



# **Gender Equality Plan – University of Tirana**

**01.06.2022 – 31.05.2024**



The Gender Equality Plan of the University of Tirana was developed as part of the European project LeTSGEPs “Leading Towards Sustainable Gender Equality Plans in research performing organizations”. The project LeTSGEPs “Leading Towards Sustainable Gender Equality Plans in research performing organizations” received funding from the European Union’s Horizon 2020 Research and Innovation program under Grant Agreement n° 873072



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## ACRONYMS

GB	Gender Budgeting
GEP	Gender Equality Plan
LeTSGEPs organizations	Leading Towards Sustainable Gender Equality Plans in research performing
SDGs	Sustainable Development Goals
UT	University of Tirana



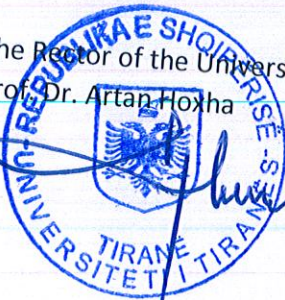
## REMARKS

The Gender Equality Plan (GEP) of the University of Tirana (UT) is a policy document covering a two-years period (01.06.2022 – 31.05.2024) showing the readiness of our institution to implement measures and actions to reduce gender inequalities and enhance diversity, while continuing to build an honest and communicative learning and work environment where people are treated equally and there is no discrimination.

As the biggest university in Albania, it is our duty to start and support a cultural and institutional change that will show new generations that we appreciate their individuality and originality and we are actively working against any kind of prejudice and stereotypes in our institution.

The measures and actions in this document intend to continue the work started in 2021 with measures taken by our University and to explore new actions that will serve to overcome the obstacles that still exist and build upon the experience of our first GEP last year.

The Rector of the University of Tirana  
Prof. Dr. Artan Hoxha





## INTRODUCTION

The University of Tirana developed and approved a Gender Equality Plan (GEP) for the first time in May 2021. This plan was developed as part of the European project "Leading Towards Sustainable Gender Equality Plans in research performing organizations" (LeTSGEPs) in line with the requirements of the European Commission that will consider GEPs as an eligibility criterion for public bodies, higher education, and research organizations from Member States and Associated Countries in their application to the Horizon Europe projects and in line with the United Nation's SDG Agenda 2030.

The first GEP introduced by UT was based on the context analysis of the institution and the needs that were revealed from a survey that was carried out with the university staff before the introduction of GEP. This plan has been implemented over a one-year period starting in June 2021 until May 2022. The main aim for the University of Tirana was to raise awareness and design and implement measures and actions that would lead to systemic institutional change, which would address gender bias in university and foster the use of Gender Budgeting (GB) within GEP.

We strongly believe that promoting gender equality is crucial to promote better working conditions and perform research that is more responsive to societal needs.

The GEP for 2022-2024 has been designed in a participatory process, and different stakeholders were involved in this process. Their involvement was very important to overcome challenges and resistance throughout the process. The stakeholders were involved through different events that were organized throughout the year.

The specific objectives, the measures, and the actions for 2022-2024 are based on a continuous reflective process that started with a report for the 2021-2022 GEP and continued with several brainstorming sessions organized with gender equality experts and stakeholders at UT. The identification of problems found during the implementation of the first GEP and the discussion of measures that were taken to overcome challenges allowed for the identification of future areas of intervention to be addressed in the following GEP.

The plan will be effective for the years June 2022-May 2024 and defines the framework and the measures that the Tirana University will pursue in order to promote and improve gender equality within the organisation and prevent discrimination both by balancing different genders in leadership roles and building a culture that strives to eliminate obstacles and conscious bias for all genders equally and raise awareness across the whole organisation about unconscious gender bias.

The intervention areas identified for new GEP are the same as for the first one. They are as follows:

- Increase the participation of women in research, innovation, and improvement of their career prospects.
- Gender balance in leadership and decision-making.
- Integration of gender dimension into research and teaching.
- Work-life balance and organizational culture.
- Prevention of gender-based violence including sexual harassment.



