



***Fostering Structural Changes
to Improve Gender Equality
at International Balkan University***

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I N T E R N A T I O N A L
**BALKAN
UNIVERSITY**

- **IBU is a non-profitable private higher education institution**
- **IBU is founded in 2006 by the Foundation for Education and Culture Skopje, Macedonia**



Shanghai University Rank List

According to the “Shanghai University Rank List” of the universities in Macedonia

IBU is classified at the 7th position (out of 20).

This validates our dedicated work as university, but also provides an extra motivation and enthusiasm for the Management and the academic staff in completion of the upcoming responsibilities



Gender equality in Macedonia

In general

In the last period approximation of the existing and future laws was of great importance for fulfillment the criteria to join EU community.

In that sense many laws were adjusted and new were approved by the Parliament.



Law on Equal Opportunities for Men and Women

**Was approved by the Parliament of
R. Macedonia in 2006**

**The Ministry of Labor and Social Policy of
Macedonia – is in charge with gender equality
matters**

**Coordinators at all ministries were
appointed in 2006**



The current situation of gender equality in Macedonia

- **National Action Plan on Gender Equality (2007-2012)**
- **Unit for Promotion of Gender Equality (UPGE)**
- **Department of Equal Opportunities - Ministry of Labor and Social Policy**
- **Association for Emancipation, Solidarity and Equality of Women of Macedonia**
- **Programme on women's political strengthening**
- **Programme on economic empowerment of women**
- **Qualitative analysis of women's participation in public and political life in local governmental institutions.**



- **Qualitative gender analysis of the total number of enrolled students and graduates at public and private higher education institutions**
- **Qualitative gender analysis of MSc and PhD**
- **Qualitative gender analysis of Academic Staff at universities**
- **Gender budget analysis of social protection and active employment policies**



Declarations and Projects at state level

- **Declaration - to make gender equality a reality.**
- **Building capacity for gender mainstreaming in policy formulation.**
- **Convention on the elimination of all forms of discrimination of women.**
- **Reports for the Convention on the elimination of all forms of discrimination of women.**
- **Optional Protocol to the Convention on the elimination of discrimination of women.**



**Many analyses show –
Implementation of the
Law on Equal Opportunities for Men
and Women in Macedonia
is not at satisfactory level**



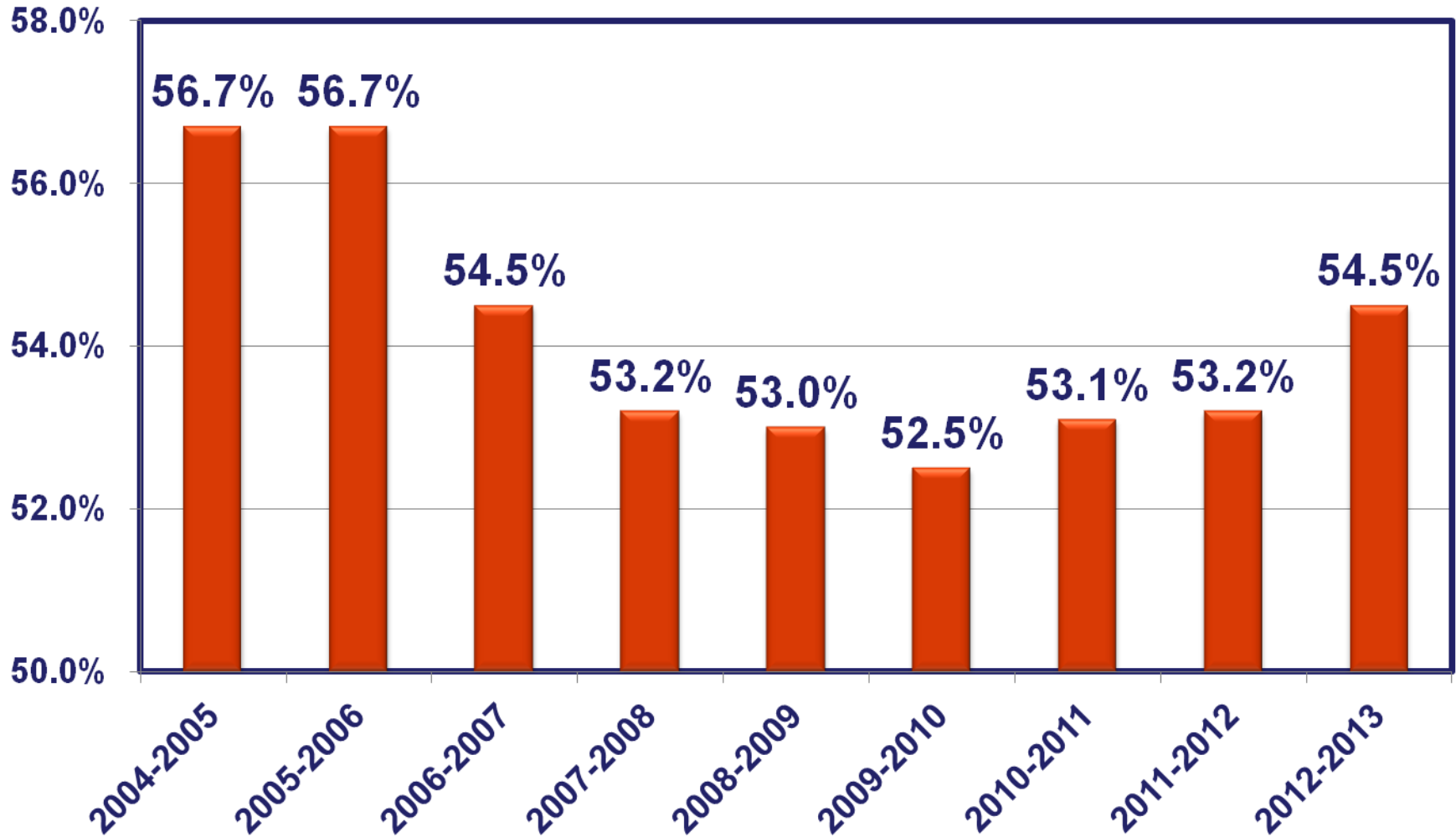
Some information about participation of women at universities in Macedonia

