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# DRIVE DEVELOPING RESEARCH AND INNOVATION CAPACITIES IN ALBANIA AND KOSOVO

## Gender Equality Plan European University of Tirana (UET)

June 2022



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## Abbreviations

DRIVE - Developing Research and Innovation Capacities

UET - European University of Tirana

GEP - Gender Equality Plan

QM – Quality Management

ST –Steering Committee

MC - Management Committee

GDS - Gender Data System

GEP – Gender Equality Plan

GB – Gender Balance

WG – Working Group



European University of Tirana (UET) is committed to promoting gender equality in research and innovation following the European Commission guidelines. Thus, the Rector of UET has established a Gender Equality Plan (GEP) Team, appointed in compliance with the Horizon Europe Guidance on Gender Equality Plans. The GEP Team is composed by:

1. Prof. Dr. Drita Kruja – Head of the group
2. Ph.D. Ketrina Çabiri-Mijo – Member
3. Ph.D. Orjon Rroji – Member
4. MSc. Kebjana Haka – Member
5. MSc. Alba Biba – Member
6. Dr. Sokol Ndoka – Member
7. MSc. Betim Shkupi – Member

In order to have a clear and the best information regarding the GEP preparation, the GEP Team had in his disposal and was supported by all the structures of the UET, such as administrative staff, project managers, and academic staff.



## Introduction

European University of Tirana (UET) with more than 15 years of experience in higher education and with certified parameters, offers all the capacities and guarantees to be an island of excellence and to give to students, professors, researchers, parents, and other social actors a collaborative space for their projects, ideas, and dreams. The Gender Equality Plan (GEP) is a milestone and a strategic document aiming to enhance the full participation of everyone within the community of the university. The goal of this document, through a series of actions, is to promote the culture of respect, the fight against gender discrimination and the promotion of effective gender equality, in the next five years period, 2022 – 2026.

The Board of Directors supported the collection of necessary information regarding the GEP within the institution. The work has several steps, and the first one was the collaboration of everyone in UET, regarding the compilation of the information of the internal participants, including the student community. The GEP Team prepared the first draft proposing it for assessment and adding up from the preliminary phase to the last stage, including all constitutional figures such as the Rector, the Vice Rector, the Deans, the Heads of Departments, the Quality Office, Student's representative, and everyone incorporated in the preparation of the GEP. After a carefully assessment, the GEP was approved by the Board of the Directors of the UET.

The main target/goal/objective of the GEP is to give a significant endurance and consistency to the policies for gender equity at UET. Also, to keep this Plan consistent and updated for the next coming years.

As it can be noticed, the enrolled staff at UET is almost balanced, meaning that the UET has for some time now prepared itself with various precautions for gender equality and the fight of all forms of discrimination within the institution. Even though, this is the first draft documented text, the UET has its own internal procedures and policies regarding the Gender Balanced and soon this document will be published on the institutional website.

In line with the goal of strengthening internationalization, project development and research, UET has always been very careful on meticulously choosing its staff and combating all forms of violent behavior and provocations related to gender, sexual orientation, and gender identity. This can be easily and clearly seen, as a high number of academic staff is composed by women, and a large number of them have leading positions within the institution.

UET has already graduated more than 15.000 students in three study cycles: Bachelor, Master, and Doctorate, demonstrating that UET is a well-established institution, and it has actively and carefully contributed various cultural events including the gender issues. This can be demonstrated through seminars, events celebrating symbolic dates, etc.

Even though, UET has done an excellent work on gender equity (GE) during all these years, it is aware that there must be an internal group controlling and improving the gender equity by

reporting and regularly and officially documenting it. Thus, the GEP Team of UET will work on keeping the institution free from the prejudices and stereotypes and from gender gap issues, improving the teaching performance and pushing forward the research centers. Also, placing the value of the person at the center and facilitating the optimal expression of one's abilities.

With the intention of, fulfilling these goals, detailed actions, and measures, to achieve them, have been defined to keep the institution in a perfect gender equity balance. It is crucial to carry out these priorities systemically and consistently, thus, dedicated resources will be created for design, implementation, and monitoring the GEP Team. Also, a database will be created to keep the evidence-based up-to-date and the data collected will be across all staff categories. All these measures will help on enhancing GEP work on encouraging an open and inclusive learning, research, and work environment. The keyword should be the gender equity treatment and the non-existence of discrimination and intolerance within UET.

