



UNIVERSITY OF PRISHTINA "HASAN PRISHTINA"



ACTION PLAN **FOR GENDER EQUALITY** 2023/4-2025/6

July, 2023



UNIVERSITY OF PRISHTINA

“HASAN PRISHTINA”

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RECTOR'S WORD

Dear students, Dear academic and administrative staff, Partners and dear readers,

The Action Plan for Gender Equality is a document of the University of Prishtina, with which we confirm the institutional commitment and dedication in advancing the rights for all members of our community. As a fundamental human right, gender equality is a priority goal for our institution. Our dedication to an inclusive academic environment for students, staff, their families and all other members of society is immeasurable. University of Prishtina, as a nationwide leading institution of higher education, with this Action Plan continues to contribute to the vital issues of society, as well as providing an important basis for partners and other institutions.

Gender equality is a right guaranteed by the law, but it is also strongly enriched in the main document of our institution-the Statute of the University of Prishtina. This Action Plan aims to achieve the following key strategic objectives: creating a culture that promotes gender equality; achieving gender balance in leadership positions; integrating the gender perspective in teaching, research and innovations; and to preventing, protecting and treating sexual harassment and bullying. The Plan offers a clear path for three academic years starting from 2023/24 to 2025/26 by providing an orientation of institutional activities in the direction of achieving gender equality as fully as possible.

As foreseen in this, University will organize seminars, discussions, develop and disseminate relevant materials, encourage personnel through provisions of training and rewarding those active in implementing objectives set in this Plan. University will continuously update regulatory documents, raising the capacities of Center for Human Rights and Gender Equality, and taking other concrete steps to directly support implementation of strategic objectives set in this Plan.

As it is presented in this document, our University has a diverse gender composition of students and staff: currently about 55% of students being women while men slightly dominate among academic staff. These statistics have evolved in positive direction in recent years, but we will continue to further work towards achieving gender equality by taking necessary concrete steps.

I cordially invite you all to consult this document at hand, for its preparation I congratulate the working committee. At the same time, I thank our staff and students for their daily contribution towards ensuring equal rights for all members of our community.

Sincerely,

Prof. Dr. Qerim Qerimi
Rector

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ABBREVIATIONS

AGE	Agency for Gender Equality
FA	Faculty of Architecture
FAVM	Faculty of Agriculture and Veterinary Medicine
FPES	Faculty of Physical Education and Sports
FECE	Faculty of Electrical and Computer Engineering
FME	Faculty of Mechanical Engineering
FCE	Faculty of Civil Engineering
FNMS	Faculty of Natural Mathematical Sciences
UP	University of Prishtina "Hasan Prishtina"



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MATEMATIKA

MATEMATIKA



1. INTRODUCTION

In accordance with the Statute of the University of Prishtina and the obligation arising from the Law on Gender Equality, the University of Prishtina has drawn up the *Action Plan for Gender Equality*. The Action Plan is a policy document over the next three years, with which the university aims to implement actions and projects to reduce gender inequalities. The activities planned in the document aim, on the one hand, to give continuity and coherence to existing policies from the university and, on the other hand, to explore new actions to support addressing the obstacles that still exist for gender equality.

The University of Prishtina aims to create a working environment where everyone regardless of gender feels accepted and valued and where dealing with diversity is a value and an opportunity to learn from each other's thoughts, experiences, and competencies.

The Action Plan contains 4 strategic objectives aimed at:

1. *Creating a culture that promotes gender equality;*
2. *Achieving gender balance in decision-making/leadership positions;*
3. *The integration of the gender perspective in teaching, research work and innovations and*
4. *Prevention, protection, and treatment of sexual harassment and bullying in the university.*

The Action Plan was drawn up in support of the UN Women's Office in Kosovo and the Agency for Gender Equality/Office of the Prime Minister.

METHODOLOGY

For the compilation of the *Action Plan*, the rector of the University of Prishtina founded the working group composed of 9 members, 8 representatives from the University of Prishtina: prof. dr. Arta Basha-Jakupi, leader of the working group, prof. dr. Sefer Avdijaj, prof. dr. Ardiana Gashi, prof. assoc. dr. Kaltrina Kelmendi, assistant. dr. Linda Gusia, Ferdane Llonçari, Drita Hyseni, Fitim Seferi, and the head of the Agency for Gender Equality from the Prime Minister's Office, Edi Gusia. The working group held meetings, where the current situation in the university was presented, based on which situation the strategic objectives were identified. For each strategic objective, specific activities were proposed, with timelines, results, costs, and funding sources.

In the process of compiling the *Action Plan*, the following documents/data were consulted and used:

- Local legal framework for gender equality;
- Kosovo Program for Gender Equality 2020-2024;
- International framework for gender equality;
- Strategy and Action Plan of the University of Prishtina 2023-2025;
- The legal framework of the University of Prishtina;
- Horizon Europe Work Program 2023-2024 ¹;
- Statistics for academic staff;
- Statistics for administrative personnel and
- Statistics for students;
- Good practices implemented by international universities and
- Materials related to good practices published in the European Institute for Gender Equality.²

Continuous evaluation and adaptation of the Action Plan is essential to ensure effectiveness in achieving gender equality and creating an inclusive academic environment.

1 https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-1-general-introduction_horizon-2023-2024_en.pdf

2 <https://eige.europa.eu/>



2. SITUATION ANALYSIS

2.1. Legal framework

2.1.1. *The legal framework for the advancement of gender equality in Kosovo*

The Constitution of Kosovo defines gender equality as “a fundamental value for the democratic development of society and to achieve this, equal opportunities for the participation of women and men in political, economic, social, cultural life and in other areas of life must be ensured social.” Also, Article 22 of the Constitution has given a constitutional function to the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). In 2020, the Constitution of the Republic of Kosovo included the Convention on Preventing and Combating Violence against Women and Domestic Violence, drawn up by the Council of Europe in 2011, in Istanbul. This convention is now on the list of international documents directly applicable in Kosovo.

