

**ACTION PLAN FOR THE IMPLEMENTATION OF HUMAN RIGHTS AND
GENDER QUALITY POLICY IN MKSF AND KSF**

Action Plan Goal	Create required mechanisms within the MKSF and KSF for functioning of the legal framework for the integration of human rights and tender equality in all aspects of MKSF and KSF work, increase awareness of MKSF and KSF employees, and achieve international standards in the area of human rights, gender equality and protection of communities.
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OBJECTIVE	IMPLEMENTATION			EVALUATION	
	What action should be taken?	What organizations?	Who will supervise them?	What will be the result?	Timelines and Reporting
I. Improve gender and community balance	1. Organize special campaigns for women and communities during the recruitment process; 2. Lobby continuously through written and electronic media about MKSF and KSF work and achievements	LFC Gender Equality Officer, mKSF Human Rights Unit and mKSF Community Affairs Unit and mKSF Public Affairs Office	Highest managerial hierarchy, through periodic reports	Achieve the quotas as foreseen in internal and central policies of the Republic of Kosovo	Continuously and according to circumstances, and reporting is weekly, quarterly and annual.
II. Strengthen the role of women and communities in mKSF and KSF	1. Involve women and communities in decision-making processes, such as boards, committees and different working groups;	Hierarchic chain of command, as well as LFC Gender Equality Officer, mKSF Human	Highest managerial hierarchy	Achieve international standards in including women and communities in decision-making	Continuously and according to circumstances, and reporting is weekly,

	2. Involve women and communities in missions abroad.	Rights Unit and mKSF Community Affairs Unit		processes	quarterly and annual.
III. Build educational capabilities in the security sector on human rights and gender equality	<p>1. Basic training for all mKSF and KSF personnel;</p> <p>2. Organize conferences, seminars, tables and debates to raise awareness about gender equality and human rights;</p> <p>3. Prepare and distribute leaflets;</p> <p>4. Publish a brochure regarding mKSF and KSF activities on Human Rights, Gender Equality and Communities.</p>	mKSF and KSF respective departments and sections, as well as other domestic and international bodies that provide training courses in the area of the security sector	Highest managerial hierarchy, through periodic reports	Professional training and awareness of mSKF and KSF personnel	Continuously and according to circumstances, and reporting is weekly, quarterly and annual.
IV. Create/strengthen institutional gender equality mechanisms according to the legislation in force and current policies	<p>1. By using and implementing standards from international conventions;</p> <p>2. Implement internal legal mechanisms and standards;</p> <p>3. Establish boards.</p>	Human Rights Unit, Gender Affairs Unit, Legal Department and Personnel Department	Highest managerial hierarchy, through periodic reports by Human Rights Unit and Community Affairs Unit	Achieve and implement international standards	Continuously and according to circumstances, and reporting is weekly, quarterly and annual.

V. Develop reporting system within mKSF and KSF	<ol style="list-style-type: none"> 1. Reporting of KSF units to mKSF through LFC; 2. Reporting to the Office of the Prime Minister. 	LFC Gender Equality Officer, mKSF Human Rights Unit and mKSF Community Affairs Unit	Highest managerial hierarchy	Create a sustainable and permanent reporting system	Continuously and according to circumstances, and reporting is weekly, quarterly and annual.
VI. Expand mKSF cooperation with respective domestic and international organizations	<ol style="list-style-type: none"> 1. Participation of mKSF and KSF in domestic and international seminars, training courses and conferences in the country and abroad; 2. Organize seminars, training courses and conferences on human rights, gender equality and community rights in mKSF and KSF for all external international stakeholders. 	LFC Gender Equality Officer, mKSF Human Rights Unit and mKSF Community Affairs Unit	Highest managerial hierarchy	Cooperate with domestic and international mechanisms, in order to exchange experiences in the area of human rights, gender equality and communities	Continuously and according to circumstances, and reporting is weekly, quarterly and annual.