



REPUBLIKA E SHQIPERISË



**UNIVERSITETI POLITEKNIK I TIRANËS**  
**REKTORATI**

Nr. 782 Prot.

Tiranë, më 25/03 /2024

**V E N D I M**

Nr. 50 , datë 25/03 /2024

**PËR**

**MIRATIMIN NË PARIM TË PLANIT PËR BARAZINË GJINORE NË**  
**UNIVERSITETIN POLITEKNIK TË TIRANËS**

Në mbështetje të ligjit nr. 80/2015 “Për arsimin e lartë dhe kërkimin shkencor në institucionet e arsimit të lartë në Republikën e Shqipërisë”, neni 40, si dhe Statutin e Universitetit Politeknik të Tiranës, neni 11,

**VENDOSI**

1. Të miratojë në parim Planin për Barazinë Gjinore në Universitetin Politeknik të Tiranës, sipas dokumentit bashkëlidhur.
2. Ngarkohen njësitë kryesore për zbatimin e këtij vendimi.

Ky vendim hyn në fuqi menjëherë.

**K R Y E T A R I**

**Prof. Dr. Andrea MALIQARI**



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**GENDER EQUALITY PLAN**

This Gender Equality Plan (GEP), has been prepared by a working team, appointed by the Rector's Office.



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**ABBREVIATIONS**

PUT – Polytechnic University of Tirana

GEP – Gender Equality Plan

FCE – Faculty of Civil Engineering

FME – Faculty of Mechanical Engineering

FIT – Faculty of Information Technology

FGM – Faculty of Geology and Mining

FAU – Faculty of Architecture and Urbanism

FEE – Faculty of Electrical Engineering

FMEPE – Faculty of Mathematical Engineering and Physical Engineering



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## UNIVERSITETI POLITEKNIK I TIRANËS REKTORATI

### INTRODUCTION

Polytechnic University of Tirana as an organization committed to promote intercultural understanding, critical thinking, political and religious tolerance, gender equality, democratic and civic values, in order to strengthen European and global citizenship, which will lay the foundations for an all-inclusive society.

Academic freedom is a universal notion that gives PUT's academic staff the guarantee and the right to develop its activity without being subject to pressure or censorship, regardless of the orientation of thinking, lifestyle, ethnicity, language, gender, sexual orientation, disability of physical activities, political or religious thought, age and marital status.

The Gender Equality Plan represents a concerted effort to advance gender equality, break down barriers, and create a more inclusive environment where all individuals have equal opportunities to thrive.

This plan embodies our unwavering commitment to promoting fairness, respect, and empowerment for people of all genders. GEP serves as a roadmap for action, outlining specific objectives and actionable strategies to promote gender equality at every level of PUT. By engaging leadership, employees, and stakeholders in this shared vision, we are committed to building a more unbiased and inclusive future for all.

For this reason, five objectives and actions have been defined aiming to close the gap and overcome the obstacles regarding gender equality and to promote the growth of a culture of respect.



