
I.1.1. Building/strengthening the capacities of civil officials to respect human rights of LGBTI+ people+		ASPA	MHSP, line ministries, LGU, PA, CPD, NGO, International Org.	6-M-II 2021 – 6-M-II 2027
I.1.1.a. Preparation of a module on the issues and rights of LGBTI+ people as part of the training cycle for civil officials.	Prepared module	ASPA	MHSP, PA, CPD, NGO, international org.	6-M-II 2021 – 6-M-II 2022
I.1.1.b. Annual training of civil officials on respecting the rights of LGBTI+ people.	Civil officials and trained central and local civil officials	ASPA	MHSP, line ministries, LGU, PA, CPD, NGO, International Org.	6-M-II 2022 – 6-M-II 2027
I.1.1.c. Training of central NBGJ on the issues of non-discrimination and treatment of LGBTI+ people in Albania as well as on the content of LGBTI+ NAP 2021 – 2030	Central trained NBGJ	MHSP	Line ministries, international org.	6-M-II 2021 – 6-M-II 2021
I.1.1.d. Training of local NBGJ and KV against domestic violence in 61 municipalities on issues of non-discrimination and treatment of LGBTI+ people in Albania as well as on content of the NAP for LGBTI+ people 2021-2030	Trained NBGJ and local KV	MHSP	LGU, International Org.	6-M-II 2021 – 6-M-II 2022
I.1.2. Improve the focus of specialized support services and turn them into fully LGBTI+ friendly services		MHSP	LGU, PA, CPD, NGO, international org.	6-M-I 2022 – 6-M-II 2027
I.1.2.a. Reviewing the standards of social care services for specialized support services and inclusion of principles and standards of friendly service provision for LGBTI+ people into these standards.	Revised standards for 3 types of such services	SSS	LGU, PA, CPD, NGO, international org.	6-M-I 2022 – 6-M-II 2022
I.1.2.b. Training of employees of specialized support services to provide appropriate services to LGBTI+ people, in accordance with the revised standards	Trained employees	SSS	LGU, PA, CPD, NGO, international org.	6-M-I 2023 – 6-M-II 2024
I.1.2.c. Training of Interdisciplinary Technical Teams members of the Coordinated Referral Mechanisms against domestic violence at municipal level, as well as of employees of NJMFs, to deal appropriately with cases of LGBTI+ peoples + victims/survivors of this kind of violence.	61 MKRs at municipal level (from 10 MKR per year) more willing to handle in a professional manner the cases of LGBTI+ domestic violence people	LGU	MI/ASLSG, MHSP, CPD, NGO, International Org.	6-M-I 2022 – 6-M-II 2027

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
I.1.2.d. Data collection and monitoring the number of complaints, of mainly reviewed cases, as well as decisions made by CPD on the access of LGBTI+ people to social services.	Monitoring report prepared with relevant disaggregated data	CPD	LGU, INSTAT, MHSP, NGO, international org.	6-M-I 2022 – 6-M-I 2027
I.1.3. Coverage of long-term and adequate housing needs, in accordance with the legislation in force for LGBTI+ people		MHSP	MF, MI/ASLSG, LGU, NGO, International Org.	6-M-I 2021 – 6-M-II 2027
I.1.3.a. Financial support of the specialized long-term housing service for LGBTI+ people (Streha)	“Streha” operates according to the approved standards	MHSP	MF, LGU, NGO, international org.	6-M-I 2021 – 6-M-II 2027
I.1.3.b. Extent of specialized housing service for LGBTI+ people also in two other districts in the country	Specialized housing service, extended and more accessible by LGBTI+ people	MHSP	MF, LGU, NGO, international org.	6-M-I 2023 – 6-M-II 2027
I.1.3.c. Improving access of LGBTI+ people who need housing, through social housing support and rental bonus, in accordance with legal criteria granting this service.	Increased number of LGBTI+ people benefiting from social housing services	LGU	MI/ASLSG, MF, MHSP, NGO, international org.	6-M-I 2022 – 6-M-II 2027
I.1.4. Coverage of psycho-emotional counselling and family counselling needs for LGBTI+ people and their families		MHSP	MI/ASLSG, UJVV, MFE, NGO, International org.	6-M-I 2023 – 6-M-II 2027
I.1.4.a. Strengthening the SOS LGBTI+ Service and informing the society on the existence of this service	SOS LGBTI+ financially supported by the state budget as well	MHSP	MI/ASLSG, UJVV, MFE, NGO, International org.	6-M-I 2023 – 6-M-II 2027
I.1.4.b. Piloting in 5 multi-functional community centres of Tirana Municipality of counselling groups for parents/family members of LGBTI+ people	5 family counselling programmes set up in LGW level	LGU	MHSP, MI/ASLSG, MFE, FSHS, NGO, international org.	6-M-I 2023 – 6-M-II 2025
I.1.4.c. Extension of an LGBTI+ parent/family counselling service to two other districts	The model of Tirana Municipality replicated in two other municipalities	LGU	MHSP, MI/ASLSG, MFE, FSHS, NGO, international org.	6-M-I 2026 – 6-M-II 2027

Specific objective I.2: Decreasing inequalities and discrimination of LGBTI+ people in education

Expected results:

- i. More friendly and inclusive educational institutions for LGBTI+ people
- ii. More professionally prepared professionals and education professionals and willing to contribute to decreasing inequalities and discrimination of LGBTI+ people in education

Indicators:

I.2.a. The number of discriminated or violated children, teenagers and LGBTI+ students who report their situation in educational institutions and are supported and treated with priority and according to standards by professionals and education professionals.

