

International Balkan University Skopje

GENDER EQUALITY PLAN (GEP)

International Balkan University (IBU) Gender Equality Plan (GEP) adopted by the University Senate results from the University mission for equal opportunities based on equity and merit, and it is based in the University Statute where it is declared that autonomy means - carrying out higher education activities should be without violation of the rights of the students and members of the academic community, and preventing any acts aimed at discrimination based on gender, race, national and ethnic affiliation, social origin, political and religious conviction, property and social position. IBU follows the national commitment and dedication of the Republic of North Macedonia for promoting gender equality and equal opportunities. IBU has 177 permanently employed staff, and among them 91 are women. Considering the leadership positions in 2023 more than half of the members of the Rector's Board (Faculty Deans) are woman (4 out of 7), one is Vice Rector (1 out of 3). Women are on advisory positions (3 out of 3); leading administrative positions (Deputy General Secretary; Student office) and there are no women in the University Management Board.

According to the Gender Equality Index, North Macedonia scored 62 points in 2019 and 64.5 points in 2022. There are noted changes in the domains of Power (+6.0), Knowledge (+2.8) and Money (+2.2). However, if this will continue, the country will need ~57 years to achieve full gender equality. North Macedonia is closer to the EU scores and currently is 3.5 points behind the EU average. Considering this we have to give efforts to address inequalities and close the gender inequality gap.

The Constitution of the Republic of North Macedonia (1991), guarantees that the citizens of the Republic of North Macedonia are equal in freedoms and rights, regardless of gender, race, skin color, national and social status origin and religious belief, property and social position. The country has Law on Equal Opportunities for Women and Men (6/2012), and is closely related to the Law on prevention and protection from discrimination (258/2020). The National Strategy for gender equality 2021-2026, that is the fourth strategic document in this field, aspires to advance gender equality in accordance with international standards, recommendations and obligations, recognizing that gender equality is one of the key aspects for the prosperity of the whole society.

Within this frames, IBU Gender Equality Plan:

- Supports enabling environment for bigger inclusion of women in workplace and studies;
- Addresses the unique challenges related with gender gap and provides opportunities;
- Promotes strategies for addressing the gender gap.

IBU Gender Equality Plan strive to promote:

- Gender equality in decision making processes encouraging and supporting women to take more leadership positions;
- Gender equality in scientific research providing enabling environment for full realization of the human potential;
- Gender equality in professional development providing equal opportunities for all regardless of their gender;
- Balance of the professional life and personal responsibility, allowing flexibility, support and understanding for the female colleagues and students.

Means of ACTION

1. Publish on our website the GEP as our commitment to equality and diversity including a non-discrimination clause regarding our academic and administrative community;
2. Dedicate resources as human resources specialists and gender experts to implement and enhance and the plan;
3. Collect data and monitor gender disagreed data on personnel and students and upon that create an annual report;
4. Adress the challenges related to gender equality;
5. Raise awareness about equality and how to maintain it;
6. Promote gender balance in leadership position;
7. Have a specific procedure/protocol for the reporting of, and responding to gender discrimination and harassment within the institution.

Skopje, 17.10.2023

President of the University Senate



Prof. Dr. Kire Sharlamanov