



UNIVERSITY  
OF NEW YORK  
TIRANA

## GENDER EQUALITY PLAN

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The University of New York Tirana (UNYT) steadfastly champions gender equality in research and innovation, aligning with the directives set forth by the European Commission. In pursuit of this commitment, the Rector of UNYT has instituted a dedicated Gender Equality Plan (GEP) Team, meticulously selected by the Horizon Europe Guidance on Gender Equality Plans. The GEP Team is composed of:

1. Prof. Dr. Nertila Gjini- Head of the group
2. Assoc. Prof. Ilir Kalemaj– Member
3. Assoc. Prof. Juna Miluka- Member
4. Assoc. Prof. Enila Cenko– Member
5. Dr. Riza Feridun Elgun– Member
6. Adela Danaj, PhD– Member
7. Ervin Ramollari, PhD- Member
8. MSc. Merita Dinaj – Member

For comprehensive and optimal GEP preparation, the GEP Team benefited from unwavering support and resources provided by all facets of UNYT. This encompassed the collaboration and assistance of administrative personnel, project managers, and academic staff, ensuring access to clear and accurate information.

[https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en#shefigures](https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en#shefigures)

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### LIST OF ACRONYMS

**GE – Gender equity**

**GDS - Gender Data System**

**GEP – Gender Equality Plan**

**GB – Gender Balance**

**UNYT – The University of New York Tirana**

**WG – Working Group**

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## I. INTRODUCTION

University of New York Tirana. UNYT is the first private university in Albania, founded in 2002, and the only institution in Albania offering dual degrees (American and Albanian) for Bachelor Programs collaborating with State University of New York/ Empire State University – USA. Since 2018, UNYT has been under the ownership of the Turkish Maarif Foundation – as the sole representative of Turkish education in the world and one of the largest educational organisations worldwide with schools in 47 countries. The University of New York Tirana (UNYT), boasting over two decades of expertise in higher education and certified standards, provides a robust foundation for excellence. With comprehensive facilities and assurances, UNYT stands as a beacon of quality. It fosters a collaborative environment where students, professors, researchers, parents, and other stakeholders can pursue their projects, nurture ideas, and realise their aspirations. The Gender Equality Plan (GEP) is a pivotal and strategic document poised to advance inclusive participation within the university community. Its overarching objective, spanning the forthcoming five-year period from 2024 to 2029, is to cultivate a culture of respect, combat gender discrimination, and foster tangible gender equality through a targeted series of actions.

The primary units within the institution facilitated the gathering of essential information for the Gender Equality Plan (GEP). This multifaceted endeavour involved several steps, with the initial phase entailing collaboration across all sectors of UNYT, including active engagement with the student community to compile pertinent internal data. Subsequently, the GEP Team meticulously crafted the initial draft, soliciting input and feedback from key stakeholders, ranging from the Rector and Vice Rector to Deans, Heads of Departments, the Quality Assurance Office, and student representatives. This ensures comprehensive representation in the plan's development. The GEP garnered approval from the UNYT Senate following a thorough evaluation process.

The primary aim of the GEP is to establish enduring and consistent policies for gender equity at UNYT, ensuring its relevance and effectiveness in the years ahead. Notably, the composition of the staff at UNYT reflects a near balance between genders, indicative of the institution's proactive

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measures in fostering gender equality and combating discrimination. While this represents the inaugural draft of the document, UNYT already maintains internal procedures and policies addressing gender balance, with plans to publish this document promptly on the institutional website.

Aligned with its commitment to advancing internationalisation, project development, and research, UNYT prioritises the meticulous selection of its staff while staunchly opposing all forms of gender-related violence, discrimination, and provocations. Evident in the significant representation of women in academic roles, with a notable portion holding leadership positions, UNYT underscores its dedication to gender equality and inclusion.