## General Objectives

The main goal of UET is to improve the quality of work and to keep the GE in the coming years. GEP aims to achieve five recommended objectives in the next five-years phase from 2022 – 2026, which are:

- work-life balance and organizational culture
- gender balance in leadership and decision-making
- gender equality in recruitment and career progression
- integration of the gender dimension into research and teaching content
- measures against gender-based violence including sexual harassment

Work-life balance and organizational culture is the first objective, and UET's goal is to facilitate the accomplishment of an adequate balance between private and working life. Also, it is crucial that organizational culture will be focused on fighting the prejudices and stereotypes of any type. Thus, a well-balanced GE is it imperative to keep a working environment in a perfect state. UET plans to carry out a series of actions such as:

- A) Creating a database, Gender Data System (GDS), where will be kept the sensitive data regarding gender equality.
- B) An internal annual university conference on the topic of Gender Equality.
- C) Implementing a questionnaire/survey for all staff regarding the work-life balance

Gender balance in leadership and decision-making is the second objective, and UET has done a great job during all these years on this topic (gender balance in leadership and decision-

making). This can easily be noticed as there are two males and three females in the role of deans, and six females and five males in the role of head of departments.

Gender equality in recruitment and career progression is the third objective, and UET is very careful on this topic, as it can be noticed by the recruitment of the staff, in general. However, UET aims to improve itself on this topic by developing skills related to GE, diversity, and people's right to encourage the approach of the less represented genders to all disciplines, regardless of their beliefs and sexual orientation, and gender identity.

The fourth objective is the integration of the gender dimension into research and teaching content. Also, at this point/objective UET has done a very good job till now, as every single department, besides teaching, has its own center for research. In general, there is a balanced gender ratio in every single faculty and department, in teaching and research centers content. However, depending on the faculty and the department, based on its specificity, there could be more females than males, or vice-versa, as it can be noticed based on our statistical data.

Measures against gender-based violence including sexual harassment is the fifth objective, and UET aims to be very strict and firm about this topic. On this subject, the UET aims:

1. To create a specialized team, an office regarding this topic.
2. To organize an annual university conference against gender-based violence and sexual harassment.
3. Preparing and incorporating a survey on gender discrimination.

The main gender gaps identified so far are:

- There does not exist a specific office regarding the GEP topic.
- There does not exist a specific budget for GEP team.
- Missing surveys and data analysis focused on GE

As abovementioned in the general objectives section, UET will work very hard and consistently to implement and fill out every single gap, in the coming months.

Every single objective will be carefully and meticulously considered and implemented.



## Statistical analysis

The UET statistics indicate that the actual number of Internal Academic Staff working at UET as is 75 female and 72 males, in total of 147 and administrative staff is 36 female and 13 males, in total 49, until June 2022 (Table 1).

**Actual Staff June 2022**

Description	Male	Female	Total
Academic Personnel	72	75	<b>147</b>
Administrative Personnel	13	36	<b>49</b>
<b>Total</b>	<b>85</b>	<b>111</b>	<b>196</b>

Table 1: Academic & Administrative staff working at UET in June 2022

Staff in Management Position in UET is: 18 female and 16 males, in total 34 (Table 2).

**Staff in Management Position**

Description	Male	Female	Total
Staff in Management Position	16	18	<b>34</b>

Table 2: Staff in Management Position in UET

The number of External Academic staff working at UET, for the academic year 2021 – 2022, is: 75 in total, 30 female and 45male (Table 3). In details:

Academic: 0 female and 1 male

Prof. Dr.: 1 female and 4 males, in total 5

Prof. Assoc. Dr.: 1 female and 7 males, in total 8

Dr./Ph.D.: 15 females and 13 males, in total 28

MSc.: 13 females and 20 males, in total 33

Description	Male	Female	Total
Academic	1	0	1
Prof. Dr.	4	1	5
Prof. Assoc. Dr.	7	1	8
Dr./PhD	13	15	28
MSc.	20	13	33

Table 3: The number of External Academic staff working at UET for the academic year 2021 – 2022

The number of Internal Academic Staff working at UET, for the academic year 2021 – 2022, (Table 4) is:

Prof. Dr.: 8 female and 13 males, in total 21

Prof. Assoc. Dr.: 4 female and 12 males, in total 16

Dr./Ph.D.: 29 females and 18 males, in total 47

MSc.: 34 females and 29 males, in total 63

Description	Male	Female	Total
Prof. Dr.	13	8	21
Prof. Assoc. Dr.	12	4	16
Dr./PhD	18	29	47
MSc.	29	34	63

Table 4: The number of Internal Academic staff working at UET for the academic year 2021 – 2022

Academic Personnel (application and winners in October 2018) (Table 5).