Law No. 05/L-020 on Gender Equality (LGE) guarantees, protects, and promotes gender equality at all levels and all sectors of Kosovar society. Article 4, specifically, prohibits gender discrimination, and then in Article 5 promotes measures to prevent gender discrimination and ensure gender equality. Article 15 prohibits direct or indirect discrimination based on gender, marital or family status, pregnancy, birth, parenthood, and any form of custody in the public or private sector, regarding: conditions for access to employment and advancement; access to all types and levels of professional guidance, professional and advanced training and retraining, including practical work experience; employment and working conditions, including dismissal, as well as salary; membership and involvement in an organization of workers or employers, or any organization whose members exercise a particular profession, including the benefits provided by such organizations; access to employment, including employment training. Different treatment based on a sex-related characteristic does not constitute discrimination when, due to the special nature of the professional activities or the conditions in which they are carried out- such a characteristic constitutes a defining professional requirement, provided that its purpose is legitimate and the request is proportionate.

For the prevention of gender discrimination and ensuring gender equality, the LBGJ foresees general and special measures. **General measures include obligations to:**

- analysis of the status of women and men in relevant organizations and fields;
- the adoption of strategies and action plans for the promotion of gender equality by the Kosovo program for gender equality;
- the inclusion of gender mainstreaming in all policies, documents, and legislation;
- ensuring selection, employment, and assignment processes, including management positions, by the requirement for equal representation of women and men;
- the inclusion of gender budgeting in all areas, as a necessary instrument to guarantee that the principle of gender equality is respected in the collection, distribution, and allocation of resources;
- ensuring equal representation of women and men in all conferences, meetings, seminars, and trainings abroad and within the country;
- assigning adequate human and financial resources to programs, projects, and initiatives for achieving gender equality and empowering women;
- the division by gender of all necessary statistical data, which are collected, recorded, processed, and obliged to submit these data to the Statistics Agency of Kosovo;
- to take into account gender equality in the case of naming institutions, schools, and roads.

The implementation of special temporary measures in order to speed up the realization of factual equality between women and men in those areas where inequalities exist.

- applying the quota to achieve equal representation of women and men;
- designing programs to help and support increased participation of the underrepresented gender in decision-making and public life;
- economic empowerment and steps to improve the position of women or men in the field of work, in education, in health, culture and the distribution and/or redistribution of resources;
- preferential treatment, recruitment, employment and promotion, and other measures in any area where there is inequality.

As specified in the Law on Gender Equality, cases where public institutions take special measures, including legal provisions, aimed at accelerating the establishment of factual equality between women and men, do not constitute gender discrimination.

Equal gender representation in all legislative, executive, and judicial bodies and other public institutions is achieved when a minimum representation of fifty percent (50%) is ensured for each gender, including their governing and decision-making bodies.

Article 20, *Prohibition of gender discrimination and unequal treatment* states that discrimination based on gender is prohibited in educational institutions at all levels, including access to education, the admission process, access to services, tools, and benefits such as scholarships, assessment results, obtaining diplomas and scientific titles, access to professional training, following education, sports and other fields.

Article 21, Education for gender equality obliges that:

- in schools and other educational institutions, the teaching tools used must be based on gender equality and gender equality education must be included in school curricula at all levels;
- the preparation, approval, and implementation of the educational program, the compilation of materials, textbooks and the revision of existing materials and textbooks must be done with the inclusion of the gender perspective and the elimination of negative stereotypes, prejudices, customary practices, and other practices that are in conflict with the principle of gender equality.
- Inclusion in school programs of educational and training activities aimed at sensitizing young people about gender equality and preparing them for democratic citizenship.
- To have equal involvement of women and men in professional and non-professional education training and counseling for those professions, which are traditionally considered only for women and only for men.

Law No. 05/L-021 On Protection from Discrimination³ defines the general framework for preventing and combating discrimination based on nationality or affiliation with any community, social or national origin, race, ethnicity, color, birth, origin, sex, gender, gender identity, sexual orientation, language, citizenship, faith religion and belief, political affiliation, political opinion or other opinions, social or personal status, age, family or marital status, pregnancy, maternity, financial status, health status, disability, genetic inheritance or any other basis, in order to implementation of the principle of equal treatment.

The Kosovo Program for Gender Equality 2020-2024 Strategic Objective 2 aims at *the advancement of gender equality, through quality education and health, inclusiveness, and the use of human capacities as contributors to sustainable human development and the eradication of gender inequalities and stereotypes*. Specific activities related to higher education within this objective are:

- the integration of gender studies in course syllabuses and the development of gender studies courses in HEIs;
- offering scholarships for gender studies abroad for boys and girls (Young Cell Scheme);
- campaign to encourage boys and men to study pre-school leadership in institutions of higher education;
- Grants to advance girls' and women's access to research grants and academic professional development;
- Addressing stereotypes in textbooks.

3 javascript: __doPostBack('ctl00\$MainContent\$Aktet\$ct100\$IblAn','')

2.1.2. The legal framework and institutional mechanisms at the University of Prishtina that promote gender equality

The Statute of the University of Prishtina⁴ in Article 7 states that the university is obliged to create equal opportunities for everyone, without any kind of discrimination based on gender, race, sexual orientation, marital status, language, religion, political belief or anything else, national affiliation, ethnic or social, belonging to a national community, wealth, birth status or any other status. Specifically for gender equality, Article 8 states that the university ensures and supports gender equality. In cases where male and female candidates have equal qualifications and professional achievements, priority will be given to the female candidate.

