



Gender Equality Plan – University of Tirana

01.06.2024 – 31.05.2026

Content

ABBREVIATIONS	3
COMENTS	4
INTRODUCTION	5
IMPLEMENTATION OF FIRST GEP AT THE UNIVERSITY OF TIRANA	6
GENDER CONTEXTUAL ANALYSIS AT THE UNIVERSITY OF TIRANA	8
SPECIFIC GOAL AND OBJECTIVES OF THE GAP FOR THE PERIOD 2024-2026	
MEASURES AND ACTIONS ACCORDING TO SPECIFIC AREAS AND OBJECTIVES	10
GENDER EQUALITY PLAN 1 JUNE 2024 – 31 MAY 2026	13

ABBREVIATIONS

GB	Gender Budgeting
GEP	Gender Equality Plan
LeTSGEPs	Leading towards sustainable gender equality plans in research organizations
SDG	Sustainable Development Goals
UT	University of Tirana

COMMENTS

The Gender Equality Plan (GEP) of the University of Tirana (UT) is a policy document covering a two-year period (01.06.2024 – 31.05.2026), indicating the readiness of our institution to implement measures and actions aimed at reducing gender inequalities and increasing diversity, while continuing to build a fair and communicative working and learning environment, where people are treated equally and where there is no discrimination.

As the largest university in Albania, it is our duty to initiate and support a cultural and institutional change, which will show the younger generations that we value their individuality and originality, and that we are actively working against any kind of prejudice and stereotype in our institution.

The measures and actions in this document aim to continue the work started in 2021, with measures taken by our University, and to consider new actions that will serve to overcome the obstacles that still exist and to build on the experience of the two previous GEPs.

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

INTRODUCTION

In May 2021, the University of Tirana drafted and approved its first Gender Equality Plan (GEP). This plan was drafted as part of the European Horizon 2020 project, “Leading towards Sustainable Gender Equality Plans in Research-Performing Organisations” (LeTSGEPs), in line with the European Commission’s requirements to consider GEPs as an eligibility criterion for public bodies, higher education institutions and research organisations from Member States and Associated States in their application for Horizon Europe projects, and in line with the United Nations 2030 Agenda for Sustainable Development Goals.

The first GEP, which was presented by the University of Tirana, was based on a contextual analysis of the institution and the needs that were identified from a survey, which was conducted with the university staff before the presentation of the GEP. This plan was implemented for a period of one year, from June 2021 to May 2022. The main goal of the University of Tirana was to raise awareness and define and implement measures and actions that would lead to systemic institutional change, which would address gender biases in the university and promote the use of Gender Budgeting (GB) in the GEP.

We strongly believe that promoting gender equality is essential to foster better working conditions and to conduct scientific research that is more responsive to societal needs.

The second GEP of the University of Tirana (for 2022-2024), and the third one (for 2024-2026), were drafted through a participatory process, and various stakeholders were involved in this process. Their involvement was very important to overcome challenges and resistance throughout the design and implementation of the Plan. Stakeholders were involved thanks to various activities that were organized both during the years of project implementation and after its completion in December 2023. The objectives, measures and specific actions for the period 2024-2026 are based on an ongoing reflection process, which began with a report on the 2021-2022 GEP and continued with several brainstorming sessions, organized with gender equality experts and stakeholders in the University of Tirana. The identification of problems encountered during the implementation of the first and second GEP as well as the discussion of measures taken to overcome the challenges enabled the identification of areas for future intervention, which will be addressed in the subsequent GEP.

The plan will be implemented for the period June 2024 - May 2026, and sets out the framework and measures that the University of Tirana will follow to promote and improve gender equality within the organization, and to prevent discrimination, while balancing different genders in leadership roles and creating a culture that strives to eliminate barriers and conscious biases for all genders equally, and to raise awareness throughout the organization about unconscious gender bias.

