



Gender Equality Plan

of Ss. Cyril and Methodius University in Skopje

2022-2025

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Background and Introduction

Gender equality is one of the essential human rights protected by UN and fundamental value of the European Union. Improvements in gender equality can be achieved both on national and institutional level by involving all actors and providing appropriate actions. Establishment of equal opportunities for women and men in the education and science within a university is a pre-condition for future positioning of equal acting of its students in all spheres of their social life. Applying equal opportunities on different levels, such as in networking and mobility of students and academic staff, as well as, enabling equal participation in research and innovation projects contributes to the improvement of both the education and scientific work and enhance the quality. Equal gender fairness in research and teaching and equality in scientific and research careers, leadership and participation in the bodies is of at most important for creating better and quality working environment and generally for all aspects of function of the university.

Republic of North Macedonia, a small, landlocked country of around 2 million people, is a Candidate country that is striving to become a member of the European Union. According to the data from the State Statistical Office of the Republic of North Macedonia, the percentage distribution of women and men in the total population is almost equal, 49.9% of the population are women, while 50.1% are men¹.

Republic of North Macedonia regulates the national system of establishment of equal opportunities for women and men, the rights and obligations in ensuring this equality, that is the national legislation and structures for supporting and promoting equal opportunities between women and men on different levels have already been put in place. The main Law regulating the Gender Equality in the Republic of North Macedonia, is the **Law on Equal Opportunities for Women and Men**² and the main institution responsible for implementation of this policy is the Ministry of Labour and Social Policy that is currently developing a new **National Strategy on Gender Equality**³ for the period 2021-2026.

In 2011, Republic of North Macedonia has signed the Council of Europe's *Convention on Preventing and Combating Violence against Women* (the Istanbul Convention) and ratified the Convention at

¹ <http://www.stat.gov.mk/publikacii/2021/Gender%202021.WEB.pdf>

² Law on Equal Opportunities for Women and Men, Official Gazette No. 6/2012

³ A New National Strategy on Gender Equality will be adopted for the period 2021-2026, [Документи \(mtsp.gov.mk\)](#)



the end of 2017. The Republic of North Macedonia has also developed a **National Action Plan for the implementation of the Istanbul Convention (2018-2023)**⁴.

In 2019, Republic of North Macedonia has published its own **Gender Equality Index** scoring of 62 points. According to the analysis of the **European Institute for Gender Equality** *it sits just below the European Union average of 67.4 points. This places the country in 16th place in comparison with the EU countries. In the domain of power, the country scores better than the European Union. North Macedonia has 52.6 points, compared to the EU average of 51.9. However, significant gender inequalities remain, especially when it comes to income and earnings, and the sharing of household responsibilities*⁵.

The Ss. Cyril and Methodius University in Skopje (UKIM) is the largest and the oldest state-funded University in the Republic of North Macedonia, founded in 1949. Today, the University is representing a functional community of twenty-three faculties, five research institutes and twelve affiliate institutions. The university is the main Research performer in the country and it brings with itself vast expertise from participation in European projects. Its activities are stipulated by the Law on Higher Education and the Statute of the University.

Articles 16-21 of the Statute of the Ss. Cyril and Methodius University in Skopje already regulate and guarantee the **Equality, Non-discrimination and Inclusiveness** where the protection from discrimination and guarantees for equal opportunities for women and men at the University have been envisaged. The Strategy of Ss. Cyril and Methodius University in Skopje 2019-2023 envisages the **Principle of Equality** in teaching and scientific activities and together with the Principle of responsibility and compliance to the highest possible standards, foster active cooperation of UKIM with higher education, scientific and other related institutions in other countries.

Vision and mission⁶

Ss. Cyril and Methodius University in Skopje to grow into a university of high international reputation in the field of education and science, as a respectable member of the family of European universities.

As the oldest university in the Republic of Macedonia, Ss. Cyril and Methodius University in Skopje is the foundation and main pillar of the educational system, scientific work and cultural

⁴ <https://eca.unwomen.org/en/where-we-are/north-macedonia>

⁵ <https://eige.europa.eu/news/north-macedonia-publishes-its-own-gender-equality-index>

⁶ 2019-2023 Strategy of Ss. Cyril and Methodius University in Skopje, No. 02-465/8, 29.03.2019, p. 4-5



development of the country. The University is responsible for the fostering, preservation and promotion of all aspects of the national identity and its full affirmation in the country's process of accession to the European Union and becoming a part of the wider family of European nations.