With the Code of Ethics⁵, approved on 19.7.2013, the University of Prishtina aims to protect academic freedom, and support the highest standards of learning and knowledge. This code is applicable applies to all academic staff employed at the University of Prishtina. The code, explicitly, identifies ethical principles and unacceptable behaviors in the relationship between teachers and students; in research and knowledge; in relations with colleagues; in responsibility to the university, and in responsibility to society.

Article 17 specifies that upon the proposal of the rector and the senate, the Council of Ethics is established, as a body it is responsible for the development of disciplinary procedures and is obliged to implement the Code of Ethics.

Article 18 states that every person (inside and outside the university) has the right to denounce or report violations of the provisions of the Code to the members of the Ethics Council, the governing authority of the academic unit, or the rector.

Regulations for Prevention and Protection from Sexual Harassment and Harassment at the University of Prishtina

The regulation was approved on May 11, 2021, by the Governing Council, which applies to all academic, non-academic, and administrative staff employed at the University of Prishtina. The regulation defines the material rules, disciplinary procedure,s and applicable measures in cases of harassment and sexual harassment at the University of Prishtina. Harassment and sexual harassment are prohibited and represent serious disciplinary violations that are punishable by disciplinary measures specified in the regulations. Formal and informal reporting of harassment or sexual harassment is made to the official for protection against harassment, directly to the rectory and to the Ethics Council.

4 <https://dokumente.uni-pr.edu/Dokumentet/ShkarkoRregulloren?dok=Rregulloret%5Cb19560c4-57b7-4f1c-867d-89df7295e52030.6.2021.pdf&rrId=3422>

5 <https://dokumente.uni-pr.edu/Dokumentet/ShkarkoRregulloren?dok=Rregulloret%5C18c680a7-7854-41fe-8533-3524dc70087a21.3.2021.pdf&rrId=51>

6 <https://dokumente.uni-pr.edu/Dokumentet/ShkarkoRregulloren?dok=Rregulloret%5C6f1327db-ac3e-46b8-a576-35e9822492e917.5.2021.pdf&rrId=3401>

The Strategy and Action Plan of the University of Prishtina 2023-2025, compiled in 2023, aims to: raise the quality of teaching and learning in order to develop the students' competencies; advancement of science, innovation, and better connection with the labor market; improving the position and role of the UP in the international scene and advancing the infrastructure and the use of digital technology for the improvement of services and quality in education, in accordance with the trends of digital transformation.

Mechanisms at the University of Prishtina that are related/can contribute to the advancement of gender equality

The Center for Human Rights and Gender Equality has the following tasks: compiles and leads projects to advance and deepen the study, recognition, and respect of human rights, including gender equality within the UP and in general in all segments of society; compiles and leads research and educational projects in the field of human rights, including gender equality at the national and international level; continuously analyzes the developments at UP, to prevent possible negative phenomena in the field of respect for human rights and gender equality (both among students, as well as the administration and academic staff) and makes recommendations to prevent possible discrimination at the UP level.

The Ethics Council consists of 5 members from the ranks of UP teachers, with a 4-year mandate. The Ethics Council is responsible for developing disciplinary procedures and proposing sanctions for cases of violation of the Code of Ethics. The Ethics Council is also responsible for monitoring the implementation of the Code of Ethics.

The anti-harassment officer is responsible for the implementation of anti-harassment and sexual harassment policies, responsible for informing, counseling, and receiving complaints about harassment and sexual harassment in the university. Once a month, it reports to the Governing Council of the University or to the Senate of the University, regarding the implementation of the Action Plan, the number of cases submitted for counseling, the cases investigated and closed, and the measures imposed on the persons responsible for sexual harassment.

The Center for Excellence in Teaching is an important mechanism for the professional development of academic staff, but also for the contribution it can have to the integration of the gender perspective in teaching. The tasks of the center are: organizing activities that ensure the advancement of the skills and competencies of the academic staff of the UP and other higher education institutions; promoting and creating a culture of academic excellence through the implementation of standards and best practices in teaching; providing services for UP and other higher education institutions in the field of excellence in teaching (curriculum development, preparation of teaching materials, engagement and permanent assessment of students, application of hybrid classes in teaching, learning based on electronic platforms, etc.); supporting faculties and academic staff regarding the implementation of innovative and proven practices in teaching, mentoring and student assessment and promoting and providing services for the implementation of ethical standards in teaching.

The Career Development Center supports the preparation of students for the labor market through counseling and training as well as information about various career development opportunities. Although

women's participation in higher education has increased in Kosovo, women are at a disadvantage in the labor market. In 2021, only 22% of women aged 15-64 are active in the labor market compared to 56.6% of men. Only 16.5% of women of working age were employed compared to 45.9% of men. Although with low participation in the labor market, the unemployment rate among women is higher - 25% compared to 19% among men. Therefore, supporting graduates to access the labor market is an important goal for the University. Through the Career Development Center, students are offered opportunities for personal and professional development through information, counseling, training, and career guidance. The main purpose of the Career Development Center is the Career Development Center of University of Prishtina offers employers: the announcement of job vacancies, honorarium jobs, and internships for students, the introduction of companies and the promotion of employment opportunities and practical work in the relevant institution as well as liaison with students and graduates of the University of Prishtina.

2.2. Gender profile of personnel at the University of Prishtina

2.2.1. Gender structure of the academic staff

The data presented in Table 1 show that currently women make up 39% of the regular academic staff at the university. According to the faculties, the smallest participation of women is in the Faculty of Physical Education and Sports with only 6% of the academic staff being women, followed by the Faculty of Mechanical Engineering and Agriculture with only 15% of the staff being women. Men are underrepresented in the Faculty of Architecture, where only 6% of the academic staff are men. There are only 3 faculties where the gender representation is approximately equal - Medicine, Philology, and Education.

