

## 02 Co-Plan

GEP: [Gender Equality Plan 2022 – 2025 Co-PLAN, Institute for Habitat Development](#)

Website: [https://www.co-plan.org/wp-content/uploads/2022/02/Co-PLAN\\_Gender-Equality-Plan-2022-2025.pdf](https://www.co-plan.org/wp-content/uploads/2022/02/Co-PLAN_Gender-Equality-Plan-2022-2025.pdf)

**Appreciation:** This GEP is very thoughtful and adequate for a small organisation. It includes information about the context and legal framework both on national and international level with a table presenting the main national changes in the field of gender equality 1995-2019. Organisational policy, regulations and procedures are outlined, highlighting the "Manual on Organisational Policy, Regulations and Procedures" which steers the main aspects since the inception of the organisation in 1995. The GEP addresses all issues such as workload management, flexibility in working time and place arrangements, professional development, parental leave policy. Interesting is for example also the outline of consequences and the prohibition of accession and sending of pornographic, sexually explicit, racist or otherwise abusive websites, newsgroups, chat rooms, etc. The organisation also establishes a GE Focal Point with plans for yearly monitoring, highlighting that also annual evaluation contains questions on GE, inclusion of a GE question in self-evaluation reports, updates of administrative documents will be assessed based on GE and equal treatment perspectives.

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