are presented on the following slides:

I made analysis based on official information from the State Statistical Office

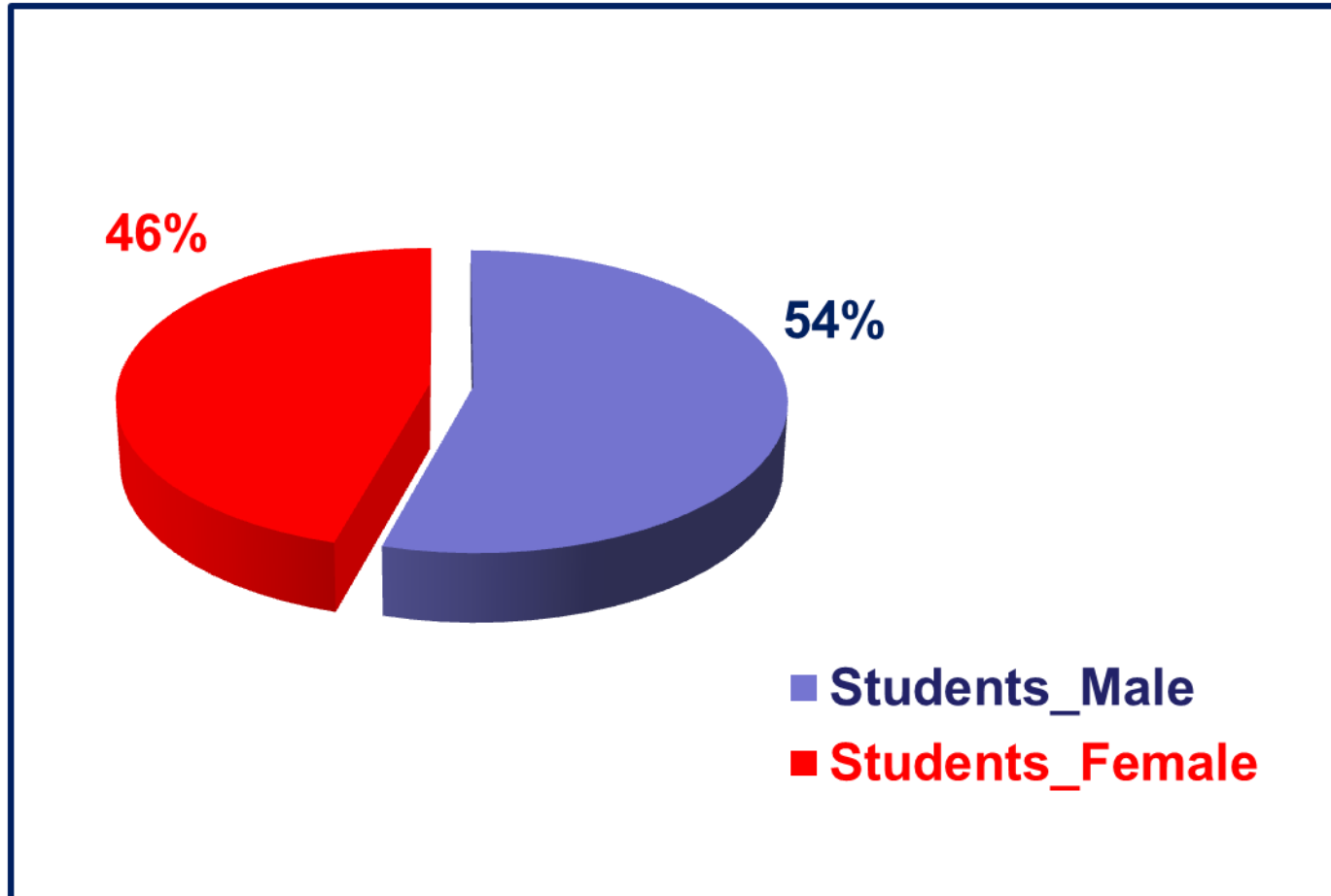


Enrolled Students Female in Macedonia



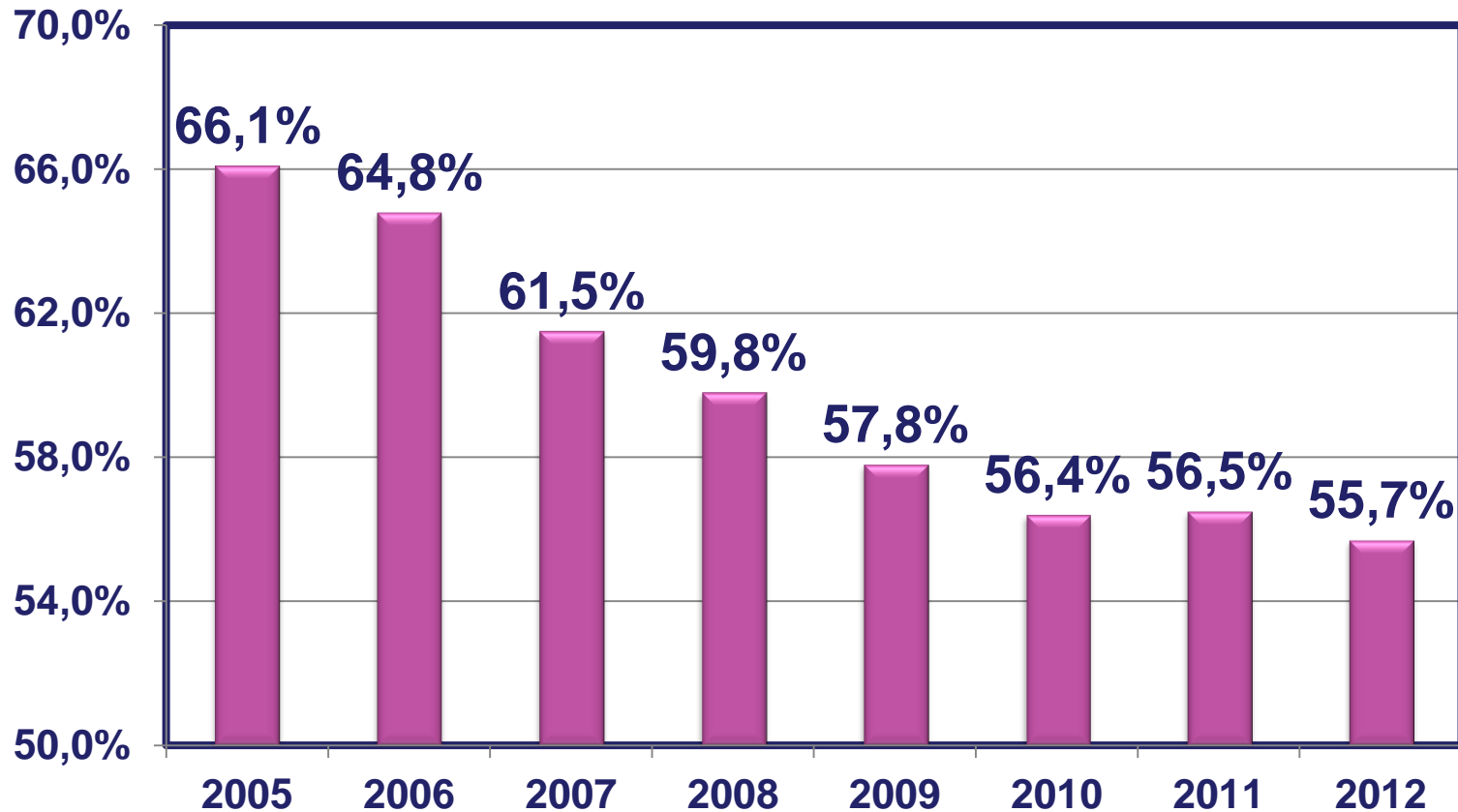


