



Pursuant to Article 103, item 8 of the Law on Higher Education ("Official Gazette of the Republic of Macedonia" No. 82/2018 and "Official Gazette of the Republic of North Macedonia" No. 178/2021) and article 208, paragraph 1, item 20 of the Statute of the Ss. Cyril and Methodius University in Skopje ("University Gazette" No. 425/2019), the Rector's Board, at the 267<sup>th</sup> session held on January 20<sup>th</sup>, 2022, adopted

## Declaration on Gender Equality of Ss. Cyril and Methodius University in Skopje

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 research and innovation projects and wide support and feedback to and participation in different initiatives.

Promoting the Gender Equality at the University is one of its core values that at first has been stipulated in the *Universal Declaration of Human Rights*<sup>1</sup>.

Following the definition of the Gender Equality in research and innovation as a priority of the *European Research Area (ERA)*, and the mandatory requirements that derive from the new *Horizon Europe Framework Programme* on putting in place of the **Gender Equality Plans** as an eligibility criterion and opportunity for sustainable and inclusive institutional changes, the Ss. Cyril and Methodius University in Skopje adopts:

## Declaration on Gender Equality

The **Ss. Cyril and Methodius University** declares commitment on promoting and applying **equal opportunities between women and men** in research and innovation on student, academic and staff level at the whole University. Additionally, the University supports **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** commits to adopt and implement a **Gender Equality Plan (GEP)** at university level that will be published and visible on the University web page ([www.ukim.edu.mk](http://www.ukim.edu.mk)) and will be disseminated and accessible at academic and student level.

### Objectives

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 defines the following **objectives** and commits to:

- Demonstrate assurance on gender equality by setting up **goals** and **measures** and follow their consistent implementation at all levels;

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<sup>1</sup> Universal Declaration of Human Rights, adopted by the UN General Assembly on 10 December 1948



- 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.

### Target group

The **main target group** is all academic personnel including teaching and scientific staff, researchers, all domestic and foreign students, and all administrative staff.

In order to achieve this, the Ss. Cyril and Methodius University in Skopje will **adhere** to the **main Acts of the University**: its *Statute*, the *Strategy and Action Plan* and the *Code of Ethics*; and to the national: *Law on Higher Education*<sup>2</sup>, *Law on Equal Opportunities for Women and Men*<sup>3</sup> and the *National Strategy on Gender Equality*<sup>4</sup>.

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.

R e c t o r,

Prof. Dr. Nikola Jankulovski

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<sup>2</sup> Law on Higher Education, Official Gazette No. 82/2018

<sup>3</sup> Law on Equal Opportunities for Women and Men, Official Gazette No. 6/2012

<sup>4</sup> A New National Strategy on Gender Equality will be adopted for the period 2021-2026, [Documents \(mtsp.gov.mk\)](https://mtsp.gov.mk)