	<u>Baseline</u>	<u>Target</u>
	To be determined during the academic year 2021 - 2022	Increased by 1% each year

I.2.1. Capacity building/strengthening of professionals and professionals in pre-university education system to fight inequalities and discrimination against LGBTI+ people in education.

	ASCAP	MES, MHSP, LGU, NGO, International org.	6-M-I 2022
I.2.1.a. Preparation of a module on training of professionals and professionals in the pre-university education system, related to LGBTI+ issues	Prepared and accredited module	MES MHSP, CPD, NGO, international org.	6-M-I 2022 6-M-II 2022
I.2.1.b. Training of pre-university education professionals on LGBTI+ issues	Trained pre-university education professionals	MES, MHSP, CPD, NGO, international org.	6-M-I 2022 6-M-I 2023 6-M-II 2027

I.2.2. Preparation of a new generation of professionals with the right knowledge on LGBTI+ issues and who respect the human rights of LGBTI+ people

	HEI	MES, LGU, MHSP, NGO, International org.	6-M-II 2022
I.2.2.a. Inclusion of modules on issues and rights of LGBTI+ people in the curricula of higher education/continuing training studies of social sciences	University of Tirana, FSHS	MES, MHSP, NGO, International org.	6-M-II 2022 6-M-II 2027
I.2.2.b. Inclusion of modules on issues and rights of LGBTI+ people in the curricula of higher education/continuing training studies of education sciences	University of Tirana, Faculty of History and Philology	MES, MHSP, NGO, International org.	6-M-I 2022 6-M-II 2027
I.2.2.c. Inclusion of modules on issues and rights of LGBTI+ people in the curricula of higher education /continuing law formation studies	University of Tirana, Faculty of Law	MES, MHSP, NGO, International org.	6-M-I 2022 6-M-II 2027

MEASURES AND ACTIVITIES	RESPONSIBLE INSTITUTION	PRODUCT	PARTNER INSTITUTIONS	DEADLINE
I.2.2.d. Inclusion of the module on the rights and protection of LGBTI+ people in the initial and continuous training with judges and prosecutors	School of Magistrates	Improved Curriculum	MoD, MHSP, NGO, International org.	6-M-II 2022 – 6-M-II 2027
I.2.2.e. Inclusion of modules on the issues and rights of LGBTI+ people in the higher education curricula /continuing training studies of police	Security Academy	Improved Curriculum	MI/ASP, MHSP, NGO, International org.	6-M-II 2022 – 6-M-II 2027
I.2.2.f. Inclusion of modules on the issues and rights of LGBTI+ people in the curricula of higher education/continuing training studies of medicine	Tirana University of Medicine (UMT)	Improved Curriculum	MHSP, NGO, International org.	6-M-II 2022 – 6-M-II 2027
Specific objective I.3: Ensuring access for LGBTI+ people to health care services, throughout the country.				
Expected results:				
i. Friendly, accessible and available health care services for LGBTI+ people nationwide				
ii. More information and unified tools (protocols) for standard treatment of transgender and intersex people				
Indicators				
I.3.a. Number of employees and primary health care workers trained to provide friendly, quality and standard health services to LGBTI+ people			Baseline: To be determined during 2022	Target: 360 trained primary health care professionals annually
I.3.b. Number of unified tools (protocols) for standard treatment of transgender and intersex people			1 (2021)	2 (2023)
I.3.1. Strengthening the capacities of primary health care professionals to appropriately treat and provide qualitative health services to LGBTI+ people				
I.3.1.a. Review, update and accreditation of the module on the training of primary health care professionals on LGBTI+ issues	MHSP	Accredited module	HCO/LHCU, LGU, NGO, International Org.	6-M-II 2021 – 6-M-I 2022
I.3.1.b. Training of primary health care professionals on LGBTI+ issues	HCO/ LHCU	360 trained health professionals annually	MHSP, LGU, NGO, international org.	6-M-II 2022 – 6-M-I 2027

