



WOMEN, PEACE AND SECURITY

**NATIONAL ACTION PLAN 2020-
2024 OF THE REPUBLIC OF
CYPRUS IMPLEMENTING THE
UNITED NATIONS RESOLUTION
1325**



**INSTITUTION FOR GENDER
EQUALITY**



REPUBLIC OF CYPRUS

ABBREVIATIONS

1. UN	United Nations
2. EU	European Union
3. UNSC	United Nations Security Council
4. CEDAW	Committee on the Elimination of Discrimination against Women
5. NMWR	National Mechanism for Women's Rights
6. EASO	European Asylum Support Office
7. UNHCR	United Nations High Commissioner for Refugees
8. UNFICYP	United Nations Peacekeeping Force in Cyprus
9. WPS	Women, Peace and Security
10. NGO	Non-Governmental Organizations
11. NAP	National Action Plan
12. CAPA	Cyprus Academy of Public Administrations
13. MJPO	Ministry of Justice and Public Order
14. MFE	Ministry of Foreign Affairs
15. MLWSI	Ministry of Labour, Welfare and Social Insurance

First National Action Plan
Women, Peace and Security
2020 – 2024

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REVIEW OF THE PRELIMINARY DRAFT OF THE NATIONAL ACTION PLAN ON THE FULL IMPLEMENTATION OF RESOLUTION 1325 «WOMEN, PEACE AND SECURITY» BY THE REPUBLIC OF CYPRUS

1. Introduction

The Republic of Cyprus as Member State of the United Nations (UN), the European Committee and the European Union, has undertaken and fulfilled all relevant obligations which determine human rights standards and protection of fundamental freedoms.

Defined as a state under the rule of law and as a Member State of the European Union, the Republic of Cyprus respects the principles and values of the European Union (EU) and is committed to the objectives of 2030 Sustainable Development which create a stable connection between peace, respect of human rights, financial development, participatory governance and institutions and, mainly, gender equality.

Ensuring the national peace and security, resolving disputes by peaceful means and promoting reconciliation have been flagship objectives of the Republic of Cyprus over time.

As a result of the Turkish invasion in Cyprus in 1974, 36,2% of the Republic of Cyprus territory is under Turkish military occupation, while 160,000 Cypriot citizens, i.e. 1/3 of the population, have been violently forced to abandon their homes and have been living as refugees for 45 years now.

The gravest obstacle concerning the implementation of human rights for the Cypriot people remains the continuing illegal occupation of over one third of the Cypriot territory since 1974. The United Nations (UN) Council of Human Rights investigates the violations of human rights on an annual basis during the presentation of the Report by the UN Human Rights' High Commissioner in relation to the situation of human rights in Cyprus.

The case-law of the European Court of Justice for Human Rights clearly states that Turkey, as the occupying power, is held accountable for the violations of human rights at the occupied part of the Republic of Cyprus. The government of the Republic of Cyprus is in no position to apply and safeguard the compliance with the Treaties of Human Rights or the policies and rules in compliance with human rights laws in areas of the Republic of Cyprus which are beyond its effective control.

In most cases, women were not involved in inciting historical conflicts, yet they have suffered and continue to experience the most devastating consequences following these conflicts. Women have also undertaken the burden to restore social communities and societies after conflict.

Countless conflicts and long-term efforts had to take place so that the consequences on women resulting from armed conflict would be recognized by the international community and that it would be admitted that women are an integral part of any effort concerning the prevention of conflicts, any peace agreement, the promotion of reconciliation and reconstruction of indigenous communities in the aftermath of conflict.

In 2000, the United Nations Security Council (UNSC) unanimously adopted Resolution 1325 entitled «Women, Peace and Security» according to which women should participate in creating and maintaining peace at local, national and international level. This is the first time ever that this international body, which is a more markedly male preserve, acknowledged the effects of warfare on female population, as well as the importance of maintaining peace and security for the vulnerable social groups. The unanimous approval of this document is a recognition of gender inequalities as well as the contribution of women in prevention and resolution of armed conflicts worldwide. Additionally, the UN Security Council Resolution 135 is facing the impact of war on women, regardless of age. Therefore, part of it is devoted to the protection of women rights, the protection of women from gender violence, especially from rape or other forms of sexual abuse. It also highlights the central role that both women and girls play during conflicts, in order to achieve sustainable peace, as well as the importance of recognizing women as leaders and active players.

