

03 “Goce Delcev” University in Stip

GEP: [Gender Equality Plan at “Goce Delcev” University in Stip](#)

Website:

- <https://ugd.edu.mk/documents/ugd/plan-za-rodova-ednakvost.pdf>

- <https://ugd.edu.mk/documents/ugd/gender-equality-plan.pdf>

Appreciation: The GEP of the “Goce Delcev” University in Stip includes the following chapters:

1. Objectives of the Plan
2. Legal basis of the Gender Equality Plan
3. Availability of the Plan
4. Responsible Persons for Implementing the Plan
5. Presentation of relevant data on the situation with gender equality among the employees of the University in 2021
6. Presentation of relevant data on the situation with gender equality among the students of the University in 2021
7. Balance between professional and private life
8. Data collection and reporting on the state of gender equality at the University
9. Trainings and awareness raising on the issue of gender equality
10. Protection of gender equality and non-discrimination and protection against sexual harassment

The organisational context and data is presented e.g. in absolute and percentages related to different staff categories (teaching staff, assistants, laborants, admin-technical service, heads of departments/sectors/centers, deans, vice deans, Rectors Board, University Senate, teachers/associates that were mobile teaching / studying at foreign universities. The legal requirements are highlighted e.g. in terms of providing special protections as well as flexible time. The objectives include to reach greater representation of women in management positions within the university administration. In particular, in the procedures of future promotions, elections and employment in management positions in the university administration, preference should be given to female candidates, if they have the same qualifications as male candidates. In relation to the gender dimension in research and teaching, the focus is on reducing gender stereotypes in promotional material, textbooks, etc. Yet, there are few concrete actions with allocated budget defined in the GEP. On gender-based violence, the Statute of the University stipulates that in case of discrimination, an application can be submitted to the faculty and university entities, which will form a commission for that purpose, as well as to the student ombudsman (when the victim of discrimination is a student). Following legal obligations, the University already has an authorized person to act upon complaints and proposals.

A person in charge of gender equality, who is responsible for coordinating the implementation of the obligations arising from the plan, is to be appointed by the Rector of the University. In the process of



collecting data on students and staff, conducting training and reporting to the University Senate, employees from the relevant departments are involved, which are responsible for human resource management, student data management and information technology.

The report has been prepared by Jovan Ananiev.

