

## 02 Macedonian Academy of Sciences and Arts

GEP: [Gender Equality Plan, Macedonian Academy of Sciences and Arts \(MK\)](#)

Website: <http://manu.edu.mk/wp-content/uploads/2022/03.pdf>

**Appreciation:** The GEP of the Academy of Science in North Macedonia, which is only available in Macedonian so far, includes chapters focusing on the legal framework for the gender equality plan; the goal of the GEP; actions and indicators; monitoring and Evaluation; and then the dedicated Action Plan. The text includes a list of key legal documents (such as the laws and the national strategies for gender equality) and describes the organisational context roughly in terms of the legal basis. The different required parts are addressed in various actions, e.g., related towards ensuring gender equality in selection and recruitment processes (vacancies), as well as informing the employees on their labour rights and legal regulations relevant for maternity/paternity and family care. The GEP also includes an action aiming for gender balance in leadership positions and another one related to ensuring the gender equality in selection and recruitment processes (vacancies). Specific actions aiming towards gender dimension in research include: gender dimension in research teams (monitoring the number of M/F team leaders and members); promotion of gender equality related research through participation at specific calls focused on GE; and promotion of research with gender dimension lead by women compared to men. The GEP also proposes the adoption of a protocol against gender-based violence including sexual harassment, raising awareness as well as protection measures for victims to be envisaged in the Protocol.

A Gender Equality Committee has been appointed at MASA which is in charge of the implementation process. The GEP was signed by the President of MASA, Ljupco Kocarev.