Resolution 1325 on «Women, Peace and Security» constitutes an important milestone, since it is the first time ever that the UN Security Council focuses exclusively on women, as part of society, who are directly affected by armed warfare.

The Resolution is not only significant because it acknowledges the disproportionate and specific impact of conflicts on female population regardless of age, the prevention and resolution of conflicts, but it also highlights the underestimated role of women in building peace and in reconstructing and rebuilding actions following community or military operations.

The Republic of Cyprus has gone through conflicts for most of its history. Almost 60 years have passed since its independence, yet it remains forcibly divided, while 36,2% of its territory remains under Turkish occupation and military control.

Despite the continuing occupation by the Turkish army and the grave challenges that it imposes on the island, the Republic of Cyprus remains fully committed to protecting human rights and fundamental freedoms for all citizens and persons who are under international protection, regardless of origin, gender, social status, language, religion or personal convictions, sexual orientation, disability etc.

The Republic of Cyprus believes that the proper implementation of decision 1325 by the UN Security Council, as well as subsequent relevant resolutions, cannot be achieved in isolation. The effective participation of women in peace procedures is a powerful process aiming at women's integration and equality. This effective participation is particularly important within the traditional security field, which is a more markedly male preserve, where issues concerning the circle of conflicts are investigated.

The preparation of this National Action Plan was coordinated by the Institution of Gender Equality along with the contribution of the National Mechanism for Women's Rights, the Ministry of Foreign Affairs, the Ministry of Justice and Public Order – the Police and the Equality Unit, the Ministry of Defense – the Cyprus National Guard, the Ministry of the Interior – the Asylum Service, the

Civil Registry and Migration Department – the Cyprus Civil Defense, the Commissioner for Administration and Protection of Human Rights Office, the Greek Cypriot Negotiator for the Cyprus issue Office, Non-Governmental Organizations as well as civil society in general. The National Action Plan covers the period 2020 – 2024.

2. Part One

2.1 Listing of actions and policies undertaken by the Republic of Cyprus following the United Nations Security Council Resolution 1325 as a means of ensuring and complying with these and other relevant Resolutions.

2.2 Listing of actions taken by the Republic of Cyprus following the United Nations Security Council Resolution 1325 as a means of ensuring and complying with these and other relevant Resolutions on the Peace Process in Cyprus.

3. Part Two

3.1 Further actions and measures which will be taken by the Republic of Cyprus to fully implement Resolution 1325.

Pillars and Measures

The Republic of Cyprus is committed to undertaking the following four pillars of action under the first National Action Plan:

3.2 Pillar 1:

Participation and Reinforcement

3.3 Pillar 2:

Protection

3.4 Pillar 3:

Prevention

3.5 Pillar 4:

Promotion and Information on Resolution 1325

4. Methodology

The initiative and coordination regarding the first National Plan by the Republic of Cyprus on the implementation of Resolution 1325 was undertaken by the Institution of Gender Equality, which prepared this plan on the basis of the following procedures as a result of a wide-ranging cooperation and consultation process. This strategic plan was drawn up in cooperation with all relevant government departments, women organizations and other NGOs, academic institutions and human rights bodies. CEDAW report (2019) comments were taken into consideration, as well as those by the UN Secretary General about Cyprus in relation to the agenda «Women, Peace and Security».

At first, the Commissioner of the Institution of Gender Equality informed all relevant Ministries/Departments, political/union and non-governmental organizations, as well as the civil society in general, about initiating procedures to prepare the National Action Plan, while at the same time inviting them to actively participate and contribute to its development.

A wide-range consultation process between all bodies mentioned above preceded the preparation of the plan. After the completion of the first draft in an open procedure, the final draft is published for further broad public consultation. During the consultation process, all opinions/proposals would be recorded, processed and included in the draft accordingly.

5. Observation & Evaluation

The «Women, Peace and Security» (WPS) Agenda in Cyprus, is committed to consistently providing a gender analysis and monitoring/evaluation on grounds of gender to ensure accountability and transparency.