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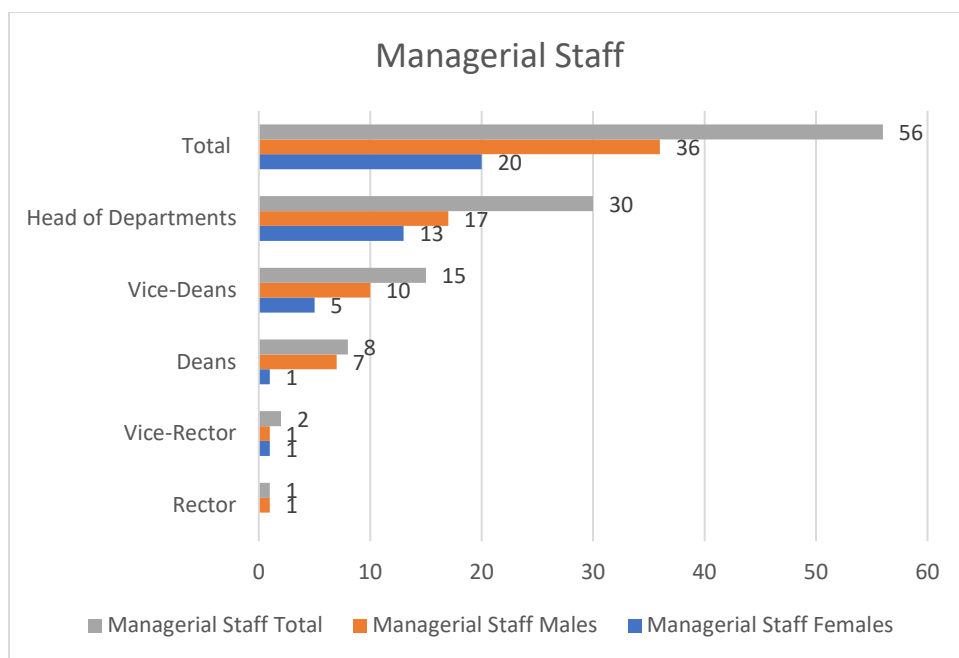
### CURRENT GENDER SITUATION AT THE PUT

The statistics are generated on the first quarter of 2024. They indicate the level of the gender gap in the staff employed in PUT at different levels such as managerial staff; staff based on titles, administrative staff, PhD. Students etc.

The following graphs show that there is a slight differentiation but not deep gender inequalities.

#### Managerial Staff:

Primarily, the managerial staff is dominated by the male gender, but this is closely tied to the election process as these are positions that are chosen through voting.



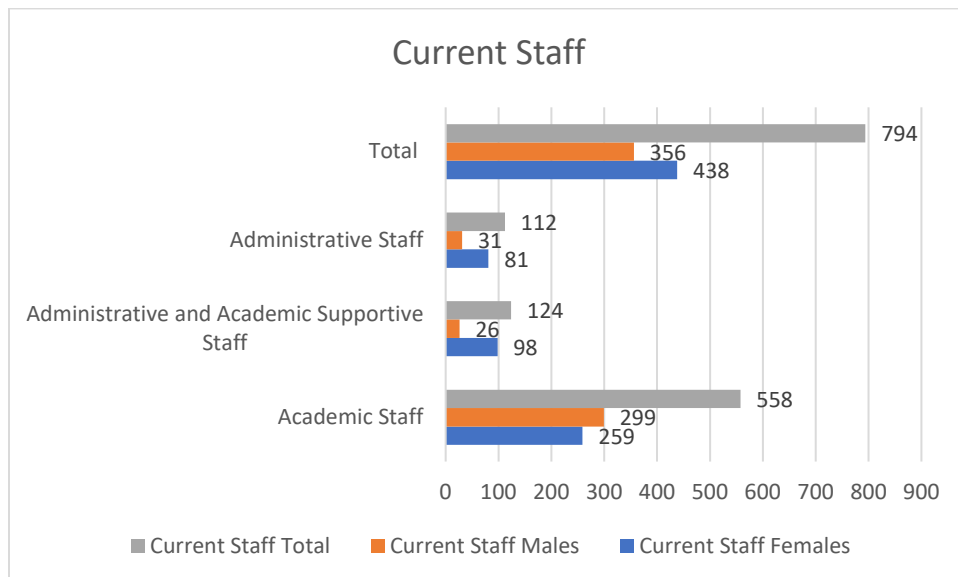
#### Current Staff:

The total number of the current staff employed at PUT is 794 persons. The graphic shows that in total number of females employed is higher than males.



