



# **Gender Equality Plan**

**At the Faculty of Electrical and Computer Engineering (FECE) at University  
of Prishtina "Hasan Prishtina"**

## Contents

|   |    |
|---|----|
| Introduction.....   | 3  |
| General Objectives .....  | 5  |
| Detailed guidance on the GEP objectives .....   | 6  |
| Objective 1: Work-life balance and organizational culture .....                         | 6  |
| Objective 2: Gender balance in leadership and decision-making.....                      | 7  |
| Objective 3: Gender equality in recruitment and career progression.....                 | 8  |
| Objective 4: Integration of the gender balance into research and teaching content ..... | 9  |
| Objective 5: Measures against gender-based violence, including sexual harassment.....   | 9  |
| Conclusion.....   | 10 |
| References .....  | 12 |

## Introduction

The Gender Equality Plan (GEP) is a set of commitments and actions that aim to promote gender equality in an organization through institutional and cultural change. Gender equality ensures that institutions support democratic and equal societies.

GEP of the Faculty of Electrical and Computer Engineering (FECE), University of Prishtina (UP) was prepared by FECE team consisting of professors of different faculty departments. The report was drafted after deep analysis of the situation of gender balance in our Institutions. The document was approved by project coordinator and submitted to faculty management to serve as one of the institution's strategic documents for gender equality and to be part of the faculty strategic plan for upcoming years 2022-2026.

GEP was drafted with a twofold objective: firstly, analyze and present the policies for gender equality already undertaken by our university and secondly formulate a plan and the timeline for the plan to be implemented in our institution. The GEP plan is focused in five content-related (thematic) area: 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 and Measures against gender-based violence, including sexual harassment.

As for the first objective, it should be noted that University of Prishtina has implemented some criteria's for gender equality in staff recruiting. The necessity for this raised from the fact that for many years in Kosovo, a stereotype existed that engineering is only for males so the gender balance has been very bad. Most of the academic, administrative staff and students have been male. With promotional campaigns to encourage women in engineering this situation has changed significantly.

The situation has improved with the implementation of the new regulation for academic staff promotion in which is clearly stated that when recruiting new academic and administrative staff, in case of equal terms the priority will be given to female gender (less represented gender). In this context, in our faculty in all departments, the statistics show that 35% of academic staff are women

with 4 of them in leading University/Faculty positions. The numbers are better in ICT department and administrative staff. In the ICT department 62.5% are women whereas in administrative staff 66% are women. Moreover, according to student data, the gender balance is 50:50 of total active students of FECE.

Particular attention has been paid to the issue of combating all forms of violence and harassment related to gender, sexual orientation and gender identity. The University of Prishtina has approved the Regulations for The Prevention and Protection from Sexual Harassment and Harassment at The University of Prishtina. With this regulation, UP seeks to provide a safe, free environment where everyone feels equal in the workplace and learning environment regardless of gender and / or sexual differences.

As regarding the second objective, the team drafted a detailed plan describing the criteria's to fulfill the 5 main pillars/objectives of the GEP plan.

These defined objectives and actions will be pursued systemically, consistently and continuously in order to overcome all obstacles and help the institution to promote and maintain gender equality and the enhancement of diversity and at promoting the growth of a culture of respect.

## General Objectives

Through Gender Equality Plan (GEP), FECE aims to achieve all 5 general objectives in the five-year period 2022-2026 through the implementation of several strategic actions as integral part of each objective of intervention.

The focus will be to fulfill all necessary criteria for the following 5 main objectives:

***Work-life balance and organizational culture:*** This is the first objective that FECE aims to achieve through implementation of policies necessary to ensure that the visibility of women (staff and students) and their contribution in the organization is properly valued. Policies that will directly contribute to this objective include: parental leave, flexible working hours, childcare support, etc.

***Gender balance in leadership and decision-making:*** The second objective that FECE aims to achieve is ensuring gender balance in leading positions. This will be ensured through enhancing the process procedures for appointment of staff and students in leading positions and committees, thus ensuring gender balance through gender quotas.

***Gender equality in recruitment and career progression:*** The third objective is closely related to the second one. This objective will be fulfilled by FECE through revision of selection procedures to ensure women and men get equal chances to develop and advance their careers.

***Integration of the gender balance into research and teaching content:*** The fourth objective is regarding the gender balance in the research teams. The institution should have clear policies on appointment of staff and students in research teams and projects.

***Measures against gender-based violence, including sexual harassment:*** The last objective will be fulfilled through implantation of institutional policies on sexual harassment and other forms of gender-based violence. Policies should establish and codify the expected behavior of employees and students in case of gender-based violence.