A Committee of Observation and Evaluation of the National Action Plan will be established by the Institution of Gender Equality. The Committee's role will be advisory, while aiming to provide help and guidance on the implementation of this Resolution.

Pillars - Actions

Pillar 1: Participation and Reinforcement

Strategic Objective: Enhancing active participation of women in political decision making in order to take part, mutatis mutandis, in conflict prevention, reconstruction and maintaining peace.

	Actions	Implementing Body Ministry/ Department/ Office	Implementation Timeframe	Costing	Monitoring Indicators
1.1	<p>Promotion of gender equality in negotiations to resolve the Cyprus problem.</p> <ul style="list-style-type: none"> Active effort to increase participation of women in negotiations and involvement 	<p>Coordination by</p> <p>MFA</p>	2020-2024	No cost	<ul style="list-style-type: none"> Percentage of women dealing with negotiation issues on the Cyprus problem and other Cyprus-problem related issues at all levels.

	<p>in Cyprus-problem related issues, at all levels.</p> <ul style="list-style-type: none"> • Active effort to increase participation of women in Technical Committees. Support on action results delivered by the Gender Equality Technical Committee (consultation process with women's organizations and civil society and submission of relevant applications to enhance the gender point of view within the functioning of the state after the solution of the Cyprus problem). 				<ul style="list-style-type: none"> • Percentage of women participating in technical committees, at all levels. • Number of meetings held by the Gender Equality Technical Committee and consultation processes to enhance the gender point of view.
1.2	Encouraging more women in taking up high, leading positions in the Government		2020-2024	No cost	<ul style="list-style-type: none"> • Percentage of women in leadership positions concerning peace and

	<p>concerning peace-maintaining tasks and security tasks, in the Ministry of Foreign Affairs and in international and regional institutions.</p> <ul style="list-style-type: none"> • Creation of a list with leading positions on matters of peace and security. • Creation of a list with leading positions within the Ministry of Foreign Affairs and the percentage of men and women in these positions. • Promoting women candidates in order to take up leadership positions in international organizations. 	<p>MFA and other Ministries in cooperation with the Institution for Gender Equality</p> <p>NMWR</p> <p>Equality Unit,</p> <p>Police</p> <p>Ministry of Defense</p>			<p>security matters in various Government Services.</p> <ul style="list-style-type: none"> • Increase in the number of women taking up leadership positions in the Ministry • Percentage of women who are being promoted to take up leadership positions in international organizations.
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r1.3	<p>Organizing a pilot program for young women who will be trained to acquire leadership skills in executive positions and will be given the opportunity to take up an important role in the Agenda of Resolution 1325 in Cyprus.</p> <ul style="list-style-type: none"> • Experience-based workshops and seminars. 	<p>Institution of Gender Equality in cooperation with the MFA and the CAPA Youth Organizations Academic Institutions</p>	2020-2024	€15,000	<ul style="list-style-type: none"> • Number of women participating in the program. • Number of seminars and workshops implemented.
1.4	<p>Support on women candidates at elections with training programs and preparation, including training on the Mass Media.</p>	<p>NGO Women Organizations NMWR</p>	2020-2024	€20,000	<ul style="list-style-type: none"> • Number of women candidates participating in the training program. • Number of actions implemented.

		Institution of Gender Equality Equality Unit of MJPO			
1.5	<p>Increase in the number of women originating from areas that are directly affected by conflicts in order to participate in peace-making and be involved in post-conflict reconstruction.</p> <ul style="list-style-type: none"> Financial support for projects by international institutions and organizations within the framework of the developing and humanitarian policy of 	<p>MFA in cooperation with the Institution of Gender Equality and other authorities</p>	2020-2024	€15,000	<ul style="list-style-type: none"> Number of projects by international institutions and organizations, in relation to the overall number of projects, which were financially supported by the Republic of Cyprus thus aiming at maximizing participation of women in peace-making and post-conflict reconstruction.