The areas of intervention identified for the new GEP are the same as for the two previous GEPs. They are as follows:

- Increasing the participation of women in scientific research, innovation and improving their career prospects.
- Gender balance in leadership and decision-making.
- Gender mainstreaming in research and teaching.
- Work-life balance and organizational culture.
- Prevention of gender-based violence, including sexual harassment.

IMPLEMENTATION OF GEPs AT THE UNIVERSITY OF TIRANA

The University of Tirana is the first academic institution in Albania to adopt and implement a gender equality plan for the period June 2021 - May 2022, June 2022 - May 2024. A thorough contextual analysis identified several imbalances and inequalities, and provided a roadmap for the measures and actions that were included in the UT's Gender Equality Plan. The main goal was to introduce gender equality plans and gender budgeting as effective instruments, to be used for the sustainable transformation of organizational 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 the fact that this GEP was drafted and implemented for the first time, as well as the number of institutional and administrative changes it required, we can consider the implementation of this GEP as a success for the University of Tirana.

During this year, an excellent network of stakeholders was established and progress was made in collecting gender-based data, which gave us more confidence in redefining some measures and actions, and incorporating new data to improve the implementation of gender mainstreaming objectives at 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 involved in the implementation of this action. In December 2021, the rector appointed the first gender focal point for the University of Tirana.

The Gender Policy 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 drafting and implementation of Gender Policies, identifies the needs for gender statistics and gender indicators at the institutional level, coordinates and provides cooperation with all basic units of the

University of Tirana for the inclusion of gender statistics / gender indicators in their periodic reports, etc.

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

- *Students enrolled in higher education by gender and field of study;*
- *Women among doctoral students by field of study;*
- *Women among doctoral students by narrow field of study (STEM)*
- *Percentage (%) of men and women in typical academic careers, students and academic staff.*
- *Percentage (%) of women in academic staff, by grade and total*
- *Glass Ceiling Index*
- *Percentage (%) of A-grade staff in all academic staff, by gender.*

The University of Tirana organized a workshop with the National Stakeholder System to promote the Gender Equality Plan and share its experience with researchers from multidisciplinary research groups. The workshop gathered many excellent contributions from invited speakers representing a variety of universities, research funding organizations, agencies and other stakeholders. The University of Tirana received many compliments for this initiative, especially from the National Agency for Scientific Research and Innovation, whose Director General emphasized the importance for all universities to draft and implement their Gender Equality Plan.

The University of Tirana organized a workshop to promote equal representation of female academic staff in decision-making bodies. The meeting focused on how to collect and analyze gender-sensitive data, and what regulations can be used to offer flexible working hours to young researchers. Although there have been some attempts in the past to introduce gender equality knowledge in university curricula and to include more gender content in teaching materials, University of Tirana has decided to introduce elective courses on gender equality in Bachelor/Master programs at UT level. University of Tirana has taken steps to introduce several new chapters and topics related to gender mainstreaming, gender equality and gender budgeting. Although the implementation of new courses was not possible, successful attempts have been made to include new topics and chapters in existing courses. For example, materials on Gender Budgeting were included in the mandatory course

“Managerial Accounting” in Finance and Accounting, which is offered to students at bachelor level. It is estimated that almost 200 students have been introduced to this updated curriculum that has content related to Gender Budgeting. In the course program Decision Making in Public Organizations, in the Professional Master in Public Administration, Department of Management, Faculty of Economics, a new chapter on "Gender-Based Decision Making" has been included. The same approach has been followed by the Faculty of Social Sciences. They updated their curricula and included new topics, such as integrating the gender perspective into public and social policies, the principle of gender equality in public policy planning and budgeting, etc.

The Academic Senate approved the new Master of Science program in “Diversity, Equal Opportunities and Social Inclusion”. Out of the various modules, three of them are dedicated to gender equality. The program was offered for the first time in the academic year 2022-2023.