## IMPLEMENTING THE FIRST GEP AT THE UNIVERSITY OF TIRANA

The University of Tirana is the first academic institution in Albania that approved and implemented a gender equality plan for the period June 2021- May 2022. A thorough context analysis has identified several imbalances and inequalities, and it has provided a roadmap for measures and actions included in the UT's GEP. The main purpose was the introduction of gender equality plans and gender-Budgeting (ALL) as effective instruments used to sustainably transform organisational processes, cultures, and structures to combat and reduce gender imbalances and inequalities.

The first GEP had 13 actions, and most of them were implemented in the period June 2021-May 2022. Considering that this GEP was designed and implemented for the first time and the number of institutional and administrative changes that it required, we may consider the implementation of this GEP as a success for the University of Tirana.

During this year, we have created an excellent network of stakeholders and we have made progress with the collection of gender-based data, which gave us more confidence in redefining some measures and actions and including new ones in order to improve the implementation of gender mainstreaming objectives in our university.

Some of the achievements and challenges during the implementation of the first plan are summarized below.

The LeTSGEPs team at UT worked with the HR department to facilitate the process of **appointing a gender focal point** at the University level. Several stakeholders were included in the implementation of this action. In December 2021, the rector appointed the first gender focal point for the University of Tirana.

The GEP working group also supported the HR department in drafting the job description for this position. Based on this document, the **gender focal point** coordinates and monitors the design and implementation of the GEPs, identifies the needs for gender statistics and gender indicators at the institutional level, coordinates and provides cooperation with all main units of UT for the inclusion of gender statistics/gender indicators in their periodic reports, etc.

**Collecting gender-sensitive data** has also been a priority of the UT team in the first year of GEP's implementation. The team was able to collect gender disaggregated data only for 3 indexes at the beginning of the project. Thanks to capacity-building activities, the institution can now collect and report 7 out of 13 gender-sensitive indicators. The indicators that are currently being collected and reported are:

- *Students enrolled in tertiary education by sex and field of education;*
- *Women among doctoral graduates by field of education;*
- *Women among doctoral graduates by narrow field of education (STEM)*
- *Proportion (%) of men and women in a typical academic career, students and academic staff.*
- *Proportion (%) of women among academic staff, by grade and total*
- *Glass Ceiling Index*



- *Proportion (%) of grade A staff among all academic staff, by sex.*

On the 11<sup>th</sup> of November 2021, the University of Tirana organized a **workshop** of the National Stakeholder's System to promote the GEP and to share its experience with **researchers from multidisciplinary research groups**. The workshop hosted many excellent contributions from the guest speakers, who represented a variety of universities, research funding organizations, agencies, and other stakeholders. UT was highly appreciated for this initiative, especially from the National Agency for Scientific Research and Innovation, whose General Director emphasized the importance of all universities designing and implementing their own Gender Equality Plan.

UT also organized a workshop on December 19<sup>th</sup>, 2021 to **promote equal representation** of female academic staff **in decision-making** bodies. The meeting was focused on how to help with collecting and analysing gender-sensitive data and what regulations can be used to offer flexible working hours for young researchers.

Although there have been some efforts in the past to introduce knowledge about gender equality in the university curricula and to include more gender content in teaching materials, UT has decided to **introduce Gender equality elective courses for Bachelor/Master Programs at the UT level**. UT has taken action to introduce several new chapters and topics related to gender mainstreaming, gender equality, and gender budgeting. Even though no new course was possible to implement, successful efforts have been made to include new topics and new chapters in existing courses. For example, materials on Gender Budgeting were included in the required course "Managerial Accounting", at the Finance and Accounting offered for students at the bachelor level. It is estimated that almost 200 students have been exposed to this updated curriculum containing Gender Budgeting content. A new chapter on "Gender Based Decision Making" has been included in the programme of the course Decision Making in Public Organizations, in the Professional Master of Public Administration, at the Management Department, and Faculty of Economy.

The same approach has been followed by the Faculty of Social Sciences. They updated the syllabuses and included new topics like gender mainstreaming in public and social policies, principles of gender equality in public policy planning and Budgeting, etc.

The Academic Senate approved a new Master of Science program on "Diversity, Equal Opportunities and Social Inclusion". Among various modules, three of them are dedicated to gender equality. The programme will be offered for the first time in the academic year 2022-2023.