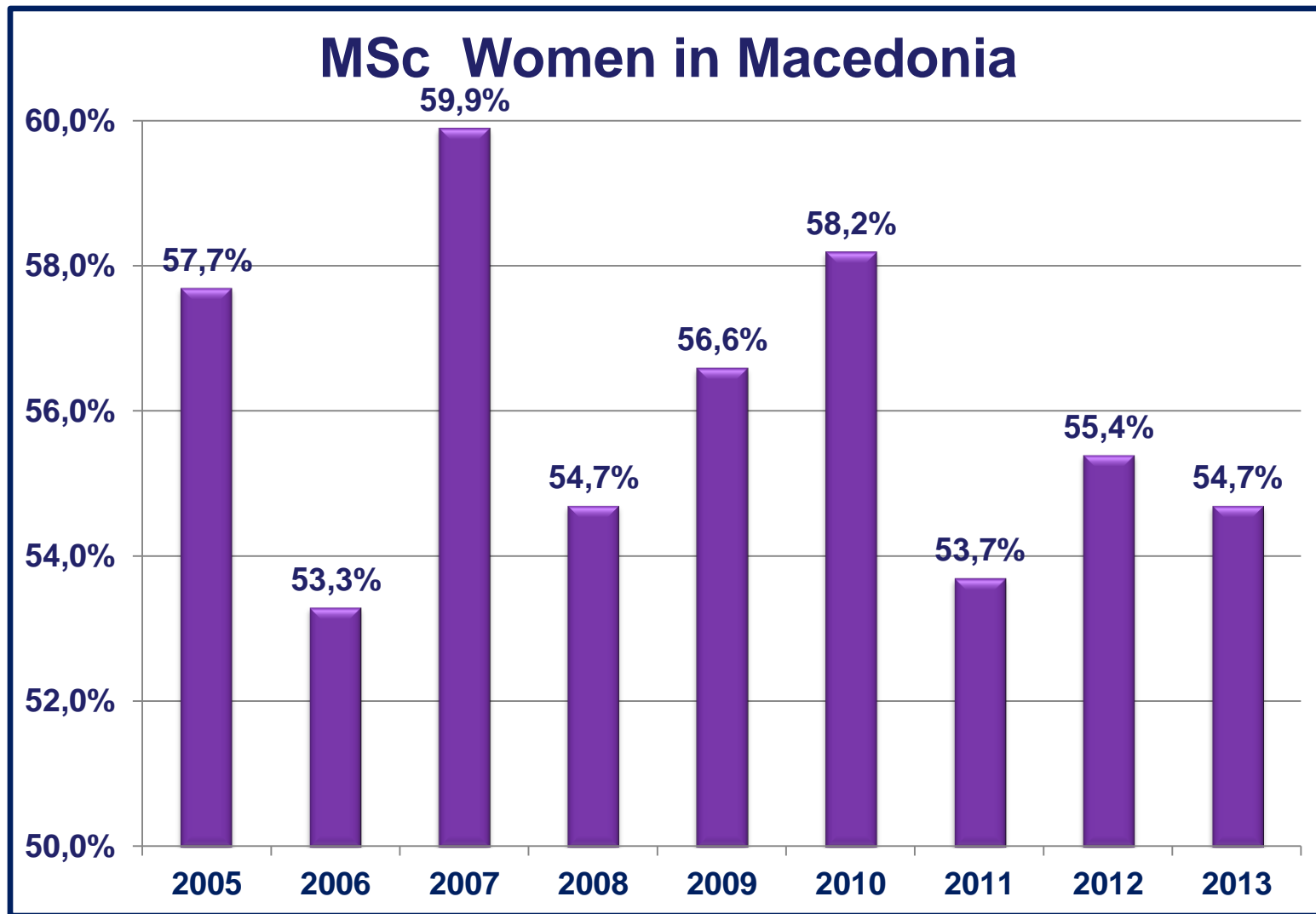
Enrolled students **female** at International Balkan University Academic Year 2013-2014





