



STRATEGIC PLAN

2015 - 2020



KVINNA TILL KVINNA

This publication was realized from the Woman Forum Elbasan, in the framework of the project “Advocacy and Lobbying with successful women and powerful organization on women’s issues”, with the financial support of the Swedish Government through the Foundation Kvinna till Kvinna (Women to Women).

The ideas expressed in this publication do not necessary reflect the attitude of the Swedish Government and the Foundation “Kvinna till Kvinna”.

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We thank for their support:

The donors, public institutions, partner organizations, the activists of WFE and the women/ girls beneficiaries of WFE services.

Elbasan, September 2014

Acknowledgements

Acknowledgement for the women and girls that for many years have trusted us the story of their life and that with the help of WFE have tried to change their life and that of their children.

Acknowledgment for our donors that with their support made possible offering services for people in need, mainly women and girls with violence problems. A special thanks for the strategic donor of the Woman Forum Elbasan, the Swedish Government which through the Foundation Kvinna till Kvinna has made possible that the services for women and girls with violence problems to be offered since 2002 and till today.

Acknowledgment for the state structures in Region Elbasan which according to the legal obligations have supported during all the period the actual services, the awareness campaigns, building capacities, referral and mediation of violence victims suggested by the Woman Forum Elbasan. Elbasan Region is a Unique Region compared to the rest of Albania in regard to this common work and cooperation between the state structures and the NGOs to assist people in need.

A special acknowledgment goes to all the staff of the Woman Forum Elbasan, that with dedication, professionalism and devotion have made the life of girls and women who have had a hard time just because of their gender easier.

The Woman Forum Elbasan engages to achieve all the objectives predicted in its Strategic Plan with the support and assistance of you all.

Thank you!

Shpresa Banja
PRESIDENT

Abbreviations

ASCS	Agency for the Support of Civil Society
ANTTARC	Albanian National Training and Technical Assistance Resource Center
AWEN	Albanian Women Empowering Network
RED	Regional Educational Directory Elbasan
RDPH	Regional Directory of Public Health
RDNSE	Regional Directory of the National Service of Employment
GDSP	General Directory of State Police
PDRE	Police Directory Region Elbasan
GBV	Gender Based Violence
DV	Domestic Violence
WFE	Woman Forum Elbasan
MWSIEO	Ministry of Work, Social Issues and Equal Opportunities
MSWY	Ministry of Social Wellbeing and Youth
PR	Public Relations
NPO	Non-profit Organization
NCL	National Center of Licensing
CC	Counseling Center
DCC	Day Care Center
EU	European Union
NATC	National Anti-Trafficking Committee
KtK	Kvinna till Kvinna Foundation
REC	Regional Environment Center
AS	Advocates Studio
SSS	State Social Service
SIDA	Swedish International Development Agency
PAS	Police Area Specialist
PO	Protection Order
IPO	Immediate Protection Order
USAID	United States Agency for International Development
RDSSSE	Regional Directory of State Social Services Elbasan
WAVE	Women Against Violence Europe

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I. INTRODUCTION

The Strategic Plan of the Woman Forum Elbasan (WFE) for the time-period 2015 - 2020, was issued based on the results and experiences gained from the implementation of the previous strategic plan 2008 - 2013 and on the new trends in the field of protecting women rights. The previous strategic plan served as a guide for the work of the organization, by giving it the directions of the future, and the manner how designed objectives are realized. By being aware on the importance of this instrument WFE decided to realize the new strategy for the next five years 2015-2020.

WFE will continue to contribute in achieving gender equality through: education programs, awareness rising, advocating, psycho-social-legal services on violence and other alternative services. During the next five years WFE plans to extend its activity by offering actual services for the violators, violated man and women of senior age. Also, in this plan the values of the organization have been denoted clearly as a corner stone on which everything is built and developed.

The issuing of the strategic plan was realized after a long process of communication and discussions with the membership of the organization, the board and its experts. The process of issuing included evaluation & suggestions of the beneficiaries, partner organizations, respective institutions and its concretization from the work-team, made of 11 people, 8 staff members and 3 board members. During the process of planning, the work-team was leaded from a consultant of ANTTARC (Albanian National Training and Technical Assistance Resource Center), an expert in the field of strategic planning.

The process of planning and preparing of this document went through some very important steps as:

1. Evaluating the achievements of the Strategic Plan 2008-2013;
2. Workshop for the Strategic Planning and issuing the first draft;
3. Issuing the second draft of the Strategic Plan;
4. Presenting the draft of the Strategic Plan to the board of the organization and the strategic partners;
5. Approving the Strategic Plan.

Step 1: Evaluating the achievements of the Strategic Plan 2008-2013.

To evaluate the achievements of the previous plan the work-group organized two meetings where it was discussed how the two focus groups and 40 interviews were organized and how 80 people included in this process were selected.

In cooperation with the consultant of ANTTARC, we issued the survey that was used in the realization of interviews and focus groups, as with the beneficiaries and local actors. The instrument used was the SWOT analyses, where all the beneficiaries and local actors offered their evaluations related to the work of the organization, and also gave ideas and suggestions on where should WFE focus its programs/services in the next 5 years.

The survey included these questions:

1. Which are the strong and weak points of the organization?
2. What do you see as a possibility and as an obstacle for the organization?
3. Which are the criteria you use when you judge the work of the organization?

4. How have the results of the organization been, based on the criteria (or criteria's) you have used to evaluate its work?
5. What would you wish the organization to do more or to do less?
6. In which programs and/or services you think the organization should focus if there are enough resources in the next 5 years?

After gathering the information through the focus groups and interviews we made a preview elaboration and analyses of the information.

Step 2: Workshop of the Strategic Plan and issuing the first draft

The first draft of the Strategic Plan was issued during the 4 day long workshop in Ohrid of FYROM (Former Yugoslavia Republic of Macedonia), in which the generated information was analyzed firstly on the strong and weak points of the organization, than on the needs of the community and possibilities for the future.

During the workshop the work-team discussed on:

- The evaluation of achievements of the previous plan and positive experiences;
- Review of the mission and vision of the organization;
- Define the values of the organization;
- Internal and external analyses of the organization;
- Identifying the critical issues and general strategies;
- Defining the purposes and objectives for the programs, services and management;
- Defining the main activities;
- Evaluating the risks and forming suppositions.

11 people participated in the workshops, 8 of which staff members and 3 board members. The participants were given the necessary documents as the Strategic Plan 2008-2013, reports for its realization, the information gathered from the focus groups in interviews.

Step 3: Issuing the second draft of the Strategic Plan

The work-team, developed further the second draft of the strategic plan during the second workshop in Elbasan by defining in a clear manner the vision, mission, critical issues, goals, objectives and activities. Also, it was issued the Strategic Plan Matrix and the Activity Plan for the time-period 2015-2020.

Step 4: Presenting the draft of the Strategic Plan to the board of the organization and strategic partners

The draft of the Strategic Plan was presented in the board meeting, where ideas were suggested for further improvement. This draft was consulted also with the strategic partners of WFE. The suggestions made from the board and strategic partners were reflected in the Strategic Plan.

Step 5: Approving the Strategic Plan

The final document of the Strategic Plan was presented to the board and the president of the organization, where it was approved and passed for implementation.

This Strategic Plan aims to expand and consolidate the expertise of the organization in the field against violence, trafficking and achieving gender equality, and also to empower managing capacities, networking and visibility of the organization.

Also, this Strategic Plan will serve WFE as a guide in finding optimal solutions for the beneficiaries, strengthening the effective cooperation with the respective institutions and in finding ways to achieve the goals and objectives in the next 5 years.

II. THE PROFILE OF THE ORGANIZATION AND ITS HISTORY

The Woman Forum Elbasan is a Non-Profit Organization (NPO)/non-governmental, founded on August 1991, the first association of this kind created in Region Elbasan immediately after the political changes that happened in our country.

In January 2000, The General Members Assembly decided the creation and registration of the Woman Forum Elbasan in the District Court Elbasan, as an independent juridical subject and later WFE is registered in the Court of First Instance Tirana, with registration number 4030/1 on 10.07.2003, according to the law of Non-Profit Organizations (NPO). WFE has been licensed from the Ministry of Work, Social Issues and Equal Opportunities (MWSIEO), now the Ministry of Social Wellbeing and Youth (MSWY) as an Organization that offers social services. On June 2011 WFE has been licensed from the National Licensing Center (NLC) with license number 3495.

The Woman Forum Elbasan in continuity has contributed to change wrongful mentalities related to women, their position in the family and society, in building capacities on women with the purpose of creating a positive example of the woman figure in the society. With dedication and professionalism WFE has protected the rights of women by being mainly focused in the right to be free, non-violated and the right to have equality in the public life.

The time-period 2008-2014 can be considered as the consolidation period of WFE, during which the concrete services have been improved and expanded; the expertise has been expanded and staff capacities have been raised; the management/administration of the organization has been structured; cooperation agreements have been signed with all the public actors in support of women with violence problems; and the number of donors which have supported WFE in its activities has increased. It's to be mentioned that in 2009 WFE was one of the 8 (eight) organizations which founded the Albanian Women Empowering Network (AWEN), an organization which in these years has raised its values through a fruitful cooperation in achieving gender equality in Albania, where without doubt WFE has given its contribute.

The groups supported from WFE are especially women and girls, in Albania and elsewhere.