Improvement of **gender-sensitive statistics and indicators** and using them on annual reports is a priority of UT. During the period of May 2021 – March 2022, the UT LeTSGEPs team has worked closely with different stakeholders to address this issue. The LeTSGEPs team is working on a manual for the collection of gender-sensitive data.

UT has included in the first plan two actions that address issues related to gender-based violence and age discrimination. UT has managed so far to find support to **introduce measures to prevent gender-based violence and harassment in the university regulations**. UT signed a memorandum of understanding with UNDP Albania which consists of the protection of academic and administrative staff and students from all types of violence. Both parties are cooperating to develop a relevant policy and procedures for the prevention and adequate treatment of cases of violence, harassment,



and sexual harassment in the workplace. In the framework of cooperation, continuous training will be provided for all levels of management in all the main units of UT. The action is continuous and the implementation will take longer than anticipated as the intervention will be more complex and accompanied by other activities.

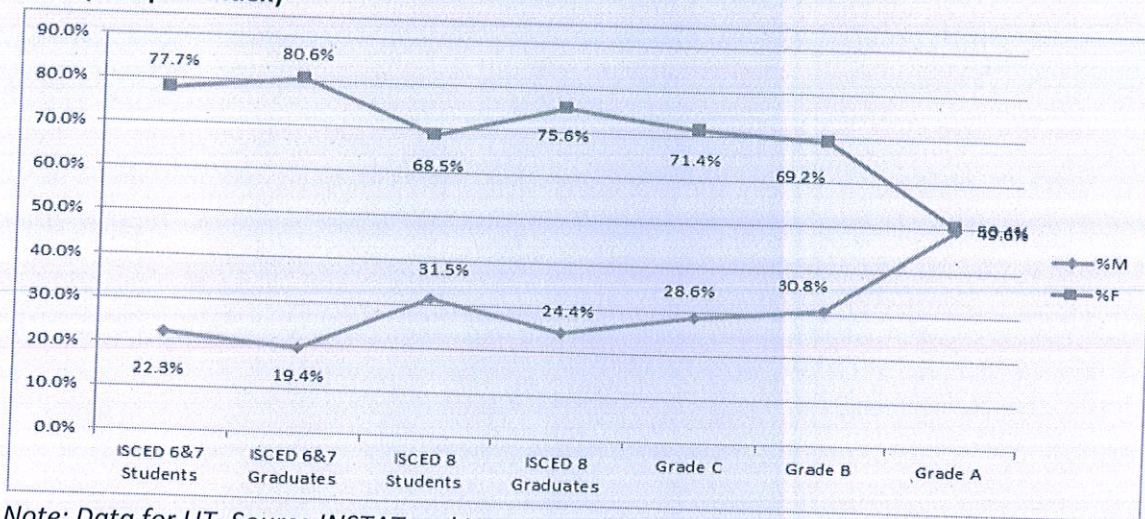
## GENDER CONTEXT ANALYSIS IN UNIVERSITY OF TIRANA

The new GEP will contain measures developed based on the needs and context analysis of the University of Tirana. Below are some findings on gender gaps in our institution based on existing statistics:

- The analysis of the student component by gender in UT shows that the number of women is higher than that of men in almost all fields of study in UT. Specifically, the examination of students enrolled by fields of study shows the widespread phenomenon known internationally as horizontal segregation, where women at the University of Tirana represent from 57% (Information and Communication Technologies) to 89% (Education) of the total students in the respective field of studies.
- Referring to the data from UT, there are more female doctoral graduates in all fields of study. The percentage of female doctoral graduates is from 54% in the fields of social sciences, journalism, and information to almost 100% in the fields of information and communication technologies.
- Looking at the composition by gender along the academic career path in UT, starting from the position of student, passing through the research doctorate to becoming a researcher (C), associate professor (B) and full professor (A), the effect of the so-called leaky pipeline is easily recognized. In fact, women represent 77.9% of the students and academic staff at UT. In the later stages of career, the presence of women is reduced progressively, falling to 69.2% among the associate professors and to 50.4% among the full professors. Probably, the transition from Associate Professor to the position of Full Professor is the most critical phase for women, in which they should meet a lot of research and publication requirements. This decline in female participation from Associate Professor to Full Professor has something to do with family obligations as well as other factors related to the high cost of research activities and publications. Further data collection should be provided during the second phase of GEP implementation to properly define the measures that should be taken from the University.