The University develops and continually improves its curricula to create highly educated professionals in all areas of the natural sciences, engineering and technology, medical and health sciences, agricultural and veterinary sciences, social sciences and humanities and arts, all in accordance with the highest international standards. Through its educational activity, the University endeavours to meet the demand of highly qualified profiles in all segments of both the private and public sector, continually adjusting its operation to the dynamic changes in this area.

In the field of its scientific work, the University implements scientific projects, theoretical and applied research, and other forms of scientific work that contribute to the development of scientific thought in the country and beyond. At the same time, the cooperation with the private and public sector allows for a two-way exchange of knowledge and experience, thus adding to the achievement of a higher level of the overall social development and continuous and sustainable development of the University.

Throughout its teaching and scientific activities, the University fosters active cooperation with higher education, scientific and other related institutions in other countries, based on the **principles of equality**, responsibility and compliance to the highest possible standards.

The University will also cultivate and develop artistic activities.

The University invests constant efforts in the nurturing and advancement of the critical thought, acting as a society's corrector, **contributing to the development of human rights and freedoms**, and leading the processes of modernization and progression in all spheres of social life.

Key values / special ethical duties

The *Code of Ethics* describes the Special ethical duties of Ss. Cyril and Methodius University in Skopje that arise out of the University's position of the oldest and leading university in the Republic of North Macedonia, in the sense of aiding the country's scientific and cultural development and the work of the other universities in the country.

The *Article 9* of the Code of Ethics envisages the **Principle of Equality** and Justice and bans any kind of discrimination, abuse, harassment and exploitation.



The members of the University community should be provided with **equal** conditions for fulfilment of the professional obligations, expression of their intellectual abilities and progressing.

Article 13 specifies the Discrimination, that is, **it is forbidden any kind of direct or indirect discrimination** based on race, skin colour, origin, nationality and ethnicity, sex, gender, sexual orientation, gender identity, belonging to a certain group, language, citizenship, social origin, education, religion or religious belief, political belief, other belief, disability, age, marital status, property status, health status, social status or any other basis stipulated in a Law or ratified international agreement.

The only criteria for valuation and promotion are expertise, ability and professional merits, as well as the ability and results in performing tasks and other activities.

Article 16, in the part for *Professional duties in teaching*, envisages the equal opportunities for advancement of knowledge that **guarantees equal progress to all students**.

Article 26 envisages that any form of direct or indirect discrimination in the process of assessment of conditions for professional advancement and in the process of the advancement itself is considered disallowed.

The University shall provide **equal membership** to all members of the University community.

Gender Equality in research and innovation as priority

The Gender Equality in research and innovation has been defined as a **priority** of the *European Research Area (ERA)*. Additionally, the new *Horizon Europe Framework Programme 2021-2027* requests the **Gender Equality Plans** as an eligibility criterion, for the Higher Education Institutions, among others, for applying and receiving research funding within this Programme.

Based on a common understanding of the importance of supporting and promoting gender balance, the Ss. Cyril and Methodius University in Skopje has declared to **support equal opportunities for women and men** in research and innovation on student, academic and staff level at the whole University. Additionally, the University has committed to support **equal balance in leadership and decision-making positions** and strives to **secure non-discrimination** and **bans gender-based violence**. Striving to pertain the **European values and principles** in all activities undertaken by the University and as a participating Higher Education Institution in **Horizon Europe**



Framework Programme, the Ss. Cyril and Methodius University in Skopje develops **Gender Equality Plan (2022-2025)**.

The Gender Equality Plan of Ss. Cyril and Methodius University in Skopje will be published and visible on the University web page (www.ukim.edu.mk), and will be disseminated and accessible at academic and student level.