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
I.3.2. Provide friendly, effective and standard-based services to LGBTI+ people, especially to those who suffer multiple discrimination within this group		MHSP	CPD, PA, international org., NGOs	6-M-I 2022 – 6-M-II 2022
I.3.2.a. Drafting and approving a Transgender Medical Protocol	Approved Protocol	MHSP	HCO/LHCU, LGU, CPD, NGO, International Org.	– 6-M-I 2022
I.3.2.b. Training of doctors and obstetricians, andrologists, neonates, as well as midwives and family doctors on the implementation of the two approved protocols	approximately 1500 trained professionals	HCO/NUVKSH	MHSP, LGU, NGO, international org.	6-M-II 2022 6-M-I 2023
I.3.2.c. Updating health administrative documentation in accordance with international standards: establishing codes in a unified manner according to the international codification of diseases ICD-X	Updated and unified health administrative documentation	MHSP	LHCU, UHC, GOUH, NGO, International Org.	6-M-II 2022 –
I.3.2.d. Dedicated systematic data collection according to the updated forms	Updated data on the health situation of LGBTI+ people	MHSP	LHCU, UHC, GOUH, NGO, International Org.	6-M-I 2023 6-M-II 2023
I.3.2.e. Anonymous testing of LGBTI+ people on SST and HIV, nationwide.	Number of SST and HIV tests for LGBTI+ people	MHSP	Local Healthcare Units, NGOs	6-M-I 2027 6-M-II 2021 – 6-M-II 2027

Specific objective I.4: Decreasing barriers that keep LGBTI+ people away from the labour market and increasing their access to decent work even in non-traditional employment sectors (in particular in science, technology, engineering, mathematics).

Expected results:	Baseline:	Target:
i. More friendly and inclusive employment and vocational training services also for LGBTI+ people	To be determined in 2022	180 trained employees and annually
ii. More LGBTI+ people involved in the labour market and stimulated for the development of innovative ideas linked to the environmental economy and digitalization		
I.4.a. Number of employees and service officials in the field of employment trained and prepared for the provision of employment services in a non-discriminatory manner to LGBTI+ people	0 (2021)	30 (2027)
I.4.b. Number of LGBTI+ people subsidized for the development of innovative ideas with a focus on digitalization and environmental economics		

MEASURES AND ACTIVITIES	PRODUCTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
I.4.1. Encouraging LGBTI+ people to trust and apply for services provided in the field of employment and enterprise development		NAES	NAVETQ, AIDA, BDHTI, NGO MFE, international org.	6M-I-2022 - 6M-II-2027
I.4.1.a. Preparation and distribution of information leaflets/brochures on the importance and opportunities offered by employment and vocational training services to unemployed job seekers	Leaflets prepared and distributed through LGBTI+ NGOs (2000 pcs)	NAES	NAVETQ, AIDA, BDHTI, MFE, NGO, international org.	6M-II-2022 – 6M-II-2022
I.4.1.b. Cooperation with LGBTI+ NGO on registration of unemployed LGBTI+ people as unemployed job seekers at REO	LGBTI+ people in need of employment identified from target groups	NES/REO	NAVETQ, NAES, MFE, NGO, MHSP, international org.	6M-I-2022 - 6M-II-2027
I.4.1.c. Training of employment services employees to provide friendly and non-discriminatory services to LGBTI+ people	180 trained employees annually	NES/REO	NAVETQ, NAES, MFE, NGO, MHSP, international org.	6M-I-2022 - 6M-II-2027
I.4.1.d. Subsidizing of LGBTI+ people enterprises implementing innovative ideas with a focus on digitalization and environmental economy.	30 subsidies incurred	MFE	MARD, Min. of Defence, Mie Central financial institutions, international org.	6M-I-2023 - 6M-II-2027
Purpose of the Policy II:	Ensuring protection and security for LGBTI+ people by improving the legal framework, its effective implementation, and increasing access of LGBTI+ people to the justice system			
Specific objective II.1:	Strengthening legal protection for LGBTI+ people against hate crime, hate speech and violence, by revising and aligning the national legislation with European/international standards			
Expected result:	i. Improved legislation, especially to ensure the prohibition of hate speech and crime as well as violence against LGBTI+ people.			
Indicator	II.1.a. Number of submitted and approved proposals regarding changes in civil and criminal legislation in the Republic of Albania		Baseline: To be determined by 2023	Target: 3-5 Significant Enhanced Civil and Criminal Laws (2027)
II.1.1. Improving criminal legislation for the protection of LGBTI+ people against hate crime, hate speech and violence (revision of the Criminal Code)		MoD	PA, CPD, MHSP, MI, NGO, international org.	6M-I-2022 - 6M-II-2024
II.1.1.a. Analysis and revision of the Criminal Code regarding the security of LGBTI+ people in accordance with European standards (provision as a criminal offense of using discriminatory language against LGBTI+ people) etc.	Analysis report with relevant recommendations for amendment	MoD	PA, CPD, MHSP, MI, NGO, international org.	6M-I-2022 – 6M-II-2023
II.1.1.b. Preparation of draft proposals for the improvement of the KP	Draft proposal prepared and submitted to Parliament	MoD	PA, CPD, MHSP, MI, NGO, international org.	6M-I-2024 – 6M-II-2024