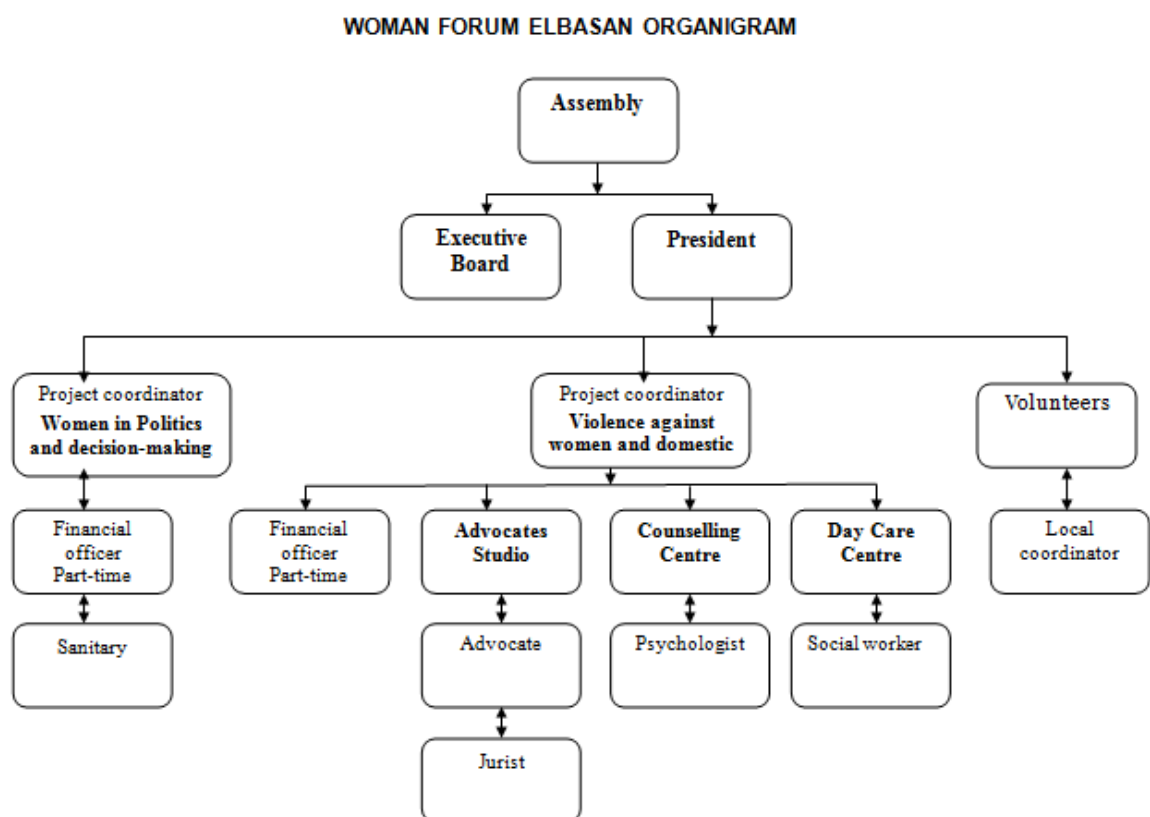
Moreover, in these years, WFE during the work to achieve gender equality has not seen men just as a "problem", but as part of the solution. Men/boys have been an active part in all the awareness meetings realized and have given valuable ideas which have served WFE in its daily activity. This is one of the reasons why, WFE in the project financed from the EU for the time-period 2014-2016, decided to include a group of men/boys as

collaborates in the community awareness campaigns against Gender Based Violence and Domestic Violence.

The main directions of the Woman Forum Elbasan work include:

- Preventing Gender Based violence and human beings trafficking.
- Empowering women/girls with violence and socio-economic problems.
- Raising capacities for representatives of governmental and non-governmental institutions related to gender issues.
- Lobbying and advocacy in protecting the rights of women/girls.

The organization consists of the **Assembly, the Executive Board and President**. The Woman Forum Elbasan has a **professional staff** consisting of: social worker, Psychologist, lawyer, jurist, financial officer etc. For more see the organigram of WFE below:



The staff has training, managing and offering capacities for concrete services. These capacities have been created step by step and year by year, taking inconsideration the fact that the organization has given much importance to the training and qualification of the staff.

The whole experience of WFE demonstrates a wide activity by:

- a) Offering concrete services in favor of women and girls;
- b) Realizing awareness campaigns;
- c) Organizing trainings and building capacities.

a. Services

Concrete services for women/girls with violence problems are realized from:

1. **The Counseling Center**, which offers services free of charge in help of women/girls with violence and socio-economic problems in Region Elbasan, but even from other cities of Albania or abroad.

The services offered through the psychologist/social worker, are:

- Psychological and social support; individual and in groups;
- Mediation with the relatives and beneficiaries to find alternatives toward resolving problems;
- Mediation in the Center of Professional Formation, Local Businesses;
- Information, orientation and referral of cases for other alternative services necessary offered by other local actors(public and non-public).

The above mentioned services are offered through:

- **The phone line**, where through the phone number 05425 45-16 the beneficiaries present their problems by remaining in anonymity.
- **Face to face counseling**, where women/girls come directly in the Counseling Centre and make present their problems and concerns.

2. **The Advocates Studio** is the only one in Region Elbasan which offers free of charge legal service. The services are:

- **Juridical counseling**, which is given in the cases when the beneficiary wants to clarify a legal problem.
- **Issuing juridical acts**, directed to the court to initiate judicial cases (lawsuit, appeal request, etc.) or directed to public institutions to assure the necessary information for a judicial process (written evidence).
- **Legal defense with lawyer** for all the beneficiaries, who are victims of domestic violence.

3. **The Day Care Center (emergence shelter)** is the only one in Albania. This center generated as a necessity of assisting and supporting violated women, who denounce their violators, are in danger and ask to receive an Immediate Protection Order.

The services offered through the social worker are:

1. Shelter from several hours to 5 days, waiting to receive the Immediate Protection Order, for women/girls and their minor in age children.
2. Continuing the psycho-social-legal and medical counseling from the CC and AS during the accommodation days.

During the stay in the DCC, to the woman together with her children, are offered normal accommodation and living conditions, food and clothes depending on the needs. The privacy, secrecy and anonymity of every beneficiary and that of the DCC is kept. When the woman gets the IPO she passes to another shelter with a longer term, or she goes back to her residence, depending on the risk of the case and the wish of the beneficiary.

b. Awareness campaigns

WFE is one of the most active organizations in organizing awareness campaigns on gender issues. Actually:

- Organizes community forums with women/girls, men/boys, representatives of the local power related to: DV, GBV, Trafficking, Gender Equality in Politics and Decision-Making.
- Realizes awareness materials as: spots, TV-show cycle and on the radio, leaflets, posters, various publications in the written and social media.
- Organizes empowering sessions which focus on women/girls beneficiaries of our services, who share their experiences, get information on their rights and services from which they could benefit.

c. Trainings

The organization has realized trainings for different local actors with topics that have been focused on gender issues. Some of which are:

- Training with the local counselors on the law““For measures against domestic violence” and the National Strategy on Gender Equality and Domestic Violence.
- Training the Police Area Specialists (PAS) on the notions of gender equality, how to treat cases of violated women, preparing the IPO/PO for violated women and children.
- Training the administrators of administrative units on helpingthe victims of domestic violence who have a IPO/PO to get the economic aid.
- Training men/boys on the concepts of gender equality, DV and GBV.
- Training leadership for the women members/activists of political forces and civil society.
- Training the leaders of political forces on gender equality, the role and the rights of women in politics and decision-making.

WFE to realize its objectives cooperates with governmental institutions in central/local level and with many partner organizations, where we could mention: Other Vision, Useful to Albanian Women-branch Elbasan, World Vision, etc.

Some of the governmental institutions with which WFE has cooperation agreements are:

- Regional Council Elbasan;
- Municipality Elbasan;
- Police Directory Region Elbasan (PDRE);
- Ministry of Work, Social Issues and Equal Opportunities (MWSIEO) now the Ministry of Social Wellbeing and Youth (MSWY);
- Regional Directory of the State Social Services (RDSSS), Elbasan;
- Regional Health Directory (RHD), Elbasan;
- Regional Educational Directory (RED), Elbasan;
- Regional Directory of the National Service of Employment (RDNSE), Elbasan;
- University “Aleksander Xhuvani”.

Also, WFE has an expanded partnerity with the organizations and national/international networks as below:

- Regional Anti-Trafficking Committee (RATC);
- Directing Committee and Technical Team for “The mechanism of work cooperation for referral of violence cases in the family and the way it is proceeded”;
- Albanian Women Empowering Network (AWEN);
- European Center of Informing Against Violence (WAVE) –Focal point for Albania.

III. REALIZED PROJECTS FOR THE TIME-PERIOD 2008-2014

The woman Forum Elbasan during the 6 last years of its activity has been supported by 14 different donors. Thanks to their support the organization has managed to realize the aimed objectives in defense of the rights of women/girls. The main realized projects and supportive donors are as below:

The Swedish Government through the Foundation Kvinna till Kvinna has continued the financial support for WFE without interruption for the project “Empowering women victims of domestic violence in Region Elbasan”. The percentages of financing have been as presented below:

Years 2008, 2009, 2010 - 100% supported by the Swedish Government through the Foundation Kvinna till Kvinna.

Year 2011 – 80 % supported by the Swedish Government through the Foundation Kvinna till Kvinna and 20% ASCS (Agency for the Support of Civic Society) a structure of the Albanian Government to support NGOs.

Years 2012-2014 – 15 % supported by the Swedish Government through the Foundation Kvinna till Kvinna and 85 % EU, for the first time WFE receives funding from the European Union.

This has been the main project that WFE has realized for the time-period 2008-2014. The main goal of this project was continuing to have free of charge services for women and girls victims of domestic violence. It has functioned mainly in giving concrete services for the women-girls in need but also with a strong campaign in the community to change the attitude of the society towards the problems of violence in general and those of domestic violence in particular.