**Figure 1. Proportion (%) of men and women in a typical academic career, students, and academic staff (Complex index)**



Note: Data for UT. Source INSTAT and UT

- Table I below shows a more in-depth analysis of gender by looking only at grade A, the position of full professor in UT. In percentage terms, the presence of female professors out of the total female academic staff is 13.3%, while the male one is about 25.4%. This confirms that some social, cultural, economic, or institutional barriers may have limited females' careers.

**Table I. Proportion (%) of grade A staff among all academic staff, by sex**

PARTNER:	Data for UT		
	10 Proportion (%) of grade A staff among all academic staff, by sex		
INDEX:	M	F	TOT
%GRADE A/TOTAL	25.4%	13.6%	17.7%

Note: Data for UT. Source INSTAT and UT

- The Glass Ceiling index is determined as the ratio between the share of women in the teaching staff (grade A + grade B + grade C) and the share of women in the role of full professors (grade A). The value of this index can vary from 0 to infinity. An index value of 1 indicates that there is no difference between women and men in terms of probability to reach the maximum career level (full professor); an index value of less than 1 means that the share of women in the maximum achievable role is higher than their average presence among the teaching staff (grade A + grade B + grade C); an index value higher than unity instead shows the presence of the effect known as "glass ceiling effect", which sees women less represented in the top positions (grade A) than their average presence area of teaching staff (grade A + grade B + grade C). In general, the higher the value assumed above the unit by the Glass Ceiling index, the stronger the effect of the glass ceiling and the more difficult



it is for women to reach the peak of academic career. The Glass Ceiling index for all higher educational institutions in Albania is 1,33, which indicates the barriers to the career progression of female academic staff.

The above analysis provided evidence that there is a gender inequality in research, leading to insufficient representation of women in leadership positions.

### **GOAL AND SPECIFIC OBJECTIVES OF THE GEP FOR 2022-2024**

UT's GEP is based on the institutional context and needs and has been elaborated based on an analysis carried out for the implementation of the first plan (May 2021-2022 May).

The main goal is to continue to increase awareness and design and implement measures and actions that transform organizational processes, cultures, and structures in order to reduce gender inequalities through fostering the use of Gender Responsive Budgeting and other tools.

The intervention of the institution is focused on the following areas for the period 2022-2024:

- Increase the participation of women in research, innovation and improvement of their career prospects
- Foster gender balance in leadership and decision-making.
- Integrate gender dimension into research and teaching.
- Enhance work-life balance and organizational culture.
- Prevent gender-based violence including sexual harassment.

Based on the analysis and in line with the new requirements of the Horizon Europe Framework, the following 5 main specific objectives have been identified:

- Awareness-raising/capacity building on gender equality and unconscious gender biases for staff and decision-makers.
- Promote career development of all genders, and in particular encourage women to run for membership in decision-making bodies;
- Ensure that the gender dimension is integrated into all research content and provide capacity building for research staff on how to do this
- Support the reconciliation of career and family life and promote a healthy work-life balance
- Prevent gender-based violence including sexual harassment



## MEASURES AND ACTIONS BY AREAS AND SPECIFIC OBJECTIVES

### **Area 1: Increase the participation of women in research and innovation and improvement of their career prospects**

**Specific objective: Awareness-raising/capacity building on gender equality and unconscious gender biases for staff and decision-makers**

Measure 1.1 Enhancing the quality of data analysis through gender disaggregated data

Action 1.1.1 Develop a guide on "How to collect gender-sensitive data".