Table 1 : Gender structure of regular academic staff, 2022/23

Faculty	Men	Women	Total	% women
Physical Education and Sports	16	1	17	6%
Mechanical Engineering	33	6	39	15%
Agriculture and Veterinary	35	6	41	15%
Natural Mathematical Sciences	79	22	101	22%
Construction	26	8	34	24%
Philosophy	42	17	59	29%
Law	34	14	48	29%
Electrical and Computer Engineering	24	12	36	33%
Arts	53	37	90	41%
Economy	36	28	64	44%
Medicine	110	120	230	52%
Philology	36	41	77	53%
Education	26	31	57	54%
Architecture	1	16	17	94%
Total	551	359	910	39%

Regarding academic titles, only 15% of full professors are women; 20% of those associated; 28% of assistant professors. Compared to the above-mentioned titles, the participation of women as assistants is 35%, which indicates the increased trend of women's participation in the university (Table 2).

Table 2 : Gender structure according to regular academic titles, 2022/23

At the university level	Men	Women	in total	% women
Regular professors	173	53	226	15%
Professors of associate	114	71	185	20%
Assistant professors	127	100	227	28%
Lecturer	1	2	3	1%
Correspondents	1	3	4	1%
Lecturers	0	5	5	1%
Assistants	135	125	260	35%
Total	551	359	910	

These data show that women are underrepresented in most faculties and are significantly less represented in senior academic titles.

2.2.2. Gender representation in decision-making positions at Rectorate and faculties

Currently, the rector is a man, while out of five vice-rectors, three are women. In faculties, out of the total, women make up 31% of deans (Table 3), a lower participation than that required by the Law on Gender Equality. Of the 12 members of the University Governing Council, only 2 are women, while of the 43 members of the Senate, only 13 are women (30%). Out of 7 representatives in the Senate, only 2 are women. In the professional committee for the examination of requests, complaints, and submissions addressed to the Governing Council of the University of 5 members, 3 are women. In the The Disciplinary Commission of 5 members, 3 men and 2 women. There are 4 members in the Ethics Council, all men (Drita did not find the decision for the fifth member). In the Advisory Commission for the appointment, re-appointment, and advancement of academy staff, out of 9 members, only 2 are women;

In Of the Committee for the Evaluation of Incentives for Scientific Publications of 5 members, 3 are women and two are men. In the Ethics Council for scientific research out of 9 members, 7 are men and only 2 are women. In the Commission for the review of requests, complaints, and attachments, there are 5 members, 3 are women and 2 are men. Of the 5 members of the senate committee for reviewing complaints and submissions, 4 are men and 1 is a woman.

Women are not at all represented in management (deans) in the Faculty of Physical Education and Sports, in the Faculty of Philosophy, the Faculty of Electrical and Computer Engineering, and in the Faculty of Natural Mathematical Sciences, while men are not represented in the Faculty of Architecture. With only one woman in the deans are the Faculty of Agriculture and Veterinary, the Faculty of Arts, the Faculty of Construction, the Faculty of Mechanical Engineering, while the Faculty of Philosophy has only one man. The data presented in panel 2 of Table 3 show that out of 13 secretaries, only 4 are

women; 64% of faculty council members are women; alone; 62% of heads of departments are men. Low representation is also observed in the commissions.

Table 3 : Gender structure of Faculty management

	Women	Men	Total
Faculty of Architecture	5		5
Economy Faculty	3	2	5
Faculty of Education	2	3	5
Faculty of Agriculture and Veterinary Medicine	1	4	5
Faculty of Philology	2	3	5
Faculty of Arts	1	5	6
Faculty of Physical Education and Sports		5	5
Faculty of Philosophy	1	4	5
Faculty of Construction	1	3	4
Faculty of Mechanical Engineering	1	4	5
Law Faculty	3	2	5
Faculty of Electrical and Computer Engineering		5	5
Faculty of Medicine	2	3	5
Faculty of Natural Mathematical Sciences		5	5
Total	22	48	70
Gender composition	31%	69%	100%

Panel 2: Gender composition of Faculty bodies		Secretary		Faculty Councils		Committee for teaching		Equivalency Commission		Disciplinary Committee		Heads of departments		Coordinator for academic issues		Ph.D. Council	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Faculty		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Construction	1	73%	27%	33%	67%	100%	0%	100%	0%	25%	75%	100%	0%				
Mechanical Engineering	1	86%	14%	73%	27%	33%	67%	67%	33%	80%	20%	100%	0%				
Architecture	1	17%	83%	13%	88%	0%	100%	0%	100%	50%	50%	0%	100%				
Teacher's education	1	60%	40%	40%	60%	90%	10%	67%	33%	20%	80%	0%	100%	20%	80%		
Philology	1	43%	57%	56%	44%	56%	44%	67%	33%	56%	44%	100%	0%	71%	29%		
Electrical and Computer Engineering	1	75%	25%	89%	11%	67%	33%	67%	33%	67%	33%	0%	100%	86%	14%		
Philosophy	1	74%	26%	44%	56%	67%	33%	67%	33%	71%	29%	0%	100%	100%	0%		
Physical Education and Sports	1	89%	11%	89%	11%	67%	33%	67%	33%	100%	0%	100%	0%				
Economics	1	63%	37%	57%	43%	33%	67%	100%	0%	0%	100%	100%	0%				
Medicine	1	62%	38%	33%	67%	100%	0%	67%	33%	25%	75%	100%	0%	86%	14%		
Law	1	69%	31%	71%	29%	67%	33%	67%	33%	83%	17%	0%	100%	100%	0%		
Arts	1	45%	55%	78%	22%	67%	33%	80%	20%	67%	33%	100%	0%				
Natural Mathematical Sciences	1	76%	24%	78%	22%	100%	0%	60%	40%	60%	40%	100%	0%	71%	29%		
Agriculture and Veterinary		69%	31%	64%	36%	58%	42%	65%	35%	64%	36%	62%	38%	54%	46%	79%	21%
Average in %																	

2.2.3. Gender structure of administrative personnel

Out of a total of 254 administrative personnel, 53% are women. Among management positions/third category (high, middle, and low) out of a total of 17, women are 6 or 35%. Out of a total of 27 positions of category 1/technical and support worker, only 8 are women (30%). In the professional category, there are a total of 210 workers, of which 57% are women.