	Cyprus aiming at maximizing participation of women in peace-making and post-conflict reconstruction.				
1.6	<p>Participation and contribution of women who have prior experience and expertise in gender issues and conflicts, at meetings and conversations related to peace-making and security matters.</p> <ul style="list-style-type: none"> • Creation of a Permanent Consultation Mechanism where women will be assigned in leadership positions related to 	<p>MFA</p> <p>in cooperation with the</p> <p>Institution of Gender Equality</p> <p>NMWR</p> <p>NGO</p> <p>Women Organizations</p>	2020-2024	No cost	<ul style="list-style-type: none"> • Number of meetings held by the Consultation Mechanism. • Number of cases where the Consultation Mechanism opinions were asked. • Number of proposals on behalf of the Consultation Mechanism which were

	<p>peace-making matters, academic women/experts in gender and/or conflict matters as well as organization representatives of civil society for gender equality and peace and security matters, for decision making concerning matters of peace and security as well as UN Security Council Resolution 1325. Official meetings shall be held once every four months and even more frequent communication shall take place by phone or e-mail in order to exchange proposals</p>	<p>Academic Institutions</p>			<p>taken into consideration in forming the Cyprus position.</p> <ul style="list-style-type: none"> • Increase of number of women who are experts in peace and security and/or gender matters, and who participate in meetings related to peace and security matters.
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	<p>submitted for decision-making, with a view to the forthcoming meetings, concerning negotiations on resolutions and discussions.</p> <ul style="list-style-type: none">• Effort so that women of expertise would participate, if possible, in gender or/and conflict matters along with institution representatives for gender equality and peace and security matters at international institutions' meetings related to peace and security matters.				
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1.7	<p>Extension of the Pournara Reception Centre in Kokkinotrimithia. Additionally,</p> <p>(a) replacement of the tents with more permanent facilities,</p> <p>(b) creation of a special place for unaccompanied minors and</p> <p>(c) full operation of the Centre by the Asylum Service.</p>	Civil Defense	2020-2024	Covered within the framework of the PAIONAS European program	<ul style="list-style-type: none"> • Extension of the Centre. • Replacement of the tents. • Creation of a new special place. • Operation of the Centre by the Asylum Service.
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Pillar 2: Protection

Strategic Objective: Enhancing the protection of women and girls from gender violence and sexual abuse during armed warfare.

	Actions	Implementing Body Ministry/ Department/ Office	Implementation Time	Costing	Monitoring Indicators
2.1	<p>Organization of seminars and workshops addressed to frontline officers in an attempt to make them more gender sensitive as well as capable of dealing with incidents involving victims of violence (locate and identify victims of human trafficking as well as victims of criminal acts).</p> <ul style="list-style-type: none"> The National Guard 	<p>Ministry of Defense</p> <p>Ministry of Interior</p> <p>MJPO</p> <p>Ministry of Health</p> <p>Institution of Gender Equality</p> <p>MFA</p>	2020-2024	<p>Covered by EASO</p> <p>Covered by EASO</p>	<ul style="list-style-type: none"> Number of women participating in seminars/ workshops. Number of seminars/ workshops implemented.

	<ul style="list-style-type: none"> • Police • Teachers • Civil Defense • Ministry of Health • Asylum Service • Social Welfare Services 	Ministry of Education and Culture MLWSI (Social Welfare Services Department) In cooperation with CAPA NGO Women Organizations			
2.2	Conducting an investigation to ensure that national rules and legislations are compatible with the international standards and mechanisms according to Resolution 1325.	Institution of Gender Equality in cooperation with the MFA	2020-2024	€5,000	<ul style="list-style-type: none"> • Number of rules and legislations of the national legislation that need to be adjusted.

2.3	Annulment of Articles violating women's rights. Establishment of new legislation protecting women's rights during or after armed conflict.	Institution of Gender Equality in cooperation with the MFA	2020-2024	€8,000	<ul style="list-style-type: none"> • Number of cancelled Articles violating women rights during or after armed conflict. • Number of new established legislation for women rights protection during or after armed conflict.
2.4	Enhancing psychological support provided to both victims and villains including medical care and treatment.	Ministry of Health	2020-2024	No additional cost – this action is under another Strategic Plan	<ul style="list-style-type: none"> • Number of measures taken to reinforce any psychological support including medical care and treatment provided to both victims and villains.
2.5	Protection of women and girls in areas affected by conflicts, gender-based violence, sexual exploitation and abuse and other women's human	MFA	2020-2024	€20,000	<ul style="list-style-type: none"> • Percentage of international organization activities, over the total number of activities, supported by the