Action 1.1.2 Capacity building of staff that are working in the human resources department to collect the gender-sensitive data according to the manual

Action 1.1.3 Gathering data on gender equality at the University of Tirana

Action 1.1.4 Roundtables and workshops to raise awareness of responsible staff on the importance of gender-sensitive data

Measure 1.2 Increasing capacity to apply gender equality in the institutional policies

Action 1.2.1 Capacity building on Gender Responsive Budgeting

Action 1.2.2 Analysing the UT Mid-term Budget 2022-2024 with gender lenses

Action 1.2.3 Drafting the new Strategic Plan with gender lenses (2023)

### **Area 2: Gender balance in leadership and decision-making**

**Specific objective: Promote career development of all genders, and in particular encourage women to run to be a member of decision-making bodies**

Measure 2.1 Promote equal representation in decision-making bodies

Action 2.1.1 Drafting a training programme on "Women in higher education management"

Action 2.1.2 Capacity building on the role of women in higher education management

Measure 2.2 Analyse the leadership model and make proposals for its improvement

Action 2.2.1 Carry out a study about the leadership model of the institution from a gender perspective

Action 2.2.2 Preparation of recommendations for improvements in the regulatory framework based on the findings of the study

### **Area 3: Incorporate and promote the gender perspective in research and teaching content**

**Specific objective: Ensure that the gender dimension is integrated into our research projects and provide capacity building for young research staff on how to do this**

Measure 3.1 Incorporate the gender perspective in developing the research projects

Action 3.1.1 Provide training workshops on how to apply the gender perspective in research projects



Action 3.1.2 Establish systematic data collection, analysis, and benchmarking systems regarding gender in research (including projects and publications) in all its aspects, i.e., funding allocations, gender diversity in research teams, gender dimension in research

Action 3.1.3 Require all applicants to write a section on the applicability of integrating a gender perspective into their research in internal research fund application proposals

Measure 3.2 Capacity-building and awareness-raising on gender perspective in research and teaching content

Action 3.2.1 Disseminate and enhance the visibility of research projects that incorporate a gender perspective, e.g., by creating a pool of good practices

Action 3.2.2 Develop a mentoring programme with young researchers for the inclusion of the gender perspective in their research

#### **Area 4: Work-life balance and organizational culture**

**Specific objective: Support the reconciliation of career and family life and promote a healthy work-life balance**

Measure 4.1 Clear workplace regulations to avoid burden on women

Action 4.1.1 A more flexible work-from-home regulation for parents of young children for hours beyond classes

Action 4.1.2 Offering classrooms for women academic staff with small children on the first and second floor, if possible

Action 4.1.3 Offering special parking places for women academic staff with small children under 5 years old, as they may be late because parking is problematic in the vicinities of the faculties of the University of Tirana.

#### **Area 5: Measures to prevent GBV incl. sexual harassment**

**Specific objective: Prevent gender-based violence including sexual harassment**

Measure 5.1 Prevent gender-based violence including sexual harassment

Action 5.1 Develop and adopt a policy and procedures that safeguard academic, administrative personnel and students of the UT educational institutions from all forms of violence, harassment, and sexual harassment

Action 5.2 Ensure that procedures against any form of violence, harassment, and sexual harassment in UT educational institutions' premises will be incorporated into the regulation that adjusts the internal working methods and the personnel's behaviour in every UT educational institution

Action 5.3 Raising awareness about the adopted policy and procedures against any form of violence

Action 5.4 Training for female staff and students on how to distinguish and react to sexually-oriented language and attitude



**Members of the working group:**

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**ANNEX:**

GEP detailed description



**GENDER EQUALITY PLAN 1 JUNE 2021 – 31 MAY 2024**



<b>Area:</b>	Increase women's participation in research and innovation and improve their career prospects			
<b>Specific objective:</b>	Awareness-raising/capacity building on gender equality and unconscious gender biases for staff and decision-makers			
<b>Expected results:</b>	<ul style="list-style-type: none"> <li>● Improve the quality of gender disaggregated data on staff, students, teaching, and research for certain indicators</li> <li>● Increased staff capacity to collect and analyse the gender-disaggregated data</li> <li>● UT Budgeting (ALL) process reflect gender equality principles</li> </ul>			
<b>Indicators:</b>	<ul style="list-style-type: none"> <li>● Number of training programmes</li> <li>● Number of participants in workshops/training programs</li> <li>● Number of gender indicators introduced and collected</li> <li>● Number of training manuals/guide</li> </ul>			
<b>Measures and activities</b>	<b>Outputs</b>	<b>Responsible for the implementation</b>	<b>Target Groups</b>	<b>Timeline</b>
<b>Measure 1.1 Enhancing the quality of data</b>	<b>analysing through gender disaggregated data</b>			
Action 1.1.1 Develop a guide "How to collect gender-sensitive data".	One guide developed and approved	Human Resources Sector /Rectorate	Research, teaching, and administrative staff, Students, LetsGEPs team	November 2022- March 2023
				200 thousand <sup>1</sup> (Within existing budget)
				<b>Budget (ALL)</b>