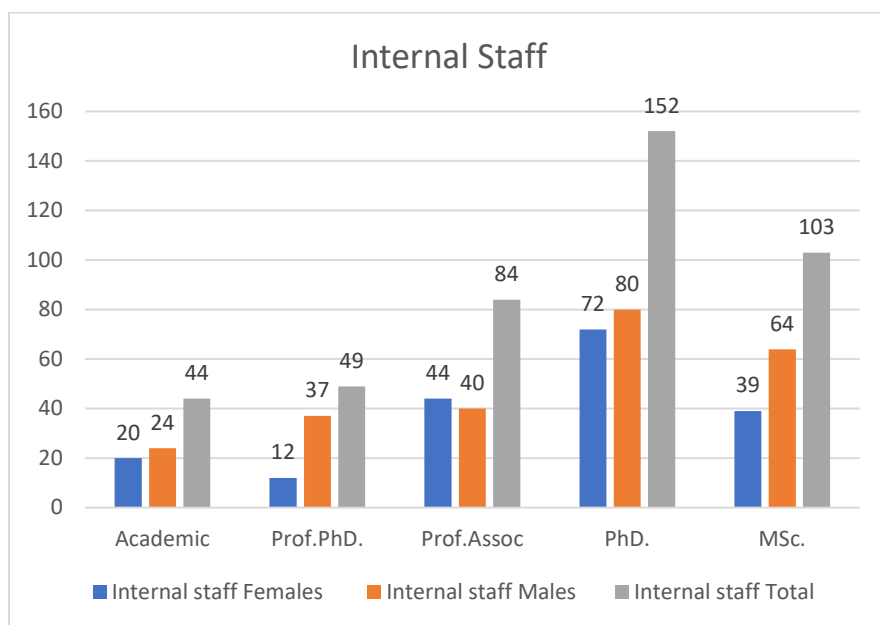
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The current staff includes internal and external staff.



### Internal Staff:

The PUT statistics indicate that the actual number of internal staff working based on the titles is almost the same for the category of Academics, Prof. Assoc and PhD. The difference is noticed in the Prof. PhD and MSc.