Improving gender-sensitive statistics and indicators and their use in annual reports is a priority for University of Tirana. During the period May 2021 - March 2022, UT’s LeTSGEPs team worked closely with various stakeholders to address this issue. The LeTSGEPs team worked on a manual for collecting gender-sensitive data.

University of Tirana has included in the first plan two actions that address issues related to gender-based violence and age discrimination. University of Tirana has so far managed to find support to introduce measures for the prevention of gender-based violence and harassment in the university regulations. University of Tirana signed a memorandum of understanding with UNDP in Albania, which concerns the protection of academic and administrative staff, as well as students from all types of violence. Both parties are cooperating to draft relevant policies and procedures for the prevention and appropriate treatment of cases of violence, harassment and sexual harassment in the workplace. As part of the cooperation, continuous training will be provided for all levels of management in all main units of University of Tirana. This action is ongoing and the implementation will take longer than anticipated, given that the intervention will be more complex and will be accompanied by other activities.

GENDER CONTEXTUAL ANALYSIS AT THE UNIVERSITY OF TIRANA

The new 2024-2026 GEP will contain measures determined based on the needs and context analysis of the University of Tirana, to ensure equal opportunities for both genders. This contextual gender analysis at University of Tirana was based on updated data for academic staff during 2023-24, as well as updated data for the academic senate, rectorate, deaneries with data provided on the University of

Tirana website, in October 2024, thus reflecting the change in gender data, after the University of Tirana elections in June 2024. The data for the UT Board of Directors are the same since the composition of the UT Board of Directors has not changed.

This analysis of gender indicators will also focus on a comparison between the 2020 data before the drafting of the first gender equality plan at UT and the current ones to analyze the changes in these indicators, over a 4-year period, which summarizes the implementation of two gender equality plans as well as the drafting and implementation of a series of UT strategic documents, which have included the gender equality dimension in their content, such as:

- University of Tirana Strategy 23-28
- UT Teaching Strategy 22-27
- UT Training Strategy 23-27

The above indicators were calculated by the GEP drafting working group, based on the LETSGEPs methodology and the Gender Indicators manual, which is also one of the products that the working group produced during 2023, in the framework of fulfilling the objectives of the gender equality plan 22-24.

Referring to Table 1, it results that:

- At this stage, from the data collected and compared between the academic years 2019-2020 and 2023-2024, it is observed that the representation of women in the academic staff of the UT has increased. In the academic year 2019-2020 it was 65.4%, while in 2023-2024 it turns out to be 69%.
- The percentage of women in grade A in 2023-2024 has increased, it is now 55% compared to 50.4% in 2020.
- The glass ceiling in 2023-2024 has been reduced, from 1.31 in 2020, it now turns out to be 1.26.

Table 1: Gender representation indicator in academic staff, total and by rank[1]

Indicators UT	F/M	F/M
Gender representation indicator (%) in academic staff, total	65.4% / 34.6%	69.5% /30.5%
Gender representation indicator (%) in academic staff, grade C	71% /29%	80.5%/ 19.5%
Gender representation indicator (%) in academic staff, grade B	69 %/31%	65% /35%
Gender representation indicator (%) in academic staff, grade A	50.4 % / 49.6%	55% /45%
Glass ceiling index		

The glass ceiling index is defined as the ratio between the percentage of women in teaching staff (grade A + grade B + grade C) and the percentage of women in the role of professor (grade A). The value of this index can range from 0 to infinity. An index value of 1 indicates that there is no difference between women and men regarding the probability of reaching the maximum career level (professor); an index value below 1 means that the percentage of women in the maximum achievable role is higher than the average presence of men in teaching staff (grade A + grade B + grade C); an index value higher than 1 indicates the presence of the effect known as the "glass ceiling effect", according to which women are less represented in high-level positions (grade A) than in the area of their average presence in teaching staff (grade A + grade B + grade C). In general, the higher the assumed value above 1 of the glass ceiling index, the stronger the glass ceiling effect and the more difficult it is for women to achieve high-level roles in their academic careers. The glass ceiling index, from 1.31 in 2020, is currently 1.26. The decrease in the glass ceiling indicates an improvement in this indicator, but it is still > 1, which still indicates barriers to the career advancement of female academic staff.