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
III.1.1.c. Adoption of draft proposals	Amended KP	Assembly	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2024 – 6M-II-2024
II.1.2. Improving family legislation (Family Code) taking also into consideration the private international law to regulate the recognition of family ties in cross-border situations.		MoD	PA, CPD, MHSP, MI, NGO, international org.	6M-I-2024 – 6M-II-2027
II.1.2.a. Analysis and revision of the Family Code to ensure marriage/cohabitation rights for same-sex couples on equal basis with couples of different sexes, property regimes, as well as revision of Private International Law to regulate recognition of family ties in cross-border situations.	Analysis report with relevant recommendations for amendment	MoD	PA, CPD, MHSP, MI, NGO, international org.	6M-I-2024 – 6M-II-2026
II.1.2.b. Preparation of draft proposals for improvement of FC	Draft proposal prepared and submitted to Parliament	MoD	PA, CPD, MMHSP, NGO, international org.	6M-I-2027 – 6M-II-2027
III.1.2.c. Adoption of draft proposals	Amended FC	Assembly	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2027 – 6M-II-2027
II.1.3. Preparation of several new laws for the protection of human rights of LGBTI+ people, such as the Law on Recognition of Gender Identity, secondary legislation for the protection of intersex people in Albania, as well as revision of some existing laws.		MHSP	MoD, PA, CPD, MI, NGO, international org.	6M-I-2022 – 6M-II-2027
II.1.3.a. Preparation of a draft law ensuring the right to legal recognition of gender, and a law protecting the human rights of intersex people.	Prepared product of law	MHSP	MoD, PA, CPD, MI, NGO, international org.	6M-I-2024 – 6M-II-2025
II.1.3.b. Adoption of the draft law	Adopted Law	Assembly	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2026 – 6M-II-2026
II.1.3.c. Improving the Law on Reproductive Health, clearly highlighting the human rights of LGBTI+ people	Prepared draft law	MHSP	MoD, PA, CPD, MI, NGO, international org.	6M-I-2022 – 6M-II-2023
II.1.3.d. Adoption of the draft law	Adopted law	Assembly	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2023 – 6M-II-2023

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
II.1.4. Improving legitimization in the field of employment and clearly including LGBTI+ people as a group that benefits all services provided in the field of employment and vocational training		MFE	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2022 – 6M-II-2023
II.1.4.a. Preparation of proposals to improve the Law on Promotion of Employment. Adopting, updating and approximating the secondary legislation and internal regulations enabling the economic empowerment of LGBTI+ people.	Prepared draft law	MFE	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2022 – 6M-II-2022
II.1.4.b. Adoption of the draft law	Adopted law	Assembly	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2023 – 6M-II-2023
II.1.5. Analysis, preparation and approval of other legal amendments in accordance with respective laws and standards (Asylum Law, Civil Status Law) etc.		MI	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2023 – 6M-II-2025
II.1.5.a. Preparation of proposals for amendments to the Law on Asylum, as well as to the Law on Civil Status	Prepared Draft laws	MI	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2023 – 6M-II-2024
II.1.5.b. Adoption of draft laws	Adopted laws	Assembly	MoD, PA, CPD, MHSP, MI, NGO, international org.	6M-I-2025 – 6M-II-2025
Specific objective II.2: Professional and unbiased implementation of legislation to fight discrimination and hate crime against LGBTI+ people.				
Expected result:				
i. Better prepared professionals of justice and policing, and ready to protect the human rights of LGBTI+				
ii. Increased confidence of LGBTI+ people in the justice and police system				
Indicator				
Baseline: 0 (2021)				
Target: 6 (2027)				
II.2.a. Number of annual reports compiled and submitted to the Council of Europe, on discrimination and hate crimes against LGBTI+ people				
II.2.b. Number of persons designated as focal points for LGBTI+ in ASP at municipal level, trained				
0 (2021)				
61 (2027)				
II.2.1. Preparation of the report on discrimination and hate crimes against LGBTI+ people, in accordance with international standards under the COE.				
CPD				
PA, MoD, MI/ASP, General Prosecution Office, MHSP, LGU, NGO, International Org.				
6M-I-2022 – 6M-II-2027				