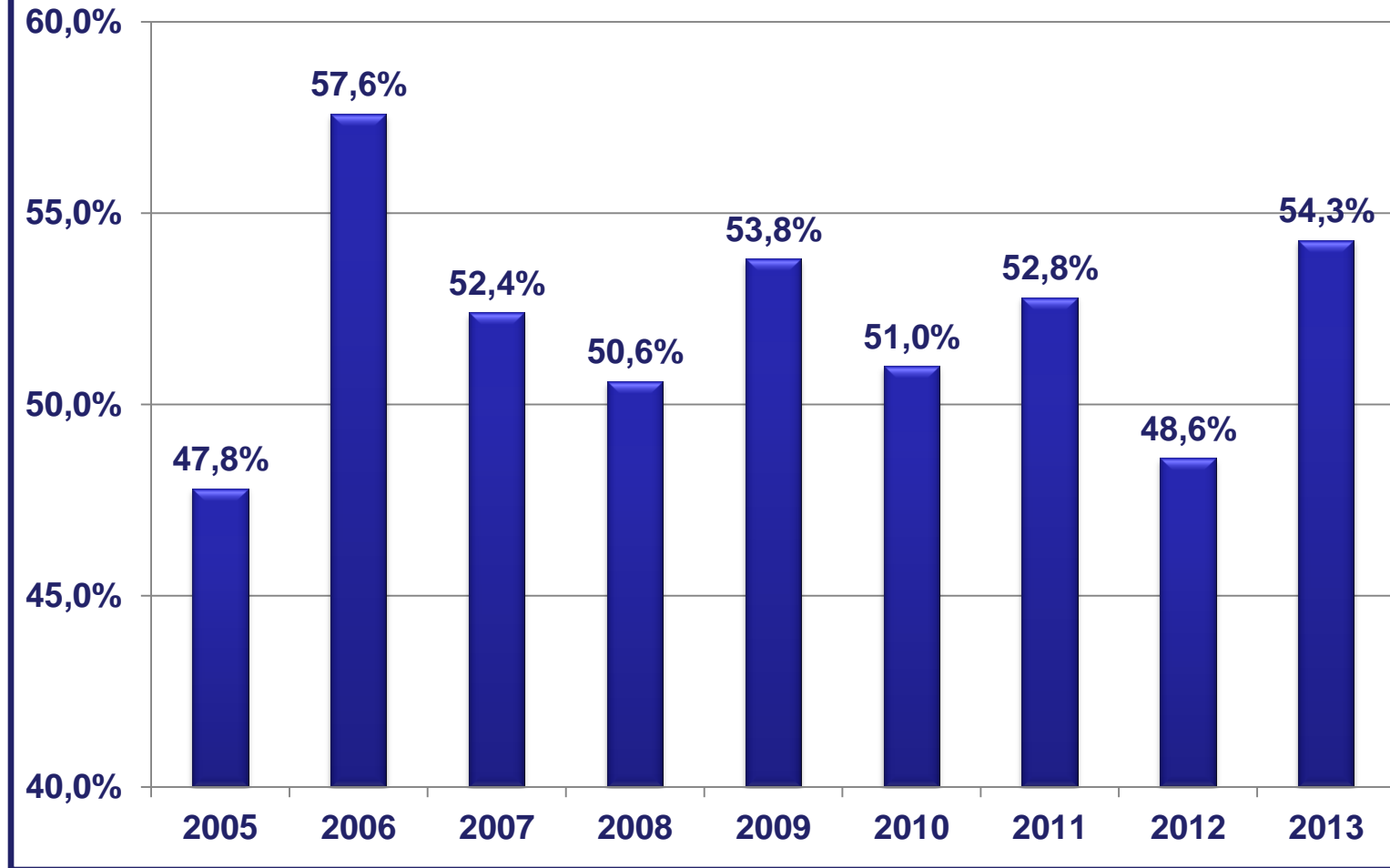
Graduate Students Female in Macedonia





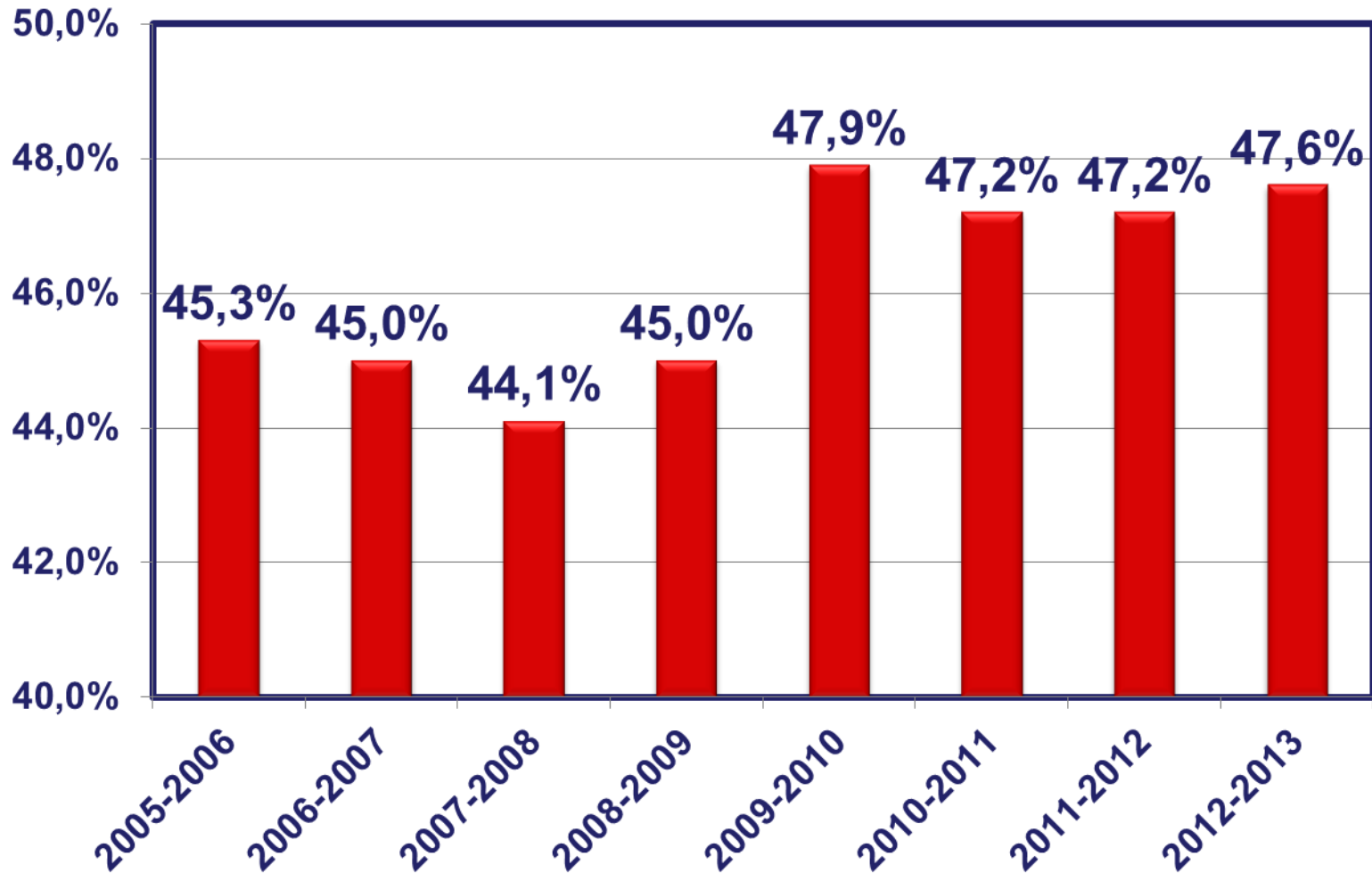


PhD Women in Macedonia