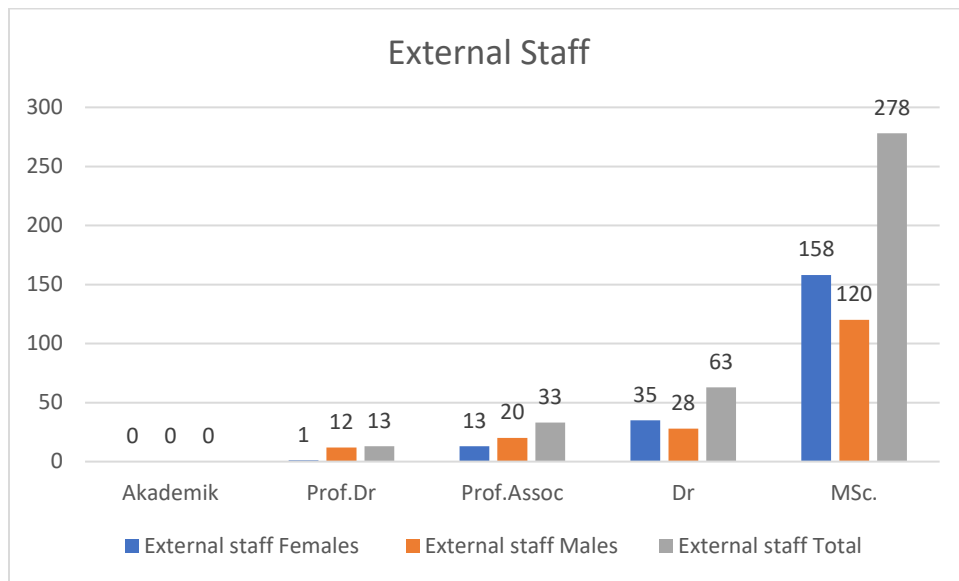




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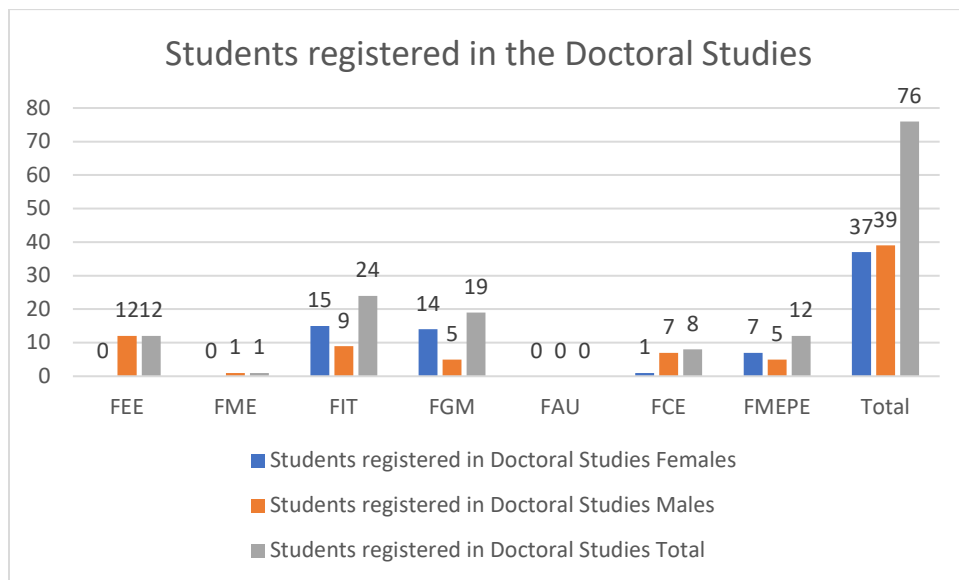
## External staff:

The external staff is mainly dominated by females.



## PhD. Students:

Students registered in the doctoral studies have gender differences. They are shown based on the faculties.



Actually, we do not have graduated students yet since the doctoral studies opened recently and there are no data for analysis.





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**INSTITUTIONAL OBJECTIVES**

<b>GENERAL OBJECTIVES</b>	<b>SPECIFIC OBJECTIVES</b>	<b>ACTIONS</b>	<b>RESPONSIBLE AUTHORITY</b>
<b>1. Increase the participation of women in research, innovation and teaching content &amp; encourage participation of the less represented gender in research networks</b>	1.1 Promote the creation of a dedicated team to pursue gender issues at institutional level; 1.2 Conduct trainings related to gender aspect in research and ethics policies within the institution; 1.3 Promote the incorporation of the gender perspective in research and teaching content and; 1.4 Encourage the less represented gender in the research networks	* Appoint a team to pursue gender issues, draw a job description and gather data on gender equality at institutional level; * Organize several trainings on gender issues in the institution; * Promote the inclusion of the less represented gender in research networks	Rectorate, Academic Senate, Board of Administration
<b>2. Gender Balance in leadership and decision making</b>	2.1 Promote equal representation in decision making bodies; 2.2 Revision of internal regulations	* Workshops/ Round Tables with university staff who exercise leadership in the institution	Rectorate/ Faculties
<b>3. Work-life balance, organizational culture and fight against stereotypes</b>	3.1 Implementation of a system for enhancing flexibility and improving the work life balance of staff	* Improve regulations and internal procedures; * Offer smart working - online elective/compulsory courses as normal teaching options	Rectorate/ Faculties
<b>4. Prevent gender-based violence and harassment</b>	4.1 Planning and administrating surveys on gender discrimination	* Based on survey Introduce measures and define rules for prevention age-based discrimination especially for women and present the findings in conferences/workshops	Rectorate/ Faculties
<b>5. Gender Equality in Recruitment</b>	5.1 Introduce a guideline for gender balances and; 5.2 Establishment of competition commissions that take into account the gender balance guideline	* Establishment and introduction of the guideline in different panels and in public events of the university * Recruitment commissions that consider the guideline	Rectorate/ Faculties



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Polytechnic University of Tirana' GEP aims to achieve five general objectives through the implementation of specific actions that aim to promote and approach an unbiased environment.

