

01 Ss. Cyril and Methodius University in Skopje (UKIM)

GEP: [Gender Equality Plan of Ss. Cyril and Methodius University in Skopje 2022 – 2025](#)

Website:

- https://www.ukim.edu.mk/mk_content.php?meni=32&glavno=32

- https://www.ukim.edu.mk/en_content.php?meni=83&glavno=83

Appreciation: The GEP of UKIM includes chapters on Background and Introduction, Vision and Mission, Gender Equality in research and innovation as priority, Developing Gender Equality Plan of Ss. Cyril and Methodius University in Skopje, Implementation & Monitoring, Mapping of the existing conditions (Audit), Proposed approach for improvements in gender quality (Planning) and the Gender Equality Action Plan. There are five objectives listed:

1. Raise awareness among students, academic staff and administrative staff on Gender equality
2. Improve the Gender dimension in teaching and research
3. Inclusion of Gender dimension in managements positions and decision-making
4. Improvement of parental leave, flexible working time arrangements & care
5. Institutional adaptation to COVID-19 pandemic as impact on gender equality in R&I

The GEP is comprehensively described with national legislation and linked back to international conventions and strategies of EU. Strategies and policies are described, referring to key values and ethical responsibilities, to the Horizon EU eligibility criterion as requirement and addressing different target groups (students, academic and administrative staff).

UKIM is an example of an institution with already very good gender equality. Data is provided for students, academic staff, all employees, top management. A clear objective is put on Improvement of parental leave, flexible working time arrangements & care (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; Replacing substitute personnel for one year for working activities when needed; Support and adaptation to new working conditions caused by the COVID-19 pandemic (online education, online management, digitalisation) (improved digital skills), etc. Furthermore, monitoring will be done to maintain the good gender balance, e.g., when recruiting personnel. Several awareness raising and promotional activities are planned, including some on bans of gender-based violence and sexual harassment.

The implementation is planned with follow-up through the Rectorate office, decisions taken at Rector's Board meetings. The Statute of the University envisages development of special Body for Equality, Nondiscrimination and Inclusiveness (responsible for following the gender policy; seven members that will be elected from students and senators). Staff of UKIM, at all levels, will be responsible for the implementation of the UKIM's GEP, monitoring and reviewing will be provided by a UKIM Gender Equality Team (GE team) selected for this (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 staff – including Senior and Junior level, and the administrative staff); impact reported by the GE team in annual reports on the progress, reviewed and discussed during the Rector’s Board meetings. The GEP was signed by the President of the Senate, Prof. Aneta Barakoska, PhD and a related Declaration by the Rector Prof. Dr. Nikola Jankulovski.