While UNYT has made commendable strides in gender equity (GE) over the years, it recognises the ongoing need for an internal oversight group dedicated to monitoring and enhancing gender equity through systematic reporting and official documentation. Accordingly, the GEP Team at UNYT is committed to upholding a culture free from prejudices and stereotypes, addressing gender disparities, enhancing teaching efficacy, and advancing research initiatives. Furthermore, the team prioritises the individual's worth and facilitates the optimal expression of their abilities.

In pursuit of these objectives, a comprehensive set of actions and strategies has been outlined to maintain a harmonious gender equity balance within the institution. It is imperative to execute these priorities systematically and consistently. Thus, dedicated resources will be allocated for the establishment, execution, and monitoring of the GEP Team. Additionally, a centralised database will be implemented to ensure the timely updating of evidence-based information, encompassing data across all staff categories. These initiatives aim to bolster the GEP's efforts in fostering an open and inclusive environment for learning, research, and work. The central tenet guiding these endeavours is the promotion of gender equity treatment and the eradication of discrimination. Thus, and intolerance within UNYT.

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## 1.1 Goals and Objectives of UNYT

UNYT encourages an organisational culture that prioritises social responsibility and passionately supports equity and inclusivity. UNYT aims to create a welcoming intellectual community that offers both men and women a secure and encouraging work and learning environment. UNYT implements various initiatives to prevent gender-based discrimination and provides flexible accommodations for employees to achieve this goal. Through better recruitment and retention strategies to foster a top-notch workforce cognizant of gender diversity and encourage gender inclusion and sharing decision-making, UNYT is committed to enhancing and promoting gender equality and diversity in the workplace.

Understanding the gender imbalance in this profession and focusing on technology and engineering as a topic of study, UNYT seeks to increase the number of female students in study programs and the number of women on the academic staff.

UNYT will work on the following primary objectives:

- Take into account and address gender disparities in research and education for the university to accomplish its objective of assisting all staff, faculty, and students, regardless of age, gender, or nationality.
- Strive for gender balance in all relevant decision-making bodies, aiming at minimum participation of the underrepresented gender in academic governance. In general, the proportional representation of genders in such bodies should be at least equal to that of the population that forms the body itself at the time of its constitution.
- Promote communication of student and female staff accomplishments to combat negative perceptions.
- Increase knowledge of UNYT's gender policy among all stakeholders.

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- Identify and mitigate any potential gender bias, both conscious and unconscious, in all types of processes and decision paths, promoting gender equality in the organisation bodies and raising awareness of gender-specific aspects in the performance evaluation stages.
- Monitor possible gender imbalances among students, faculty, and staff and encourage concrete actions to foster them at all levels.

## **II. AREAS OF ACTION**

The University has delineated five critical areas of focus, comprising:

1. Enhancing the involvement of women in scientific research, innovation, and career advancement opportunities.
2. Fostering gender balance within leadership roles and decision-making processes.
3. Integrating and promoting gender perspectives within research and educational curricula.
4. Cultivating a supportive work-life balance and fostering an inclusive organisational culture.
5. Implementing measures to combat gender-based violence, including sexual harassment.

### **2.1 Enhancing Women's Involvement in Scientific Research, Innovation, and Career Opportunities**

While staff recruitment is a general priority, UNYT is committed to enhancing its efforts in this area by fostering skills related to gender equality (GE), promoting diversity, and advocating for the rights of all individuals. We aim to encourage the participation of underrepresented genders across all disciplines, irrespective of their beliefs, sexual orientation, or gender identity.



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## 2.2 Promoting Gender Equity in Leadership and Decision-Making

Fostering gender balance in leadership and decision-making is a cornerstone of our university's agenda. This commitment is evident in our current leadership composition, with two female and one male dean and six female and three male heads of departments.

## 2.3 Integrating and Advancing Gender Perspectives in Research and Teaching Content

UNYT has made significant strides in this area, evidenced by establishing research centres within an institute alongside teaching initiatives. Across faculties and departments, there is generally a balanced gender representation in both teaching and research content. However, variations may occur depending on the specificities of each faculty and department, resulting in a higher proportion of females or males, as reflected in our statistical data.