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS
II.2.1.a. Data collection and preparation of the report on discrimination and hate crimes against LGBTI+ people in Albania	CPD	PA, MoD, MI/ASP, General Prosecution Office, MHSP, LGU, NGO, International Org.	6M-I-2022 – 6M-II-2027 6M-I-2022
II.2.1.b. Approval of the report in NICG and submission to COE	CPD	PA, MoD, MI/ASP, General Prosecution Office, MHSP, LGU, NGO, International Org.	– 6M-II-2027
II.2.2 Creating an enabling environment for reporting hate crimes and discrimination against LGBTI+ people in ASP premises	ASP	ASP, LGU, international org.	6M-I-2022 – 6M-II-2027
II.2.2.a Assignment of the task to receive and record hate crimes and discrimination against LGBTI+ people, to a specialist in ASP at municipal level (DVP and police stations)	ASP	MI	6M-I-2022 – 6M-II-2027
II.2.2.b. Training these focal points in recording and handling reports of discrimination against LGBTI+ people and hate crime.	ASP	MI Donors Security Academy	6M-I-2022 – 6M-II-2027
II.2.3. Training of professionals of the Offices for Free Legal Aid, as well as of NGOs and Law Clinics licensed to provide legal assistance, in order to provide sensitive services to LGBTI+ people	MoD/Free Legal Aid Directorate	National Chamber of Advocacy, CPD, PA, international org.	6M-I-2022 – 6M-II-2027
II.2.3.a. Preparation of the training module	MoD/Free Legal Aid Directorate	National Chamber of Advocacy, CPD, PA, international org.	6M-I-2022 – 6M-II-2022
II.2.3.b. Training of professionals in the field of legal aid provision for LGBTI+ people Sensitive Services	MoD /Free Legal Aid Directorate	National Chamber of Advocacy, CPD, PA, international org.	6M-I-2023 – 6M-II-2027
II.2.4. Monitoring and evaluation of the implementation of LGBTI+ NAP 2021 - 2027	MHSP	All responsible or supporting institutions in place	6M-I-2022 – 6M-II-2027
III.2.4.a. Preparation of annual monitoring reports of the implementation of LGBTI+ NAP 2021 - 2027	MHSP	All responsible or supporting institutions in place	6M-I-2022 – 6M-II-2027

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
III.2.4.b. Preparation of the interim evaluation report of the implementation of LGBTI+ NAP 2021 - 2027	Evaluation report prepared	MHSP	All responsible or supporting institutions in place	6M-I-2025 – 6M-I-2025 6M-I-2027
III.2.4.c. Preparation of the final evaluation report of the implementation of LGBTI+ NAP 2021 - 2027	Evaluation report prepared	MHSP	All responsible or supporting institutions in place	– 6M-I-2027
Purpose of the Policy III: Creating an inclusive, receptive and non-discriminatory society against LGBTI+ people in Albania				
Specific objective III.1: Educating society with the principles of equality, inclusion and non-discrimination against LGBTI+ people				
Expected results: i. A younger, more open, non-biased and receptive generation regarding LGBTI+ people in Albania				
Indicators				
III.1.a. Number of young people accepting and not discriminating against LGBTI+ people in Albania			Baseline: To be determined in 2022	Target: Increased by 2% each year.
III.1.1. Information and continuous education of the society with the principles of equality, non-discrimination and acceptance of LGBTI+ people in Albania				
III.1.1.a. Developing the annual public awareness campaign in the context of the International Day against Homophobia	6 annual national campaigns	MHSP	CPD, PA, Line Ministries, LGU, NGO, international org., media, academia	6M-I-2022 – 6M-I-2022
III.1.1.b. Train journalists and reporters to correctly and ethically address LGBTI+ issues in the media	30 journalists trained annually	AMA	Faculty of Journalism, CPD, PA, MHSP, NGO, international org.	– 6M-I-2027
III.1.1.c. Media monitoring on violation of ethics in dealing with issues related to LGBTI+ people, hate speech and discrimination used against them etc.	1 annual monitoring report	AMA	Faculty of Journalism, CPD, PA, MHSP, NGO, international org.	6M-I-2022 – 6M-I-2027
III.1.1.d. Perception study (every 4 years) on the public attitudes towards LGBTI+ people as well as on the perception of LGBTI+ people themselves on their level of acceptance by society	Study prepared with the data on the level of acceptance of LGBTI+ people in society	MHSP	INSTAT, MoD, PA, Line Ministries, HEI, LGU, NGO, international org.	– 6M-I-2023 and 6M-I-2026 – 6M-I-2027

MEASURES AND ACTIVITIES	PRODUCT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	DEADLINE
III.1.1.e. Developing an annual cultural activity based on LGBTI+ people	Activity conducted annually	Ministry of Culture	CPD, PA, Line Ministries, LGU, NGO, international org.	6M-I-2022 – 6M-I-2027
Specific objective III.2: Improve awareness on LGBTI+ issues among public and private employers.				
Expected results:				
i. A new environment of employers more friendly and open to the admission and employment of LGBTI+ people				
Indicators				
III.2.a. Number of enterprises/companies/businesses joining the National Diversity Charter.			Baseline 0 (2021)	Target: 50 (2027)
III.2.1. Creating a friendly and receptive employer environment regarding LGBTI+ people in Albania				
III.2.1.a. Preparation and promotion of a National Diversity Charter for employers to be declared as LGBTI+ friendly.	Card Prepared and ready for signature	MFE	Chamber of Commerce, CPD, PA, MHSP, NGO, international org.	6M-I-2022 - 6M-II 2027
III.2.1.b. Informing private business and employees as a whole on the importance of signing the Charter	15 conducted meetings with businesses	MFE	Chamber of Commerce, CPD, PA, MHSP, NGO, international org.	6M-I-2022 – 6M-II 2022
III.2.1.c. Signature of the Charter by businesses	Charter signed by 50 businesses	MFE	Chamber of Commerce, CPD, PA, MHSP, NGO, international org.	6M-I-2022 - 6M-II 2027
III.2.1.d. Preparation and adoption of a policy against discrimination of LGBTI+ people in work environments in central state institutions	LGBTI+ anti-discrimination policy adopted	Line Ministries	CPD, PA, NGO, international org.	6M-I-2022 - 6M-II 2027
III.2.1.e. Preparation and adoption of a policy against discrimination of LGBTI+ people in work environments in state and local institutions	LGBTI+ anti-discrimination policy adopted	LGU	CPD, PA, NGO, international org.	6M-I-2022 - 6M-II 2027