	<p>rights and humanitarian law violations, reconstruction and relief.</p> <ul style="list-style-type: none"> Financial support to international organizations' activities working for women and girls' protection in areas affected by conflicts, gender-based violence, sexual exploitation and abuse and other human rights' violations. 				<p>Republic of Cyprus in favour of women and girls' protection in areas affected by conflicts, gender-based violence and/or sexual exploitation and abuse and/or other women human rights violations and/ or humanitarian law violations, as well as reconstruction and relief provisions to both women and girls provided that they fall under this category.</p>
2.6	<p>Support - including financial if necessary – of women's initiatives that are promoting peace in Cyprus.</p>	MFA	2020-2024	€15,000	<ul style="list-style-type: none"> Number of Women's Organizations receiving support.

		In coordination with other competent authorities			<ul style="list-style-type: none"> • Increase in women's initiative for peace matters, supported and encouraged by the Republic of Cyprus.
2.7	Creation of shelters/protection areas that provide shelter and protection to civil population during conflicts.	Civil Defense	2020-2024	This project has its own budget (Covered by the shelter program, which was initiated in 1999 and it is still ongoing)	<ul style="list-style-type: none"> • Number of shelters created.

Pillar 3: Prevention

Strategic Objectives: Conflict prevention, including gender violence, as well as sexual exploitation and abuse on women/girls during armed conflicts which is of crucial importance.

	Actions	Implementing Body Ministry/ Department/ Office	Implementation Time	Costing	Monitoring Indicators
3.1	Creation of a military gender consulting council that will take into consideration human safety and will be compatible with Resolution 1325	Ministry of Defense in cooperation with the MFA and the Institution of Gender Equality	2020-2024		<ul style="list-style-type: none"> • Number of meetings held for the members of the military council. • Number of women participating in the military council.
3.2	Manual of Conduct for the personnel in military and political missions regarding their obligations, respect of	Institution of Gender Equality (coordination of	2020-2024	€8,000	<ul style="list-style-type: none"> • Completion of the Manual of Conduct.

	human rights related to women and girls, including women serving in the army , during conflicts, peace negotiations and periods of peace building and maintaining.	all departments concerned) High Commissioner for Human Rights Equality Unit of the MJPO Ministry of Defense Asylum Service			
3.3	Introduction of a special form to identify vulnerable groups such as victimized women, sexually abused women, women suffering from genital mutilation etc.	Asylum Service Ministry of Health	2020-2024	€1,000	<ul style="list-style-type: none"> Introducing a special form for identifying vulnerable groups.
3.4	Re-establishment of the Women's Cultural Centre.	Institution of Gender Equality	2020-2024	€20,000	<ul style="list-style-type: none"> Successful re-establishment of the cultural centre.

3.5	<p>Organization of several events at the Women's Cultural Centre in order to promote peace, cooperation, mutual understanding and friendship among Cypriot women regardless of community origin, as well as gender equality.</p> <ul style="list-style-type: none"> • Organization of bi-communal / multicultural events • Art works' exhibitions • Organization of a Poetry Night 	<p>NGO</p> <p>Women Organizations</p> <p>Institution of Gender Equality</p> <p>NMWR</p> <p>Equality Unit of the MJPO</p> <p>Academic Institutions</p> <p>All Ministries concerned/ departments/ Commissioners</p>	2020-2024	€10,000	<ul style="list-style-type: none"> • Number of events organized at the cultural centre. • Number of women participating from each community.
3.6	<p>Consultation Committee Recommendation, Observation and Evaluation of the National Action Plan on</p>		2020	No cost	<ul style="list-style-type: none"> • Consultation Committee Recommendation, Observation and Evaluation of the NAP.

	the implementation of Resolution 1325.				
3.7	Organization of specific seminars for frontline officers who go through the process of providing accommodation to people who need protection. Seminars are about gender awareness, gender sensitive matters and ways to deal with various cases concerning victims of violence.	Civil Defense in cooperation with the Institution of Gender Equality and CAPA	2020-2024	€ 4,000	<ul style="list-style-type: none"> • Number of specific seminars organized for frontline public officers. • Number of women – frontline public officers participating at these specific seminars.
3.8	Integration of an additional lesson in the lesson plan offered to volunteers and other members about gender equality and women's protection.	Civil Defense	2020-2024	€ 500	<ul style="list-style-type: none"> • Number of lessons provided to volunteers and other members involved. • Number of women participating.