<sup>1</sup> This is the average cost to implement this action. The budget allocation is within the existing budget allocated to our Faculty.



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Action 1.1.2 Capacity-building of staff that is working in human resources department to collect the gender-sensitive data according to the manual	Two workshops for 12 academic support staff	Human Resources Sector / Rectorate	Research, teaching and administrative staff, Students	November 2022 November 2023	100 thousand (Within existing budget)
Action 1.1.3 Gathering data on gender equality at the University of Tirana	Reporting of staff and student data according to the ISCED classification as well as the teaching and research activities	Human Resources Sector Directorate of Curricula and Quality Assurance in UT. Student Relations Sector Teaching secretaries in each Faculty.	Academic staff Students	September 2022-May 2024	300 thousand (Within existing budget)
Action 1.1.4 Organizing workshops to raise awareness of responsible staff on the importance of gender-sensitive data	2 workshops with responsible persons on collection and reporting data about students, academic staff, teaching and research	Human Resources Sector Directorate of Curricula and Quality Assurance in UT. Student Relations Sector Teaching secretaries in each Faculty.	Research, teaching, and administrative staff, Students	October 2022- September 2023	100 thousand (Within existing budget)
<b>Measures and activities</b>	<b>Outputs</b>	<b>Responsible for the implementation</b>	<b>Target Groups</b>	<b>Timeline</b>	<b>Budget (ALL)</b>
<u>Measure 1.2</u> Increasing capacity to apply gender equality in the institutional policies					



Action 1.2.1 Capacity-building on Gender Responsive Budgeting	Training with working groups who are directly involved in Budget preparation	Administrator LeTSGEPs Project team/Gender focal point/External Experts	Members of working groups	June 2022 September 2023	300 thousand (Within existing budget)
Action 1.2.2 Analysing the UT Mid-term Budget 2022-2024 with gender lenses	A report drafted and published in UT website	LeTSGEPs Project team/Gender focal point/External Experts	Rectorate Academic staff Students	November 2022- March 2023	400 thousand (Within existing budget)
Action 1.2.3 Drafting the new Strategic Plan with gender lenses (2023)	The new strategic plan drafted and approved	LeTSGEPs Project team/Gender focal point Academic Senate Board of Administration	Rectorate Academic staff Students	January- May 2023	260 thousand (Within existing budget)
<b>Area:</b>	<b>Gender balance in leadership and decision-making</b>				
<b>Specific Objective</b>	Awareness-raising on gender equality and unconscious gender biases for staff and decision-makers				
<b>Expected results:</b>	<ul style="list-style-type: none"> <li>Increased number of women applying to be members of decision-making bodies</li> <li>Increased number of women elected as members of decision-making bodies</li> <li>New promotions take into consideration the gender balance</li> <li>Increased role of female members in governing bodies</li> </ul>				
<b>Indicators:</b>	<ul style="list-style-type: none"> <li>Number of evaluation procedures that take into consideration the gender perspective</li> <li>Percentage of women in decision making bodies</li> <li>Number of trained persons</li> </ul>				
<b>Measures and activities</b>	<b>Outputs</b>	<b>Responsible for the implementation</b>	<b>Target Groups</b>	<b>Timeline</b>	<b>Budget (ALL)</b>
				Baseline (2022) 0 0	Targets (2024) 2 30



