



Gender Equality Plan (GEP) for the Institute of Social Sciences and Humanities - Skopje

2024-2026

The Institute of Social Sciences and Humanities - Skopje (ISSHS) is committed to fostering gender equality in all aspects of its operations. As both a think tank and a Higher Education Institution, ISSHS recognizes the importance of ensuring equal opportunities, diversity, and inclusion in research, governance, and academic activities. This Gender Equality Plan outlines key objectives and actions to promote a fair, inclusive, and gender-balanced environment.

Legal and Policy Framework

This GEP aligns with the European Commission's requirements for research institutions, the national legal framework on gender equality in North Macedonia, and international commitments such as the UN Sustainable Development Goals (SDG 5: Gender Equality) and the EU Gender Equality Strategy.

Objectives

- Ensure gender balance in governance, decision-making, and leadership roles.
- Promote gender-sensitive research and curricula.
- Address and prevent gender-based discrimination and harassment.
- Enhance work-life balance and ensure equitable career development.
- Increase awareness and capacity building on gender equality issues.

Key Actions and Measures

Governance and Decision-Making

- Establish gender parity goals in leadership and committee membership.



- Monitor gender representation in decision-making bodies and ensure accountability.
- Implement transparent recruitment and promotion policies with a gender-sensitive approach.
- Gender-Sensitive Research and Curricula
- Encourage research projects that incorporate gender perspectives.
- Develop curricula and academic programs that integrate gender studies and feminist theory.
- Support initiatives that foster interdisciplinary research on gender issues.

Prevention of Gender-Based Discrimination and Harassment

- Adopt and enforce a zero-tolerance policy for gender-based discrimination and harassment.
- Establish clear complaint and reporting mechanisms.
- Provide mandatory training on gender sensitivity and unconscious bias for staff and students.

Work-Life Balance and Career Development

- Promote flexible working arrangements and parental leave policies.
- Ensure equitable access to career advancement opportunities and mentoring programs.
- Conduct regular gender pay gap assessments and address disparities.

Awareness and Capacity Building

- Organize workshops and seminars on gender equality and inclusivity.
- Integrate gender mainstreaming training into professional development programs.
- Establish a Gender Equality Officer to oversee implementation and progress.

Monitoring and Evaluation

- Develop indicators to measure progress and impact.
- Conduct annual gender audits and publish reports on implementation.



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- Adjust policies and strategies based on data and feedback.

The Institute of Social Sciences and Humanities – Skopje ISSHS is dedicated to creating a diverse and inclusive institutional culture where gender equality is actively promoted and sustained. Through this GEP, we aim to ensure fairness, accountability, and progress in achieving gender balance across all our activities and governance structures.

Signed by: Katerina Kolozova, Executive Director, ISSHS

Date: 12 December 2024