ANNEX 5. DEFINITIONS

Term	Meaning
LGBTI+	The acronym for “lesbian, gay, bisexual, transgender, intersex etc.,” which are further explained. It should be borne to mind that, over time and with the developments that society and language undergo, this list of acronyms has been enriched and expanded.
Bisexual	An adjective on sexual orientation, describing individuals who are emotionally and sexually attracted to both genders. It does not assume or conjecture non-monogamy. Some people identify as “bi” rather than bisexual.
Gay	An adjective on sexual orientation, which has widely replaced the word “homosexual” and describes a man or boy physically, sexually and emotionally attracted to another man or boy.
Heterosexual/straight	A term used to describe people who are emotionally and physically attracted to the opposite sex.
Heterosexuality	Discriminatory or prejudicial attitudes towards gay or lesbian people based on the generalization that heterosexuality is the normal sexual orientation.
Lesbian	An adjective on sexual orientation, describing a woman or girl who is emotionally, physically and sexually attracted to another woman or girl
Transgender people or trans people	An adjective describing a person whose gender identity and whose sex assigned at birth do not correspond to the traditional expectations. For example, a person of female sex at birth who is identified as a boy/man, or a person of male sex at birth who is identified as a girl/woman. Transgender people may also include people with gender identities outside the binary structure of the girl/woman and boy/man gender. So, the term transgender is used as an umbrella term for people who feel or express their gender affiliation differently from the expectations of the majority based on their own biological sex. This grouping may also include transsexual people (a term sometimes used in medical literature or by some transgender people to describe people who have undergone the process of medical treatments through hormone intake or surgical interventions to recognize, accept and reflect as they feel their gender identity), or people who dress ‘differently’ (people who dress in stereotypical clothing of the other sex but who do not intend to change their gender affiliation from traditional expectations related to the particular sex at birth.
Biological sex	It encompasses all aspects of its gender-related biological structure: not only the genitals, but also the internal reproductive system, chromosomes, and secondary sexual features such as breasts, hairs on the face or body, voice, and body shape. The biological sex of most people is clearly and consistently female or male. However, a small but significant number of people have bodies, which are not fully male or female. People born with these types of variations are called people with intermediate sex. A person may also have biological sex, which is not completely clear as male or female if they have undergone hormonal or surgical intervention as part of a gender reassignment process.
Misgendering: (attributing a gender to someone that is incorrect.)	The situation when a service provider alludes the wrong gender affiliation for a person, whether intentionally or unintentionally.
Intersexuality	The idea that inclusive identities are influenced and shaped by the interrelationship of race, class, ethnicity, sexual orientation, gender, gender identity, physical disability, national origin, religion, age and other social or physical attributes. Interaction between different social categorizations related to race, social status, gender, sexual orientation, gender identity leading to an overlap of opportunities to experience discrimination or be disadvantaged, for example when a person belongs to the Roma ethnicity and to LGBTI+
Intersex/Intersex people	A generic term used for different conditions when a person gives birth with a certain sexual and reproductive organ anatomy that does not match the typical male/female designation. Describes a group of innate situations in which reproductive organs, genitals, and/or other sexual anatomy do not develop according to traditional expectations for females or males. Intersex can also be used as an identity term for someone with one of these situations (the medical community sometimes also uses the term “sex development changes” instead of “intersex”)

