

GENDER EQUALITY PLAN AT “GOCE DELCEV” UNIVERSITY IN STIP

Made by: Jovan Ananiev

1. Objectives of the plan

The Gender Equality Plan (in the further text referred to as the Plan) aims to:

- to give an overview of the situation with the gender equality between the employees and the students at the “Goce Delchev” University in Stip (in the further text as the University), based on data obtained indirectly before the preparation of the Plan;
- To provide guidance on how to monitor and report on the state of gender equality at the University
- To give directions for improvement of the condition and
- To provide transparency on the situation with gender equality to employees, students and the domestic and international public.

2. Legal basis of the Gender Equality Plan

The Statute of the “Goce Delchev” University in Stip, published in the University Gazette number 40 from 11.02.2019, states a provision, which is entitled “Protection against discrimination and guarantees for equality in higher education” and reads:

Article 34

The university and its units develop and implement policies aimed at protecting against discrimination and promoting equality. The University and the units are prohibited from any form of direct and indirect discrimination and harassment in:

- the process of enrolling studies;
- the educational process;
- availability of services, benefits and facilities;
- employment, career advancement, election to titles and termination of employment, in accordance with the law
- the benefits related to the work of the University and the opportunities for development;
- transfers and trainings;
- student organization;
- the content of the study programs;
- the management and participation in the organs and bodies of the University and the units of the University;
- financing of higher education and
- any other area of higher education.

Article 35

The University ensures respect for the principle of non-discrimination of students and staff, on the basis prescribed by law and ratified international agreements. In case of discrimination, an application can be submitted to the faculty and university entities, which form a commission for that purpose, as well as to the student ombudsman. The University will enable students with disabilities to express their abilities in full capacity and will provide them with appropriate infrastructural, technical and procedural support. The university will provide a rational adjustment to the individual needs of the student, depending on the type and degree of disability. Content in the textbooks and teaching aids that incite discrimination or create harassment on a discriminatory basis is prohibited at the University.

3. Availability of the Plan

The plan is publicly available on the official website of the University in Macedonian and English.

4. Responsible persons for implementation of the Plan

The person in charge of gender equality, who is responsible for coordinating the implementation of the obligations arising from the plan, is 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.

5. Presentation of relevant data on the situation with gender equality among the employees of the University in 2021

Total number and percentage of men and women;

-Men 213 (39%) (Year 2021)

-Women 329 (61%)

- Number and percentage of male and female teaching staff;

-Men 117 (42%) (Year 2021)

-Women 164 (58%)

- Number and percentage of male and female assistants;

-Men 4 (14%) (Year 2021)

-Women 24 (86%)

- Number and percentage of male and female laborants;

-Men 10 (29%) (Year 2021)

-Women 25 (71%)

- Number and percentages of male and female employees in the administrative-technical service;

-Men 82 (41%) (Year 2021)

-Women 116 (59%)

- Number and percentages of male and female heads of departments / sectors / centers, etc.;

-Men 10 (77%) (Year 2021)

-Women 3 (23%)

- Number and percentage of male and female dean;

-Men 5 (33%) (Year 2021)

-Women 10 (67%)

- Number and percentage of male and female vice dean;

-Men 5 (33%) (Year 2021)

-Women 10 (67%)

- Number and percentages of male and female members of the Rector's Board;

-Men 11 (48%) (Year 2021)

-Women 10 (52%)

- Number and percentage of male and female members of the University Senate;

-Men 22 (56%) (Year 2021)

-Women 17 (44%)

- Number and percentages of male and female teachers and associates who have been on study or teaching academic staff in other foreign universities;

-Men 9 (26%) (Year 2016 to 2021)

-Women 25 (74%)

Conclusions and recommendations:

Based on the data, which refers to the situation of 2021, which are presented above, it can be concluded that the University is gender balanced at the level of total number of employees and within the teaching, associates and administrative-professional staff. The fact that there is a drastically higher number of female assistants than male assistants is also encouraging, which guarantees the sustainability of gender balance. Gender balance is also observed in the management and governing structures at the university and faculty level. Gender inequality observed at the level of managers within the university administration (heads of departments, departments, centers, etc.).