2.3. Participation of academic staff in projects and research according to gender

2.3.1. Gender representation in research projects

The data from the Office for XX show that in 2022/23 out of 31 international projects, 14 were with women coordinators (45%) and 17 with men.

2.3.2. Participation in mobility by gender

While women make up only 39% of regular academic staff, they make up more than half of international mobility beneficiaries (Table 4). In the 2021/22 academic year, 59% of academic staff who benefited from mobility were women, with a drop to 51% in the 2022/23 academic year.

Table 4 : Gender structure of the beneficiaries of mobility programs

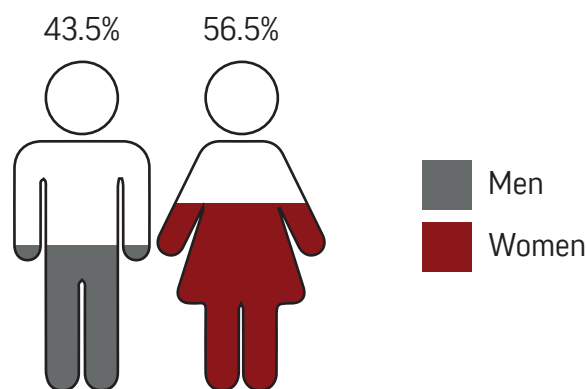
	2021/22	2022/23
Women	60	46
Men	41	44
Total	101	90
% women	59%	51%
% men	41%	49%

2.4. Gender profile of active students at the University of Prishtina

2.4.1. Gender structure of bachelor, master, and doctorate students

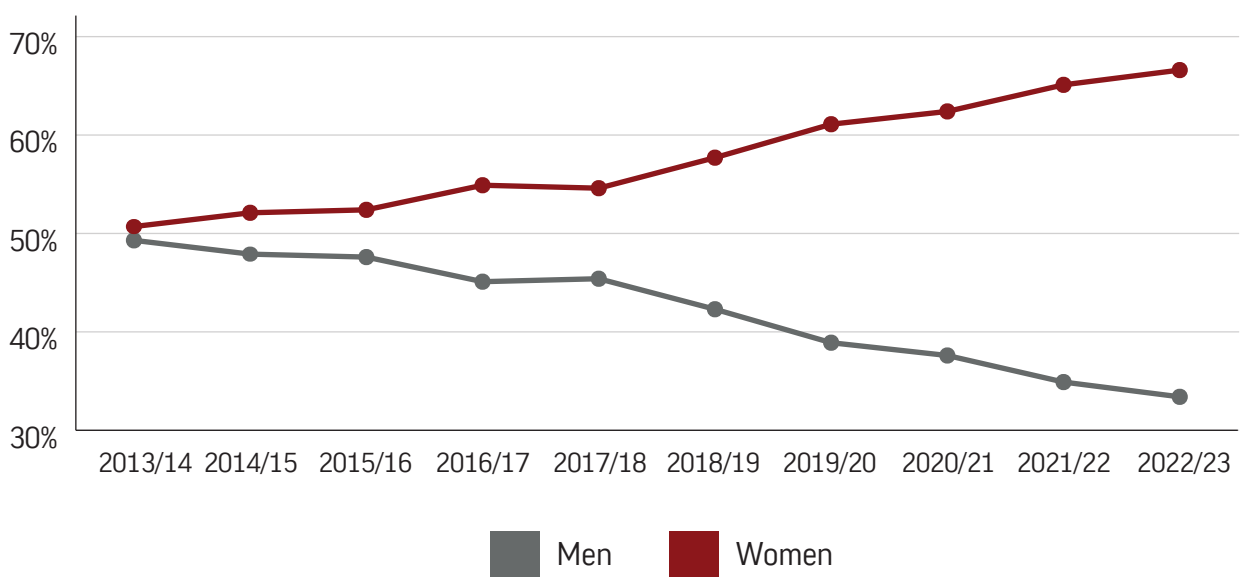
Considering the data for the last 10 academic years, out of a total of 95,703 registered students, on average women make up 56.5% of the students registered at the University of Prishtina (Figure 1).