Gender Identity	It is a term used to understand the gender role a person has spent living life in and which matches the gender identity self-perceived by this person. Therefore, the obtained sex (identity) of a trans woman, male to female, is female. The obtained gender (identity) of a trans man, female to male, is male.
Gender Orientation	It is used to describe the gender(s) to which a person is emotionally and physically attracted. For example, a person who is attracted by the opposite sex describes gender orientation as straight.
Prejudice	Describes instances where people create their beliefs about other people or a group of people on an irrational basis, without knowing them, or without learning about them beforehand. This could mean that someone doesn't like or hate a whole group of people.
Discrimination	It is any distinction, exclusion, restriction or preference, based on any of the grounds referred to in Article 1 of the Law 'On Protection against Discrimination' (relating to race, ethnicity, colour, language, citizenship, political, religious or philosophical convictions, economic, educational or social status, gender, gender identity, sexual orientation, sex characteristics, living with HIV/AIDS, pregnancy, parental responsibility, age, family or marital status, civil status, residence, health status, genetic predispositions, external appearance, disability, belonging to a particular group, or by any other cause), that has as its purpose or consequence the impediment or not equally exercising in with others the rights and fundamental freedoms recognized by the Constitution of the Republic of Albania, international acts ratified by the Republic of Albania, as well as applicable laws.
Cultural discrimination Heterocentrism & Heteronormativism	Heterocentrism and heteronormativism are terms that describe the range of cultural beliefs, assumptions, and common ways of thinking and acting that devalue and marginalize LGBTIQ people and their experiences. Heterocentrism can include: the assumption that all people are or should be heterosexual: the belief that heterosexual relationships are automatically superior and more desirable than relationships with persons of the same sex, as well as stereotypes and myths, which denigrate LGBTIQ people.
Structural discrimination Heterosexualism	Heterosexuality is a system of discrimination that denies the rights and freedoms of LGBTIQ people and that embodies the superiority of heterosexuality in laws and public policies. This may include unequal consent ages or even proclamations of homosexuality as illegal in some countries and states, limited or denied partnership rights for same-sex couples, and laws specifically prohibiting the freedoms of LGBTIQ people.
Diversity	The principle that everyone is special and accepts differences in terms of race, ethnicity, gender, sexual orientation, gender identity, socio-economic status, age, physical abilities, religious beliefs, political ideologies and other ideologies.
Queer	It is a word people use to describe their gender identity which does not conform with social standards and traditional gender norms. Queer people can be called gay, lesbian, bisexual, straight, etc.
Homophobia	This term refers to the fear, anger, hatred, intolerance and non-acceptance of LGBTIQ+ people.
Internalized homophobia	Internalized homophobia and oppression happen to gay, lesbian and bisexual people, and even heterosexuals, who have learned and been taught that heterosexuality is the norm and "correct way to be". LGBTIQ+ people in some cases acquire the negative messages that the rest of society projects towards them. Consequently, some LGBTIQ+ people suffer from mental distress.
Coming out	The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others. Coming out usually happens step by step, and is a non-linear process.

SOGIESC

A broader umbrella term than LGBTI+ meaning “Sexual Orientation, Gender Identity and Expression, and Sex Characteristics”, which in addition to the above elaboration, can be summarized more simply as follows: while sexual orientation is in itself a marker that identifies lasting romantic, emotional and sexual attraction, gender identity is an inner concept for oneself as male or female, or for some individuals as an interplay of both, or neither (i.e. the way the individual conceives himself, a concept that may be different from the gender/sex that accompanies him in legal documents). Gender expression, on the other hand, is an individual's behaviour to communicate outside of oneself. It is the way that an individual chooses to make known their own identity, through behaviour, clothing, hair pattern, or voice, and that may or may not conform to defined social norms or behaviours that require a strict masculine, or feminine positioning. Finally, “sex characteristics” is a group of words that aims to identify persons who are born with primary and secondary sexual characteristics different from those of the female or male (intersex people).

The dimensions of “gender”²⁰.

People tend to use the terms "sex" and "gender" in the same way or as a substitute for each other. But, while they are related, the two terms are not equivalent. Generally, we designate the sex of a new born as male or female, based on the baby's genitals. Once a sex is assigned, we assume the gender of the child. For some people, this does not constitute any further concern or thought, because their gender affiliation matches their gender-related ideas and assumptions. However, while gender affiliation can start with our sex assignment, it doesn't actually end here. A person's gender affiliation is the intricate interrelationship between three dimensions: body, gender identity and social gender affiliation.

Body

Most societies view sex as a binary concept, with two rigidly fixed options: male or female, based on a person's reproductive anatomy and functions. But a binary view of sex fails to capture the biological aspect of gender. While they often teach us, that bodies have one of the two forms of genitals, which are classified as “female” or “male,” there are features of Intersex that demonstrate that sex exists through a continuum of possibilities. This biological spectrum per se should be sufficient to dispel the simplified idea that there are only two genders. The relationship between a person's gender and their body goes beyond someone's reproductive functions. Research in neurology, endocrinology, and cell biology points to a broader biological basis for an individual's experience of gender affiliation. In fact, research increasingly shows that our brain plays a leading role in the way we experience our gender affiliation. The bodies themselves are also gender sensitive in the context of cultural expectations. Masculinity and femininity are equated with certain physical attributes, labelling us as more or less a man/boy and woman/girl based on the extent to which those attributes are present. This gender of our bodies affects how we feel about ourselves and how others perceive and interact with us.

²⁰ It concerns the term "gender" – "gender", but in Albania for years it has not been used exactly as a terminology, since this term has replaced the term "sex" (so it is commonly used "gender" = male/ female). Therefore, in order to distinguish between this term and what we formulated in the syntax as "masculine" or "feminine" (designating as "gender") as well as the "masculinity" of "femininity" that accompanies the concepts of boy/man or girl/woman, experts/experts of the field have for years agreed that in gender equality issues, the term "gender" translates it into "gender".

