



ALEKSANDËR MOISIU UNIVERSITY DURRËS

GENDER EQUALITY PLAN (GEP) 2022-2025

Approved by the Academic Senate

Decision no. 45, date 17.06.2022



Working Group:

Prof. Dr. Kseanela Sotirofski

Dr. Rudina Duraj (Hoxha)

Dr. Matilda Likaj



Contents

Introduction.....	4
Strategic Goals of the UAMD Gender Equality Plan	5
AREA 1: Mainstreaming the Gender Dimension into Teaching and Research Activities	7
Objective 1.1: Mainstreaming gender dimension in research activities and assessment processes	7
Objective 1.2: Promoting capacity building to improve knowledge and skills related to gender equality, diversity and human rights	8
AREA 2: Gender Equality in Recruitment and Career Progression	8
Objective 2.1: Promoting gender equality and recruitment of academic and administrative staff	8
Objective 2.2: Promoting measures to support gender balance in research teams and working groups	9
AREA 3: Gender Balance in Leadership and Decision Making bodies	10
Objective 3.1: Review of regulations to promote gender balance in decision-making bodies	10
Objective 3.2: Promoting gender equality in the organisation and leading of university teaching and research activities.....	11
AREA 4: Work- Life Balance and Organisational Culture	12
Objective 4.1: Balance between work and personal life (parenting)	12
Objective 4.2: Promoting culture of equal opportunities and inclusion.....	12
Objective 4.3: Combatting discrimination, gender stereotypes and enhancing participation of under-represented communities.....	13
AREA 5: Measures against Gender Based Violence, Discrimination and Sexual Harassment...13	
Objective 5.1: Supporting initiatives and measures to raise awareness against gender- based violence and discrimination.....	13
Objective 5.2: Promoting measures against discrimination and sexual harassment	14
SDG AGENDA 2030 according to the objectives of the UAMD Gender Equality Plan.....	15
Concluding remarks	16



Introduction

Aleksandër Moisiu University, Durrës (UAMD) is committed to recognising advancement of gender equality: representation, progress and success for all. UAMD started the academic activity during 2006-07 by enrolling 1,000 students from almost all regions of the country, in three units: Faculty of Education; Faculty of Economics and Administration and Professional Studies School. Since its establishment, UAMD has been designed to be an innovative university, basing its approach on best academic practices in Europe, with regard to organisation, university life and academic offer.

UAMD complies with the principles of the European Charter for Higher Education based on the European Credits Transfer System (ECTS) and the American Credit System (USCs). This has enabled graduating students to obtain a diploma which is recognised worldwide, facilitating this way study advancement and employability.

The University has grown substantially since 2006. Currently, UAMD has approximately 20,000 students and offers over 80 study programmes across all three cycles of studies in five Faculties: Faculty of Business; Faculty of Education; Faculty of Law and Political Science; Faculty of Professional Studies and Faculty of Information Technology. The university's 305 full-time academic staff is engaged in such faculties.

Aleksandër Moisiu University Durrës is committed to remove all of the institutional, structural and individual discrimination that may contribute to inequalities.

UAMD aims to create a more diverse and inclusive university environment and through this document, intends to implement standards of individual rights and gender equality.

Our Vision

Aleksandër Moisiu University Durrës is committed to gender equality and diversity as key players to ensure our success as a prominent higher education institution for both students and staff.

Our aspirations

UAMD aspires to be a place of first choice for the most talented students and gifted staff in Albania. The University is committed to developing a positive culture and an inclusive environment, where all staff and students are able to develop to their full potential in terms of gender balances.



Our commitment

The University is committed to embedding Gender Equality across all sectors and believes this plan reflects its commitment and contribution toward the gender equality in higher education.

In Albania, the Law on Gender Equality (2008) has brought together and harmonised equality legislation. In regard to the higher education, the legislation reflects anti-discrimination in students and staff by the following characteristics such as: age, disability, gender, marriage, pregnancy and maternity, race, sexual orientation, religion and belief.

Trends in gender inequalities in higher education in Albania can be measured by examining the changes in the composition of the student population in higher education, the relative share of degrees awarded to women each year, the levels of education attained by men and women and, lastly, the differences between the subjects studied by men and women. This document framed as an action plan, aims to serve to this purpose. In addition, this plan seeks to promote academic progress through development of university equality policies combatting evident and hinted forms of discrimination.