With regards to the persistent bonds for establishing mechanisms and good practices for creating equal opportunities for women and men, the Ss. Cyril and Methodius University in Skopje has defined the following **objectives** and commitments to:

- Demonstrate assurance on gender equality by setting up **goals** and **measures** and follow their consistent implementation at all levels;
- Implement **short-term and long-term activities** in order to integrate **gender dimension** in research and teaching;
- **Be resilient** to the new challenges including the impact mostly affected by the COVID-19 pandemic on working practices, scientific and research activities and education;
- **Train** the staff and **improve the capacities** and become more competitive while applying for EU funding in research and innovation and demonstrate the gender equality as a priority;
- **Raise awareness** among students, staff and academia on gender equality;
- **Enable** full access on information, facilities, mobility and networking of all its researchers, personnel and students of all genders;
- Set up **cooperation frameworks for joint activities** at faculty and university level on promoting equal opportunities between women and men;
- Facilitate **direct cooperation** and support all processes while selection and appointment of staff in committees and other bodies of the University disposing equal opportunities;
- Ensure **synergy and good working environment** on leadership level and decision-making positions provisioning gender balance and stimulate gender equality in scientific careers.

All this will help to achieve the **goal** that derives from the developing of the Gender Equality Plan, that is: ***to improve the positioning of the Ss. Cyril and Methodius University in Skopje for achieving gender balance among students, academic and administrative staff, and other stakeholders and provide equal opportunities regardless the gender thus contributing to the quality and relevance of research and innovation.***

In order to achieve this goal, the University dedicates its **own resources** and uses **knowledge** and **experience** already gained from lessons-learned, and has **envisaged capacity building** by training the staff and raise awareness on gender equality. This will be applicable at all levels and dedicated



to all stakeholders involved in the educational system of Ss. Cyril and Methodius University in Skopje, from:

- **Students** as main target group, then
- Teaching academic and associate staff (scientific and research), hereinafter referred to as **Academic staff**, and
- Professional and administrative staff and auxiliary and technical personnel, hereinafter referred to as **Administrative staff**.

The Ss. Cyril and Methodius University in Skopje will follow the **main Acts of the University**: its *Statute*, the *Strategy and Action Plan* and the *Code of Ethics*; and the **national legislation**: *Law on Higher Education*⁷, *Law on Equal Opportunities for Women and Men*⁸ and the *National Strategy on Gender Equality*⁹. Bringing the necessary European dimension, the University will follow all principles and values referred in the main European declarations and conventions and the values set up in the core documents and strategies within the **European Research Area** for promoting and supporting the gender equality in research and innovation.

The Ss. Cyril and Methodius in Skopje (UKIM) will follow the **main European strategic documents concerning Gender Equality** during the preparation and implementation of this Gender Equality Plan: *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, A Union of Equality: Gender Equality Strategy 2020-2025*¹⁰; *European Commission: Striving for a Union of Equality, the Gender Equality Strategy 2020-2025*¹¹; *European Commission: Horizon Europe Guidance on Gender Equality Plans*¹²; *European Institute for Gender Equality: Gender Equality in Academia and research, GEAR tool*¹³.

Developing Gender Equality Plan of Ss. Cyril and Methodius University in Skopje

The Ss. Cyril and Methodius University in Skopje (UKIM) has started to develop and implement a Gender Equality Plan by setting-up a **Commission represented by a team** dedicated to provide assessment of the current conditions and develop the plan. The team is composed of members

⁷ Law on Higher Education, Official Gazette No. 82/2018

⁸ Law on Equal Opportunities for Women and Men, Official Gazette No. 6/2012

⁹ A New National Strategy on Gender Equality will be adopted for the period 2021-2026, [Документи \(mtsp.gov.mk\)](#)

¹⁰ <https://op.europa.eu/en/publication-detail/-/publication/4ed128c0-5ec5-11ea-b735-01aa75ed71a1>

¹¹ <https://op.europa.eu/en/publication-detail/-/publication/84bd5dd5-7879-11ea-a07e-01aa75ed71a1/language-en>

¹² <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>

¹³ <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>



that have previous experience in data collection, gender equality issues and implementation of international projects. The internal team composes of **Senior-level participants** and participants from the administrative staff¹⁴ from the Central, Professional and Administrative office - Rectorate.