Gender Identity

Gender identity is our internal experience and naming of our gender. It can correspond to or differ from the sex we were assigned at birth. The meaning of our gender comes to most of us quite early in life. Gender identity is an inherent aspect of a person's make-up. Individuals do not choose their gender, nor can they be made to change it. However, the words someone uses to communicate their gender identity may change over time; naming one's gender can be a complex and evolving matter. Because we are provided with limited language for gender, it may take a person quite some time to discover, or create, the language that best communicates their internal experience. Likewise, as language evolves, a person's name for their gender may also evolve. This does not mean their gender has changed, but rather that the words for it are shifting. The two gender identities most people are familiar with are boys/men and girls/women, and often people think that these are the only two gender identities. This idea that there are only two genders—and that each individual must be either one or the other—is called the "Gender binary." However, throughout human history we know that many societies have seen, and continue to see, gender as a spectrum, and not limited to just two possibilities. In addition to these two identities, other identities are now commonplace. Youth and young adults today no longer feel bound by the gender binary, instead establishing a growing vocabulary for gender. More than just a series of new words, however, this shift in language represents a far more nuanced understanding of the experience of gender itself. Terms that communicate the broad range of experiences of non-binary people are particularly growing in number. "Genderqueer", a term that is used both as an identity and as an umbrella term for non-binary identities, is one example of a term for those who do not identify as exclusively masculine or feminine. This evolution of language is exciting, but can also be confusing as new terms are created regularly, and since what a term means can vary from person to person.

Social Gender

Social gender is the third dimension. This includes gender expression, which is the way we communicate our gender to others through such things as clothing, hairstyles, and mannerisms. It also includes how individuals, communities and society perceive, interact with, and try to shape our gender. Social gender includes gender roles and expectations and how society uses those to try to enforce conformity to current gender norms. Practically everything is assigned a gender—toys, colours and clothes are some of the more obvious examples. We begin to teach children about gender from the moment they are born; given the prevalence of the gender binary, children face great pressure to express their gender within narrow, stereotypical definitions of "boy" or "girl." Expectations regarding gender are communicated through every aspect of our lives, including family, culture, peers, schools, community, media, and religion. Gender roles and expectations are so entrenched in our culture that it's difficult to imagine things any other way. Children who express gender outside of these social norms often have a difficult experience. Girls thought to be too masculine and boys seen as feminine face a variety of challenges. Kids who don't express themselves along binary gender lines are often rendered invisible or steered into a more binary gender presentation. Pressures to conform at home, mistreatment by peers in school, and condemnation by the broader society are just some of the struggles facing a child whose expression does not fall in line with the binary gender system. Because expectations around gender are so rigid, we frequently assume that what someone wears, or how they move, talk, or express themselves, tells us something about their gender identity. But expression is distinct from identity—we can't assume a person's gender identity based on their gender expression. For example, a boy may like to wear skirts or dresses. His choice in clothing doesn't define his gender identity; it simply means that he prefers (at least some of the time) to wear clothes that society has typically associated with girls. In fact, how we interpret a person's gender and the assumptions we make about them is related to our personal understanding of gender and the norms and stereotypes we have integrated—it isn't about them. Finally, norms around gender change across societies and over time.

Personal Gender

While the dimensions of gender and the desire for congruence are common to us all, ultimately gender is personal. Each dimension of gender is informed by our unique intersection of identities, experiences, and personal characteristics. We are more than our body, gender identity and gender expression: we are also our race, ethnicity, class, faith, sense of geographic place, family history, and more. Our gender is personal because, while we share some of these aspects of self with others, the way that all of these identities, influences and characteristics come together is unique to each of us.

Gender Is Different Than Sexual Orientation

One final distinction to make is the difference between gender and Sexual orientation, which are often incorrectly conflated. In actuality, gender and sexual orientation are two distinct, but related, aspects of self. Gender is personal (how we see ourselves), while sexual orientation is interpersonal (who we are physically, emotionally and/or romantically attracted to). Why is it so critical to distinguish between these two concepts? When we confuse gender with sexual orientation, we are likely to make assumptions about a young person that have nothing to do with who they are. For example, when someone's gender expression is inconsistent with others' expectations, assumptions are frequently made about that person's sexual orientation. The boy who loves to play princess is assumed to be gay, and the girl who buys clothes in the "boys" section and favours a short haircut may be assumed to be a lesbian. These could be faulty conclusions. What someone wears and how they act is about gender expression. Our society's conflation of gender and sexual orientation can also interfere with a young person's ability to understand and articulate aspects of their own gender. Thinking of these two aspects of self as interchangeable may, instead of helping us know ourselves and one another better, actually get in the way of understanding and communication. Through a thoughtful consideration of the uniqueness and validity of every person's experience of self, we can develop greater acceptance for all. Not only will this create greater inclusion for individuals who challenge the norms of gender, it will create space for all individuals to more fully explore and express who they are.

MORE INFORMATION

Office of the Directorate General of Programmes
Council of Europe
Avenue de l'Europe F-67075 Strasbourg Cedex, France
E-mail: Horizontal.Facility@coe.int

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