Figure 1 : Gender structure of students enrolled in the last 10 years



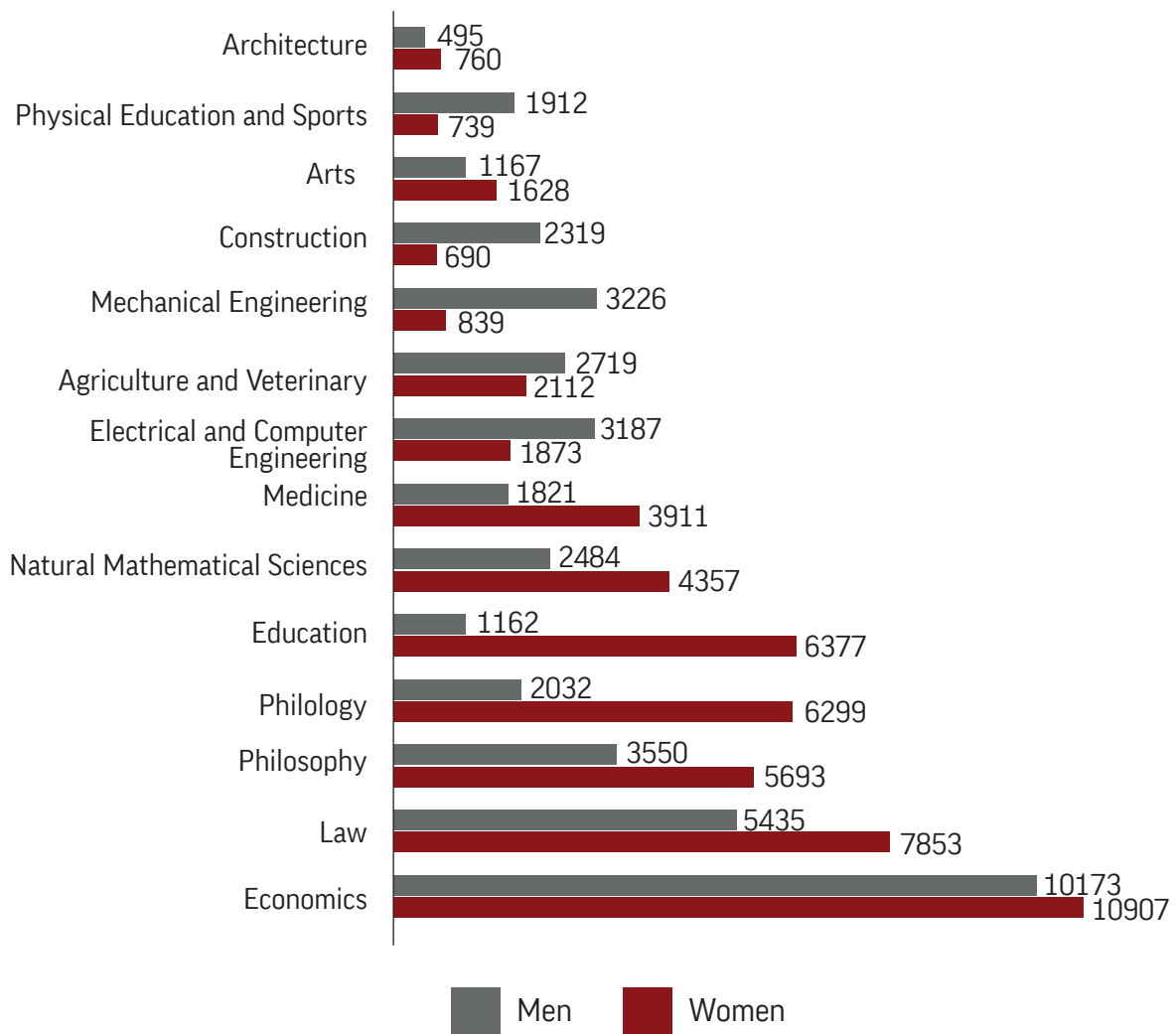
From Figure 2 it can be seen that during the period 2013/14 to 2022/23, the participation of men among students has decreased from 49.3% to 33.4%, while that of women has increased from 50.5% to 66.6%. There is no specific analysis of this trend, but emigration may be one of the factors contributing to the decrease in the number of men.

Figure 2 : Gender structure of enrolled students by year



According to the faculties, only in these faculties are men in higher participation: the Faculty of Electrical and Computer Engineering-the Faculty of Mechanical Engineering; Agriculture and Veterinary Medicine, Construction, and the Faculty of Physical Education and Sports (Figure 3): This structure is observed at the bachelor and master level. At the level of doctoral studies, women are in higher numbers in the Faculty of Medicine, Philology, and Economics, while they are in smaller numbers in Philosophy (only 9 compared to 50 men); in Law 17 women compared to 35 men, in the Faculty of Electrical and Computer Engineering there are 2 compared to 6 candidates.

Figure 3 : Gender structure of students registered in the last 10 years according to faculties



2.4.2. Gender structure of the beneficiaries of the scholarships offered by the University of Prishtina

In the academic year 2022/23, out of a total of 1,210 students at the bachelor level who received scholarships from the university, 76% were women and only 24% were men (Table 5). This difference compared to the participation of men in the total number of students is a result of the better performance of women in studies - a larger percentage have a high average grade.

Table 5: Gender structure of students at the bachelor's level benefiting from UP scholarships

	Women	Men	Total	% women
Faculty of Architecture	42	15	57	74%
Economy Faculty	118	35	153	77%
Faculty of Education	77	1	78	99%
Faculty of Agriculture and Veterinary Medicine	14	1	15	93%
Faculty of Philology	70	3	73	96%
Faculty of Arts	160	35	195	82%
Faculty of Physical Education and Sports	7	7	14	50%
Faculty of Philosophy	64	20	84	76%
Faculty of Civil Engineering	20	17	37	54%
Faculty of Mechanical Engineering	11	9	20	55%
Law faculty	167	40	207	81%
Faculty of Electrical and Computer Engineering	60	39	99	61%
Faculty of Medicine	88	57	145	61%
Faculty of Natural Mathematical Sciences	20	13	33	61%
Total	918	292	1,210	76%

In academic year 2022/23, for the first time the university has offered scholarships at the master's and doctoral level. At the master's level, there were 16 beneficiaries from the Faculty of Law (10 women and 6 men), while one woman was in doctoral studies from the Faculty of Philology.

2.4.3. Gender structure of mobility beneficiaries

Male students are underrepresented in international mobility. In the academic year 2021/22, only 23% of students who benefited from mobility were men, an even lower percentage in the academic year 2022/23, with 17% of beneficiaries being men (Table 6). A contributing factor may be that female students on average have better academic results (higher average grades), which puts them at an advantage when applying for mobility.

Table 6 : Gender structure of students participating in international mobility

	2021/22	2022/23
Women	175	90
Men	53	18
in total Total	228	108
% women	77%	83%
% men	23%	17%

2.5. Integration of the gender perspective in study programs

Currently, the University of Prishtina has 136 study programs. From the data provided by the faculties, currently, there are 17 gender-focused subjects (Table 7).