It is recommended that the University should continue to maintain a gender balance, paying attention to the gender approach in the employment of teachers, assistants and administrative-professional staff. Eligible teachers are encouraged to maintain the trend of female representation in management positions, and to run for dean and rector, and teachers are encouraged to continue to support their choice. It is also recommended to continue the trend for high

percentage of women. It is recommended that the University should continue to maintain the gender balance in the selection for study and training abroad.

It is recommended that greater efforts should be made for greater representation of women in management positions within the university administration. 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.

6. Presentation of relevant data on the situation with gender equality among the students of the University in 2021

Number and percentage of male and female students (at the level of the total number of students on faculty level)

a. Currently active students in the First Cycle of Studies:

Faculty	Male	%	Female	%	Total
Faculty of Economy	179	34,76	336	65,24	515
Faculty of Electrical Engineering	83	77,57	24	22,43	107
Faculty for Agriculture	162	55,67	129	44,33	291
Art Academy	15	41,67	21	58,33	36
Faculty of Mechanical Engineering	110	74,32	38	25,68	148
Music Academy	191	72,08	74	27,92	265
Faculty of Law	109	33,96	212	66,04	321
Faculty of Technology	30	25,86	86	74,14	116
Computer Engineering Faculty	286	64,27	159	35,73	445
Medical Faculty	970	31,49	2110	68,51	3080
Faculty of Educational Sciences	60	15,38	330	84,62	390
Faculty of Natural and Technical Sciences	279	56,25	217	43,75	496
Faculty of Tourism and Business	620	50,12	617	49,88	1237
Film Academy	9	45,00	11	55,00	20
Faculty of Philology	563	59,39	385	40,61	948

* the system does not yet have the possibility of an exact number for 2 and 3 cycle.

Number and percentage of male and female graduates;

	Male		Female		Total
Graduates	3 932	34,46 %	7 479	65,54%	11 411

* the system does not yet have the possibility of an exact number for 2 and 3 cycle.

Gender structure - number and percentages of foreign students;

b. Currently active international students:

	Male		Female		Total
International Students	123	14,68%	715	85,32%	838

Number and percentages of students based on gender structure, who were part of the ERASMUS programme at our University;

- c. Male 82 (46%) (Year 2016 to 2021)
- d. Female 97 (54%)

Number and percentage of male and female students who from our University were ERASMUS students at other Universities;

- e. Male 94 (31%) (Year 2016 to 2021)
- f. Female 210 (69%)

Number and percentage of male and female students enrolled as students with disabilities;

g. Students with disabilities who have so far enrolled at UGD:

	Male		Female		Total
Students with disabilities	19	46,34%	22	53,66%	41

Number and percentage of Roma male and female students.

h. Currently active Roma students:

	Male		Female		Total
Roma students	19	39,59%	29	60,41%	48

Number and percentage of male and female students whose place of residence is a city;

i. Currently active students with place of residence city:

	Male		Female		Total
City	3076	45,69%	3656	54,31%	6732

* not 100% accurate number, some students do not have well-defined places of residence.

Number and percentage of male and female students whose place of residence is a village

j. Currently active students with village residence:

	Male		Female		Total
Village	674	36,97	1149	63,03	1823

* not 100% accurate number, some students do not have well-defined places of residence.

Conclusions and recommendations

On University level, it can be concluded that there is a gender balance among the University students. However, from the above data, it can be concluded that the stereotypes about the so-called “male” and “female” professions are also reflected in enrolling in college to obtain qualifications for those professions. The professions teacher, doctor, nurse, pharmacist, accountant as gender defined professions, are recognized for the dominance of the number of students in relation to students at the Faculty of Medical Sciences, Faculty of Economics and is most drastically expressed at the Faculty of Educational Sciences. On the other hand, the profession of engineer and musician is stereotypically related to men and this is reflected in the dominant number of male students at the Faculty

of Mechanical Engineering, the Faculty of Electrical Engineering, the Faculty of Natural and Technical Sciences, the Faculty of Agriculture and the Academy of Music. The Faculty of Technology is an exception to this, but because it has a study program related to textiles, which is again a stereotypically “female” profession.

The data also shows the gender balance of the foreign students and the ERASMUS students, who chose our studies for mobility or our students who went to another university.