Some of the indicators achieved in his time-period are as presented below:

Counseling through the phone **723**, counseling face to face **2478** juridical counseling **1080**, **463** cases have been represented in the Court, **471** legal acts have been issued.

For the first time in this period with the support of the EU, WFE opens the DCC unique in whole Albania. **32** women were assisted/accommodated in total in this center for this period, accompanied by their **40** children. We have had cases when girls have been sheltered, in total **7**.

Raising awareness of the community, a very important component of the work of WFE has been realized:

1. Through meetings in schools, community with this participation:
295 meetings have been realized in schools, **4931** youth have participated, **1915** boys and **3016** girls.
558 meetings in the community have been realized, **11784** people have participated, **4649** men/boys and **7135** women/girls.
2. Preparing and distributing the awareness materials:
5950 leaflets, **500** posters and **5** banners have been produced and distributed.
3. Through shows in local TVs/radiostations and with various publications in local newspapers.
Seven (7) TV shows have been realized to say stop to domestic violence; many interviews have been given in local and national TVs. **5** shows were realized in KLEA radio and Tirana radio etc.

In function of the main project WFE realized the two yearlong project “Strengthening the System of Transparency, Efficiency and Impartiality in Albanian Courts, through improving the Quality of Representation in Judgment and Raising Capacity of the Civic Society in Monitoring and Addressing of these issues” supported by JuSTa new and very fruitful experience for the main target group.

Another important direction in this period for WFE has been the work to increase the role of women in the process of decision making. The principal donors who have supported us to realize this objective have been: UNWOMEN (UNIFEM), The Embassy of the United States of America and the Swedish Government through the Foundation “Kvinna till Kvinna”. In the process of budgeting with participation, almost a unique process all over Albania that is realized for years from municipality Elbasan, WFE achieved having 50% of participants in the meeting to be women, around 50% of the elected commissioners to be women and the majority of approved priorities were proposed by women.

Municipality of Vienna, Austria through Horizont3000 and Welthaus has supported WFE four years in a row for the prevention of trafficking for the group-age 15-20 years old, in having vocational courses for this group-age, having their employment as a goal and reducing the possibility to be trafficked, sharing information related to the access that women/girls have in the educational and health system. In the framework of this project **140** girls have followed the vocational courses, have received information on education and health **2000** women/ young girls. **50** posters, **450** brochures and a publication entitled “Prevent trafficking and saves a girl’s life” have been prepared.

Furthermore, WFE has been successful in this period even in the field of protecting the environment. With the support of REC, WFE has given to the city of Elbasan two green areas; one at district no.4 and the other at district no.1. With the support of the World Bank informative meetings were realized for the audience in the city of Prrenjas on Aarhusit Convent and the rights that the citizens have related to this Convent; to be informed, the right to be part of the decision-making process and the right to refer to the Court.

IV. THE PHYLOSOPHY OF THE STRATEGIC PLAN 2015 – 2020

1. The vision of the organization

Empowered woman, emancipated family and society.

2. The mission of the organization

WFE contributed in achieving gender equality through: education, awareness and advocacy programs; psycho-social-legal services on violence and other alternative services.

3. The values of the organization

- **Humanity:** We are directed by the interests, values and dignity toward people.
- **Tolerance:** We listen and accept without discriminating.
- **Sensibility:** We treat every person with respect and dignity.
- **Responsibility:** We use in a effective way the human and financial resources.
- **Hospitality:** We are characterized by the feel of hospitality.
- **Readiness:** We are ready anytime help is needed.
- **Perseverance:** We insist and persevere in achieving our goals and mission.
- **Dedication:** We are dedicated to our mission.
- **Cooperation:** We work in partnerity in local, national and international level.
- **Volunteering:** We offer our expertise.
- **Effectiveness:** We offer qualitative services according to the needs of the beneficiaries.

V. THE ANALYSES OF THE INTERNAL AND EXTERNAL FACILITIES OF THE ORGANIZATION

Internal Environment	Strong Points	Weak Points
	<ul style="list-style-type: none"> ▪ Qualitative services, unique and licensed in Region Elbasan; ▪ Organization with a 23 years long experience; ▪ Technical staff competent and professional; ▪ Good communication capabilities, warmness, availability, dedication and flexibility of the staff; ▪ Effective organizative structure; ▪ Earnest organization with indisputable reputation; ▪ Staying within its mission; ▪ Visibility in the media; ▪ Open-minded organization, hospitality, non-discriminative; ▪ Facilities and equipment's sufficient for a normal activity; ▪ Effective leadership; ▪ Certain funding for another 2 years; ▪ Active in Advocacy and Lobbying on the rights of women; ▪ Effective cooperation agreements with the local and governmental institutions; ▪ WFE is partner, member of national and international women networks on violence against women and gender issues; ▪ WFE is a member of governmental structures of violence and anti-trafficking; ▪ A digitalized, effective and efficient financial system "Alpha Business". 	<ul style="list-style-type: none"> ▪ Insufficient services and programs for women and violators; ▪ Rented facilities and the lack of a transportation vehicle; ▪ Insufficient capabilities to raise funds; ▪ Staff and board with only women; ▪ The organization statute is not updated; ▪ The lack of IT skills and proficient English; ▪ Partial geographic extent of services in the Region; ▪ Insufficient established relations with the media; ▪ The lack of a digital archive, software to keep the data for the beneficiaries and volunteers.

Possibilities		Obstacles
External Environment	<ul style="list-style-type: none"> ▪ Knowing the principal needs of the community related to our mission; ▪ The services of the association are needed not only in Region Elbasan (Albania but even in countries with Albanian immigrants); ▪ The tendency in growth of individuals who contribute voluntarily in the organization; ▪ Cooperation with the central/local institutions, NGOs, media; ▪ The proper functioning of the regional network on violence; ▪ The existence of several state mechanisms on violence and trafficking; ▪ There are local and national organizations which advocate for the rights of women; ▪ There are external experts/organizations to write project-proposals and raising staff-capacity; ▪ The system of referral and orientation for the necessary services towards the beneficiaries; ▪ Governmental funding through ASCS; ▪ There are donors which fund programs for women/girls(EU, Swedish Government etc...). 	<ul style="list-style-type: none"> ▪ Lack of fiscal facilities for businesses which contribute in social programs/services. ▪ Limited support on services from the donors; ▪ Non-professional media on treating gender issues; ▪ Not-specified legal basis on the tendering of services offered by NGOs; ▪ Informal and dishonest competing (corruption, bribe, connections, etc.); ▪ The gap between the application of laws and strategic documentations, staff capacity and the allocation of necessary funding; ▪ Dependence on foreign donors; ▪ Maschilst mentality ▪ Donors in leave; ▪ Non-realistic expectations and resisting services from the beneficiaries;

VI. CRITICAL ISSUES AND STRATEGIES

1. The Woman Forum is **an organization with several years of experience** which operates in Region Elbasan to achieve and exercise their rights from women. One of the priorities of the work of the staff will **be constant knowing the needs of the community** related to our mission. The points where our strategy will be based to achieve these critical issues are:

- Continuance in evaluating the specific needs of the community in accordance to the organization mission;
- Using different methods to provide relevant information related to the needs(Individual and group interviews, focus groups, observations, etc.)
- Including beneficiaries and members of the community in studying the needs of target groups.

2. The Woman Forum Elbasan offers for years now **concrete services for women with violence problems**. The Counseling Center, Advocates Studio, and Day Care Center (emergency shelter) are the only one in Region Elbasan, where the last service is the only one in whole Albania. *The services are licensed and in complete accordance with the national standards. To offer this services work a multidisciplinary team, experienced in the filed. The general strategies of WFE to offer qualitative services in the time-period 2015 - 2020 will include:*

- Continuity in offering of programs and qualitative services;
- Extending the services in the country and abroad;
- Adding services and target groups(including violated men)
- Offering alternative services/programs for violators.
- Issuing an organization strategy on public relations.
- Finding alternatives/best practices/innovative in raising capacities in continuance for the staff and volunteers.
- Offering the experience of WFE for the growth and development of other similar organizations.

3. WFE is **active in Advocacy and lobbying programs on women rights** in central and local level. Achieving gender equality is at the foundation of WFE work/efforts. The strategies to achieve this issue are:

- Contact with the local¢ral actors on identifyingadvocate issues.
- Periodic vigilance towards calls/proposals on advocating programs.
- Including the media in advocacy processes.
- Advocacy in the central power institutions in cooperation with partner organizations for a correct implementation of the National Strategy on Gender Equality and the Reduction of Gender Based Violence and Domestic Violence.
- Strengthening the cooperation with the national and international partners.

4. WFE *is a financially stable organization, but which depends on the donors funding*. The principal donors during the past period include the European Union, the Swedish

Government through the “Foundation Kvinna till Kvinna”, the Embassy of the United States in Albania, The Austrian Development Agency, UN Women, ASCS, REC, etc. Currently WFE is being financed by the European Union, the Swedish Government through the “Foundation Kvinna till Kvinna”. Mainly, the funding from the donors has been done in 2 years long periods. *Depending from long-term donors is a critical issue which should be addressed in the next years with the below mentioned strategy:*

- Identifying and building a data bank with possible donors.
- Diversifying financial resources.
- Raising staff capability in raising funds.
- Finding innovative ways to attract funds from businesses, individuals and other religious institutions.
- Participation in advocacy for an appropriate legal base related to the inclusion of NGOs in the tender of services.
- Generating income through the offering of trainings, paid consultancy from the organization staff.
- Raising the income through the association membership.