Implementation & monitoring

The Ss. Cyril and Methodius University in Skopje (UKIM) will **dedicate its own resources**, staff and financial resources, for implementation and monitoring of the UKIM's Gender Equality Plan, and the **Rectorate office** will be the unit that will follow-up this functionality and will be responsible for giving suggestions for improvements. The decisions on proposed measures and activities to be carried out that, part of this Gender Equality Plan, will be taken at the Rector's Board meetings.

The Statute of the University envisages development of special **Body for Equality, Non-discrimination and Inclusiveness**. This body will be developed under the conditions laid down in the Statute of the University and will be responsible for following the **gender policy at the University**. It will be represented by seven members that will be elected from students and senators of the university, having in mind the gender equality.

All staff of UKIM, at all levels, will be responsible for the implementation of the UKIM's GEP, and the monitoring and reviewing will be provided by a **UKIM Gender Equality Team (GE team)** selected for this. The team will equally be represented by women and men, and will be appointed and approved by the **Rector's Board**, no later than the first quarter of 2022 and will cover all three levels of staff at the University; the students, the academic staff¹⁵ – including **Senior and Junior level**, and the administrative staff¹⁶. Where appropriate, expertise will be incorporated and external resources (staff) will be used. The impact of implementation of UKIM's GEP will be reported by the GE team. **Annual reports** on the progress will be provided by this team and will be reviewed and discussed during the Rector's Board meetings, on which, a special discussion and topic on this issue will be appointed.

Mapping of the existing conditions (audit)

Developing and implementation of Gender Equality Plan of Ss. Cyril and Methodius University in Skopje was positively recognised and represents an opportunity for the University to demonstrate

¹⁴ Professional and administrative staff and auxiliary and technical personnel

¹⁵ Teaching academic and associate staff (scientific and research)

¹⁶ Professional and administrative staff and auxiliary and technical personnel



the current positioning on applying gender balance at university level and to take further steps for improvements of the existing capacities and fill the gaps if needed. In this sense, the University has made **internal mapping** of the current situation of the gender of personnel at university level. This analysis shows **potential areas for improvements** and proposes **join activities and measures** for applying gender balance at the whole university.

UKIM has made **internal assessment** and has **collected data on the gender** (female and male) of its personnel that will be published on its website. A specific **database** will be developed for this, at University level, that will be reviewed annually. The data was collected from the internal statistics that have mostly been existing at the *University Computer centre* within the Rectorate office, and some data were collected using **measurements and calculations**. Data available from the publications and statistics already published from the **State Statistical Office** of the Republic of North Macedonia were also very helpful and were used by the team to collect statistical facts.

The mapping in the University was conducted, analysing data on gender proportion on three levels:



- **Students**

The internal analysis of enrolment of students in the first, second and third cycle of studies and their proportion at the University was made for the period 2017-2021, according to the Frascati - Field of Science and Technology (FOS) classification, following:

- Natural sciences,
- Engineering and technology,
- Medical and Health sciences,
- Agricultural and veterinary sciences,
- Social sciences, and
- Humanities.

According to the internal analysis of the University, it showed that there is **slightly higher interest of women students** who have been enrolled in the all three cycles of studies for all different fields of science. With regards to the official data of the State Statistical office there is also higher number of women than man who have been graduated from Universities in Republic of North Macedonia¹⁷.

¹⁷ <https://www.makstat.stat.gov.mk>

- **Academic staff¹⁸**

The conclusions from the mapping show bigger proportion of representation of women than men in Academic staff as well, according to the 2021 findings. The graphic bellow shows the current positioning and proportion of women and men of the Academic staff, that is 51% of academics are women and 49% are men. This analysis shows **slight bigger proportion of presentation of women than men** and good gender balance of the academic staff at university level. As for the Academic staff, data was collected on proportion of women and men in leadership and decision-making positions. The analysis shows higher number of men representation then women on these positions (at University Senate and Rector's Board).