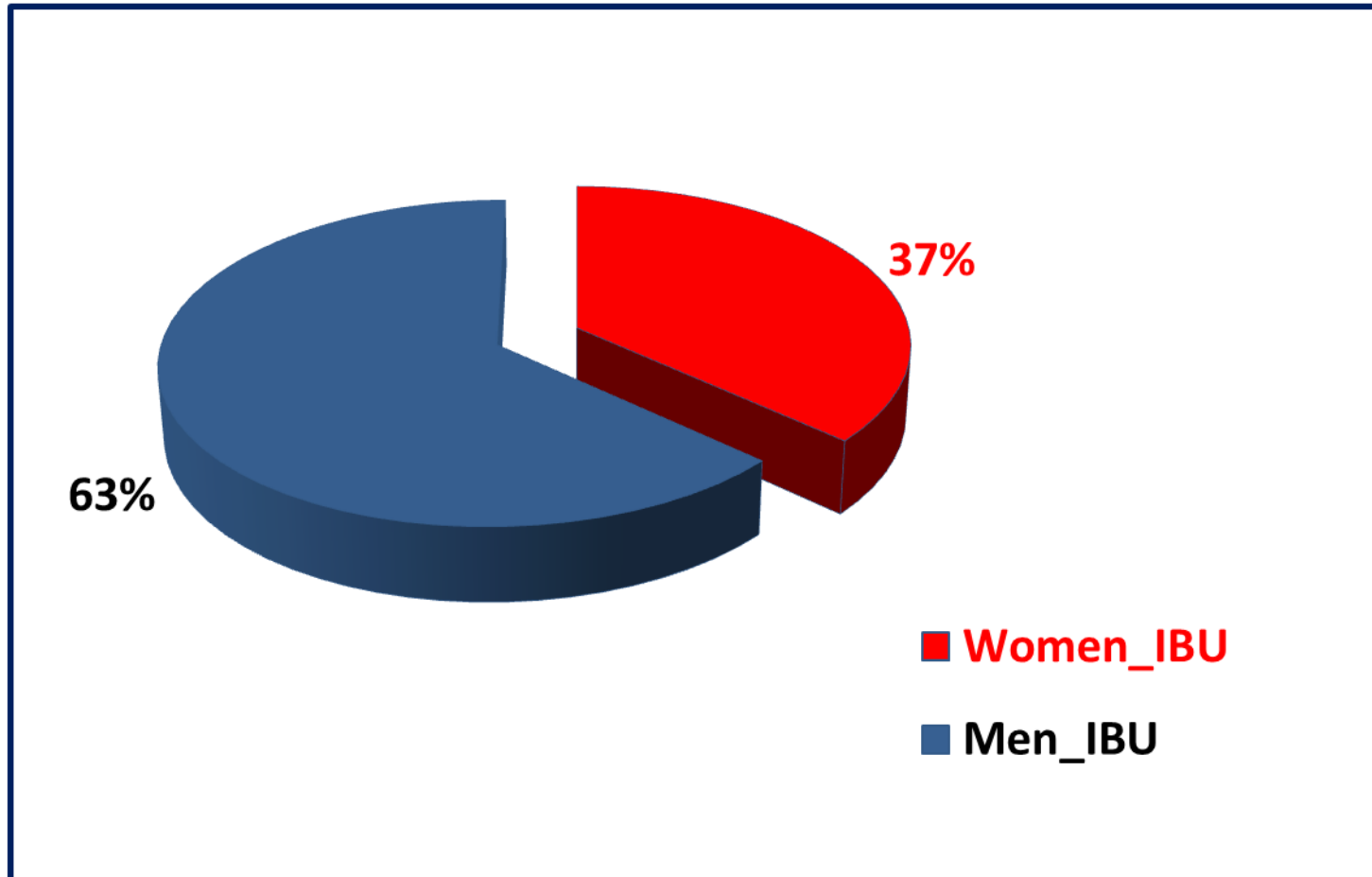


Women at Universities and Research Centers in Macedonia





Academic Staff Women at International Balkan University