5. WFE has a many years long archive of its work, but **lacks of a digital archive**, software to hold and analyze the data of the beneficiaries and volunteers. To achieve the realization of a digital archive we aim to use these strategies:

- Designing the program/software
- Training the staff
- Constant maintenance of the program/software

VII. GOALS AND OBJECTIVES

A. PROGRAM: AWARENESS	
Goal: Promoting gender equality in family and society	
A1.	Objective: Raising awareness of the local actors on problems of violence and trafficking.
A2.	Objective: Raising awareness of the local actors on the importance of equal gender representation/participation.

B. PROGRAM: EDUCATION	
Strategic goal: Enabling children and youth on gender issues concepts	
B1.	Objective: Knowing the base concepts of gender equality
B2.	Objective: Raising the capacity of the educators/teachers on gender concepts and their transmitting on youth.

C. PROGRAM: LOBBYING	
Goal: Protecting the rights of women/girls	
C1.	Objective: Improving legal mechanisms against violence and inequality through

	inclusion in national and international advocacy initiatives
C2.	Objective: Raising capacity of public and non-public institutions in the effective implementation of national policies on gender equality and violence
C3.	Objective: Strengthening the cooperation with the networks part of which WFE makes and inclusion in other national and international networks

D. SERVICE: PSYCHO-SOCIAL-LEGAL FOR THE VICTIMS

Strategic goal: **Empowering women/girls and individuals victims of domestic violence to face the challenges of life**

D1.	Objective: Emotional liberation of women/girls, individuals victims of domestic violence
D2.	Objective: Proper orientation of women/girls, individuals to take better decisions/solutions on their life
D3.	Objective: Getting them out of the aggravated situation

E. SERVICE: PSYCHO-SOCIAL-LEGAL FOR THE VIOLATORS

Strategic Goal: **Managing the aggressive attitude of the violator through rehabilitation programs**

E1.	Objective: Getting to know the situation of the violator
E2.	Objective: Raising awareness of the violator to be part of the programs
E3.	Objective: Realizing concrete rehabilitation programs

F. SERVICE: FOR SENIOR WOMEN

Strategic goal: **Offering care for senior women in need**

F1.	Objective: Improving quality life for senior women in need
F2.	Objective: Raising self-confidence on life
F3.	Objective: Facilitating the administrative, legal and familiar procedures

1. Staff and benefits	<u>Managing: Goals</u>	<u>MANAGING: OBJECTIVES</u>
	Professional and dedicated staff to realize the mission and vision of WFE	1.1. Finding efficient selective methods 1.2. Finding effective alternatives to alleviate the workload of the staff 1.3. Raising the wellbeing of the staff
2. Resource development	Long-term financial stability of WFE	2.1. Diversifying/ providing income from several resources 2.2. Finding/using legal spaces for the financial support of socio-economic activities 2.3. Raising and functioning of social activities
3. Board of directors	Active participation of the board to fulfill the mission of WFE	3.1. Finding efficient methods to motivate the board 3.2. Implementing the regulation related to the periodic meetings 3.3. Engagement of the board in strengthening the public image of WFE 3.4. Engagement in finding financial resources and effective managing of the finances 3.5. Selecting a diverse board(gender, institutional representation, influence on the community, expertise, etc.)
4. Planning and evaluation	Continuant improvement of the activity of WFE	4.1. Putting systems of Planning, Monitoring & Evaluation
5. Public relations	Strengthening the public image of WFE	5.1. Raising the responsible structure for Public Relations (PR) 5.2. Well-functioning of the PR structure

6. Infrastructure	Effective and efficient infrastructure for the activities of the organization	6.1. Using effectively the material and non-material assets of the organization 6.2. Completing the infrastructure to realize the organization activities 6.3. Raising IT infrastructure on analyses, elaboration and report of the data
7. Networks and cooperation	Unification and extension of common activities on gender equality issues	7.1. Including WFE in other networks

VIII. THE GENERAL STRATEGIC DIRECTIONS OF THE WOMAN FORUM ELBASAN 2015 - 2020

VISION		
Empowered woman, emancipated family and society		
MISSION		
WFE contributed in achieving gender equality through: education, awareness and advocacy programs; psycho-social-legal services on violence and other alternative services		
PROGRAMS		
A. AWARENESS	B. EDUCATION	C. LOBBYING
Goals according to programs		
Promoting gender equality in family and society	Enabling children and youth on gender issues concepts	Protecting the rights of women/girls
SERVICES		

D. PSYCHO-SOCIAL-LEGAL FOR THE VICTIMS		E. PSYCHO-SOCIAL-LEGAL FOR THE VIOLATORS			F. FOR WOMEN OF SENIOR AGE	
Goals according to services						
Empowering women/girls and individuals victims of domestic violence to face the challenges of life		Improved situation of violence through rehabilitation programs for the violators			Improving the life quality for women of senior age in need	
MANAGEMENT						
Staff	Developing resources	Board	Planning& evaluation	P. relations/ marketing	Infrastructure	Networks
Professional and dedicated staff to realize the mission and vision of WFE	Long-term financial stability of WFE	Active participation of the board to fulfill the mission of WFE	Continuant improvement of the activity of WFE	Strengthening the public image of WFE	Effective and efficient infrastructure for the activities of the organization	Unification and extension of common activities on gender equality issues

IX. THE STRATEGIC PLAN MATRIC

VISION					
Empowered woman, emancipated family and society					
MISSION					
WFE contributed in achieving gender equality through: education, awareness and advocacy programs; psycho-social-legal services on violence and other alternative services					
PROGRAMS AND SERVICES					
A. AWARENESS PROGRAM					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Promoting gender equality in	A1 Raising awareness of the local actors on problems of violence and trafficking.	No. of female victims of DV sheltered (2) Number of female	Presence list Pictures Periodic reports	a1.1 Legal information and the obligations of the local power for the victims of violence and	Based on previous experience there is a growing

family and society		victims of DV employed (10) No. of female victims of DV DH/T who receive the economic aid (50)		trafficking a1.2 Informing on the concepts of violence and trafficking a.1.3 Information on the services for victims of violence and trafficking	interest/tendency to get information on the mentioned issue.
	A2 Raising awareness of the local actors on the importance of equal gender representation/participation.	No. of employed females (45%) No. of elected women in decision-making (30%) No. of women in leading positions (30%)	Presence list Pictures Periodic reports DVD of the show in TV&Radio	a2.1 Legal information on gender participation in public life and the concrete situation of representation a2.2 Shows in TV&Radio a2.3 Preparing and distributing informing materials (brochures, posters,...) a2.4 Building capacities for political parties and OCS	Notifying in advance, contacting face to face and confirmation for all the category of participants
B. EDUCATION PROGRAM					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Enabling children and youth on gender issues concepts	B1 Knowing the base concepts of gender equality	4000 children/youth will have basic knowledge on gender equality 100 organized meeting	Pictures Recording the activity Crafts of children	b1.1 Meetings on gender education in preschool, primary, secondary education and high school; b1.2 Gender education through artistic, sportive activities, etc.	Signing cooperation agreements with RED. Planning/notifying in time the leaders
	B2 Raising the capacity of the educators/teachers on gender concepts and	45 educators/teachers will raise their	Presence list Pictures Evaluation questionnaires of	b2.1 Trainings on gender education to teachers, educators, senators and	Signing cooperation agreements with

	transmitting them to the youth.	capacities	the level of participants before and after the training Report of the training	parents committee.	RED. Planning/notifying in time the leaders
C. LOBBYING PROGRAM					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Protecting the rights of women/girls	C1. Improving legal mechanisms against violence and inequality through inclusion in national and international advocacy initiatives	No. of laws, regulations, national policies, improved decisions. No. of recommendations included in international reports etc.	No. of meetings, presence list for every activity, pictures, minutes of the meeting chronicles/publications/TV-shows/ web/social networks	c1.1 Meetings with actors of local and central level for different legal initiatives. c1.2 Giving expertise and recommendations for the issuing of and/or improving laws, strategies, decisions, progress reports etc. c1.3 Active participation in advocacy activities, as: meetings, protests, petitions, public marches, etc. c1.4 Using the website and social networks in function of advocacy and lobbying.	Getting involved in networks with the same focus and with experience
	C2. Raising capacity of public and non-public institutions in the effective implementing of national policies on gender equality and violence	Nr.of identified cases, referred and well-addressed according to the legal national mechanisms;	No. of meetings, presence list for every activity, pictures, minutes of the meeting chronicles/publications/TV-shows/ web/social networks	c2.1 Training with representatives of public and non-public institutions to know and implement effectively the legal national mechanisms on gender	Getting involved in networks with the same focus and with experience