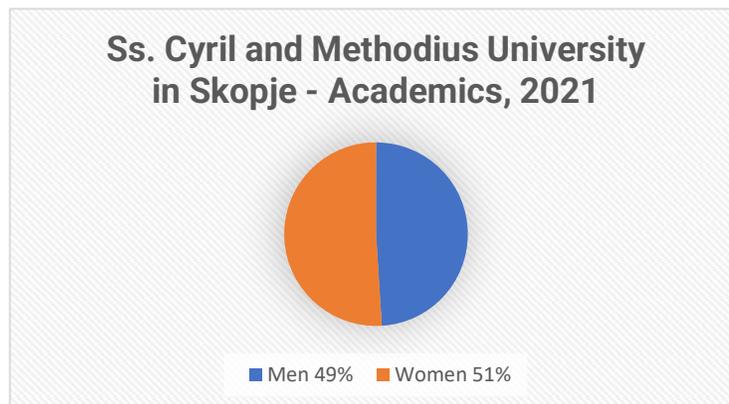


Fig. 1 Proportion of women and men of the Academic staff (teaching and scientific), 2021

The State Statistical Office data show the same proportion of slightly bigger number of women teaching and scientific staff at the University¹⁹.

- **Employees**

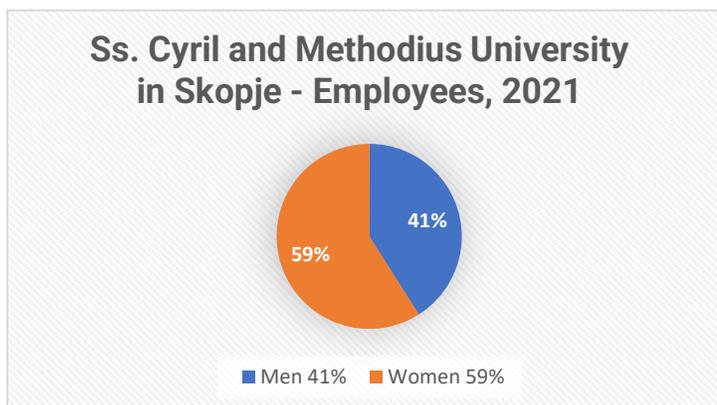


Fig. 2 Proportion of women and men of the employees, 2021

¹⁸ Teaching academic and associate staff (scientific and research)

¹⁹ <https://www.makstat.stat.gov.mk>



Regarding the collected data on the employees, there is evident balance of gender dimension with regards to the employees at the University. We have noticed same progress in the last 5 years, from 2017-2021.

All data for gender positioning of UKIM will be **monitored and reviewed** by a dedicated team for this. The suggestions will be taken at the Rectorate office and the team will be responsible for updating the database on an annual basis. The information on the progress will be part of the Reports on implementation of UKIM's GEP.

The current mapping showed **positive gender balance recruitment and positioning of UKIM on top management**. At the **top management level**, fair gender balance has been noticed, in terms of inclusion of women at the top management positions. This is evident by the fact that two men and three women hold positions in the top management structure (Rector and Vice-rectors), and two women also, at the posts of Secretary-General and President of the Senate. On the **level below top management**, that are the Deans/Vice-Deans of the Faculties and Directors/Vice-Directors of the Institutes, there are some minor gaps that can be fulfilled in the following period and noticed during the implementation of this plan on Faculty/Institute levels top managements.

Proposed approach for improvements in gender quality (planning)

Achieving gender equality and establishing balance at one university is a pre-condition for successful implementation of quality standards, good working environment and improvement of the capacities for better positioning and becoming more competitive when applying for research and innovation projects. The Ss. Cyril and Methodius University in Skopje, as Higher Education Institution in Republic of North Macedonia, will continue to apply for research & innovation funding in Horizon Europe framework Programme, as it did in the previous programmes Horizon2020 & FP7. The importance of implementation of such programmes at the University is high. Some of the academic staff of UKIM are Horizon Europe NCPs and the University envisage to participate at different EU initiatives and conferences.

UKIM proposes methods and approach for improvements in gender equality in this Gender Equality Plan. The following table summarizes the involvement of each target group at the University (students, academic and administration staff) with regards to the proposed approach for achieving improvements in gender equality and the benefits that each of the group will achieve. The proposed methods are used according to the findings from the participation of each group with regards to the gender equality and mapping that was already done, where we see gender balance on each



level but of course there is room for improvements. The conditions might be improved in terms of awareness raising, capacity-building and promotion of the equal opportunities in research and innovation.