	APPLICATIONS		WINNERS	
	M	F	M	F
<b>FEBZH</b>	28	48	1	7
<b>FSHJPMN</b>	47	53	2	0
<b>FSHHEAL</b>	41	90	3	7
<b>FIIA</b>	23	50	1	6
<b>FSHMT</b>	13	48	9	4

Table 5: Academic Personnel in October 2018

	APPLICATION		Winners	
	M	F	M	F
<b>FSHMT</b>	9	28	4	6

Table 5.1: Academic Personnel in 2019 – 2020

	APPLICATION		WINNERS	
	M	F	M	F
<b>FEBZH</b>	1	6	2	1
<b>FSHJPMN</b>	1	1	1	1
<b>FSHHEAL</b>	10	4	9	0
<b>FIIA</b>	5	8	3	1

<b>FSHMT</b>	7	25	3	2
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Table 5.2: Academic Personnel in 2020 – 2021

	APPLICATION		WINNERS	
	M	F	M	F
<b>FEBZH</b>	5	9	1	2
<b>FSHJPMN</b>	6	8	1	0
<b>FSHHEAL</b>	17	25	0	2
<b>FIIA</b>	9	14	3	1
<b>FSHMT</b>	6	22	1	1

Table 5.3: Academic Personnel in 2021 – 2022

Administrative personnel (applications and winners) (Table 6).

#### Coordinators

	APPLICATION		WINNERS	
	M	F	M	F
<b>Coordinator of Department</b>	1	29	0	4

Table 6: Administrative Personnel April 2019

	APPLICATION		WINNERS	
	M	F	M	F
<b>Project Coordinator</b>	1	8	0	2

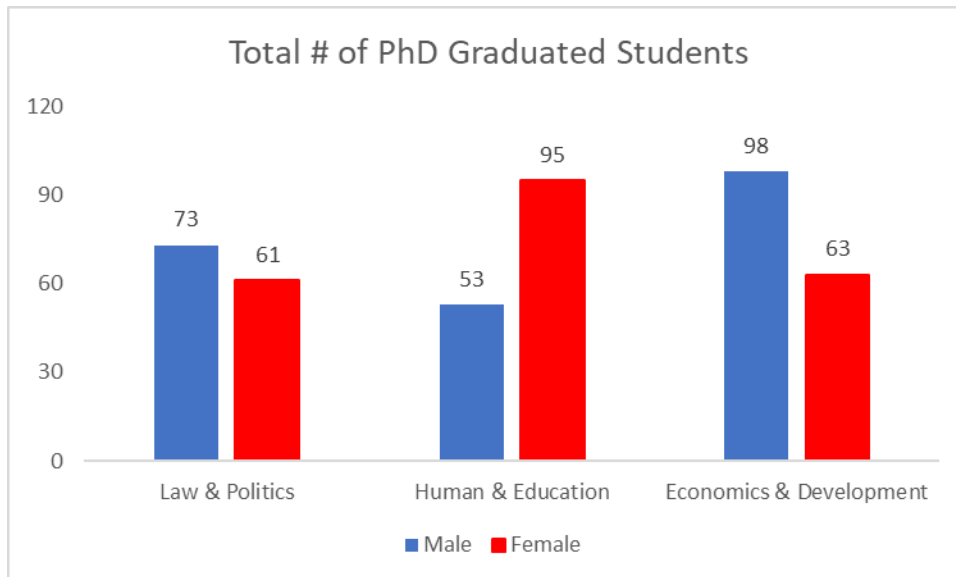
Table 6.1: Project Coordinator in May 2019

	APPLICATION		WINNERS	
	M	F	M	F
<b>Department Coordinator</b>	0	11	0	2

Table 6.2: Department Coordinator in November 2021

The transition from one grade/title to another one is very demanding in general, as it requires a lot of publications, and many hours of extensive research, and this might influence with the personal life, thus some female professors could stop their career. However, further data collection is necessary to be provided during the GEP implementation to proper define the measures that should be taken from the institution of UET.

Also, UET has Doctoral Study program, and statistical analysis of the doctorate graduates, showed that there are slightly more male, in total 224 compared to 219 female doctoral graduates in all fields of studies (Graph 7).



Graph 7. Number of doctorate students enrolled and graduated at UET

Based on the statistical data analysis we can say that the number of doctorate students in each field at UET, it is 443 in total with 219 females and 224males.

Female doctoral students already graduated divided for faculty are:

61 graduated in Faculty of Law, Political Science, and International Relations

95 graduated in Faculty of Human Sciences, Education and Liberal Arts

63 graduated in Faculty of Economics, Business and Development

Male doctoral students already graduated divided for faculty are:

73 graduated in Faculty of Law, Political Science, and International Relations

53 graduated in Faculty of Human Sciences, Education and Liberal Arts

98 graduated in Faculty of Economics, Business and Development

	Law, Political Science, IR	Human Sciences, Education & Liberal Arts	Economics, Business & Development
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Female	61	95	63
Male	73	53	98

Table 8: Number of doctorate students enrolled and graduated at UET

This shows that the males and females are more or less equally, well balanced represented in all fields.