Table 7: Subjects with a focus on gender

No.	Subject titles related to gender	Faculty	Level of studies	Study program
1	Gender economics	Economy	Masters	Economics
2	The right to gender equality	Law	Bachelor	LL. B.
3	Equality and Non-discrimination	Law	Masters	Human Rights, International Criminal Law and Transitional Justice
4	Gender issues and politics	Philosophy	Bachelor	Political Sciences
5	Gender issues and politics	Philosophy	Bachelor	Sociology
6	Gender Studies and Research	Philosophy	Bachelor	Cultural Anthropology
7	Gender and representation	Philosophy	Masters	Sociology

8	Gender psychology	Philosophy	Bachelor	Psychology
9	Gender and diversity	Philosophy	Bachelor	Social work
10	History of gender	Philosophy	Bachelor	History
11	Introduction to cultural theories	Philology	Masters	Orientalistic
12	Postcolonial theory	Philology	Masters	Orientalistic
13	Female writing	Philology	Bachelor	English literature
14	Feminist literary criticism	Philology	Bachelor	English literature
15	Gender studies in arts	Arts	Bachelor	Paintings
16	Gender studies in arts	Arts	Bachelor	Sculpture
17	Gender studies in arts	Arts	Bachelor	Conceptual arts and new media

With the support of AGJE and Fridriech Ebbert Stiftung, the book 'The Economics of Gender' by the author Joyce P. Jacobsen has been translated. Currently, the printing of the book 'Advanced Introduction to Feminist Economics' by the author Joyce P. Jacobsen is being finalized with the support of AGJE and NDI Office in Kosovo.

3. STRATEGIC OBJECTIVES OF THE ACTION PLAN FOR THE PERIOD 2023/24-2025/26

University of Prishtina aims to create a working environment where everyone regardless of gender feels accepted and valued and where dealing with diversity is a value and an opportunity to learn from each other's thoughts, experiences, and competencies.

The Action Plan for Gender Equality of the University of Prishtina 'Hasan Prishtina' has four strategic objectives as follows:

1. Creating a culture that promotes gender equality,
2. Achieving gender balance in decision-making/leadership positions,
3. The integration of the gender perspective in teaching, research work, and innovations and
4. Prevention, protection and, treatment of sexual harassment and bullying in the university.

The expected results according to the objectives are:

1. *Creating a culture that promotes gender equality*

- Integrating the gender perspective into the legal framework of the university;
- Regular organization of seminars and discussion tables with a focus on gender equality;
- Analysis related to the use of sexist language in teaching (study with students and academic staff);
- Raising the capacity of academic staff regarding the use of gender-sensitive language in teaching and research;
- Integration of the gender perspective in the University's Strategic Plan;
- Integrating the gender perspective into the university's Communication Strategy;
- Supporting teachers during the maternity period through concrete support measures; and
- Deepening cooperation with organizations, donors, and other stakeholders in the field of gender equality.

2. Achieving gender balance in decision-making/leadership positions

- Regular analysis of gender representation in decision-making positions in faculties;
- Taking the necessary measures to implement the legal obligation for equal gender representation in decision-making positions;
- Increasing studies related to gender;
- Raising the capacities of the Office for Gender Equality for analysis, reporting, and identification of good practices for the advancement of gender equality in the university.

3. Integrating a gender perspective in teaching, research and innovation

- Equal gender representation (in accordance with gender participation in academic staff) in research-scientific projects;
- Integrating the gender perspective into study programs through the provision of courses with a specific focus on gender;
- Integrating the gender perspective into course syllabi;
- Raising the capacity of academic personnel for the integration of the gender perspective in teaching and scientific research;
- Addressing the gender division of professions;
- Increasing equality in the participation of students in mobilities;
- Providing support to pregnant and maternity students during their studies.

4. Preventing, protecting, and dealing with sexual harassment and bullying in the university

- Informing students and academic and administrative staff about the legal basis and mechanisms for prevention, protection, and treatment of sexual harassment and harassment at the University of Prishtina;
- The regular annual realization of the analysis related to sexual harassment and harassment at the University of Prishtina.

The total budget for the implementation of the activities planned in the Action Plan is 148,700 Euros (Table 8), of which 15,300 Euros are planned from the budget of the University of Prishtina, 38,200 Euros are planned to be supported by the Agency for Gender Equality and the rest of 95,200 Euros from donors (Table 9).

Table 8 : Budget according to strategic objectives, for 3 academic years

	2023/4	2024/5	2025/6	Total cost
1. Creating a culture that promotes gender equality	13,300	5,700	4,200	23,200
2. Achieving gender balance in decision-making/ leadership positions	2,000	0	0	2,000
3. Integration of the gender perspective in teaching, research work, and innovations;	37,500	41,000	51,000	129,500
4. Prevention, protection, and treatment of sexual harassment and bullying at the University	500	500	500	1,500
Total	53,300	47,200	55,700	156,200

Table 9 : Planning of financing of the Action Plan, according to the planned source of financing

	Total cost	UP	AGE	Donors
1. Creating a culture that promotes gender equality	23,200	1,800	8,200	13,200
2. Achieving gender balance in decision-making/ leadership positions	2,000	0	2,000	0
3. Integration of the gender perspective in teaching, research work, and innovations;	129,500	12,500	28,000	89,000
4. Prevention, protection, and treatment of sexual harassment and bullying at the University	1,500	1,500	0	0
Total	156,200	15,800	38,200	102,200