<b>Measure 2.1</b> Promote equal representation in decision-making bodies				
Action 2.1.1	Drafting a training programme on "Women in higher education management"	A training programme developed	Gender focal point Human resources sector	Academic Staff and Non Academic staff Students
Action 2.1.2	Capacity-building on the role of women in higher education management	Conducting a workshop with heads of departments and other key managers	Gender focal point Human resources sector	Head of departments Key managers
<b>Measures and activities</b>		<b>Outputs</b>	<b>Responsible for the implementation</b>	<b>Target Groups</b>
<b>Timeline</b>				
<b>Budget (ALL)</b>				
<b>Measure 2.2</b> Analyse the leadership model and make proposals for its improvement				
Action 2.2.1	Carry out a study about the leadership model of the institution from the gender perspective	A study with key findings and recommendations	Group of researchers LeTSGEPs Project team	Academic staff
Action 2.2.2	Preparation of recommendations for improvements in the regulatory framework based on the findings of the study	A set of recommendation developed and approved	Working Group Academic Senate	Academic staff
<b>Area:</b>		<b>Incorporate and promote the gender perspective in research and teaching content</b>		
<b>Specific Objective:</b>		Ensure that the gender dimension is integrated into our research projects and provide capacity-building for young research staff on how to do this		



**Expected results:**

- Increased number of PhD students that address gender-equality issues in their thesis
- Greater support in the field of scientific research for female academic staff
- Increased number of projects that incorporate gender perspective in their outputs
- Increased number of projects that are using gender-sensitive data

**Indicators:**

Baseline (2022)	Targets (2024)
46%	55%
0	3
0	30
NA	20 % of applicants

**Measures and activities**

**Outputs**

**Responsible for the implementation**

**Target Groups**

**Timeline**

**Budget (ALL)**

Measure 3.1 Incorporate the gender perspective in developing the research projects  
 Action 3.1.1 Provide training workshops on how to apply the gender perspective in research projects

Develop a manual for gender mainstreaming in research  
 2 trainings conducted with 15 persons

Research and project sector  
 In collaboration with LeTSGEPs team

Academic staff that apply for scientific or applied projects

October 2022  
 November 2023

400 thousand ALL  
 (Within existing budget)



<p>Action 3.1.2 Establish data collection, analysis, and benchmarking systems regarding gender in research (including projects, publications) in all its aspects of research i.e., funding allocations, gender-diversity in research teams, gender dimension in research</p>	<p>A database developed and populate with data</p>	<p>Vice Rector for the Scientific side Research and Project sector Departments and Faculties of UT</p>	<p>Academic staff that apply for scientific or applied projects</p>	<p>November 2022-May 2023</p>	<p>Within existing budget (Administrative cost)</p>
<p>Action 3.1.3 Require all applicants to write a section on the applicability of integrating a gender perspective to their research in internal research fund application proposals</p>	<p>Call for application amended and integrate the gender perspective in project form</p>	<p>Research and project sector</p>	<p>Academic staff that apply for scientific or applied projects</p>	<p>October 2022 October 2023</p>	<p>200 thousand ALL (Within existing budget)</p>
<p><b>Measures and activities</b></p>	<p><b>Outputs</b></p>	<p><b>Responsible for the implementation</b></p>	<p><b>Target Groups</b></p>	<p><b>Timeline</b></p>	<p><b>Budget (ALL)</b></p>
<p>Measure 3.2 Capacity-building and awareness-raising on gender perspective in research and teaching content</p>	<p>Good practices identified and promoted</p>	<p>Research and projects Sector</p>	<p>-Academic staff - PhD Students</p>	<p>November - December 2022</p>	<p>(Within existing budget)</p>
<p>Action 3.2.1 Disseminate and enhance the visibility of research projects that incorporate a gender perspective, e.g., by creating a pool of good practices</p>					