## Goals and Actions

Based on the statistical analysis data provided the GEP Team will work on fulfilling the recommended objectives. The main aim of GEP Team is to correctly execute awareness for gender equality at the UET. We will explain in detail our objectives.

### **Objective 1: work-life balance and organizational culture**

The first step to be taken will be the creation of a database on Gender Data System (GDS) where will be kept the sensitive data regarding gender equality. The GDS aims to collect, classify, and periodically publish quantitative and qualitative data regarding and related to all relevant areas, such as age, gender, origin, type of diploma, disability, research activity, career paths, position, roles, assignments, and responsibilities for both teaching and administrative staff, and the number of international students. Once created, the GDS will be regularly kept up-to-date and will help on the relevant analyzes and statistics. Also, it will be very helpful on the preparation of documents and reports for the future. These data will be very helpful on improving the work-life balance of the UET employee, and for the promotion of an organizational culture based on respect and appreciation of differences.

An internal annual university conference on the topic of Gender Equality will be the next aim of GEP Team. In this conference the necessary information will be delivered to all UET participants, academic and administrative staff. During the conference will also be discussed regarding the smart working and teleworking (working from home), above all for the parents with small children. The pandemic situation (Covid-19) has demonstrated that telework is possible and in some cases even preferred.

In order, to better understand the internal situation, also the implementation of a questionnaire/survey for all staff regarding the work life-balance will be delivered. Several questions will be asked such as, biodata, work-life balance, job satisfaction, to fully understand the situation of the UET. The survey questionnaire can be found as appendix and upon request.

## **Objective 2: gender balance in leadership and decision-making**

UET has done a very good job until now regarding the gender balance in leadership and decision-making, as can be seen by the statistics. However, there is always room for improvement, and UET will review the internal regulations, if needed. To better fulfil the GEP requests, then a specific database will be created and constantly updated. In the creation of the new working groups, or in the existing one, the GEP rules will be duly implemented. The University commissions such as Ethics Commission, Disciplinary Committee, Research and Innovation Commission, Ombudsman, etc. will be carefully checked and, if needed adjusted.

Also, for this objective a survey has been done to better understand the situation and the survey questions can be found as appendix and upon request.

## **Objective 3: gender equality in recruitment and career progression**

UET's politic is to promote gender equality and career progression of every single employee, however, the main aim is to develop skills related to GE, diversity, and people's right, in order to encourage the approach of less represented genders to all disciplines.

As it can be noticed by the statistical analysis the GE quality is almost perfectly balance, however, in some case a gender can overcome in numbers to the other gender, due to the type of the role. The action will be taken to perfectly balance the gender in the future. The implementation of further guidance for emphasizing gender stereotypes will also use be used if needed.

## **Objective 4: integration of the gender dimension into research and teaching content**

This is a very important objective and the duly actions will be taken to rebalance, there where is a gender imbalance. Every single department has its own center of research and its journal, where everyone from the staff and students are welcome to publish their research. A very good job is regularly done by the head of departments to promote their journal and to invite everyone interested in publishing their academic work.

## **Objective 5: measures against gender-based violence including sexual harassment**

This is a very important and serious topic thus, UET aims to create a specialized team, a specific office regarding this subject. In the team will also be a psychologist to give the necessary help and advice. Anyone, students or UET staff, who needs any psychological support, or has any complain, it will be given and will be received securing the anonymity and privacy of the person.

The ombudsman will strictly keep the privacy and will talk with the bullies. The ombudsman office, beside psychological support, will also offer protection from any possible retaliation from the bullies.

An annual university conference against gender-based violence and sexual harassment will be organized. The most updated information will be delivered and will be asked to anyone to denunciate any possible gender-based violence or any sexual harassment.

A specific survey has been delivered to the UET staff and to the students regarding this topic.



## Conclusions

The Gender Equality Plan of UET is a very important document and its aim and purpose are to improve UET organizational working culture. The main topics, where GEP has been focused on are:

- 1) work-life balance and organizational culture,
- 2) gender balance in leadership and decision-making,
- 3) gender equality in recruitment and career progression,
- 4) integration of the gender dimension into research and teaching content, and
- 5) measures against gender-based violence including sexual harassment.

This is the first time we prepared it, and we must be careful to consider it as an accurate description of work done until now, consistent with the strategic objectives of the UET. Even though UET has done a plausible work until now regarding gender equality, there is still room for improvement in the near future. We will keep working hard on fulfilling all missing criteria and keeping up-to-date annually the GEP report.

**HEAD OF THE WORKING GROUP**

**Prof. Dr. Drita KRUJA**