		No. of different recommendations applied by public and non-public institutions		equality and violence. c2.2 Trainings and advocacy in the field of gender equality and violence.	
	C3. Strengthening the cooperation with the networks part of which WFE makes and inclusion in other national and international networks	No. of recommendations given by experts of WFE; No. of best practices applied in the framework of networks, etc.	No. of meetings, presence list for every activity, pictures, minutes of the meeting chronicles/publications/TV-shows/ web/social networks	c3.1 Identifying and building a database of the active networks in the fight against gender inequality and violence in the country and abroad. c3.2 Organization and active participation in meetings, gatherings of networks part of which WFE is. c3.3 Sharing information and best practices on services with member organizations of the network.	Getting involved in networks with the same focus and with experience
D. PSYCHO-SOCIAL-LEGAL SERVICE FOR THE VICTIMS OF VIOLENCE					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Empowering women/girls and individuals victims of domestic violence to face the challenges	D1 Emotional liberation of women/girls, individuals victims of domestic violence	1000 women/girls emotionally liberated	The filled up cards/Tabs/files and database of the clients	d1.1 Receiving d1.2 Hearing d1.3 Analyses & evaluation of the situation	
	D2 Proper orientation of women/girls, individuals to take better	1000 women/girls enabled to make a decision	The filled up cards/Tabs/files and database of the clients	d2.1 Psycho-social-legal counseling d2.2 Referral d2.3 Accommodation	

of life	decisions/solutions on their life			d2.4 Mediation	
	D3 Getting them out of the aggravated situation	1000 women/girls saved from an aggravated violence situation	The filled up cards/Tabs/files and database of the clients	d3. 1 Continuing the psycho-social-legal counseling d3.2 Free of charge legal support d3.3 Temporary accommodation d3.4 Monitoring the case in continuance	
E. PSYCHO-SOCIAL-LEGAL SERVICE FOR THE VIOLATORS					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Improved violence situation through the rehabilitation programs for the violators	E1 Getting to know the situation of the violator	A built database	Database and recorded data	e1.1 Identifying the violators from the public and non-public institutions and services of WFE e1.2 Building a database for the violators	Sharing experience with national and international organizations that work with violators
	E2 Raising awareness of the violator to be part of the programs	100 violators raise their awareness	Tabs/files for every case	e2.1 Direct contact and/or through the phone e2.2 Individual or in groups psycho-social-legal	Sharing experience with national and international organizations that work with violators
	E3 Realising concrete rehabilitation programs	100 rehabilitated violators	No. of court decisions Presence list Pictures Tabs/files for every case	e3.1 Cooperation with the Court for the implementation of the article 10, letter “m”, of	Sharing experience with national and international

				the Law no. 9669, dated 18.12.2006 e3.2 Offering services according to the programs	organizations that work with violators
F. SERVICE FOR SENIOR WOMEN					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Improving the life quality for senior women in need	F1 Raising the care for senior women through completing their primary needs.	4-6 senior women complete their primary needs	Tabs.files for every beneficiary License Pictures	f1.1 Sheltering f1.2 Medical care f1.3 Providing food/clothes	Sharing experience with national and international organizations in building and well-functioning of residential centers.
	F2 Raising self-confidence	10 women raise their self-confidence	Tabs/files and database of the clients filled up. Pictures	f2.1 Psycho-social counseling f2.2 Socializing &entertainment& integration activities	Sharing experience with national and international organizations in building and well-functioning of residential centers.
	F3 Facilitating the administrative, legal and familiar procedures	10 women are facilitated the procedures	Tabs/files and database of the clients filled up. Pictures	f3.1 Legal and administrative support free of charge f3.2 Mediation with the family	Sharing experience with national and international organizations in building and well-functioning of residential centers.

MANAGEMENT					
1. MANAGEMENT OF THE STAFF AND BENEFITS					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Professional and dedicated staff to realize the mission and vision of WFE	1.1 Finding efficient staff selective methods	No. of work positions where the criteria/duties and responsibilities are well-designed Document with an effective methodology for selecting the staff	Documents/papers for every job position Notifications and publications for every new vacancy Document with the methodology of selecting the staff	1.1.1 Defining the criteria/duties/responsibilities for every job position 1.1.2 Making public of every vacancy in the social media. written or visual 1.1.3 Defining the methodology for selecting the candidates	Sharing experience with national and international organizations
	1.2 Finding effective alternatives to alleviate the workload of the staff	No. of offered trainings No. of activities that influence in raising the staff capacity	Pictures Presence list Materials of the training	1.2.1 The continuant capacity raising of the staff 1.2.2 Following activities that influence in raising capacities (in the country and abroad) 1.2.3 Sharing work experiences within the staff	Sharing experience with national and international organizations
	1.3 Raising the wellbeing of the staff	No. of reviews on the ISP No. of realized performances and of annual objectives issues for every employee No. of medical checkups and analyses realized No. of supervision sessions offered No. of retreats and socializing activities	Pictures Presence list Materials of the training Documents of performances, medical checkups for every employee	1.3.1 Periodic review(every year) of the Integrated Security plan(ISP) 1.3.2 Constant indexation of the wage level according to legal changes 1.3.3 Creating normal and safe work conditions 1.3.4 Periodic medical checkups 1.3.5 Offering supervision sessions	Sharing experience with national and international organizations

				1.3.6 Organizing periodic retreats 1.3.7 Socializing and entertainment	
2. RESOURCE DEVELOPMENT					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Long-term financial stability of WFE	2.1Diversifying/providing income from several resources	% of fund raised from writing projects % of funds from the public % of funds raised from activities/fund rising	Presented projects Pictures Signed agreements	2.1.1Writing project to provide 50-60% of the funds 2.1.2Participation in public tenders to provide 20-25% of the funds 2.1.3 Organizing fund raisingand other activities to provide 15 – 30 % of the funds	Sharing experience with national and international organizations
	2.2Finding/usin g legal spaces for the financial support of socio-economic activities	No. of laws/articles/DCM which support the opening of socio-economic activities No. of lobbying activities	Pictures Produces materials Presence list	2.2.1Constant update of the fiscal legislation(internet webpage of the ministry and dependent institutions) 2.2.2 Lobbying & advocacy for improvement/implementation of the fiscal legislation for NGOs 2.2.3Awareness/cooperative meetings with the business and institutions	Sharing experience with national and international organizations
	2.3Raising and functioning of social activities	No. of issues business plans No. of initiatives for opening social activities No. of recruited and trained people No. of periodic realized evaluations	Documents of business plans Signed agreements Presence lists Pictures Monitoring documents	2.3.1 Identifying the market needs and issuing business plans 2.3.2Defining structures and their recruitment 2.3.3 Trainings and building capacities 2.3.4 Offering services Periodic	Sharing experience with national and international organizations

				monitoring & evaluation of the continuity of the social activities	
3. BOARD OF DIRECTORS					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Active participation of the board to fulfill the mission of WFE	3.1 Finding efficient methods to motivate the board	No. of activities where the board has participated	Pictures Presence lists Materials/Information / Issued reports	3.1.1 Continuance of representation of the association in national and international activities 3.1.2 Participation in expertise in studies, trainings, awareness meetings 3.1.3 Participation in trainings for raising capacities of the board members	Sharing experience with national and international organizations
	3.2 Implementing the regulation related to the periodic meetings	Efficiency of the reviewed regulation	Pictures Presence lists Regulation document	3.2.1 Periodic review of the regulation every two years	Sharing experience with national and international organizations
	3.3 Engagement of the board in strengtheningthe public image of WFE	No. of meetings/ activities promoted from the board	Pictures Presence lists Publications/videos	3.3.1 Meetings and contacts with the media 3.3.2 Presentation and promotion of WFE in public meetings	Sharing experience with national and international organizations
	3.4 Engagement in finding financial resources and effective	No. of donors/businessmen's/contacted institutions No. of meeting for the monitoring of finances	Pictures Presence lists Monitoring reports	3.4.1 Finding foreign donors, businesses, local/central power 3.4.2 Periodic monitoring of the finance management	Sharing experience with national and international

	managing of the finances				organizations
	3.5 Selecting a diverse board(gender, institutional representation, influence on the community, expertise, etc.)	New board members where the predefined criteria have been respected No. of evaluation reports	Pictures Presence lists Evaluation reports The list of new board members	3.5.1 Evidencingpotential people in meetings, activities, etc. 3.5.2 Periodic work evaluations	Sharing experience with national and international organizations
4. PLANING AND EVALUATION					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Continuant improvement of the activity of WFE	4.1 Putting systems of Planning, Monitoring & Evaluation	No. of politics and procedures for sanctioning the Planning&Monitoring&Evaluation issued and reviewed No. of monitoring reports	Pictures Presence lists Monitoring reports Document/s of politics and procedures for sanctioning of Planning&Monitoring	4.1.1 Issuing politics and procedures for the Planning&Monitoring&Evaluation section 4.1.2 Security of continuity in issuing strategic plans 4.1.3 Periodic review of strategic plans 4.1.4 Periodic monitoring of strategic plans	Sharing experience with national and international organizations
5. PUBLIC RELATIONS AND MARKETING					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
	5.1 Raising the responsible structure for Public Relations	The efficiency of the built structure No. of selected criteria's/duties/positions	Document with selected criteria's/duties and positions	5.1.1 Defining criteria's/opening the position/selection 5.1.2 Issuing a protocol for the work methodology	Strengthening the public

Strengthening the public image of WFE	(PR)	No. of issued protocol	Protocol document		image of WFE
	5.2 Well-functioning of the PR structure	No. of guiding/informing meetings with the structures of WFE No. of community meetings/ shows in TV&Radio No. of writings, publications, videos No. of signed cooperation contracts	Pictures Presence list Documents Publications TV-shows Signed agreements	5.2.1 Periodic guiding/informative meetings with the structures of WFE on visibility precisely on: 5.2.1.1 Organizing community meetings 5.2.1.2 Organizing show in TV and radio 5.2.1.3 Articles in the written and visual media 5.2.1.4 Organizing trainings of different campaigns for public and non-public actors 5.2.1.5 Round tables/workshops/seminars/conferences 5.2.1.6 Contacts and cooperation with the written/visual media to reflect the activities of WFE 5.2.2 Contacts and cooperation with the written/visual media to reflect the activities of WFE 5.2.3 Contacts and cooperation with public and non-public institutions 5.2.4 Preparing and distributing awareness/informing materials 5.2.5 Constant update of the social media of WFE 5.2.6 Presenting and promoting	