Looking at the gender composition of the academic career path at UT, starting from the position of lecturer (C), associate professor (B) and professor (A), the effect of the so-called phenomenon of the decrease in the representation of women is easily discernible. In fact, women constitute 69.5% of the academic staff at UT. In the later stages of the career, the presence of women is progressively reduced, falling to 65% among associate professors and 55% among professors. Perhaps, the transition from associate professor to professor position still remains the most critical phase for women, in which they have to fulfill many requirements related to research and publication. This decrease in the participation of women in the transition from associate professor to professor title has something to do with family obligations, as well as other factors related to the high cost of research activities and publications. This finding has also resulted in the two previous gender plans of 2020 and 2022, but with larger differences, while currently, although this finding still exists, a significant weakening of it is observed.

- Gender indicators for the collegial bodies of the Board of Administration and the Academic Senate

Tables 2, 3 and 4 present the gender representation indicators in the collegial bodies of the Academic Senate and the Board of Administration, for three years, 2020, 2023 and 2024.

The analysis of the UT indicators shows that:[2]

In the Board of Administration at UT, the representation of women has increased from 37% in 2020, now it is 71%. In the Academic Senate of UT, the representation of women has increased from 57% in 2020, in 2023 it reached 64%, and after the election in 2024, it is 67%.

Table 2: Collegiate Bodies 2024 at the University of Tirana

Indicators UT	Women %	Man %
Board of Administration	71%	29%
Academic Senate	67%	33%

Source: UT 2024

Table 3: Collegiate Bodies 2023 at the University of Tirana

Indicators UT	Women %	Man %
Board of Administration	71%	29%
Academic Senate	64%	36%

Source: UT 2023

Table 4: Collegiate Bodies 2020 at the University of Tirana

Indicators UT	Women %	Man %
Board of Administration	57%	43%
Academic Senate	37%	63%

Source: UT 2020

- Gender indicators for governing bodies at the University of Tirana

Referring to the gender composition of the UT rectorate, it results that the representation of women has undergone a significant increase. The gender indicator of women's representation in the rectorate has changed from 10% in 2020 to 39% in 2023, to 58% in 2024, after the UT elections, in June 2024.[3]

UT 2024 Governing Bodies

Table 5

Indicators UT	Women %	Man %
Rectorate	58%	41%
Deanery	63%	37%

Source: UT 2024

Table 6. UT Governing Bodies 2023

Indicators UT	Women %	Man %
Rectorate	39%	61%
Deanery	56%	44%

Source: UT 2023

Table 7. UT Governing Bodies 2020

Indicators UT	Women %	Man %
Rectorate	10%	90%
Deanery	NA	NA

Source: UT 2020

The improvement in the representation of women in academic staff at all levels is evident, as demonstrated in the tables above.

[1] Note: The data for calculating the indicators in Table 1 refer to the academic year 23-24.

[2] <https://unitir.edu.al/vendime-kiz/>; [3] <https://unitir.edu.al/vendime-kiz/>

SPECIFIC GOAL AND OBJECTIVES OF THE GAP FOR THE PERIOD 2024-2026

The University of Tirana GEP is based on the current gender context analyzed above as well as the institutional needs that are detailed based on the analysis conducted for the implementation of the second plan (June 2022 - June 2024)

The main goal is to continue raising awareness, designing and implementing measures and actions that transform processes, cultures and organizational structures to reduce gender inequalities through promoting the use of Gender Responsive Budgeting and other instruments.