The University also supports pro-active inclusion of women in **STEM²⁰ careers**.

Target group	Proposed methods for improvements in gender quality	Improvements achieved for the group
Students	<ul style="list-style-type: none"> • Raise awareness • Trust & honesty-based process • Equal access to resources • Inclusion in the operational, cultural and social processes • Promotion of advanced equal engagement opportunities • Bans of discrimination or harassment • Providing lectures on gender balance & equality 	<ul style="list-style-type: none"> • Appropriate presentation & gender balance • Promoting fairness in education • Fully, properly & timely be informed • Equal participation in education and bodies of the University • Enhance the quality of education for students
Academic staff	<ul style="list-style-type: none"> • Promotion of equal inclusion & equal opportunities • Promotion of STEM carriers • Practical trainings on gender equality • Participation at conferences for gender equality in R&I • Equal opportunity to participate in University Senate & Rector's Board and all governing bodies of different Faculties • Open debate & participation at joint initiatives at faculty and university level • Bans of discrimination or harassment 	<ul style="list-style-type: none"> • Achieving gender balance & equal participation • Improve the working conditions & quality • Enhance the skills and capacity-building • Better-informed on gender issues • Participation in governing bodies on equal basis • Equal opportunity to be promoted
Administrative staff & other stakeholders	<ul style="list-style-type: none"> • Promotion of equal opportunity for employment & participation • Equal access to information & documentation, as well as, to facilities & other resources • Proactive communication on gender quality • Bans of discrimination or harassment 	<ul style="list-style-type: none"> • Awareness raised among employees on gender equality • Good working conditions & improved quality

In the following, we represent the UKIM's Gender equality Action plan in details with proposed short-term and long-term activities, measures to be undertaken, involved parties and target group and timeline. The Action plan has been delivered in January 2022 and will be **internally reviewed** by the UKIM Gender Equality Team (GE team) on **biannual period and on demands**. Monitoring and evaluation on the implementation of the activities and measures taken will be conducted by the team. Targets will be reviewed and noticed once being implemented. If some of the proposed figures change in due time, the Action plan will be updated accordingly.

²⁰ STEM (science, technology, engineering and mathematics) field



Gender Equality Action Plan (2022-2025)

Objectives

Target group(s)

Activities

Indicators

Responsible Person(s)

Resources

Measures

Targets



Objective 1

Raise awareness among students, academic staff²¹ and administrative staff²² on Gender equality

Target group: Students

Activities	Indicators
1.1 Transfer knowledge on gender dimension	Increased interest on gender issues by students
1.2 Open debate on Gender Equality among students	Student opinion on gender balance improved
1.3 Dissemination of Leaflets or other printed materials promoting gender equality in teaching and research	50% increased awareness on gender equality among students

Responsible person(s)

All academic staff

Representatives from the Student's Assembly

Administration staff

Resources

Human resources (staff)

Facilities

Measures

Annual Student opinion poll

Survey and assessments

2022

2023

2024

2025

Targets: At least 50% awareness raised on gender issues by 2024

²¹ Teaching academic and associate staff (scientific and research)

²² Professional and administrative staff and auxiliary and technical personnel



Objective 1

Raise awareness among students, academic staff²³ and administrative staff²⁴ on Gender equality

Target group: Academic staff

Activities	Indicators
1.4 Organization of workshops on annual basis on promoting gender balance at the University	50% increased awareness on gender equity among academic staff

Responsible person(s)

Vice-rectors

Faculties' and Institutes' managements²⁵

Resources

Human resources (staff)

Financial resources

Measures

Number of Participants at the workshops

Reports

2022

2023

2024

2025

Targets: At least 50% awareness raised on gender issues by 2024

²³ Teaching academic and associate staff (scientific and research)

²⁴ Professional and administrative staff and auxiliary and technical personnel

²⁵ Deans/Vice-Deans of the Faculties and Directors/Vice-Directors of the Institutes



Objective 1

Raise awareness among students, academic staff²⁶ and administrative staff²⁷ on Gender equality

