



GENDER EQUALITY PLAN OF THE INSTITUTE FOR CRISIS MANAGEMENT (2025–2028)

1. Introduction and Commitment

The Institute for Crisis Management (hereinafter: the Institute) is committed to creating equal opportunities for all, regardless of gender, gender identity, sexual orientation, age, ethnic background, or other personal characteristics.

This Gender Equality Plan represents an official document of the Institute, approved and signed by the highest management, and publicly available on the institution's website.

The Plan aims to systematically integrate the principles of gender equality into all processes — from human resources to teaching and research activities — and to ensure transparency, accountability, and continuous improvement.

2. Dedicated Resources

- **Responsible person:** A Gender Equality Coordinator is appointed from among the employees for a term of three years.
- **Working Group:** A Gender Equality Working Group is established, consisting of at least five members (including representatives from academic, administrative staff, and students).
- **Budget:** An annual budget is allocated for implementing gender equality activities (trainings, research, promotional materials, activity support, etc.).
- **Expertise:** External experts in gender equality and human resources are involved when necessary.

3. Data Collection and Monitoring

- **Gender-disaggregated data:** Data on employees and students are collected and regularly updated, including gender, age structure, position, contract type, education level, and career progression.
- **Annual Report:** An Annual Gender Equality Report is prepared, covering key indicators and achievements. The report is published publicly.
- **Indicators:**
 - Gender structure of employees by category (academic, administrative staff);
 - Gender representation in leadership and decision-making positions;
 - Participation of men and women in trainings and projects;
 - Reported cases of gender-based violence or harassment.

4. Training and Awareness Raising

- **Trainings:** Regular trainings (at least once a year) are organized for employees and management on topics such as:
 - Gender equality and institutional culture;
 - Unconscious gender bias;
 - Gender-sensitive communication and teaching;

Yes
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No
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- Prevention of gender-based violence and sexual harassment.

- **Informational materials:** Preparation and distribution of manuals, posters, and online materials.
- **Student involvement:** Students are encouraged to participate in debates, campaigns, and gender equality initiatives.

5. Areas, Goals, and Measures

5.1. Work–Life Balance and Organizational Culture

Goals:

- To promote a culture that enables flexibility and supports all employees.

Measures:

- Introduction of flexible working hours and the possibility of remote work;
- Development of non-discriminatory parental leave policies;
- Organization of team-building activities promoting equal value of all professions and roles.

5.2. Gender Balance in Leadership and Decision-Making

Goals:

- To increase the participation of women in management bodies and decision-making positions.

Measures:

- Establishment of gender balance targets (e.g., at least 40% representation of each gender in governing bodies);
- Implementation of mentoring programs for women with leadership potential;
- Promotion of transparent procedures for selection of leadership positions.

5.3. Gender Equality in Employment and Career Advancement

Goals:

- To ensure equal access and fair criteria in recruitment, evaluation, and promotion.

Measures:

- Revision of existing recruitment procedures to eliminate gender bias;
- Inclusion of gender-diverse selection committees;
- Monitoring of gender distribution in promotions and advancements;
- Establishment of professional development programs accessible to all.

5.4. Integration of the Gender Dimension in Research and Teaching

Goals:

- To incorporate gender aspects into curricula and research activities.

Measures:

- Encouragement of research analyzing gender perspectives in crisis management;
- Inclusion of gender equality modules in teaching programs;
- Support for projects and publications exploring gender sensitivity in crisis management.

5.5. Measures Against Gender-Based Violence, Including Sexual Harassment

Goals:

- To ensure a safe, inclusive, and supportive working and study environment.

Measures:

- Adoption of a Policy for the Prevention and Handling of Gender-Based Violence and Sexual Harassment;
- Establishment of a confidential reporting procedure;
- Appointment of a contact person (confidentiality officer);
- Regular training and information sessions on rights and protection mechanisms.

6. Next Steps and Reporting

- The Plan is revised every three years based on an assessment of implemented measures.
- The Annual Report will be submitted to the Institute's management and made publicly available.
- Recommendations and conclusions from the report will serve to update future activities.

7. Conclusion

- Through this Plan, the Institute for Crisis Management reaffirms its commitment to equality, fairness, and inclusiveness as fundamental values of a modern and socially responsible institution.



President of the Institute
Avela Vejseli