Through its objectives and specific actions, The Gender Equality Plan (GEP) of UAMD aims to overcome gender gaps and structural barriers in, learning, research and innovation and to create a safe and inclusive environment for the university community.

This plan describes UAMD's approach to equal opportunities, encompasses the grounds of gender discrimination and the social background. This document is based on three main pillars:

- i) resources for implementing gender equality plan;
- ii) monitoring and evaluation of gender equality dimension;
- iii) and training and awareness- raising actions on gender equality dimension.

The plan describes the objectives, the activities that the university will implement during 2022-2025, the responsible parties for each activity, as well as indicators and targets for each goal. The plan also addresses coherent measures aligned with the Council of Europe Gender Equality Strategy [2018-2023] and the United Nations 2030 Sustainable Development Agenda, as an instrument to help reverse social economic and cultural inequalities and promote gender equality.

Strategic Goals of the UAMD Gender Equality Plan

The many benefits of equality and diversity in higher education include, positive changes in the quality of research and teaching, the reinforcement of the scientific and research position of the institution in a competitive environment, improved dialogue and exchange of ideas to greater inclusiveness and a sense of community.



Equality and diversity in the sciences and higher education also reflect on people's feelings of well-being at work and during their academic path. Equality policies support the development of sound procedures and help create a better working environment while also attracting and retaining academic talent.

The focus for the UAMD Gender Equality Plan 2022 -2025 will be on the following six strategic¹ areas:

- i. Prevent and combat gender stereotypes and sexism;
- ii. Ensure the equal access of women to education, public services and justice;
- iii. Achieve a balanced participation of women and men in education, research and public decision-making;
- iv. Achieve gender mainstreaming in all policies and measures;
- v. Prevent and combat violence against women and sexual harassment;
- vi. Protect the rights of migrants, national minorities, refugee and asylum-seeking women and girls;

These strategic areas are elaborated further in this document, but the following priorities describe the immediate outcomes at the UAMD, in collaboration with local and European partners, aiming to achieve significant results in the implementation of existing standards of individual rights and gender equality.

Gender equality becoming a part of the University's regular activities;

- ÷ Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity;
- ÷ Design and develop policy documents and decision-making processes that are transparent, which will lead to high quality recruitment processes, study and career paths marked by gender equality;
- ÷ Ensuring gender equality throughout the recruitment process of female and male employees and doctoral schools;
- ÷ Increasing balance representation of women and men in different levels of decision-making structures and responsible persons at the university;
- ÷ Enhancing well-being of staff through a balanced work-life style;
- ÷ Combatting any kind of gender-based balance, discrimination and sexual harassment.

¹Aligned with the Council of Europe Strategy on Gender Equality.



AREA 1: Mainstreaming the Gender Dimension into Teaching and Research Activities

Objective 1.1: Mainstreaming gender dimension in research activities and assessment processes

ACTIONS	<p>-Monitoring the number of scientific publications where gender and diversity variable is measured.</p> <p>-Inception of Gender-responsive research projects based on needs of local communities across Albania and Western Balkan region, led by researchers/academic teams at UAMD.</p> <p>-Coaching and mentoring to academic staff on the incorporation of the gender equality standards into research methodologies and processes.</p>
INDICATORS	<p>-Annual mapping of gender-responsive results from research projects implemented at/by the University.</p> <p>-Design and dissemination of informative materials on gender equality, its important link to education and research, and the expected role of local actors, including University.</p>
TIMELINE	2022- 2025
FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE PARTY (IES)	Gender equality unit, Vice Rectors.
TARGET	Teaching and Research staff, Students, Public institutions in local level and beyond, Private sector and Non-profit organisations;



Objective 1.2: Promoting capacity building to improve knowledge and skills related to gender equality, diversity and human rights

ACTIONS	<p>-Organize training sessions on gender equality, diversity and inclusion, human rights and fight against stereotypes and violence, for teaching and research staff, administrative staff of the University, aimed at raising awareness of diversity and gender equality.</p> <p>-Organize workshops to raise awareness of diversity and gender equality to be included in teaching process and research by staff members of all fields.</p>
INDICATORS	<p>- 4 Workshops and training course on gender equality and diversity for academic staff to be held by October 2025</p> <p>-10 participants from each faculty of the UAMD trained through the series of the above workshops;</p>
TIMELINE	2023-2025
FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE PARTY (IES)	Gender Equality Unit, Vice rector for teaching, Vice rector for institutional affairs, Deans, Head of Departments.
TARGET	Teaching and research staff, administrative staff and students.