## 2.4 Cultivating Work-Life Balance and Inclusive Organizational Culture

The University is committed to fostering a harmonious equilibrium between personal and professional spheres. Central to this commitment is cultivating an organisational culture that actively combats prejudices and stereotypes. Maintaining a well-balanced work-life dynamic is essential for fostering an optimal working environment. UNYT intends to enact several initiatives to uphold this commitment, including:

- A. Establishing a Gender Data System (GDS) to store sensitive information related to gender equality securely.
- B. Implement a comprehensive questionnaire or survey to assess and address work-life balance concerns for all staff members.

## 2.5 Combatting Gender-Based Violence and Sexual Harassment

Addressing gender-based violence, including sexual harassment, stands as the fifth objective, and UNYT is resolute in its approach to this crucial issue.

UNYT's objectives in this realm include:

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1. Establishing a dedicated office and specialised team to address gender-based violence and sexual harassment.
2. Developing and integrating a survey on gender discrimination into university practices.

Thus far, critical gender gaps have been identified, including the absence of a specific office and budget allocation for the Gender Equity and Protection (GEP) team and a lack of surveys and data analysis centred on gender equity. As highlighted in the overarching objectives section, UNYT is committed to diligently addressing and rectifying each of these gaps in the upcoming months. Every objective will be meticulously considered and implemented with thorough dedication.

### III. RESEARCH STUDY AND STATISTICAL ANALYSIS

The UNYT statistics indicate that the actual number of **Internal Academic Staff** working at UNYT is 42 females and 36 males, in a total of 78 and **Administrative Staff** is 41 females and 19 males, in a total of 60, until February 2024

*Table 1. Actual Staff February 2024*

Description	Female	Male	Total
Internal Academic Staff	42	36	78
Administrative Staff	41	19	60

**Staff in Management Positions** in UNYT are 16 females and 11 males, a total of 27.

*Table 2. Staff in Management Positions*

Description	Female	Male	Total
Staff in Management Positions	16	11	27

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The number of **External Academic staff** working at UNYT for the academic year 2023 – 2024 is 37, 24 females and 13 males.

*Table 3. External Academic Staff 2023-2024*

Description	Female	Male	Total
External Academic staff	24	13	37

In details:

**Academic:** 24 females and 13 males

**Prof. Dr.:** 1 female and 1 male, in total 2

**Prof. Assoc. Dr.:** 3 female and 1 male, in total 4

**Dr./Ph.D.:** 12 females and 5 males, in total 17

**MSc.:** 8 females and 6 males, in total 14

*Table 4. Detailed External Academic Staff 2023-2024*

Description	Female	Male	Total
<b>Academic</b>	24	13	37
<b>Prof. Dr.</b>	1	1	2
<b>Prof. Assoc. Dr.</b>	3	1	4
<b>Dr./Ph.D.</b>	12	5	17
<b>MSc.</b>	8	6	14

The number of **Internal Academic Staff** working at UNYT for the **academic year 2023 – 2024** is as follows:

**Prof. Dr.:** 1 female and six males, in total 7

**Prof. Assoc. Dr.:** 5 females and 3 males, in total 8

**Dr./Ph.D.:** 22 females and 16 males, in total 38

**MSc.:** 14 females and 11 males, in total 25

*Table 5. Detailed Internal Academic Staff 2023-2024*

Description	Female	Male	Total
<b>Academic</b>	42	36	78
<b>Prof. Dr.</b>	1	6	7
<b>Prof. Assoc. Dr.</b>	5	3	8
<b>Dr./Ph.D.</b>	22	16	38
<b>MSc.</b>	14	11	25

The number of Internal Academic Staff working at UNYT for the academic year 2022 – 2023 (Table 6) is as follows:

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

**Prof. Assoc. Dr.:** 6 females and 2 males, in total 8

**Dr./Ph.D.:** 18 females and 16 males, in total 34

**MSc.:** 15 females and 8 males, in total 23

*Table 6. Detailed Internal Academic Staff 2022-2023*

Description	Female	Male	Total
<b>Academic</b>	40	30	70
<b>Prof. Dr.</b>	1	4	5
<b>Prof. Assoc. Dr.</b>	6	2	8
<b>Dr./Ph.D.</b>	18	16	34
<b>MSc.</b>	15	8	23