The institution's intervention focuses on the following areas for the period 2024-2026:

- Increasing the participation of women in scientific research, innovation and improving their career prospects
- Promoting gender balance in leadership and decision-making.
- Mainstreaming gender in research and teaching.
- Improving work-life balance and organizational culture.
- Preventing 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:

- Raising awareness/capacity building on gender equality and unconscious gender bias for staff and decision-makers.
- Promoting career development for all genders, and in particular encouraging women to compete to become members of decision-making bodies.
- Ensuring that the gender perspective is integrated into all research content and providing capacity building for research staff on how to do so.
- Supporting the reconciliation of career and family life, and promoting a healthy work-life balance.
- Preventing gender-based violence, including sexual harassment.

MEASURES AND ACTIONS ACCORDING TO SPECIFIC AREAS AND OBJECTIVES

Area 1: Increasing the participation of women in scientific research, innovation and improving their career prospects

Specific objective: Raising awareness/building capacity on gender equality and unconscious gender bias for staff and decision-makers

Measure 1.1 Improving the quality of data analysis through gender-disaggregated data

Action 1.1.1 Continuing work to build the capacities of staff working in the human resources department to collect gender-sensitive data according to the manual.

Action 1.1.2 Collecting data on gender equality at the University of Tirana

Action 1.1.3 Roundtables and seminars to raise awareness of responsible staff on the importance of gender-sensitive data.

Measure 1.2 Increase capacities to apply gender equality in institutional policies

Action 1.2.1 Capacity building on Gender Responsive Budgeting

Action 1.2. 2 Analysis of the UT Medium-Term Budget 2024-2026 from a gender perspective.

Area 2: Gender balance in leadership and decision-making

Specific objective: Promoting career development for all genders, and in particular encouraging women to compete to become members of decision-making bodies

Measure 2.1 Promoting equal representation in decision-making bodies

Action 2.1.1 Development of the training program "Gender representation in leadership positions in higher education".

Action 2.1.2 Capacity building on gender roles in leadership positions in higher education.

Measure 2.2 Analyzing the management model and providing proposals for its improvement

Action 2.2.1 Conduct a study on the institution's governance model from a gender perspective.

Action 2.2.2 Prepare recommendations for improvements in the regulatory framework based on the study findings.

Area 3: Inclusion and promotion of a gender perspective in the content of scientific research and teaching

Specific objective: Ensuring that gender aspects are included in our research projects and providing capacity building for young research staff on how to do this

Measure 3.1 Incorporating a gender perspective in the design of research projects

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

Action 3.1.2 Establish systems for systematic data collection, analysis and comparison regarding gender in scientific research (including projects, publications) in all aspects of research, i.e. allocation of funding, gender diversity of research teams, gender aspect in research.

Action 3.1.3 Require all applicants to write a section on the application of gender perspective integration in their scientific research, in proposals for internal research funding applications.

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

Action 3.2.1 Disseminate and increase the visibility of research projects that include a gender perspective, e.g. by creating a good practice fund.

Action 3.2.2 Develop a mentoring program with young researchers on incorporating a gender perspective into their research.

Area 4: Work-life balance and organizational culture

Specific objective: Supporting the reconciliation of career and family life, and promoting a healthy work-life balance

Measure 4.1 Clear regulation of the work environment to avoid burdening women

Action 4.1.1 A more flexible work-from-home policy for parents of young children for after-school hours

Action 4.1.2 Providing classes for female academic staff with young children on the first and second floors, if possible

Action 4.1.3 Providing a separate parking space for female academic staff with young children under 5 years old, as they may be delayed due to parking being problematic around the faculties of the University of Tirana.

Area 5: Measures to prevent Gender-Based Violence, including sexual harassment

Specific objective: Prevention of gender-based violence, including sexual harassment

Measure 5.1 Prevention of gender-based violence, including sexual harassment

Action 5.1 Raise awareness of the policy and procedures adopted against all forms of violence.