AREA 2: Gender Equality in Recruitment and Career Progression

Objective 2.1: Promoting gender equality and recruitment of academic and administrative staff

ACTIONS	<p>-Review the current applicable rules of human resources management to asses and improve [if necessary] level of compliance with gender equality standards in virtue of the respective Albanian Law on GE;</p> <p>-Review the current applicable rules of students' admission to UAMD to assess and improve [if necessary] our equal opportunities policy and level of compliance with the human rights/ GE standards in virtue of the Albanian legislation on non-discrimination;</p> <p>-Collect, analyse and disaggregate relevant periodic data on gender [in]equality at UAMD through pilot monitoring of targets of the UN SDG 5;</p> <p>-Appoint a team from qualified academic staff from different departments</p>
---------	---



	in collaboration with administrative staff within UAMD to act as a main data source and think tank on gender equality and related applied research.
INDICATORS	<ul style="list-style-type: none"> -Rules and applicable regulations on human resource management reviewed to comply with gender equality standards; -Findings [external report] on level of compliance of the applicable regulations for university human resources management and students' admission to gender equality standards; -Methodological tools to collect, analyse, and disaggregate periodic data on gender equality on behalf of the UAMD, approved by December 2022; -Terms of reference, scope of work and initial activities [12 months work-plan] for the Gender Equality Unit at the UAMD, prepared and approved by June 2022.
TIMELINE	2022-2023
FINANCIAL RESOURCE	<p>UAMD budget;</p> <p>There are local donors like UN Women, UNDP, GIZ, SIDA that could be interested to support with expertise and/or funding for review of the quoted regulations and/or other institutional strategic documents.</p> <p>It is advised that the inception activities of the Gender Equality Unit at UAMD may be funded through a pilot project under the respective budget line.</p>
RESPONSIBLE PARTY (IES)	Sector of Curricula and Quality Assurance, Sector of Publication of Statistics and Communication, Directorate of Human Resources, Centre for Research and Excellence, Office of Career and Alumni.
TARGET	Human Resources Directorate, Admission office, Academic staff, Students.

Objective 2.2: Promoting measures to support gender balance in research teams and working groups

ACTIONS	<ul style="list-style-type: none"> -Promote gender balance in recruiting teaching and research staff, administrative staff. -Annual monitoring of the composition of Boards and Councils, administrative staff, and fixed-term researchers and lecturers, Associate Professors. -Promote gender balance in working groups within departments, faculties and in university level. -Promote gender equality in doctoral programmes and fellowships. -Promote gender equality in selection boards, councils and leading positions within university.
INDICATORS	-Monitoring balanced composition of selection boards, councils and



	leading positions of UAMD in terms of gender from 2024 -Gathering data on gender equality at UAMD
TIMELINE	2024-2025
FINANCIAL RESOURCE	External funding UN Women, SIDA, SDC, IOM, GIZ
RESPONSIBLE PARTY(IES)	Rector, Vice Rector for Teaching, Vice Rector for Research, Vice Rector for institutional Issues, Gender equality unit, Directorate of Financial Administration, Directorate of Human Resources Management.
TARGET	Boards, Councils, Academic and administrative staff of UAMD.

AREA 3: Gender Balance in Leadership and Decision Making

Objective 3.1: Review of regulations to promote gender balance in decision-making bodies

ACTIONS	-Review the applicable Regulations to assess quality of internal capacities and functions, with the purpose of improving decision-making at all levels within UAMD, university research practice and its response to societal needs. -Draw relevant mid-term recommendations and measures to address findings from gap analysis of the applied regulations and institutional capacity assessment of UAMD.
INDICATORS	-Analysis of the decision- making bodies aiming to find out where to intervene for gender equality by July 2024 -Drafting the proposed amendment by November 2024
TIMELINE	2024-2025
FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE PARTY(IES)	Rector, Vice Rector for Research, Vice Rector for institutional Issues, Vice Rector for Teaching, Dean of Faculties, Head of Departments, Human Resource Department.
TARGET	Teaching and research staff, Students.