Objectives:

- 1. Increase the participation of women in research, innovation and teaching content & encourage participation of the less represented gender in research networks**
- 2. Gender Balance in leadership and decision making**
- 3. Work-life balance, organizational culture and fight against stereotypes**
- 4. Prevent gender-based violence and harassment**
- 5. Gender Equality in Recruitment**

Note:

*The realization of these objectives may necessitate yearly financial provision from the institutional budget to adequately support the efforts of the dedicated team in completing their respective tasks.*

*This financial support would facilitate various aspects such as funding training sessions, conducting research, implementing policies etc.*

*By allocating resources from the institutional budget, the university can ensure that the dedicated team has the necessary means to carry out their responsibilities effectively and contribute to the overall success of the implementation of the objectives.*

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### **Objective 1:**

**Increase the participation of women in research, innovation and teaching content & encourage participation of the less represented gender in research networks**

GENERAL OBJECTIVE:

Increase the participation of women in research, innovation, and teaching content and encourage the participation of the less represented gender in research networks.

SPECIFIC OBJECTIVES:

- 1.1. Establish a dedicated team to address gender issues at the institutional level.
- 1.2. Provide training on gender aspects in research and ethics policies within the institution.
- 1.3. Integrate the gender perspective into research and teaching content.
- 1.4. Support and promote the involvement of the less represented gender in research networks.

This objective is to foster gender diversity and inclusivity within research, innovation, and educational content. To achieve this, specific objectives have been outlined.



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Firstly, there is a concerted effort to establish a dedicated team tasked with addressing gender-related issues at the institutional level. This team will serve as a hub for initiatives aimed at promoting gender equality within the organization.

Additionally, the provision of training sessions focusing on gender aspects within research and ethics policies is prioritized. By enhancing awareness and understanding of gender-related considerations, the institution aims to create a more unbiased research environment.

Furthermore, there is a commitment to integrating the gender perspective into both research and teaching content. This ensures that gender-related issues are adequately addressed and represented in academic pursuits.

Finally, the initiative seeks to actively support and encourage the involvement of the less represented gender in research networks. By facilitating their participation and engagement, the institution aims to promote greater diversity and inclusivity within the broader research community.

Through these targeted efforts, the institution fosters a more unbiased and inclusive environment for all individuals involved in research and innovation.

### **Objective 2:**

#### **Gender Balance in leadership and decision making**

##### GENERAL OBJECTIVE:

Gender Balance in leadership and decision making

##### SPECIFIC OBJECTIVES:

2.1 Promote equal representation in decision making bodies;

2.2 Revision of internal regulations

This objective is to achieve gender balance in leadership roles and decision-making processes within the organization. To accomplish this objective, specific measures have been outlined.

Firstly, there is a focus on promoting equal representation in decision-making bodies, ensuring that both genders have fair and proportional participation in key leadership positions and committees. This aims to diversify perspectives and ensure that decisions reflect a broader range of viewpoints.

Additionally, there is a commitment to revising internal regulations to address any systemic biases or barriers that may hinder gender equality within the organization. This involves a thorough



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examination and potential restructuring of policies and procedures to create a more inclusive and unbiased environment for all members, regardless of gender.

By implementing these specific objectives, the organization aims to foster greater gender balance in leadership and decision-making processes, ultimately promoting a more diverse and representative organizational culture.

### **Objective 3:**

#### **Work-life balance, organizational culture and fight against stereotypes**

##### GENERAL OBJECTIVE:

Work-life balance, organizational culture and fight against stereotypes

##### SPECIFIC OBJECTIVE:

3.1 Implementation of a system for enhancing flexibility and improving the work life balance of staff

The aim is to promote work-life balance, cultivate a supportive organizational culture, and combat stereotypes within the workplace. To achieve this overarching goal, a specific objective has been outlined. This entails the implementation of a system aimed at enhancing flexibility and improving the work-life balance of staff members.