3.9	<p>Preparation of information material in printed and electronic form in order to inform people accommodated in camps, in Greek, English and Arabic.</p> <p>There will be records in the document of:</p> <ul style="list-style-type: none"> • what constitutes harassment and what doesn't • the procedure for a fair examination of a complaint (who they will address it to and how) 	Civil Defense	2020-2024	€2,000	<ul style="list-style-type: none"> • Number of printed information material distributed. • Number of electronic material distributed. • Number of women that were informed.
3.10	Preparation of procedures by employees, volunteers, other members and people who	Civil Defense	2020-2024	€500	<ul style="list-style-type: none"> • Completion of procedure.

	need protection concerning psychological and/ or sexual harassment.				
3.11	Preparation of a protocol of action by the members of the Civil Defense who are responsible for the protection of the population and of vulnerable groups in cases of accusations of harassment and/ or violence (internal rules for immediate, fair, confidential and effective investigation of accusations concerning harassment and/ or violence).	Civil Defense in cooperation with the High Commissioner for Human Rights Office	2020-2024	€500	<ul style="list-style-type: none"> • Number of printed material distributed. • Number of electronic material distributed. • Number of women that were informed.

Pillar 4: Promotion and Information about UN Resolution 1325

Strategic Objectives: Information and awareness-raising about Resolution 1325 in our country, directed at civil society in general, with particular emphasis on rural areas.

	Actions	Implementing Body Ministry/ Department/ Office	Implementation Time	Costing	Monitoring Indicators
4.1	<p>Awareness-raising campaigns taking place in all areas controlled by the Republic of Cyprus, particularly focusing on rural areas and schools.</p> <ul style="list-style-type: none"> • Educational campaigns • Seminars • Workshops 	<p>NMWR MFA Ministry of Education and Culture Institution for Gender Equality High Commissioner for Human Rights</p>	2020-2024	€10,000	<ul style="list-style-type: none"> • Number of women that participated in the awareness-raising campaigns. • Number of women that were informed. • Number of awareness-raising campaigns implemented.

		Equality Unit of the MJPO NGO Women Organizations			
4.2	<p>Organization of seminars to inform about and promote Resolution 1325 addressing all communities living in Cyprus.</p> <ul style="list-style-type: none"> • Cypriot-Turkish Community • Armenian Community • Latin Community • Maronite Community • Domestic work services and immigrants 	<p>NGO Women's Organizations NMWR Institution for Gender Equality Equality Unit of the MJPO</p>	2020-2024	€10,000	<ul style="list-style-type: none"> • Number of actions implemented. • Number of women that participated from each community.
4.3	Seminars addressed to Public Officers on the	Institution for Gender Equality	2020-2024	€5,000	<ul style="list-style-type: none"> • Number of seminars implemented.

	implementation of Resolution 1325.	in cooperation with MFA and CAPA			<ul style="list-style-type: none"> Number of women that participated in the seminars.
4.4	Publication of an information leaflet consisting of three pages about the provisions, aims and objectives of Resolution 1325.	Institution for Gender Equality in cooperation with the MFA	2020-2024	€5,000	<ul style="list-style-type: none"> Number of information material published.
4.5	Distribution of the information and clarification leaflet, consisting of three pages to civil society.	Institution for Gender Equality MFA Ministry of Education and Culture NMWR	2020-2024	€5,000	<ul style="list-style-type: none"> Number of information material distributed. Number of information material distributed in rural areas.

		NGO Women Organizations			
4.6	Information and public awareness of people, particularly those who are part of vulnerable groups that might need protection and are accommodated at the Reception Centre, on matters concerning their own personal protection and security.	Civil Defense	2020-2024	Will be implemented in cooperation with other government departments within the framework of their standard work. No cost.	<ul style="list-style-type: none"> • Number of illustrative/informative actions implemented. • Register which vulnerable groups have been informed.