Action 5.2 Train staff on how to recognize and respond to sexually oriented language and attitudes.

Work Group:

Ingrid Shuli

Rezarta Perri

Lindita Gjika

Etleva Leskaj

Rajmonda Duka

Merita Xhumari

ANEX:

Detailed plan of measures of the GEP

GENDER EQUALITY PLAN 1 JUNE 2024 – 31 MAY 2026

Area:	Increasing women's participation in scientific research, innovation and improving their career prospects				
Specific Objective:	Raising awareness/building capacity on gender equality and unconscious gender bias for staff and decision-makers				
<u>Expected results:</u>	<ul style="list-style-type: none"> Improving the quality of gender-disaggregated data for staff, students, teaching and research for specific indicators Increasing the capacity of staff to collect and analyze gender-disaggregated data The UT budgeting process reflects the principles of gender equality 				
<u>Indicators:</u>	<ul style="list-style-type: none"> Number of training programs Number of participants in workshops/training programs Number of gender indicators presented and collected Number of training manuals/guides 				Baseline (2024) Objectives (2026)
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 1.1 Improving the quality of data analysis through gender-disaggregated data</u>					
Action 1.1.1 Implement a manual "How to collect gender-sensitive data".	Implementation of the manual	Human Resources Units/ Rectorate	Research, teaching and administrative staff, students, LetsGEPs team	March 2025 - July 2026	100 thousand (With the existing budget)
Action 1.1.2 Build the capacity of staff working in the human resources department to collect gender-sensitive data according to the manual	Two workshops for 12 members of academic support staff	Human Resources Department at UT/ The Rector	Research, teaching and administrative staff, students	November 2025 November 2026	100 thousand ¹ (With the existing budget)

¹ This is the average cost for implementing this action. The budget allocation is within the existing budget allocated to our Faculty.

University of Tirana – Gender Equality Plan 2024–2026

Action 1.1.3 Collect data on gender equality at the University of Tirana	Reporting data on staff and students according to ISCED classification, as well as on teaching and research activities	Human Resources Department in the main units and UT Department of Curriculum and Quality Assurance Office of Career and Student Relations in UT and main units Teaching Secretaries, main units	Academic staff Students	March 2025 - September 2025	200 thousand ALL (With the existing budget)
Action 1.1.4 Organize workshops to raise awareness of responsible staff on the importance of gender-sensitive data	2 workshops with responsible persons regarding the collection and reporting of data about students, academic staff, teaching and research	Departamenti i Burimeve Njerëzore në njësitë kryesore dhe UT Departamenti i Kurrikulave dhe sigurimit të cilësisë Zyra e Karrierës dhe Marrëdhënieve Studentore në UT dhe njësitë kryesore Sekretaritetë mësimorë, njësitë kryesore	Research, teaching and administrative staff, students	May 2025 - September 2025	100 thousand ALL (With the existing budget)
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 1.2 Increase capacities to apply gender equality in institutional policies</u>					

Action 1.2.1 Capacity building on Gender Responsive Budgeting	Training with working groups directly involved in budget preparation	UT administrators LeTSGEPs Project team / gender focal points / external experts	Working group members	June 2025 September 2025	300 thousand ALL (With the existing budget)
Action 1.2. 2 Analyzing the 2024-2026 UT Medium-Term Budget from a gender perspective	Drafting and publishing a report on the UT website	LeTSGEPs Project Team / Gender Focal Points / External Experts	Rectorate Academic Staff Students	November 2025 - March 2026	400 thousand ALL (With the existing budget)
Action 1.2.3 Drafting a new Strategic Plan from a gender perspective (2026)	Drafting and approving the new strategic plan	LeTSGEPs Project Team / Gender Focal Point Academic Senate Board of Administration	Rectorate Academic Staff Students	January - May 2025	260 thousand ALL (With the existing budget)
Area:	Gender balance in leadership and decision-making				
Specific Objective:	Raising awareness on gender equality and unconscious gender bias for staff and decision-makers				
<u>Expected results:</u>	<ul style="list-style-type: none"> ● Increase the number of women applying to become members of decision-making bodies ● Increase the number of women elected as members of decision-making bodies ● New promotions should take gender balance into account ● Increase the role of women members of governing bodies 				