4. ACTION PLAN WITH ACTIVITIES AND BUDGET



Objective/activities	Deadline	2023/4	2024/5	2025/6	Total cost	UP	AGE	Donors	Results
I CREATING A CULTURE THAT PROMOTES GENDER EQUALITY									
1.1 Integration of the gender perspective in the legal framework of UP	2023/4- 2025/6	1,000	1,000	1,000	3,000		2,000	1,000	Analysis of the legal framework for the integration of the gender perspective and their completion/change
1.2 Organization of seminars and discussion tables with a focus on gender equality	2023/4- 2025/6	1,400	1,400	1,400	4,200		4,200		At least 1 per year in each Faculty
1.3 Creation of written and online material with information about the values and principles for gender equality that guide the University of Prishtina	Q4 2023	400			400	400			Material Prepared and designed by an external expert
1.4 Analysis related to the use of sexist language in teaching (study with students and academic staff);	Q2 2024	7,000			7,000				Analysis completed and results disseminated
1.5 Training for academic staff regarding the use of gender-sensitive language in teaching, papers, seminars, diploma topics, etc.	2023/4- 2025/6	1,000	1,000	1,000	3,000		1,000	2,000	At least 2 teachers from each Faculty, per year
1.6 Remuneration allocation for staff/faculty that integrates the gender perspective in teaching and research	T4 every year	500	500	500	1,500	500	500	500	Setting the criteria, opening the call, evaluation by the commission, and sharing the reward

1.7	Integrating the gender perspective in the University's Strategic Plan	T\$ 2023	500	500	500	Strategic plan with a gender perspective
1.8	Integrating the gender perspective in the University's Communication Strategy	Q1 2024	1,200	1,200	1,200	Communication Strategy with gender perspective approved by UP
1.9	Analysis related to the practices for the support of maternity teachers	Q3 2024	1,500	1,500	1,500	Analysis completed
1.10	Collaboration with universities, local and international organizations, and external initiatives working towards gender equality to share knowledge and best practices.	Q1 2024	300	300	900	Organization of at least one meeting per year with NGOs and other organizations active in the field of gender equality
II ACHIEVING GENDER BALANCE IN DECISION-MAKING/LEADERSHIP POSITIONS						
2.1	Regular analysis of the gender structure in management/commissions/councils that are by appointment (not by vote) and assessment of barriers/impediments to unequal representation;	Q4 every year	No additional costs	No additional costs	No additional costs	Finalized report with recommendations for improvement

Request for compliance with the legal obligation of the Law on Gender Equality for gender representation of 50% with 50% of each gender in Deanships, commissions, councils, etc.	In continuation	No additional costs	Request sent and implementation
2.2	Q2 2024	2,000	Mentoring provided and reporting products developed
Raising the capacities of the Center for Human Rights and Gender Equality within the University of Prishtina: support with mentoring			
2.3	Q2 2024	2,000	Mentoring provided and reporting products developed
III			
INTEGRATION OF THE GENDER PERSPECTIVE IN TEACHING AND RESEARCH WORK AND INNOVATIONS			
3.1	2023/4-2025/6	No additional costs	Review and adaptation of criteria and completion with affirmative measures based on the gender structure of the beneficiaries
Integrating the gender perspective in calls for projects and research: applying the affirmative measure for the less represented gender among the beneficiaries (for example, additional points if the leader is a woman)			
3.2	2023/4-2025/6	15,000	Number of beneficiaries
3.3	2023/4-2025/6	15,000	Conference held
Open call for gender-related topics only	20,000	30,000	9,000
Organization of the International Conference on Gender Studies	15,000	15,000	3,000
	15,000	45,000	7,000
	20,000	65,000	15,000
	30,000	41,000	35,000
	9,000	35,000	Conference held

3.4	Offering gender-related courses within the Summer University	T2 every year	2,000	1,000	1,000	4,000	1,000	3,000	At least 2 gender-related courses each year
3.5	Integration of the gender perspective in the study programs: analysis of the integration of the gender perspective in the study programs; the selection of 3 study programs from different faculties to integrate the gender perspective as a separate subject or in the existing syllabi.	2023/4-2025/6	2,000	2,000	2,000	6,000	2,000	4,000	From a subject with a focus on gender in at least 3 study programs, one in the selected Faculties (eg Education, Architecture, Economics, Medicine, etc.). Organized workshops and support from external experts
3.6	Raising the capacities of the academic staff through training for the integration of the gender perspective in the syllabus and in teaching	2023/4-2025/6	3,000	3,000	3,000	9,000	3,000	6,000	Held trainings; at least 20 participants
3.7	Creation of a database with academic staff who have expertise in the field of gender equality	2023/4-2025/6				No additional costs			Database developed and regularly updated
3.8	Promoting successful role models of students in traditionally considered 'women's' and 'men's' fields	2023/4-2025/6				No additional costs			Promotion on the official website and social media of UP
3.9	Regular analysis of data related to student mobility, by gender	2023/4-2025/6				No additional costs			Analysis finalized

3.10	Development of support policies for pregnant and maternity students during their studies	Q1 2024	500	500	500	UP	Finalized analysis and policy for support drafted and integrated into the Regulations for studies		
IV PREVENTION, PROTECTION, AND TREATMENT OF HARASSMENT AND SEXUAL HARASSMENT AND BULLYING									
4.1	Regular research analysis (quantitative and qualitative analysis) regarding sexual harassment and bullying in UP		500	500	500		One analysis per year and reports published		
4.2	Placement of promotional material/informational brochures in SEMS						Materials posted in SEMS		
4.3	Information sessions for students admitted to the first year on the regulation on harassment and sexual harassment in UP/case reporting						At least one session per Faculty		
Total budget			45,800.00	47,200.00	55,700.00	147,700.00	15,800.00	38,200.00	95,200.00

The photographs used in this document were taken by the students of the Faculty of Arts University of Prishtina under the supervision of Professor Blerim Gjinovci.

UNIVERSITY OF PRISHTINA
"HASAN PRISHTINA"

ACTION PLAN FOR GENDER EQUALITY
2023/4-2025/6

