



**OJQ PËR MENDJE TË SHËNDOSHË - PMSH**  
**NGO FOR HEALTHY MIND**

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**PMSH- GENDER EQUALITY PLAN 2023-2026**

**Organization**

PMSH is a non-profit organization in Kosovo that develops activities in the field of health, social development, advocacy/lobbying, human/children's rights and scientific research/analysis.

**Engagement**

PMSH is committed to promoting equality among all genders and combating discrimination against women.

**Access**

During the implementation of this Plan, PMSH will follow a gender integration approach (Define, Plan, Act, Control), through which a gender perspective will be integrated into the life cycle of decisions and actions undertaken in four pillars:

- People
- Board and members
- Activities
- Research

**Action**

2023: Determines, through an audit of procedure and practice, the status of gender equality in PMSH in all four pillars (Result: Status report for the NGO Assembly)

2023: Planning of concrete actions (and objectives) that PMSH will advance to improve gender equality (Outcome: Publication of a Gender Equality Action Plan)

2024: Acts by providing the Action Plan for Gender Equality and promoting change in the organization (Result: Report to the Assembly of the NGO)

2025: Controls and monitors progress, identifying success and barriers in preparation for the next plan. (Outcome: Review report and future plan)

### **Obligation**

A PMSH Program Manager with experience in gender equality is allocated time to lead and implement this Plan, supported by the PMSH Executive Director.

### **Accountability**

This plan is approved by the Executive Board, which will hold the PMSH accountable through the annual report on gender equality at the Assembly of the NGO.

### **Applicable components according to plan**

#### **Current employees**

- ✓ work-life balance,
- ✓ flexible work arrangements,
- ✓ workplace culture,
- ✓ career advancement

#### **Future employees**

- ✓ equal recruitment practices

#### **Activities**

- ✓ impartial and inclusive practice
- ✓ comprehensive language and instructions

#### **Board of Directors**

- ✓ equality in representation and decision-making

### **Members of PMSH**

- ✓ equality of opportunity to engage

### **Researchers**

- ✓ Equality in the scientific career

### **Research in practice**

- ✓ gender engagement in research projects

### **Future research**

- ✓ strengthening gender dimensions in research design

## **APPENDIX:**

### **Current status 2023 from audit**

- ✓ Employee data is collected and monitored.
- ✓ 6 staff, 50% women.
- ✓ Agreements for flexibility at work.
- ✓ Merit based salary.
- ✓ Alignment with local laws.
- \* Executive Board, 5 male.
- ✓ Adequate representation of women in the wide network of membership and activities.
- ✓ Gender aspects integrated into current research projects
- ✓ Support network for early researchers
- \* Gender awareness or unconscious bias training for employees
- \* Sexual harassment policy in the workplace

In Prizren,  
25.09.2023



Executive Director  
Xhemali Bislimaj