				WFE in public meetings	
6. INFRASTRUCTURE					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions
Effective and efficient infrastructure for the activities of the organization	6.1 Using effectively the material and non-material assets of the organization	Long-term use of equipment No. of updates in the web page, program “Alpha Business”, anti-viruses	Inventory of equipment Timesheets for updating the web page, program “Alpha Business”, anti-viruses	6.1.1 Effective maintenance of material assets 6.1.2 Update of the web page, program “Alpha Business”, antivirus	Sharing experience with national and international organizations
	6.2 Completing the infrastructure to realize the organization activities	No. of new assets in property of the organization	Photo of assets Warranty paper	6.2.1 Finding possibilities to provide facilities owned by the organization 6.2.2 Finding the possibility to buy a transportation vehicle	Sharing experience with national and international organizations
	6.3 Raising IT infrastructure on analyses, elaboration and report of the data	No. of service contracts for IT No. of bought software equipment/ maintenance	Firmed contracts Bought equipment Pictures	6.3.1 Tendering for It services 6.3.2 Buying the software 6.3.3 Maintenance	Sharing experience with national and international organizations
7. NETWORKS AND COOPERATIONS					
Goals	Objectives	Indicators	Means of verification	Main activities	Assumptions

Unification and extension of common activities on gender equality issues	7.1 Including WFE in other networks	No. of identified networks No. of signed agreements No. of common realized activities	Pictures Presence list Signed contracts Produces materials	7.1.1 Identifying networks with the same focus of WFE within the country and abroad 7.1.2 Signing cooperation agreements 7.1.3 Issuing the work methodology in the network 7.1.4 Issuing and implementing common programs/projects 7.1.5 Lobbying and advocacy on gender issues Sharing positive experiences 7.1.6 Participating in capacity building	Previous experience of WFE Sharing experience with national and international organizations
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X. ACTIVITY IMPLEMENTATION PLAN

A. Program: Awareness				
Goal: Promoting gender equality in family and society				
Indicators: A more active and aware community and institutions in achieving GE				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
A1. Raising awareness of the local actors on problems of violence and trafficking. Indicators: No. of assisted cases. No. of raised services/supported from the institutions, etc.				
a1.1 Legal information and the obligations of the local power for the victims of violence and trafficking	Program director	In continuance	No. of female victims of DV sheltered Number of female victims of DV employed No. of female victims of DV DH/T who receive the economic aid	PR Project Coordinator Legal expert Written/visual media Field studies Logistics Financial resources
a1.2 Informing on the concepts of violence and trafficking	Program director	In continuance	No. of participants No. of informing materials	PR Project Coordinator Violence/trafficking expert Written/visual media Updated legislation Field studies Logistics Financial resources
a1.3 Information on the services for victims of violence and trafficking	Program director	In continuance	No. of participants No. of informing materials	PR Project Coordinator Service offering of WFE Written/visual media Database of the services Field studies

				Logistics Financial resources
A2.Raising awareness of the local actors on the importance of equal gender representation/participation.				
Indicators: Increased % of women in decision-making position on public and non-public administration				
a2.1 Legal information on gender participation in public life and the concrete situation of representation	Program director	In continuance	No. of employed females No. of elected women in decision-making No. of women in leading positions	PR Project Coordinator Gender issues experts Written/visual media Updated legislation Field studies Logistics Financial resources
a2.2 Shows in TV&Radio	Program director	In continuance	2 shows in local TV 2 shows in Radio Tirana or Radio Klea Copy DVDs	PR Public institutions Political parties Gender issues experts Local/central media (TV&Radio) Updated legislation Field studies Logistics Financial resources
a2.3 Preparing and distributing informing materials (brochures, posters,...)	Program director	In continuance	2000 brochures 1000 posters	PR Financial resources Legislation/ Database/ Studies Publishing houses
a2.4 Building capacities for public institutions/ political parties and OCS	Program director	Mainly before and after the elections	Increases by 10% the number of women who adhere in political parties 305 women in technical decision-	Project coordinator Gender issues trainer Statistics Legislation

			making and politics	Field studies Logistics Financial resources
B. Program: Education				
Goal: Enabling children and youth on gender issues concepts				
Indicators: Children/youth aware on the importance of GE				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
B1. Knowing the base concepts of gender equality Indicators: No. of children/youth who have raised their basic knowledge on gender equality and have shared their knowledge with their classmates and family				
b1.1 Meetings on gender education for the group-age5-18 years old	Program director	In continuance	50 meetings RED, Municipality	PR Project coordinator Gender issues experts Written/visual media Signed agreement with RED Updated legislation Field studies Logistics Financial resources
b1.2 Gender education through artistic activities	Program director	Mainly 8 March/ 16 day of activism (especially 25 November)	2 artistic activities realized 5 schools included 10 000 people raise their knowledge on gender equality	PR Project coordinator Gender issues experts Written/visual media Signed agreement with RED And artistic/professional institutions Logistics Financial resources
B2 Raising the capacity of the educators/teachers on gender concepts andtransmittingthem to the youth. Indicators: No. of educators/teachers/senators who have raised their capacities on the conceptsof GE and have applied them in their everyday work				
b2.1 Trainings on gendereducation to teachers, educators, senators	Program director	In continuance	45 educators/teachers will raise their capacities	Project coordinator Gender issues trainer

and parents committee.				Statistics Legislation Field studies Logistics Financial resources
C. Lobbying program				
Goal: Protecting the rights of women/girls				
Indicators: Quality services addressed in accordance with the needs and situation of the beneficiaries and in implementing the national and international legal mechanisms				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
C1. Improving legal mechanisms against violence and inequality through inclusion in national and international advocacy initiatives				
Indicators: No. of laws, regulations, national policies, improved decisions. No. of recommendations included in international reports etc.				
c1.1 Meetings with actors of local and central level for different legal initiatives.	Lobbying program leader/director	In different time-periods	3 initiatives 10 interested and included actors	Addressor of NGOs Formal/informal/local/national/international networks Updated legislation Public/non-public institutions on different levels Logistics Financial resources
c1.2 Giving expertise and recommendations for the issuing of and/or improving laws, strategies, decisions, progress reports etc.	Lobbying program leader/director	In different time-periods	5 offered expertise 4 recommendations in the issuing and/or improvement of laws, strategies. Decisions, progress reports etc.	Group of gender/legal issues experts Positive practices Successful paternities Written/visual/social media Updated legislation Public/non-public institutions on different levels Logistics Financial resources
c1.3 Active participation in	Lobbying program	In different time-	10 meetings, protests, petitions,	Group of gender/legal issues

advocacy activities, as: meetings, protests, petitions, public marches, etc.	leader/director	periods	public marches, etc., where WFE has been an active part	experts Positive practices /similar models Successful paternities public/non-public Written/visual/social media Updated legislation Logistics Financial resources
c1.4 Using the website and social networks in function of advocacy and lobbying.			4 social networks used in an effective way	
C2. Raising capacity of public and non-public institutions in the effective implementation of national policies on gender equality and violence Indicators: Nr. of identified cases, referred and well-addressed according to the legal national mechanisms; No. of different recommendations applied by public and non-public institutions				
c2.1 Training with representatives of public and non-public institutions to know and implement effectively the legal national mechanisms on gender equality and violence.	Lobbying program leader/director	In different time-periods	4 Trainings with representatives of governmental and non-governmental structures	Addressor of NGOs Formal/informal/local/national/international networks Updated legislation Public/non-public institutions on different levels Logistics Financial resources
c2.2 Trainings on advocacy in the field of gender equality and violence.	Lobbying program leader/director	In different time-periods	3 Trainings for advocacy and lobbying in the field of gender equality and violence.	Group of gender/legal issues experts Positive practices Successful paternities Written/visual/social media Updated legislation Public/non-public institutions on different levels Logistics

				Financial resources
C3. Strengthening the cooperation with the networks part of which WFE makes and inclusion in other national and international networks				
Indicators: No. of recommendations given by experts of WFE; No. of best practices applied in the framework of networks, etc.				
c3.1 Identifying and building a database of the active networks in the fight against gender inequality and violence in the country and abroad.	Lobbying program leader/director	In different time-periods	No. of identified networks 1 updated database	Addressor of NGOs Formal/informal/local/national/international networks Updated legislation Public/non-public institutions on different levels Logistics Financial resources
c3.2 Organization and active participation in meetings, gatherings of networks part of which WFE is.	Lobbying program leader/director	In different time-periods	15 organized/participatory meetings	Group of gender/legal issues experts Positive practices Successful paternities Written/visual/social media Updated legislation Public/non-public institutions on different levels Logistics Financial resources
c3.3 Sharing information and best practices on services with member organizations of the network.	Lobbying program leader/director	In different time-periods	5 visits for exchanging experiences	Group of gender/legal issues experts Positive practices Successful paternities Written/visual/social media Updated legislation Public/non-public institutions on different levels Logistics Financial resources
D. Psych-social-legal service for victims of violence				

Goal: Empowering women/girls and individuals victims of domestic violence to face the challenges of life				
Indicators: Integrating women/girls with violence problems in society				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
D1. Emotional liberation of women/girls, individuals victims of domestic violence				
Indicators: No. of women/girls emotional liberated				
d1.1 Receiving	Psychologist/ social worker CC	In continuance	No. of new/repeated cases/frequency for every case	Safe/proper infrastructure Positive practices Updated literature Standards in power Financial resources
d1.2 Hearing	Psychologist/ social worker CC	In continuance	No. of heard cases	Safe/proper infrastructure Positive practices Updated literature Standards in power Financial resources
d1.3 Analyses & evaluation of the situation	Psychologist/ social worker CC	In continuance	No.of cases No. of documents/files/tabs/filled surveys No. of identified problems No. of prepared reports	Safe/proper infrastructure Positive practices Updated literature Standards in power Financial resources
D2. Proper orientation of women/girls, individuals to take better decisions/solutions on their life				
Indicators: No. of women/girls enabled to take decisions for their life				
d2.1 Psycho-social-legal counseling	Psychologist/social worker/lawyer/jurist	In continuance	No. of beneficiaries and no. of types of counseling for the beneficiaries	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
d2.2 Referral	Psychologist/social worker/lawyer/jurist	In continuance	No. of referred cases	Safe/proper infrastructure Positive practices Database in the network