There is the fact that the so-called intersectional discrimination is not observed at the University in terms of number of studies. Namely, Romani women, women with disabilities and women from rural areas are treated as the most vulnerable group in access to education and labor market. But it is concluded that the University is open to these categories and has a remarkable balance.

It is recommended that the University, during the promotion of the study programs should help to break the stereotypes about “male” and “female” professions and to stimulate the enrollment of the study programs by respecting the principle of gender balance.

It is recommended that the University should continue to maintain the gender balance in admitting and sending Erasmus students and enrolling students from the so-called vulnerable groups.

7. Balance between professional and private life

The University is respecting the positive legal acts that regulate the matter of labor relations and higher education, as well as the acts related to equality between men and women, provides special protection to pregnant women, lactating women, parents of young children and parents of children with a disability. Also, the principle of Flexible Working Time, which applies to the teaching staff, makes it possible to strike an appropriate balance between private and professional life and to stimulate greater involvement of women in research activities.

8. Data collection and reporting on the state of gender equality at the University

The person authorized for gender equality is obliged to collect the data on the basis of the following indicators from the respective organizational units every year, by the end of January:

- Total number and percentage of men and women;
- Number and percentage of male and female teaching staff;
- Number and percentage of male and female teaching staff , for all teaching-scientific titles;
- Number and percentage of male and female assistants;
- Number and percentages of male and female employees in the admin-

- istrative-technical service;
- Number and percentages of male and female heads of departments / entities / centers, etc.;
 - Number and percentage of male and female deans;
 - Number and percentages of male and female vice deans;
 - Number and percentages of male and female members of the Rector's Office;
 - Number and percentage of male and female members of the University Senate;
 - Number and percentages of male and female students (at the level of total number of students; at the level of study years, at the level of faculties) for the first, second and third cycle;
 - Number and percentage of male and female graduates, masters and doctoral students;
 - Gender structure - number and percentages of foreign students;
 - Number and percentages of students based on gender structure, who were ERASMUS students at our University;
 - Number and percentage of male and female students who from our University were ERASMUS students at other universities;
 - Number and percentages of male and female teachers and associates who have been on study stay or academic staff in other foreign universities;
 - Number and percentage of male and female students enrolled as students with disabilities;

Number and percentage of Roma male and female students.

- Number and percentage of male and female students, where the place of residence is a city;
- Number and percentage of male and female students whose place of residence is a village
- Number and percentage of male and female managers of scientific research and application projects in the previous year
- Number of complaints submitted to the authorized person for receiving complaints and suggestions, which refer to discrimination based on gender or sexual harassment, a brief description of the case and how it was completed. The description of the case does not reveal the identity of the applicant and the person / persons against whom the complaint was filed, nor any other personal data;
- Number of submitted complaints for discrimination on the basis of gender, for which a commission has been formed to review and act upon them, a brief description of the case and how it was completed. The description of the case does not reveal the identity of the applicant and the person / persons against whom the complaint was filed, nor any other personal data.

Based on the data, it is necessary to prepare a report by the end of February and submit it for consideration and adoption by the University Senate.

9. Trainings and awareness raising on the issue of gender equality

It is planned to conduct trainings for the staff of the University at least once a year on topics related to:

- Introduction to the employment rights of women, mothers and pregnant women;
- Introduction to the concept of non-discrimination based on gender and gender-based harassment;
- Strengthening knowledge to overcome gender stereotypes and strengthening the organizational culture to reduce sexism and sexual harassment
- Raising the knowledge for legal protection of gender equality at University level and national level.

It is planned in the propaganda materials, intended for future students, to pay attention to the gender balance and to encourage the reduction of the stereotypes about the gender predisposition of the professions.

It is recommended to the reviewers of the textbooks to pay attention to the gender approach to the contents and to the presence of contents that encourage gender stigmatization and disparagement.

10. Protection of gender equality and non-discrimination and protection against sexual harassment

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).

Pursuant to Article 7 of the Law on Compliance with Complaints and Proposals (Official Gazette of the Republic of Macedonia No. 82/08, 13/13, 193/15 and 15/16), the University has an authorized person to act upon complaints and proposals.