<u>Indicators:</u>				Baseline (2024)	Targets (2026)
		<ul style="list-style-type: none"> • Number of evaluation procedures that take into account the gender perspective • Percentage of women in decision-making bodies • Number of people trained 		0	2
				0	30
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 2.1</u> Promoting equal representation in decision-making bodies					
Action 2.1.1 Development of the training program "Women in leadership positions in higher education"	Designing a training program	Gender Focal Point Human Resources Department	Academic Staff Administration Students	February 2025	200 thousand ALL (With the existing budget)
Action 2.1.2 Capacity building on the role of women in leadership positions in higher education	Developing a workshop with heads of departments and other key managers	Gender Focal Point Human Resources Department	Head of Department Key Managers	June 2025 March 2026	400 thousand ALL (With the existing budget)
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 2.2</u> Analyzing the management model and providing proposals for its improvement					
Action 2.2.1 Conduct a study on the institution's management model from a gender perspective	A study with key findings and recommendations	Group of researchers	Academic Staff	June November 2025	500 thousand ALL (With the existing budget)

Action 2.2.2 Prepare recommendations for improvements in the regulatory framework based on the study findings	Drafting and approving a set of recommendations	Working Group Academic Senate	Academic Staff	January 2026	100 thousand ALL (With the existing budget)
Area:	Inclusion and promotion of a gender perspective in the content of scientific research and teaching				
Specific objective:	Ensuring that gender is included in our research projects and providing capacity building for young research staff on how to do this				
<u>Expected results:</u>	<ul style="list-style-type: none"> ● Increase the number of doctoral students addressing gender equality issues in their theses ● Greater support in the field of scientific research for female academic staff ● Increase the number of projects that include a gender perspective in their products ● Increase the number of projects that use gender-sensitive data 				
<u>Indicators:</u>	<ul style="list-style-type: none"> ● Percentage of research projects managed by women at the UT level ● Number of doctoral theses addressing gender equality issues ● Number of trainings and number of women participants ● Number of papers published by female researchers ● Percentage of female research staff receiving financial support to participate in international research activities 			Baseline (2024)	Targets (2026)
				46%	55%
				0	3
				0	30
				NA	20 % of the applicants
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 3.1</u> Incorporating a gender perspective in the design of research projects					

Action 3.1.1 Provide training workshops on how to apply a gender perspective in research projects	Drafting a manual for integrating a gender perspective in research 2 trainings conducted with 15 people	Research and projects sector at UT	Academic staff applying for scientific or applied projects	October 2025 November 2026	400 thousand ALL (With the existing budget)
Action 3.1.2 Establish systems for systematic data collection, analysis and comparison regarding gender in scientific research (including projects, publications) in all aspects of research, i.e. allocation of funding, gender diversity of research teams, gender aspect in research	Database design and data population	Vice Rector Research and Projects Unit at UT Departments and Other Units of UT	Academic staff applying for scientific or applied projects	November 2025 - May 2026	With existing budget (administrative cost)
Action 3.1.3 Require all applicants to write a section on the application of a gender perspective in their scientific research, in proposals for internal research funding applications	Changing the call for applications and integrating the gender perspective into the project form	Research and Projects Unit at UT	Academic staff applying for scientific or applied projects	October 2025 October 2026	200 thousand ALL (With the existing budget)
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 3.2 Capacity building and awareness raising on gender perspective in scientific research content and teaching</u>					
Action 3.2.1 Disseminate and increase the visibility of research projects that include a gender perspective, e.g. by creating a pool of good practices	Identification and promotion of good practices	Research and Projects Unit	- Academic staff -PhD students	November - December 2025	(With the existing budget)