Detailed explanation of the 5 objectives and the actions taken to fulfill them will be explained in the following sections.

## Detailed guidance on the GEP objectives

### Objective 1: Work-life balance and organizational culture

Work-life balance is one of the most important components to take into consideration when considering the transformation of institution culture for advancing gender equality. For the same reason, this is the first objective that FECE aims to achieve during upcoming years. With the policies implemented, FECE aims to ensure that all staff and students are properly supported to advance their career alongside personal responsibilities that they may hold outside of the workplace, including caring responsibilities. In this way FECE will ensure that all staff feel valued and welcomed at work. Some of the work-life balance policies and practices to be addressed and actions to be taken to fulfill the same are:

- a. Parental leave policies: This is regulated by Kosovo Law on labor. By this law, maternity leave is as follows: The first six (6) months of maternity leave the payment is made by the employer with compensation of seventy percent (70%) of the basic salary, For the next three (3) months, maternity leave is paid by the Government of Kosovo with compensation of fifty percent (50%) of the average salary in Kosovo. According to this law, maternity leave can be extended for another three (3) months without payment.
  - ✓ Arising awareness for this law to be amended for maternity terms and conditions leave to be improved. The improvement will be toward extending fully paid maternity leave and include parental leave.
  - ✓ Arising awareness also for parent's care leave so parents will be able to take care of sick kids and family members for longer period of time
  - ✓ Encouraging male parents to take up part of the parental leave
- b. Support for caring responsibilities
  - ✓ Create separate rooms for breastfeeding
  - ✓ Specially equipped kitchens
- c. Workload management

- ✓ Reduce the number of teaching hours
  - ✓ Flexible working hours
- d. Advice and support on work-life balance
- ✓ Counseling for work-life balance for staff facing difficulties
  - ✓ Support for reintegration of staff after career breaks

For all the above actions, FECE must do:

- ✓ Establishment of a working group for Gender Data System and for the classification, analysis and periodic publication of information disaggregated by gender
- ✓ Systematic processing of data in disaggregated form by gender and/or gender sensitive through the creation of a Gender Data System (GDS);
- ✓ Revision of the internal regulations of the Institution on gender balance
- ✓ Administration and analysis of a new questionnaire on organizational well-being;
- ✓ Revision of the internal regulations on careers alias

### Objective 2: Gender balance in leadership and decision-making

The second objective that FECE aims to achieve is ensuring that women take leading positions. In this regard, many initiatives have been taken by civil society in Kosovo regarding under-represented gender representation in local institutions. For this purpose, according to the law on general elections in Kosovo, every third candidate for deputy in the country's parliament from the electoral lists must be a woman. For long time, gender balance in our institution was not favorable in respect to women representation in leading positions.

Even tough, the situation of gender balance in leading positions has been improved in our institution with 4 women academic staff in leading University/Faculty positions, including the positions of: Vice-rector, Head of departments and Coordinator for Academic Development, our institution will continue to take measures that this practice is further promoted. Also at faculty level, gender balance is carefully being given attention when appointing members of the academic, administrative staff and students in different faculty working groups.

This objective will be achieved by:

- ✓ Identifying the gender imbalances in top positions and in decision-making bodies
- ✓ Examining and adapting processes and procedures for selection and appointment of staff on committees and other bodies
- ✓ Ensuring gender balance through introducing gender quotas
- ✓ Making committee membership more transparent
- ✓ Visibility of women in activities such as expert panels and public outreach.

### Objective 3: Gender equality in recruitment and career progression

The third objective of work concerns gender balance in recruitment and career progression. As for the gender balance, University of Pristina has implemented the new regulation for academic staff promotion in which is clearly stated that when recruiting new academic and administrative staff, in case of equal terms the priority will be given to female gender (less represented gender). In this context, in our faculty in all departments, the statistics show that 35% of academic staff are women. The numbers are better in ICT department and administrative staff. In the ICT department 62.5% are women whereas in administrative staff 66% are women. Moreover, according to student data, the gender balance is 50:50 of total active students of FECE. To fulfill this objective, FECE will take these actions:

- ✓ Revising and strengthening the criteria in the regulation for the less represented gender quotas
- ✓ Establishment of a task force at faculty / university level to oversee gender balance in recruitment and career advancement
- ✓ The implementation of further guidance for emphasizing gender stereotypes such as printed and video materials
- ✓ Promotion of career opportunities at national high schools in order to attract more female students
- ✓ Promoting gender equality on calls for positions
- ✓ Eliminating job requirements that discriminate one gender



