



The Gender Equality Plan

Beyond Barriers Association

(2022-2025)



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1. Introduction

Beyond Barriers Association (BBA) is a dynamic non-profit organization founded in June 2004, dedicated to empowering young people through non-formal education. Operating at national, regional, and European levels, BBA focuses on promoting inclusion, equal opportunities, and a better quality of life for all youth. With a special emphasis on marginalized groups such as those from rural areas, minorities, individuals with disabilities, and those facing social and economic challenges, BBA implements strategic programs covering human rights education, inclusion and diversity, youth work, volunteering, employability and entrepreneurship, digitalization and innovation, and youth participation and active citizenship. Through partnerships, advocacy, and a wealth of experience spanning over 20 years, BBA has become one of Albania's largest and most active youth organizations, fostering positive change and empowerment among young people across various domains of society.

Vision:

To create an inclusive society where all young people have equal opportunities for growth, participation, and empowerment.

Mission:

Beyond Barriers Association (BBA) is dedicated to promoting inclusion, equal chances, and a better quality of life for all young people. We achieve this through non-formal education, advocacy, and strategic partnerships at national, regional, and European levels.

Our Values:

Respect for Human Rights, Inclusion and diversity, Building democracy and rule of law, Empowerment of disadvantaged groups, Equal opportunities and gender equality.

The Beyond Barriers Association (BBA) is dedicated to promoting inclusion, equal opportunities, and a better quality of life for all young people through non-formal education. This Gender Equality Plan (GEP) outlines our commitment to fostering a gender-responsive culture within our organization and activities from 2022 to 2025. It serves as a roadmap for integrating gender equality into all aspects of our work, ensuring fair and equitable treatment for all genders, including non-binary and LGBTI+ individuals.



2. Strategic Context & Preparation of the Gender Equality Plan

BBA operates at national, regional, and European levels, focusing on marginalized groups such as those from rural areas, minorities, individuals with disabilities, and those facing social and economic challenges. Our strategic goals encompass human rights education, inclusion and diversity, youth work, volunteering, employability and entrepreneurship, digitalization and innovation, and youth participation and active citizenship. Gender equality is a fundamental aspect of achieving these goals, and this GEP aims to further our commitment to creating an inclusive environment.

This Gender Equality Plan (GEP) represents the first formal commitment of the Beyond Barriers Association (BBA) to systematically address gender equality within the organization and its activities. The plan was developed through a collaborative process involving the BBA Board of Directors, staff members, and key stakeholders. Recognizing the importance of gender equality as a core value, the board initiated the process by conducting a thorough review of existing policies and practices to identify areas for improvement.

In preparing this GEP, we engaged in extensive consultations with employees and our members at all levels, as well as with external experts in gender equality and inclusion. This inclusive approach ensured that the plan is both comprehensive and reflective of the diverse perspectives within our organization. The resulting document outlines clear strategies and measures to foster a gender-responsive culture, enhance gender representation, and prevent gender-based misconduct, thereby laying a strong foundation for BBA's ongoing commitment to gender equality.



3. Objectives and Scope

Objective:

To establish a gender-responsive culture that promotes equal opportunities for all genders within BBA and in our programs, ensuring non-discrimination and the protection of fundamental human rights.

Scope:

This plan applies to all BBA staff, volunteers, and activities. It aims to enhance gender equality in the workplace and in our outreach programs, supporting gender diversity and combating gender-based discrimination.

4. BBA Key Focus Areas

- **Inclusive Organizational Environment and Flexibility**

Creating an inclusive organizational environment is pivotal to BBA's commitment to gender equality. This focus area emphasizes fostering a culture where all staff, regardless of gender, feel valued and supported. Implementing flexible working policies, such as remote work options and flexible hours, will help accommodate diverse needs and responsibilities, promoting a better work-life balance. Regularly reviewing and updating these policies ensures they remain effective and inclusive, contributing to a supportive and equitable workplace for everyone.

- **Equitable Gender Representation in Leadership and Activities**

Ensuring equitable gender representation in leadership roles and organizational activities is essential for fostering diversity and inclusivity within BBA. This focus area aims to



balance gender representation in decision-making positions and across all events and projects. By promoting inclusive recruitment practices and providing equal opportunities for career development, BBA will create a more balanced and dynamic leadership structure. Encouraging diverse perspectives in leadership will enhance decision-making processes and reflect the organization's commitment to gender equality.

