

## 01 University of Tirana

GEP: [Gender Equality at the University of Tirana](#)

Website: <https://unitir.edu.al/gender-equality-plan-university-of-tirana/>

**Appreciation:** This GEP has been prepared with support of an EU-funded project, LeTSGEP. It includes an analysis of the UT statistical indicators according to ISCED, analysis of a survey, focus areas and a set of “Goals and Measures”. It also outlines the contexts of the measures that are taken in relation to the respective laws they have to confirm to (e.g. in relation to labour law, etc.). Interesting aspects in this GEP include the implementation of ICT based system to enhance flexibility and improve work-life balance (improve regulations and homework requirements; offering online elective/compulsory courses as normal teaching options), clear regulation of working time to avoid burden with flexible working time for women with children to avoid working time in the late afternoon. Workshops are envisaged to promote equal representation in decision making bodies and a unit to support gender equality / gender focal point is to be created at university level. Another objective is to increase capacity to apply GE in institutional policies (with a workshop for those working on strategic documents), to promote projects led by women researchers and to increase number of women applying to be members of decision making bodies. An annual report is planned to present gender sensitive statistics and indicators. Furthermore, elective courses on gender equality with 3ECTS for BA and MA programs at UT level are envisaged, generally making gender issues more present in existing curricula. Measures to prevent gender-based violence are included in the university regulations, including rules for prevention of age-based discrimination especially for women. Overall, the GEP provides quantified indicators and measures, although links between the objectives, expected results and indicators might still have to be strengthened.

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