The number of Internal Academic Staff working at UNYT for the academic year 2021 – 2022 (Table 7) is:

**Prof. Dr.:** 1 female and 1 male, in total 2

**Prof. Assoc. Dr.:** 7 females and 3 males, in total 10

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**Dr./Ph.D.:** 17 females and 15 males, in total 32

**MSc.:** 16 females and 12 males, in total 28

*Table 7. Detailed Internal Academic Staff 2021-2022*

Description	Female	Male	Total
<b>Academic</b>	41	31	72
<b>Prof. Dr.</b>	1	1	2
<b>Prof. Assoc. Dr.</b>	7	3	10
<b>Dr./Ph.D.</b>	17	15	32
<b>MSc.</b>	16	12	28

The number of Internal Academic Staff working at UNYT for the academic year 2023-2024 per each faculty (Table 8) is:

*Table 8. Internal Academic Staff per Faculty 2023-2024*

FACULTIES	Female	Male
Faculty of Economy and Business	14	11
Faculty of Law and Social Sciences	15	12
Faculty of Engineering and Architecture	13	12

The number of Internal Academic Staff working at UNYT for the academic year 2022-2023 per each faculty (Table 9) is:

*Table 9. Internal Academic Staff per Faculty 2022-2023*

FACULTIES	Female	Male
Faculty of Economy and Business	14	9
Faculty of Law and Social Sciences	13	10
Faculty of Engineering and Architecture	12	10

The number of Internal Academic Staff working at UNYT for the academic year 2021-2022 per each faculty (Table 10) is:

*Table 10. Internal Academic Staff per Faculty 2021-2022*

FACULTIES	Female	Male
Faculty of Economy and Business	13	8
Faculty of Law and Social Sciences	13	10
Faculty of Engineering and Architecture	12	11

Administrative personnel (Table 11)

*Table 11. Administrative Personnel 2021-2024*

Academic Year	Female	Male
2023-2024	41	19
2022-2023	47	17
2021-2022	37	15

The transition from one grade/title to another is very demanding in general, as it requires a lot of publications and many hours of extensive research, which might influence personal life. Thus, some female professors could stop their careers. However, further data collection must be provided during the GEP implementation to adequately define the measures the institution of UNYT should take. Also, UNYT has a doctoral study program, and statistical analysis of the doctorate graduates shows:

**Faculty of Economy and Business** 1 female 0 male

**Faculty of Law and Social Sciences** 0 female 1 male

**Faculty of Engineering and Architecture** 0 female 0 male

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This shows that the males and females are almost equally distributed and well-balanced across all fields.

#### IV. CONCLUSIONS

Based on the statistical analysis data provided, the Gender Equity and Protection (GEP) Team is committed to fulfilling the recommended objectives. The primary goal of the GEP Team is to promote awareness of gender equality at UNYT effectively. Below, we elaborate on our objectives:

##### **Objective 1: Enhancing Women's Participation in Scientific Research, Innovation, and Career Advancement**

UNYT's policy emphasises promoting gender equality and career advancement for all employees. However, our primary focus is cultivating skills related to gender equity, diversity, and human rights to facilitate greater participation of underrepresented genders across all disciplines. While the statistical analysis indicates a nearly balanced gender distribution, instances where one gender may outnumber the other due to role specificity have been identified. Measures will be implemented to ensure future gender balance. Additionally, further guidance will be provided to counteract gender stereotypes if necessary.