- **Gender-Sensitive Educational and Research Initiatives**

Integrating gender perspectives into BBA's educational programs and research initiatives is crucial for promoting gender equality in all aspects of our work. This focus area involves incorporating gender-sensitive content in training materials, curricula, and research projects. By disaggregating data by gender and ensuring diversity in research management, BBA aims to highlight and address gender-specific issues. Providing staff with the necessary training and resources will enhance their ability to deliver gender-sensitive education and conduct inclusive research, thereby fostering a more informed and equitable approach to our programs.

- **Prevention and Response to Gender-Based Misconduct**

Addressing and preventing gender-based misconduct is a critical component of BBA's commitment to a safe and respectful working environment. This focus area focuses on educating staff about recognizing and combating gender-based harassment and discrimination. Implementing clear reporting mechanisms and providing training on unconscious bias and gender equality are key strategies to prevent misconduct. Ensuring that all staff are aware of these protocols and feel empowered to report any issues will help maintain a workplace where everyone can work safely and with dignity. Regular assessments and updates to these policies will ensure they remain effective and responsive to the needs of all staff.

5. Strategies and Measures of Success

Focus Area 1: Inclusive Organizational Environment and Flexibility



Strategies:

- Foster an inclusive and supportive organizational culture that values diversity.
- Implement policies that support flexible working arrangements.
- Regularly review and update policies to ensure they support gender equality.

Measures of Success:

- Annual staff satisfaction surveys with a minimum 80% satisfaction score on gender-related experiences.
- Implementation of family-friendly policies.
- Increased awareness and understanding of gender equality policies among staff.

Focus Area 2: Equitable Gender Representation in Leadership and Activities

Strategies:

- Ensure balanced gender representation in decision-making roles.
- Promote inclusive recruitment and career development practices.
- Organize events and initiatives that ensure gender balance.

Measures of Success:

- Representation of all genders in senior positions and leadership roles.
- Balanced gender representation at BBA-organized events.
- Positive feedback on gender representation in internal and external evaluations.

Focus Area 3: Gender-Sensitive Educational and Research Initiatives

Strategies:

- Integrate gender perspectives into educational and research content.
- Promote diversity in the management of research and training programs.
- Disaggregate research data by gender where relevant.

Measures of Success:

- Inclusion of gender perspectives in all new research projects.
- Staff training on integrating gender equality in educational programs.
- Regular updates to research content to reflect gender considerations.

Focus Area 4: Prevention and Response to Gender-Based Misconduct

Strategies:

- Educate staff on recognizing and preventing gender-based misconduct.



- Implement and promote clear reporting mechanisms for harassment and misconduct.
- Provide training on gender equality and unconscious bias.

Measures of Success:

- All staff receiving annual training on gender-based harassment and misconduct.
- Effective use of reporting mechanisms with documented actions.
- Regular assessment and improvement of harassment and misconduct policies.

6. Accountability and Responsibility

The Gender Equality Plan is ratified by BBA's board and overseen by the General Secretary of the Association. The General Secretary is responsible for ensuring the plan's implementation, monitoring progress, and reporting annually to the executive team and staff. All staff members are expected to contribute to the plan's success through active participation and adherence to gender equality policies.

7. Monitoring and Evaluation

Monitoring and evaluation are integral to the successful implementation of the Gender Equality Plan. Regular assessments will be conducted to measure progress, collect feedback, and make necessary adjustments. Annual reviews will ensure the plan remains relevant and aligned with BBA's priorities.

8. Conclusion

BBA is committed to promoting gender equality and creating an inclusive environment for all. This Gender Equality Plan outlines our strategies and measures to achieve this goal, ensuring that gender equality remains a core value in all our activities. We call upon all stakeholders to support and engage with this plan to foster a fair and equitable future for everyone.



Association Name	Beyond Barriers
Executive Director	Ana Mullanji
General Secretary	Monika Hasani
Board Members	Dritan Ziu, Taulant Naco, Xhensila Luka, Monika Hasani, Saimir Boseta
Number of employees	7
Place	Tirana, Albania
Date	10 January 2022
Signature & Stamp of legal representative	