<p>Action 3.2.2 Develop a mentoring programme with young researchers for the inclusion of the gender perspective in their research</p>	<p>Carrying out PHD thesis with gender lenses</p>	<p>3 Departments involved in LeTSGEPs project In collaboration with LeTSGEPs Team</p>	<p>- PhD Students</p>	<p>September 2022-May 2023</p>	<p>600 thousand (200 thousand from budget of Accounting Department and the rest Within existing budget)</p>	
<p><b>Area:</b></p>						
<p><b>Work-life balance and organisational culture</b></p>						
<p><b>Specific Objective</b></p>						
<p><b>Expected results:</b></p> <ul style="list-style-type: none"> <li>● Improved rules and procedures that enable the integration of work with family and personal life</li> <li>● Increased support for young female researchers to fulfil their obligations in the field of teaching and research</li> </ul>						
<p><b>Indicators:</b></p>						
<ul style="list-style-type: none"> <li>● Number of measures on regulations of UT on work-life balance</li> <li>● Number of female academic staff who have benefited from the flexibility in the working time</li> </ul>						
<p><b>Measures and activities</b></p>		<p><b>Outputs</b></p>	<p><b>Responsible for the implementation</b></p>	<p><b>Target Groups</b></p>	<p><b>Timeline</b></p>	<p><b>Budget (ALL)</b></p>
						<p>Baseline (2022) 0 0</p> <p>Targets (2024) 4 All those in need</p>



<b>Measure 4.1 Clear workplace regulations to avoid burden on women</b>						
<b>Action 4.1.1 A more flexible work-from-home regulation for parents of young children for extra hours beyond classes</b>	Policies on work and personal life integration	Human resources sector	Academic and administrative staff and their families	October 2022-May 2024	Within existing budget	
<b>Action 4.1.2 Offering classrooms for women academic staff with small children in the first and the second floor, if possible</b>	Policies on work and personal life integration	Human resources sector	Academic and administrative staff and their families	October 2022-May 2024	Within existing budget	
<b>Action 4.1.3 Offering special parking places for female academic staff with small children under 6 years old, as they may be late because parking is problematic around the faculties of the University of Tirana.</b>	Policies on work and personal life integration	Administrator Human resources sector	Academic and administrative staff and their families	October 2022-May 2024	Within existing budget	
<b>Area:</b>	<b>Measures to prevent GBV incl. sexual harassment</b>					
<b>Specific objective</b>	<b>Prevent gender-based violence including sexual harassment</b>					
<b>Expected results</b>	<ul style="list-style-type: none"> <li>Academic staff and students are encouraged to report cases of gender-based violence</li> </ul>					
<b>Indicators</b>				<b>Baseline (2022)</b>	<b>Targets (2024)</b>	
				0	50	
				0	1	
<b>Measures and activities</b>	<b>Outputs</b>	<b>Responsible for the implementation</b>	<b>Target Groups</b>	<b>Timeline</b>	<b>Budget (ALL)</b>	
<b>Measure 5.1 Prevent gender-based violence including sexual harassment</b>						



<p>Action 5.1 Develop and adopt a policy and procedures that safeguard academic, administrative personnel, and students of the UT educational institutions from all forms of violence, harassment, and sexual harassment</p>	<p>A policy and procedures developed and approved by the responsible bodies</p>	<p>Academic Senate in collaboration with UNDP experts</p>	<p>Academic and administrative staff, students</p>	<p>September 2022- May 2024</p>	<p>400 thousand ALL (Within existing budget)</p>
<p>Action 5.2 Ensure that procedures against any form of violence, harassment, and sexual harassment in UT educational institutions' premises will be incorporated into the regulation that adjusts the internal working methods and the personnel's behaviour in every UT educational institution</p>	<p>Existing procedures changed or new articles adopted</p>	<p>Academic Senate Council of Ethic</p>	<p>Academic and administrative staff, students</p>	<p>June 2022- May 2024</p>	<p>500 thousand ALL (Within existing budget)</p>
<p>Action 5.3 Raising awareness about adopted anti-violence policies and procedures</p>	<p>Disseminate all prepared documents (policy, procedures and regulations) in the UT website</p>	<p>Council of Ethic</p>	<p>Academic and administrative staff, students</p>	<p>June 2022- May 2024</p>	<p>Within existing budget</p>
<p>Action 5.4 Training for female staff and members of the students' council on how to distinguish and react to sexually-oriented language and attitude.</p>	<p>Two training conducted with 20 persons in each</p>	<p>Human Resources Sector</p>	<p>Academic and administrative staff, students</p>	<p>April- October 2023</p>	<p>500 thousand (Within existing budget)</p>

**References**

Gender Action Plan III – a priority of EU external action, available at: [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)  
 Joint Communication – EU Gender Action Plan (GAP) III