Target group: Administrative staff

Activities	Indicators
1.5 Inclusion of Administrative staff in meetings promoting Gender dimension	<ul style="list-style-type: none"> At least 50% of administration to participate on the meetings At least two meetings per year organized

Responsible person(s)
Faculties' & Institutes' managements²⁸

Resources
Human resources (staff)
Facilities

Measures
Reports of the meetings produced

2022

2023

2024

2025

Targets: At least 50% awareness raised on gender issues by 2024

²⁶ Teaching academic and associate staff (scientific and research)

²⁷ Professional and administrative staff and auxiliary and technical personnel

²⁸ Deans/Vice-Deans of the Faculties and Directors/Vice-Directors of the Institutes



Objective 1

Raise awareness among students, academic staff²⁹ and administrative staff³⁰ on Gender equality

Target group: Students, academic staff & administrative staff

Activities	Indicators
1.6 Promotional activities (campaign) on bans of gender-based violence and sexual harassment	Increased awareness among students, academic and administrative staff

Responsible person(s)
All Academic staff
Faculties' & Institutes' managements³¹

Resources
Human resources (staff)
Facilities

Measures
Reports developed



Targets: At least 50% awareness raised on gender issues by 2024

²⁹ Teaching academic and associate staff (scientific and research)

³⁰ Professional and administrative staff and auxiliary and technical personnel

³¹ Deans/Vice-Deans of the Faculties and Directors/Vice-Directors of the Institutes



Objective 2

Improve the Gender dimension in teaching and research

Target group: Students

Activities	Indicators
2.1 Integration of students in mobility & networking	Improved social skills & increased interest
2.2 Integration of lecture on gender issues during the First Class of the Academic year for the first-year students' enrolment	Improved knowledge

Responsible person(s)
Academic staff³²

Resources
Human resources (staff)

Measures
Active participation by students



Targets: At least 50% improvements of gender equality in teaching & science by 2024

³² Teaching academic and associate staff (scientific and research)



Objective 2

Improve the Gender dimension in teaching and research

Target group: Academic staff³³

Activities	Indicators
2.3 Supporting women careers, especially in STEM	Increased number of women in STEM
2.4 Organization of online trainings on gender issues in research	Increased interest for participation in trainings
2.5 Applying for research projects dealing with gender issues	Increased number of project proposals

Responsible person(s)

Academic staff

Professors from the Gender studies within the Faculty of Philosophy for Activity 2.4

Resources

Human resources (staff)

Financial resources

Measures

Reports developed on the progress

2022

2023

2024

2025

Targets: At least 50% improvements of gender equality in teaching & science by 2024

³³ Teaching academic and associate staff (scientific and research)



Objective 2

Improve the Gender dimension in teaching and research

Target group: Administrative staff³⁴

Activities	Indicators
2.6 Inclusion of administration in joint activities promoting the Gender dimension	Improved social skills
2.7 Organization of trainings on gender issues & share of information among different departments	Improved knowledge & skills

Responsible person(s)
Faculties' & Institutes' managements³⁵
 HR

Resources
Human resources (staff)
Printed materials

Measures
Reports developed

2022

2023

2024

2025

Targets: At least 50% improvements of gender equality in teaching & science by 2024

³⁴ Professional and administrative staff and auxiliary and technical personnel

³⁵ Deans/Vice-Deans of the Faculties and Directors/Vice-Directors of the Institutes



Objective 3

Inclusion of Gender dimension in managements positions³⁶ and decision-making

Target group: Students, academic staff³⁷ & administrative staff³⁸

Activities	Indicators
3.1 Establishment of Body for Equality, Non-discrimination and Inclusiveness	Increased activities of this body

Responsible person(s)

Rector

Vice-rectors

Secretary-General

Resources

Human resources (staff)

Financial resources

Measures

Reports on progress developed

2022

2023

2024

2025

Targets: Gender equality in top management positions on Faculty/Institute level by 2024, and at least 50% of the personnel trained on gender issues by 2024

³⁶ Faculties and Institutes' managements

³⁷ Teaching academic and associate staff (scientific and research)