Action 3.2.2 Design a mentoring program with young researchers to incorporate a gender perspective into their research	Preparing a dissertation thesis from a gender perspective	3 Departments involved in the project with a gender perspective	-PhD students	September 2025-May 2026	600 thousand (200 thousand from the Accounting Department budget and the rest from the existing budget)
Area:	Work-life balance and organizational culture				
Specific objective:	Supporting the reconciliation of career and family life, and promoting a healthy work-life balance				
<u>Expected results:</u>	<ul style="list-style-type: none"> Improving rules and procedures that enable the integration of work with family and personal life Increasing support for young researchers to fulfill their obligations in the field of teaching and research 				
<u>Indicators:</u>	<ul style="list-style-type: none"> Number of measures on UT regulations to achieve work-life balance Number of female academic staff members who have benefited from flexible working hours 			Baseline (2024) 0	Targets (2026) 4
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
<u>Measure 4.1</u> Clear regulation of the work environment to avoid burdening women					

Action 4.1.1 A more flexible regulation on working from home for parents of young children for after-school hours	Policies on work and personal life integration	Academic Senate Main Units Human Resources Department	Academic and administrative staff, and their families	October 2025-May 2026	(With the existing budget)
Action 4.1.2 Provide classes for female academic staff with young children on the first and second floors, if possible	Policies on work and personal life integration	Academic Senate Main Units Human Resources Department	Academic and administrative staff, and their families	October 2025-May 2026	(With the existing budget)
Action 4.1.3 Provide a separate parking space for female academic staff with young children under 6 years old, as they may be delayed due to parking being problematic around the faculties of the University of Tirana.	Policies on work and personal life integration	Academic Senate Main Units Human Resources Department	Academic and administrative staff, and their families	October 2025-May 2026	(With the existing budget)
Area:	Measures to prevent Gender-Based Violence, including sexual harassment				
Specific objectives	Prevention of gender-based violence, including sexual harassment				
<u>Expected results:</u>	<ul style="list-style-type: none"> Academic staff and students are encouraged to report cases of gender-based violence 				
Indicators	<ul style="list-style-type: none"> Number of people trained Number of policies and procedures changed 			Baseline (2024)	Targets(2026)
				0	50
				0	1
Measures and activities	Products	Responsible for implementation	Target groups	Time limit	Budget (ALL)
Measure 5.1. Prevention of gender-based violence, including sexual harassment					

Action 5.1 Develop and adopt policies and procedures that protect academic and administrative staff and students of UT educational institutions from all forms of violence, harassment and sexual harassment	Drafting and approval of policies and procedures by responsible bodies	Academic Senate Human Resources Department	Academic and administrative staff, students	September 2025 - May 2026	400 thousand ALL (With the existing budget)
Action 5.2 Ensure that procedures against any form of violence, harassment and sexual harassment on the premises of UT educational institutions will be included in the regulation that adapts the internal working methods and conduct of personnel in each UT educational institution	Changing existing procedures or adopting new articles	Academic Senate Ethics Council	Academic and administrative staff, students	June 2025 - May 2026	500 thousand ALL (With the existing budget)
Action 5.3 Raise awareness of the policy and procedures adopted against all forms of violence	Distributing all prepared documents (policies, procedures and regulations) on the UT website	Academic Senate Ethics Council	Academic and administrative staff, students	June 2025 - May 2026	With the existing budget)
Action 5.4 Training for female staff on how to recognize and respond to sexually oriented language and attitudes.	Two trainings with 20 people each	Human Resources Department	Academic and administrative staff, students	April-October 2025	500 thousand ALL (With the existing budget)

Referencat

Gender Action Plan III – a priority of EU external action, available at:

https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184

Joint Communication – EU Gender Action Plan (GAP) III