Objective 3.2: Promoting gender equality in the organisation and leading of university teaching and research activities

ACTIONS	<ul style="list-style-type: none"> -Reviewing curricula and incorporate compulsory or elective courses on gender equality and diversity in the programmes of study in UAMD -Annual workshop with administrative staff. -Expanding Gender equality courses in other faculties of UAMD rather than Faculty of Education, like faculty of Political and Juridical sciences and Faculty of Economy. -Training for academic and administrative staff as well as doctoral candidates in mainstreaming gender in their process of work -Workshop meetings for lecturers and administrative staff on anti-discrimination in teaching. -Training for teachers of Durres district in cooperation with Regional Educational Directory of Durres
INDICATORS	<ul style="list-style-type: none"> -Review of Curricula in terms of integrated gender equality courses. -Minimum of 5 course modules on gender equality and antidiscrimination incorporated in the curricula of Faculty of Education, Faculty of Political Science and Faculty of Economics in bachelor or Master level. -2 Workshops in an academic year for administrative staff on gender equality and anti-discrimination by October 2024. -15 participants from administrative staff of UAMD trained through the series of the above workshops; -Due to student's requirements and the situation of Covid-19 pandemics offer online courses/modules on gender equality and anti-discrimination.
TIMELINE	September 2023 – June 2024
FINANCIAL RESOURCE	UAMD Budget
RESPONSIBLE PARTY(IES)	Chief of Departments, Deputy Deans for Research, Deans of Faculties, Vice Rector for Teaching, Vice Rector for Research, Vice Rector for Institutional Issues.
TARGET	Students (in particular doctoral students), Academic staff, Administrative staff.



AREA 4: Work- Life Balance and Organisational Culture

Objective 4.1: Balance between work and personal life (parenting)

ACTIONS	-Flexibility in the work-place especially after the pandemic situation of Covid-19. -Promoting parental leave to be taken by man in teaching and administrative staff in regulation with Albanian Legislation Law. -Supporting staff with flexible working hours and home office opportunities especially women with infants. -Supporting with counselling teaching, researching the administrative staff and students in order to support those who take care of children, the elderly and/or disabled relatives.
INDICATORS	-Adaption of regulations that enable flexibility to achieve balance between work and family in regulation with Albanian Legislation Law.
TIMELINE	2022-2024
FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE PARTY(IES)	Academic Senate, Directory of Human Resources, Head of Departments, Deans
TARGET	Academic staff, Administrative staff and Researchers.

Objective 4.2: Promoting culture of equal opportunities and inclusion

ACTIONS	-UAMD Campaign / flagship conference on Gender Equality and its annual Report; -Campaign of gender equality for university academic and administrative staff, students and other social actors in local level. -Surveys aiming development of knowledge and the modification of attitudes and beliefs in regions of Albania;
INDICATORS	-UAMD Campaign/flagship conference on Gender Equality by June 2024 -UAMD Annual Gender Equality Report by June of each year Publications of results of studies and analyses on www.uamd.edu.al
TIMELINE	2023-2025



FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE PARTY(IES)	Rector, Vice Rectors, Academic and Senate Board, Deans
TARGET	Teaching staff, researchers, students and research fellows, technical- administrative staff.

Objective 4.3: Combatting discrimination, gender stereotypes and enhancing participation of under-represented communities

ACTIONS	-Gender Impact Assessment of University documents in order to reduce gender inequalities between men and women in UAMD -Adapting the University documents and official forms to the gender visibility Guidelines.
INDICATORS	-Review of University documents July 2024 -Adaption of University regulations by December 2025
TIMELINE	2023-2025
FINANCIAL RESOURCE	UAMD budget UN Women, GIZ, SIDA, Ministry of Health and Social Welfare
RESPONSIBLE PARTY(IES)	Rector, Vice Rectors, Deans, Vice Deans
TARGET	Academic Staff, Administrative staff, Students.

AREA 5: Measures against Gender Based Violence, Discrimination and Sexual Harassment

Objective 5.1: Supporting initiatives and measures to raise awareness against gender- based violence and discrimination

ACTIONS	-Open lectures or winter/summer courses on gender-based violence -Identify activities to rectify any issues that are related to gender inequality, gender discrimination, gender violence and sexual
---------	---



	<p>harassment or any other inappropriate behaviour in the workplace to make UAMD a socially safe place.</p> <p>-In collaboration with civil society organisations, stakeholders in the community offering an annual joint activity on gender-based violence, gender identity and sexual harassment.</p> <p>-Offering anti-violence counselling and support. This service can be offered in collaboration with proper departments or centres.</p>
INDICATORS	<p>-Increased awareness measured in the results of modification of attitudes and beliefs.</p> <p>-Annual joint initiative on gender-based violence, gender identity - and harassment.</p> <p>-Workshops, lectures and conferences on gender-based violence and sexual harassment.</p>
TIMELINE	June 2024
FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE PARTY(IES)	International Relations Office, Head of department of Psychology, Vice Dean for teaching, Vice Rector for teaching, Vice Rector for Institutional Issues.
TARGET	Academic and Administrative staff, Students.