³⁸ Professional and administrative staff and auxiliary and technical personnel



Objective 3

Inclusion of Gender dimension in managements positions³⁹ and decision-making

Target group: Academic staff⁴⁰

Activities	Indicators
3.2 Monitoring the process of equal involvement of all genders in management positions	Increased number of women participation at management positions
3.3 Participation at trainings/conferences on gender equality	Increased skills of gender equality

Responsible person(s)

Rector

Vice-rectors

Secretary -General

Resources

Human resources (staff)

Financial resources

Measures

Reports on the monitoring developed

2022

2023

2024

2025

Targets: Gender equality in top management positions on Faculty/Institute level by 2024, and at least 50% of the personnel trained on gender issues by 2024

³⁹ Faculties and Institutes' managements

⁴⁰ Teaching academic and associate staff (scientific and research)



Objective 3

Inclusion of Gender dimension in managements positions⁴¹ and decision-making

Target group: Academic staff⁴² & administrative staff⁴³

Activities	Indicators
3.4 Sustainability of having gender balance when recruiting personnel and developing careers	Gender balance kept when recruited personnel at the University

Responsible person(s)
HR

Resources
Human resources (staff)
Financial resources

Measures
Data collection



Targets: Gender equality in top management positions on Faculty/Institute level by 2024, and at least 50% of the personnel trained on gender issues by 2024

⁴¹ Faculties and Institutes' managements

⁴² Teaching academic and associate staff (scientific and research)

⁴³ Professional and administrative staff and auxiliary and technical personnel



Objective 4

Improvement of parental leave, flexible working time arrangements & care

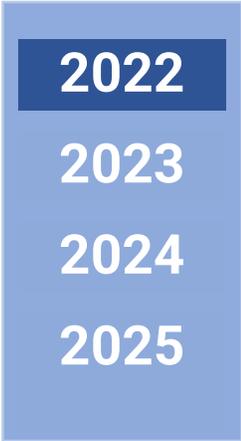
Target group: Students, academic staff⁴⁴ & administrative staff⁴⁵

Activities	Indicators
4.1 Start of negotiations for establishing flexibility of working time & conditions one year after returning from parental leave	Amendments in the Collective Agreement on Higher Education and Science
4.2 Replacing substitute personnel for one year for working activities when needed	

Responsible person(s)
Human resources offices
Management

Resources
Human resources (staff)
Financial resources

Measures
Reports developed



Targets: 50% improved working conditions and support by 2024

⁴⁴ Teaching academic and associate staff (scientific and research)

⁴⁵ Professional and administrative staff and auxiliary and technical personnel



Objective 4

Improvement of parental leave, flexible working time arrangements & care

Target group: Academic staff⁴⁶

Activities	Indicators
4.4 Inter-institution cooperation (ministries and other bodies responsible for gender issues)	Increased knowledge & share of information
4.5 Pro-active communication and share of information among different departments ⁴⁷ within the University	

Responsible person(s)
 Top management
 Faculties and Institutes' managements

Resources
 Human resources (staff)
 Financial resources

Measures
 Feedback received



Targets: 50% improved working conditions and support by 2024

⁴⁶ Teaching academic and associate staff (scientific and research)

⁴⁷ Departments on horizontal level, i.e. secretaries, for international cooperation, for science etc.



Objective 5

Institutional adaptation to COVID-19 pandemic as impact on gender equality in R&I

Target group: Students, academic staff⁴⁸ & administrative staff⁴⁹

Activities	Indicators
5.1 Support and adaptation to new working conditions caused by the COVID-19 pandemic (online education, online management, digitalisation)	Improved digital skills

Responsible person(s)
Faculties and Institutes' managements
HR

Resources
Human resources (staff)
Financial resources

Measures
Feedback received

2022

2023

2024

2025

Targets: Established new digital tools in teaching during covid pandemic

⁴⁸ Teaching academic and associate staff (scientific and research)

⁴⁹ Professional and administrative staff and auxiliary and technical personnel



The Gender Equality Plan was adopted by the Senate of the Ss. Cyril and Methodius University in Skopje, on its session, at February 28, 2022.

The Plan is published on the web page of the Ss. Cyril and Methodius University in Skopje, at March 1, 2022.

Place: **Skopje**

Date: **1.3.2022**

 **President of the Senate**
Prof. Aneta Barakoska, PhD