				Updated literature Standards in power Financial resources Partneryty with public/non-public institutions
d2.3 Accommodation	Psychologist/social worker	In continuance	No. of accommodated cases	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
d2.4 Mediation	Project manager	In continuance	No. of mediated cases No. of successful cases	Safe/proper infrastructure Positive practices Database in the network Signed cooperation agreements Updated literature Standards in power Financial resources
D3. Getting them out of the aggravated situation Indicators: No. women/girls saved from an aggravated violence situation				
d3. 1 Continuing the psycho-social-legal counseling	Psychologist/social worker/lawyer/jurist	In continuance	No. of beneficiaries and no. of types of counseling for the beneficiaries	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
d3.2 Free of charge legal support	lawyer/jurist	In continuance	No. of files/ lawsuits/counseling/court sessions No. of taxes and fees paid from WFE	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources

				Cooperation agreement with the State Commission of Juridical Help(SCJH) Partnership with institutions
d3.3 Temporary accommodation	Psychologist/social worker/	In continuance	No. of assisted women and no. of benefited services from WFE	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
d3.4 Monitoring the case in continuance	Psychologist/social worker	In continuance	No. of prepared reports No. of resolved problems	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
E. Psycho-Social-Legal Service for the Violators				
Goal: Improved violence situation through the rehabilitation programs for the violators				
Indicators: Rising services for the violators and their rehabilitation				
Activities and sub-activities	Responsible person	Time deadline	Product indicators	Resources
E1. Getting to know the situation of the violator Indicators: No. of identified cases, no. of raised databases etc.				
e1.1 Identifying the violators from the public and non-public institutions and services of WFE	Project manager	In continuance	No. of identified/referred cases No. of included institutions	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
e1.2 Building/updating/maintaining a database for the violators	Project manager	In continuance	No. and building an effective Database	IT expert Contemporary equipment and programs Updated literature

				Standards in power Financial resources
E2 Raising awareness of the violator to be part of the programs Indicators: No. of violators who raise their awareness				
e2.1 Direct contact and/or through the phone	Psychologist/social worker	In continuance	No. of direct contacts/phone calls	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
e2.2 Individual or in groups psycho-social-legal counseling	Psychologist/social worker/lawyer/jurist	In continuance	No. of assisted cases and no. of offered services from WFE	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
E3 .Realizingconcrete rehabilitation programs Indicators: No. of rehabilitated violators				
e3.1 Cooperation with the Court for the implementation of the article 10, letter “m”, of the Law no. 9669, dated 18.12.2006	Project manager	In continuance	The cooperation agreement document with the respective institution (evidence service) No. of referred cases from the court.	Safe/proper infrastructure Positive practices Database in the network Updated literature Partnernity with institutions Standards in power Financial resources
e3.2 Offering services according to the programs	Psychologist/social worker/lawyer/jurist	In continuance	No. of beneficiaries of services/individual or in groups programs	Safe/proper infrastructure Positive practices Database in the network Updated literature Standards in power Financial resources
F. Services for Senior Women				

Goal: Improving the life quality for senior women in need Indicators: Raising alternative services and assisting senior women in need				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
F1. Raising the care for senior women through completing their primary needs.. Indicators: No. of senior women complete their primary needs				
f1.1 Sheltering	Psychologist/social worker/nurse	In continuance	4-6 senior women	Safe/proper infrastructure Positive practices Database in the network Legislation in power Standards in power Financial resources
f1.2 Medical care	Nurse	In continuance	No. of beneficiaries No. of medical cards	Partnery with health institutions Safe/proper infrastructure Positive practices Database in the network Legislation in power Standards in power Financial resources
f1.3 Providing food/clothes	Center administrator	In continuance	No. of beneficiaries	Safe/proper infrastructure Positive practices Database in the network Legislation in power Standards in power Financial resources
F2. Raising self-confidence Indicators: No. of women raise their self-confidence				
f2.1 Psycho-social counseling	Psychologist/social worker	In continuance	No. of beneficiaries and no. of types of counseling for the beneficiaries	Safe/proper infrastructure Positive practices Database in the network Legislation in power Financial resources

f2.2 Socializing & entertain & integration activities	Psychologist/social worker	In continuance	No. of activities and no. of participants	Safe/proper infrastructure Positive practices Database in the network Legislation in power Standards in power Financial resources
F3. Facilitating the administrative, legal and familiar procedures Indicators: No. of women to which the administrative, legal and familiar procedures are facilitated.				
f3.1 Legal and administrative support free of charge	Lawyer/jurist	In continuance	No. of beneficiaries and type of support	Safe/proper infrastructure Positive practices Database in the network Legislation in power Standards in power Financial resources
f3.2 Mediation with the family	Psychologist/social worker/lawyer/jurist	In continuance	No. of meetings No. of signed agreements	Cooperation agreement with the origin family of the beneficiaries Safe/proper infrastructure Positive practices Database in the network Legislation in power Standards in power Financial resources
1. Management of the staff and benefits				
Goal: Professional and dedicated staff to realize the mission and vision of WFE				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
1.1 Finding efficient staff selective methods				
1.1.1 Defining the criteria/duties/responsibilities for every job position	President	In continuance	No. of work positions where the criteria/duties and responsibilities are well-designed	Statute Court decision Similar experiences
1.1.2 Making public of every vacancy in the social media.	PR	According to the open vacancy	No. of notifications in the written/visual/social media	Legislation in power Standards of WFE

written or visual				Requests of the donors
1.1.3 Defining the methodology for selecting the candidates	President	According to the open vacancy	No. of document with an effective methodology for selecting the staff	Legislation in power Standards of WFE Requests of the donors Previous experiences of WFE Similar positive experiences
1.2 Finding effective alternatives to alleviate the workload of the staff				
1.2.1 The continuant capacity raising of the staff	Project manager	In continuance	No. of offered trainings And no. of participants Training package Trainers expertise Evaluation surveys Training reports	Financial resources Page of NLC Infrastructure
1.2.2 Following activities that influence in raising capacities (in the country and abroad)	Project manager	In continuance	No. of activities that influence in raising the staff capacity and the number of staff who have benefited from them Training package Trainers expertise Evaluation surveys Training reports	Financial resources Infrastructure Website Social media
1.2.3 Sharing work experiences within the staff	Project manager	In continuance	No. of organized activities Raising the work quality No. of staff who benefits	Financial resources Infrastructure Action plan Supervision Staff meeting
1.3 Raising the wellbeing of the staff				
1.3.1 Periodic review(every year) of the Integrated Security plan(ISP)	President	In continuance	No. of reviews on the ISP Prepared document No. of people who benefit from it Type of benefits	Financial resources Infrastructure Previous experiences of WFE Similar positive experiences

1.3.2 Constant indexation of the wage level according to legal changes	President	In continuance	No. of realized performances and of annual objectives issues for every employee	Legal base Financial resources Applied experiences
1.3.3 Creating normal and safe work conditions	President	In continuance	No. of evaluations on conditions and work security No. of safety equipment Equipment's inventory	Financial resources Applied experiences Legal base Safe/proper infrastructure
1.3.4 Periodic medical checkups	President	In continuance	No. of medical checkups and analyses realized No. of people who have done the checkup Results of the analyses	Financial resources Applied experiences Legal base Safe/proper infrastructure
1.3.5 Offering supervision sessions	President	In continuance	No. of supervision sessions offered Evaluation and report of the supervisor No. of people included Benefits from the supervision	Financial resources Applied experiences Legal base Safe/proper infrastructure
1.3.6 Organizing periodic retreats	President	In continuance	No. of retreats and no. of people included No. of suggestions/ideas which came out of the retreats Agenda of the retreats	Financial resources Applied experiences Legal base Safe/proper infrastructure
1.3.7 Socializing and entertainment	President	In continuance	No. of socializing & entertaining activities No. of people included Type of realized activities	Financial resources Applied experiences Legal base Safe/proper infrastructure

2. Resource development

Goal: Long-term financial stability of WFE

Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
2.1 Diversifying/ providing income from several resources				

2.1.1 Writing project to provide 50-60% of the funds	People who write projects	In continuance	% of fund raised from writing projects No. of written projects No. of won projects No. of included donors No. of beneficiaries from these projects No. of people included in writing the projects	Financial resources Applied experiences Legal base Safe/proper Infrastructure Social media Similar projects Working in networks
2.1.2 Participation in public tenders to provide 20-25% of the funds	President	In continuance	% of funds from the public tenders No. of people included in writing the projects No. of written projects No. of won projects	Legal base Cooperation agreements Positive experience of WFE Positive tendering experience Network Financial resources Written/visual/social media
2.1.3 Organizing “fundraising” and other activities to provide 15 – 30 % of the funds	President	In continuance	% of funds raised from activities/fund rising No. of realized activities No. of engaged people	Legal base Cooperation agreements Positive experience of WFE Positive tendering experience Network Financial resources Written/visual/social media Business Donors
2.2 Finding/using legal spaces for the financial support of socio-economic activities				
2.2.1 Constant update of the fiscal legislation(internet webpage of the ministry and dependent institutions)	Financial officer	In continuance	No. of laws/articles/DCM which support the opening of socio-economic activities	Infrastructure Legal base Social media Financial resources