##### **Objective 2: Promoting Gender Balance in Leadership and Decision-Making**

UNYT will designate a university-level coordinator for gender issues and a member of the Research Centre within the Faculty of Humanities, Education, and Liberal Arts. While the University has made commendable progress in achieving gender balance in leadership and decision-making, as evidenced by statistical data, there remains a commitment to continual improvement. UNYT is prepared to review internal regulations as necessary to meet better the

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objectives of Gender Equity and Protection (GEP). To enhance GEP initiatives, a dedicated database will be established and regularly updated. GEP principles will be integrated into forming and operating new and existing working groups. Additionally, University commissions such as the Ethics Commission, Disciplinary Committee, Research and Innovation Commission, and Ombudsman will undergo careful evaluation and potential adjustment to ensure alignment with GEP goals. Furthermore, a survey has been conducted to gain deeper insights into the current landscape, with the survey questions provided in the appendix and available upon request.

### **Objective 3: Integrating and Promoting Gender Perspectives in Research and Teaching Content**

This objective holds significant importance, and proactive measures will be taken to address gender imbalances. Each department maintains its research centre and journal, providing a platform for staff and students to publish their research. The heads of departments consistently excel in promoting these journals and extending invitations to all interested individuals to contribute their academic work. Efforts will continue to ensure inclusivity and diversity in research and teaching content across all departments.

### **Objective 4: Fostering Work-Life Balance and Cultivating Organizational Culture**

The initial step in achieving this objective involves the establishment of a comprehensive Gender Data System (GDS). This database will serve as a repository for sensitive gender equality-related information, encompassing various aspects such as age, gender, origin, educational background, disabilities, research endeavours, career trajectories, positions, responsibilities, and the presence of international students. Regular updates and analyses of the GDS will enable informed decision-making and facilitate the preparation of future documents and reports.



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Furthermore, the GEP Team plans to host an annual university conference on Gender Equality. This conference will serve as a platform for disseminating vital information to all participants, including academic and administrative staff. Discussions during the conference will encompass smart working and telecommuting, particularly emphasising their relevance for parents with young children. The recent challenges posed by the COVID-19 pandemic have underscored the feasibility and advantages of teleworking, further warranting exploration and discussion. Additionally, a questionnaire/survey will be distributed to all staff members to gain deeper insights into the internal landscape. This survey will cover a range of topics, including biodata, work-life balance, and job satisfaction, to provide a comprehensive understanding of the UNYT community's dynamics. The survey questionnaire is available in the appendix and can be accessed upon request.

#### **Objective 5: Combatting Gender-Based Violence and Sexual Harassment**

Addressing gender-based violence and sexual harassment is a paramount and urgent matter for UNYT. To this end, the university is dedicated to establishing a specialised team and office focused on this critical issue. This team will include a psychologist to provide essential support and guidance to any individual, whether student or staff, needing psychological assistance or with complaints. Confidentiality and privacy will be rigorously upheld to ensure the safety and security of all individuals involved. Moreover, the ombudsman will play a crucial role in maintaining privacy and addressing perpetrators of such acts. Alongside providing psychological support, the ombudsman's office will offer protection against potential offender retaliation.

An annual university conference against gender-based violence and sexual harassment will be convened to disseminate the latest information and encourage individuals to report any instances of gender-based violence or harassment. A specific survey has also been distributed to UNYT staff and students to gather comprehensive insights into this issue.

The Gender Equality Plan of UNYT stands as a foundational document aimed at improving the university's organisational culture. The plan targets vital areas, including work-life balance and

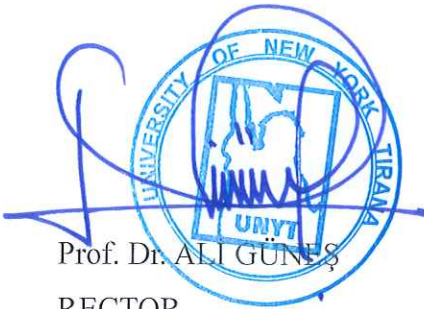


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corporate culture, gender balance in leadership and decision-making, gender equality in recruitment and career progression, integration of gender perspectives into research and teaching content, and measures against gender-based violence, including sexual harassment. Through concerted efforts across these domains, UNYT is committed to fostering a safe, inclusive, and respectful environment for all members of its community.



Prof. Dr. ALI GÜNEŞ  
RECTOR