This system will focus on introducing measures and policies that enable employees to better manage their professional responsibilities alongside personal commitments and interests. By prioritizing flexibility and work-life balance, the organization aims to foster a positive and supportive work environment while challenging stereotypes that may hinder equal opportunities and representation within the workforce.

Through the implementation of this specific objective, the organization intends to create a workplace culture that values the well-being and diversity of its employees, ultimately creating an environment where individuals of all genders can thrive and contribute to the organization's success.

### **Objective 4:**

#### **Prevent gender-based violence and harassment**

##### GENERAL OBJECTIVE:

Prevent gender-based violence and harassment



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### SPECIFIC OBJECTIVE:

#### 4.1 Planning and administrating surveys on gender discrimination

The efforts to address and combat gender-based violence and harassment within the organizational setting are the aims of this objective.

A specific strategy has been developed: the planning and execution of surveys focusing on gender discrimination. These surveys are designed to systematically collect data on incidents of gender-based violence, harassment, and discriminatory behavior occurring within the workplace.

By accurately gathering and analyzing this information, the organization seeks to gain comprehensive insights into the nature and extent of such occurrences. This data-driven approach will enable the organization to formulate targeted interventions and develop policies aimed at preventing and addressing gender-based violence and harassment effectively.

Through the implementation of this objective, the organization is dedicated to encourage a work environment characterized by safety, inclusivity, and respect for all employees, thereby creating a workplace free from discrimination and violence based on gender.

### **Objective 5:**

#### **Gender Equality in Recruitment**

##### GENERAL OBJECTIVE:

Gender Equality in Recruitment

##### SPECIFIC OBJECTIVES:

5.1 Introduce a guideline for gender balances and;

5.2 Establishment of competition commissions that take into account the gender balance guideline

The objective Gender Equality in Recruitment is to address gender disparities in the recruitment process, thereby promoting greater gender equality within the organization. On this regard specific strategies have been delineated.

Firstly, the organization plans to introduce a comprehensive guideline designed to promote gender balance in recruitment practices. This guideline will outline clear criteria and procedures aimed at ensuring that both genders are fairly represented in the recruitment process. It may include measures such as setting targets for gender representation, implementing bias-reducing strategies in candidate selection, and providing training for recruiters on gender-inclusive hiring practices.

Furthermore, the organization aims to establish competition commissions dedicated to overseeing recruitment processes and enforcing the gender balance guideline. These commissions will play a



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crucial role in monitoring recruitment procedures, evaluating candidates based on merit while also considering the importance of gender diversity. By incorporating representatives from diverse backgrounds, including individuals of different genders, these commissions will ensure that recruitment decisions are made with sensitivity to gender equality issues.

Through the implementation of these specific objectives, the organization seeks to create a recruitment process that not only values merit and qualifications but also actively promotes gender diversity and inclusivity. By fostering a workplace environment where individuals of all genders have equal opportunities for employment and advancement, the organization aims to cultivate a culture of fairness, respect, and collaboration. Ultimately, this initiative contributes to building a more unbiased and representative workforce, which is essential for driving innovation, creativity, and organizational success.

### CONCLUSIONS

Polytechnic University of Tirana recognizes that its most valuable asset is its people, and achieving its mission is dependent on the performance, dedication, professionalism innovation and capabilities of its staff. The GEP demonstrates PUT's commitment to a more dynamic and innovative culture of inclusion and diversity.

The GEP of Polytechnic University of Tirana consists of general and specific objectives with concrete actions that however must be considered as accurate and that is in line with the strategic objectives of the university and is inclusive in different levels such as strategic, cultural, communicative and organizational.

Therefore, the implementation of GEP will be monitored periodically and the results of the implementation of the objectives will feed into an annual report that will be submitted to the attention of the university bodies for further discussions and measures. GEP will be the instrument for promoting fairness, inclusivity, and equal opportunities for all genders within PUT.