2.2.2 Lobbying & advocacy for improvement/implementation of the fiscal legislation for NGOs	President	In continuance	No. of lobbying activities No. of included people/NGOS No. of changed activities	Infrastructure Legal base Social media Financial resources Public and non-public institutions Business
2.2.3 Awareness/cooperative meetings with the business and institutions	President	In continuance	No. of awareness activities No. of included people/NGOS No. of businesses/institutions included No. of realized agreements Funds raised	Infrastructure Legal base Social media Financial resources Public and non-public institutions Business Cooperation agreements
2.3 Raising and functioning of social activities				
2.3.1 Identifying the market needs and issuing business plans	Financial officer	In continuance	No. of issued business plans No. of identified needs No. of people involved in issuing the PB No. of filled up surveys No. of observed businesses	Strategic documents Infrastructure Legal base Social media Financial resources Public and non-public institutions Business Cooperation agreements Similar positive experiences
2.3.2 Defining structures and their recratal	Manager of SA	In continuance	Structure and no. of recruited people No. of job positions where the criteria's/duties/ responsibilities are clearly designed	Statute Court decision Similar experiences Financial resources Safe/proper

				Infrastructure Written/visual/social media
2.3.3 Trainings and building capacities	Manager of SA	In continuance	No. of offered trainings And no. of participants Training package Trainers expertise Evaluation surveys Training reports	Financial resources Page of NLC Infrastructure Website Social media
2.3.4 Offering services Periodic monitoring & evaluation of the continuity of the social activities	Manager of SA	In continuance	No. of initiatives to open Social Activities No. of M&V reports No. of beneficiaries No. of services	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Qualified staff PR
3. Board of directors				
Goal: Improving the activities of WFE in continuity				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
3.1 Finding efficient methods to motivate the board				
3.1.1 Continuance of representation of the association in national and international activities	Board chairman	In continuance	No. of activities where the board has participated No. of included people Concrete benefits	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media
3.1.2 Participation in expertise in studies, trainings, awareness meetings	Board chairman	In continuance	No of studies No. expertise No. of trainings No. of awareness meetings No. of included people	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media

			Concrete benefits	
3.1.3 Participation in expertise in studies, trainings, awareness meetings	Board chairman	In continuance	No. of activities where the board has participated No. of included people Concrete benefits	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Networks Cooperation's
3.2 Implementing the regulation related to the periodic meetings				
3.2.1 Periodic review of the regulation every two years	President	In continuance	The reviewed regulation document The efficiency of the reviewed regulation No. of people included in the review of the regulation No. of people who benefit	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Networks
3.3 Engagement of the board in strengthening the public image of WFE				
3.3.1 Meetings and contacts with the media	Board chairman	In continuance	No. of meeting/ and contacts with the media No. of the included media	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Networks Local/national media
3.3.2 Presentation and promotion of WFE in public meetings	Board chairman	In continuance	No. of activities promoted by the board No. of beneficiaries No. of people included	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Networks Cooperation's

3.4 Engagement in finding financial resources and effective managing of the finances				
3.4.1 Finding foreign donors, businesses, local/central power	President	In continuance	No. of the contacted donors/businessmen/institutions	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Networks Cooperation's
3.4.2 Periodic monitoring of the finance management	Board	In continuance	No. of finance monitoring reports No. of included board members No. of prepared regulations	Similar experiences Financial resources Safe/proper Infrastructure
3.5 Selecting a diverse board(gender, institutional representation, influence on the community, expertise, etc.)				
3.5.1 Evidencing potential people in meetings, activities, etc.	President	Every 2-3 years as predicted in the statute	New board members where the un-settled criteria have been respected	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Networks Cooperation's
3.5.2 Periodic work evaluations	President	Every end of the year	No. of evaluation reports	Safe/proper Infrastructure Statute Association regulation
4. Planning and evaluation				
Goal: Continuant improvement of the activity of WFE				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
4.1 Putting Planning, Monitoring & Evaluation systems				
4.1 Putting systems of Planning, Monitoring & Evaluation	Executive Director	<i>Planning:</i> Monthly/6 months/annual	Document of policies and procedures for the Planning & Monitoring & Evaluation	Similar experiences Financial resources Safe/proper

		plans <i>Monitoring:</i> in continuance <i>Evaluation:</i> 6 months/ Annual	session issued and reviewed No. of included people	Infrastructure
4.1.1 Issuing politics and procedures for the Planning&Monitoring&Evaluation section	Executive Director	Every 5 years	No. of politics and procedures for sanctioning the Planning&Monitoring&Evaluation issued and reviewed	Similar experiences Financial resources Safe/proper Infrastructure
4.1.2 Security of continuity in issuing strategic plans	Executive Director	Every 5 years	No. of politics and procedures for sanctioning the Planning&Monitoring&Evaluation issued and reviewed	Similar experiences Financial resources Safe/proper Infrastructure
4.1.3 Periodic review of strategic plans	Executive Director	Every 5 years	No. of monitoring reports	Similar experiences Financial resources Safe/proper Infrastructure
5. Public relations/Marketing				
Goal: Strengthening the public image of WFE				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
5.1 Raising the responsible structure for Public Relations (PR)				
5.1.1 Defining criteria's/opening the position/selection	President	In continuance	No. of work positions where the criteria's/duties/responsibilities are clearly stated	Statute Court decision Similar experiences
5.1.2 Issuing a protocol for the work methodology	President	According to the position which are opened	No. of issued protocol No. of effective documents and methodology to select the staff	Legislation in power WFE standards Donors requests
5.2 Well-functioning of the PR structure				

5.2.1 Periodic guiding/ informative meetings with the structures of WFE on visibility precisely on:	PR	In continuance	No. of guiding/informative meetings with the structures of WFE No. of participants	Similar experiences Financial resources Safe/proper Infrastructure
5.2.1.1 Organizing community meetings	PR	In continuance	No. community meetings No. of participants	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media
5.2.1.2 Organizing show in TV and radio	PR	In continuance	No. shows in radio/TV No. their copies in DVD No. of engaged Radio/TV	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media
5.2.1.3 Articles in the written and visual media	PR	In continuance	No. of publications No. of writings No. of videos No. of included people	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media
5.2.1.4 Organizing trainings om different campaigns for public and non-public actors	PR	In continuance	No. of activities No. of participants Training packages Evaluation questionnaires Experts reports	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media

5.2.1.5 Round tables/workshops/seminars/conferences	Project manager	In continuance	No. of activities No. of participants Time-period of meetings Conclusions of the meetings	PR Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media Field experts
5.2.1.6 Contacts and cooperation with the written/visual media to reflect the activities of WFE	PR	In continuance	No. of signed cooperation agreements No. of reflected activities	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media Field experts
5.2.2 Contacts and cooperation with the written/visual media to reflect the activities of WFE	PR	In continuance	No. of promoted contacts and activities	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media Field experts
5.2.3 Contacts and cooperation with public and non-public institutions	PR	In continuance	No. of signed cooperation agreements No. of realized activities No. of engaged institutions No. of participants	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media

5.2.4 Preparing and distributing awareness/informing materials	PR	In continuance	No. of prepared materials No. distributed materials	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media Publishing houses
5.2.5 Constant update of the social media of WFE	PR	In continuance	No. updates in social networks	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media
5.2.6 Presenting and promoting WFE in public meetings	PR	In continuance	No. of promoting activities No. of participants No. of engaged people	Similar experiences Financial resources Safe/proper Infrastructure Partnery with public/non-public institutions Written/visual/social media
6. Infrastructure				
Goal: Effective and efficient infrastructure for the activities of the organization				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
6.1 Effective use of material and non-material assets of the organization				
6.1.1 Effective maintenance of materials assets	Financial officer	In continuance	Long term use of equipment	Similar experiences Financial resources Safe/proper Infrastructure
6.1.2 Update of the web page, program “Alpha Business”, antivirus	IT	In continuance	Nr. Of web updates program ”Alpha Business”, antiviruses	Similar experiences Financial resources Safe/proper Infrastructure

6.2 Completing the infrastructure to realize the organization activities				
6.2.1 Finding possibilities to provide facilities owned by the organization	President	In continuance	No. of new assets in property of the organization No. of meetings No. of contacted people	Similar experiences Financial resources Safe/proper Infrastructure Donors Businesses
6.2.2 Finding the possibility to buy a transportation vehicle	President	In continuance	No. of initiatives to buy the vehicle	Similar experiences Financial resources Safe/proper Infrastructure Donors Businesses
6.3 Raising IT infrastructure on analyses, elaboration and report of the data				
6.3.1 Tendering for It services	Procuring's commission	Once	Service contracts for the IT Process paper of the commission Offers	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media
6.3.2 Buying the software	Financial officer	Once	No. of bought technology programs	Similar experiences Financial resources Safe/proper Infrastructure
6.3.3 Maintenance	IT	In continuance	N. o maintained equipment r	Similar experiences Financial resources Safe/proper Infrastructure
7. Networks and cooperation				
Goal: Unification and extension of common activities on gender equality issues				
Activities and sub-activities	Responsible person	Time deadline	Indicators	Resources
7.1 Including WFE in other networks				
7.1 Including WFE in other	President	In continuance	No. of identified networks	Similar experiences

networks			No. of networks	Financial resources Safe/proper Infrastructure Written/visual/social media Local/national/international networks
7.1.1 Identifying networks with the same focus of WFE within the country and abroad	President	In continuance	No. of signed agreements	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Local/national/international networks
7.1.2 Signing cooperation agreements	Director of the program/service	In continuance	No. of prepared experiences	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Local/national/international networks
7.1.3 Issuing the work methodology in the network	Director of the program/service	In continuance	No. of issues programs/projects	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Local/national/international networks
7.1.4 Issuing and implementing common programs/projects	Lobbying director	In continuance	No. of common realized activities No. of participants	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media

				Local/national/international networks
7.1.5 Lobbying and advocacy on gender issues Exchanging positive experiences	Lobbying director	In continuance	No. of activities where the staff has participated Training packages Evaluation questionnaires	Similar experiences Financial resources Safe/proper Infrastructure Written/visual/social media Local/national/international networks