Objective 5.2: Promoting measures against discrimination and sexual harassment

ACTIONS	<p>-Measures for gender equality to prevent gender-based violence and harassment at the university.</p> <p>-Guidelines on anti-Discrimination published on www.uamd.edu.al</p> <p>-All university regulations to be revised in terms of gender-based violence and antidiscrimination</p>
INDICATORS	<p>-Revision of regulations in terms of gender-based violence and antidiscrimination by December 2025.</p> <p>-Guidelines with measures on anti- discrimination published on www.uamd.edu.al</p>
TIMELINE	December 2025
FINANCIAL RESOURCE	UAMD budget
RESPONSIBLE	Vice Rector, Deans, Head of Department, Human Resource



PARTY(IES)	Department.
TARGET	Students, Academic staff and Administrative staff.

Implementation of the SDG AGENDA 2030 according to the objectives of the UAMD Gender Plan 2022-2025.

<p>Area 1: Mainstreaming the Gender Dimension into Teaching and Research Activities Objective 1: Mainstreaming gender dimension in research activities and assessment processes. Objective 2: Promoting capacity building to improve knowledge and skills related to gender equality, diversity and human rights.</p>
<p>SDG 4 Quality Education SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions SDG 17 Partnerships for the Goals</p>
<p>AREA 2: Gender Equality in Recruitment and Career Progression Objective 1: Promoting gender equality and recruitment of academic and administrative staff Objective 2: Promoting measures to support gender balance in research teams and working groups</p>
<p>SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions SDG 17 Partnerships for the Goals</p>
<p>Area 3: Gender Balance in Leadership and Decision-Making Bodies Objective 1: Review of regulations to promote gender balance in decision-making bodies Objective 2: Promoting gender equality in the organisation and leading of university teaching and research activities</p>
<p>SDG 5 Gender Equality SDG 10 Reduced Inequalities SDG 16 Peace, Justice and Strong Institutions SDG 17 Partnerships for the Goals</p>



<p>AREA 4: Work- Life Balance and Organisational Culture</p> <p>Objective 1: Balance between work and personal life (parenting)</p> <p>Objective 2: Promoting culture of equal opportunities and inclusion</p> <p>Objective 3: Combatting discrimination, gender stereotypes and enhancing participation of under-represented communities</p>
<p>SDG 3 Good Health and Well Being</p> <p>SDG 4 Quality Education</p> <p>SDG 5 Gender Equality</p> <p>SDG 8 Decent Work and Economic Growth</p> <p>SDG 10 Reduced Inequalities</p> <p>SDG 11 Sustainable Cities and Communities</p> <p>SDG 17 Partnerships for the Goals</p>
<p>Area 5: Measures Against Gender Based Violence and Sexual Harassment</p> <p>Objective 1: Supporting initiatives and measures to raise awareness against gender- based violence and discrimination</p> <p>Objective 2: Promoting measures against discrimination and sexual harassment</p>
<p>SDG 5 Gender Equality</p> <p>SDG 16 Peace, Justice and Strong Institutions</p> <p>SDG 17 Partnerships for the Goals</p>

Concluding remarks

We believe that achieving gender equality is such a challenging task, that it needs to be tackled on several levels. Institutions need to remove barriers and facilitate structural change, behavioural design of procedures and processes that can assist gender equality achievement. This will not be sufficient on its own – a productive working and learning environment requires people to treat each other equally and respectfully. If we consider gender bias as a habit, there is need to carefully applied strategies for behavioural change.

Those individuals who have already experienced the negative consequences of bias, stereotype threat or discrimination, insights from wise psychological interventions may be useful. Decision making bodies and leaders who see strengths in differences and who firmly act to reduce bias,



inequalities, gender discrimination and promote social inclusion and gender equality, will also contribute to achieve institutional change.

In this context, UAMD gender mainstream activities may help promote equality and social change. Further development of such activities beyond university, will promote gender equality in local and national level.

Universities can – and should – be inspirations of gender equality, acting as agents of change, building a society of gender equality and enabling a change in the attitudes and behaviours of the people who relate to such institution. While change can begin within the university aulas, we would like students to experience learning in an inclusive environment to challenge the inequalities they meet in wider society.