#### Objective 4: Integration of the gender balance into research and teaching content

The fourth objective is regarding the gender balance in the research teams. So far, in our institutions, there are no such policies that require gender balance on the research teams. Initiatives have started at national level with Ministry of Education scientific projects grant calls specifying that the composition of the research teams should must adhere to gender quotas (female participants). At institution level, this objective will be achieved by:

- ✓ Define formal policies of gender balance in research projects and networks
- ✓ Continuous update of data on gender balance in research projects/groups
- ✓ Support of scientific projects with staff that gives priority to gender quotas in the composition
- ✓ Planning and administration of surveys on gender discrimination
- ✓ Encouraging non-diverse research teams to include researchers of other genders
- ✓ Increased promotion of projects that consist of diverse teams
- ✓ Organizing brainstorming sessions with members of all genders to jointly write project proposals and become stakeholders
- ✓ Creating a safe space for non-binary researchers to be included in projects
- ✓ Counseling staff on equal opportunities for all genders

#### Objective 5: Measures against gender-based violence, including sexual harassment

The fifth objective is regarding the combat against gender based violence, moral and sexual harassment. At university level, besides the regulation on the Code of Conduct, a regulation on the prevention and protection against sexual harassment and harassment was implemented recently. This regulation specifies clearly what can be considered as harassment of any kind, how to report it and the disciplinary measures that will be taken if such cases arise. At local level, in our institution, this objective will be fulfilled through:

- ✓ Awareness campaign regarding this regulation. Regular meetings with disciplinary committee to be updated with the number of cases presented
- ✓ Appointing a person to be in charge for formal denunciations
- ✓ Increased security (cameras, lighting, school police to counter harassment instances)
- ✓ Reduced bureaucracy for reporting harassment
- ✓ Counseling

## Conclusion

The FECE GEP consists of the measures and actions to be taken by FECE staff in order to fulfill all necessary criteria for the following 5 main objectives:

- 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.

The detailed description of these objectives and the actions that must be taken to achieve these objectives presents only some of the main actions that directly contribute to achieving gender equality at all levels of our institution.

The first objective is regarding the work-life balance which will directly contribute towards the transformation of institution culture for advancing gender equality so that the staff and students will be able to advance their career alongside personal responsibilities. To fulfill this objective, FECE team will have to update some policies such as: Parental leave policies, Support for caring responsibilities, Workload management and Advice and support on work-life balance. Achievement of these objectives will be measured by Establishment of a working group for Gender Data System and for the classification. The team members will analyze and periodically publish

information disaggregated by gender as well as administrate and analyze the new questionnaire on organizational well-being.

The second objective that FECE plans to achieve is ensuring gender balance take leading and decision making positions. Even though many initiatives have been taken by civil society in Kosovo regarding under-represented gender representation in leading positions at country level institutions, FECE plans to take measures to actively promote this practice in our institution. For this purpose, actions that will be taken to fulfill this objective are: Firstly, by identifying the gender imbalances in top positions and in decision-making bodies and then Examining and adapting processes and procedures for selection and appointment of staff on committees and other bodies.

The third objective of the plan concerns gender balance in recruitment and career progression. Even though the gender balance in our institution is acceptable in some departments and administrative staff, FECE plans to take more measure's so the situation is comparable in other departments as well. The actions include: Establishment of a task force at faculty / university level to oversee gender balance in recruitment and career advancement and also revision and strengthening the criteria in the regulation for the less represented gender quotas.

The fourth objective is regarding the gender balance in the research teams. Even though, some initiatives have started at national level for the composition of the research, at institution level there are no such policies. This objective will be achieved by FECE through: Firstly, by analyzing the data of gender balance in research projects and then defining formal policies of gender balance in research projects and networks. Moreover, FECE plans to support of scientific projects with staff that gives priority to gender quotas in the composition and promote projects that consist of diverse teams.

The fifth objective is regarding the combat against gender based violence, moral and sexual harassment. At university level, besides the regulation on the Code of Conduct, a regulation on the prevention and protection against sexual harassment and harassment was implemented recently. To achieve this objective, FECE will firstly conduct awareness campaign regarding this regulation. FECE management will make sure that at our institution there is increased security, will appoint a person to deal with possible reported cases thus reducing the bureaucracy for reporting harassment of any kind.

In conclusion, we can say that achieving gender equality in our institution is a joint responsibility of all members of our institution. The key actions presented in this plan will be regularly updated and their implementation will be monitored, and progress will be reported on an annual basis. These reports will serve as baseline for institution strategy and policy making. Working on this, we can make real progress by 2026 so that we have an institution where women and men, girls and boys, in all their diversity, are equal - where they are free to pursue their dreams of professional development, where they have equal opportunities to thrive, and where they can participate and lead our society equally.

## References

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