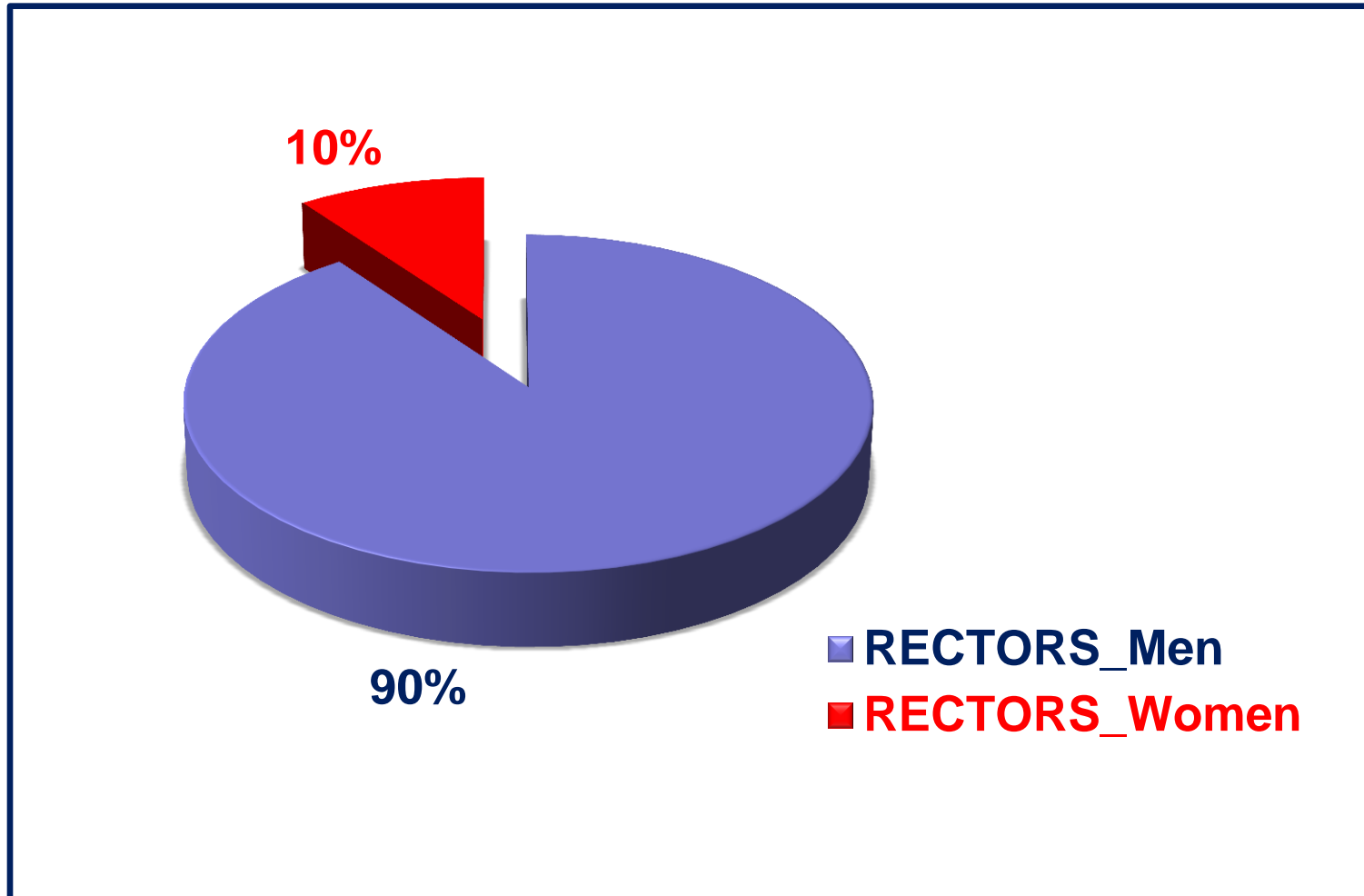
I made analysis about participation of women in management of universities of Macedonia.

This is presented on the next few slides.

I analysed information for first 10 universities of the Shanghai ranking list of universities in Macedonia.

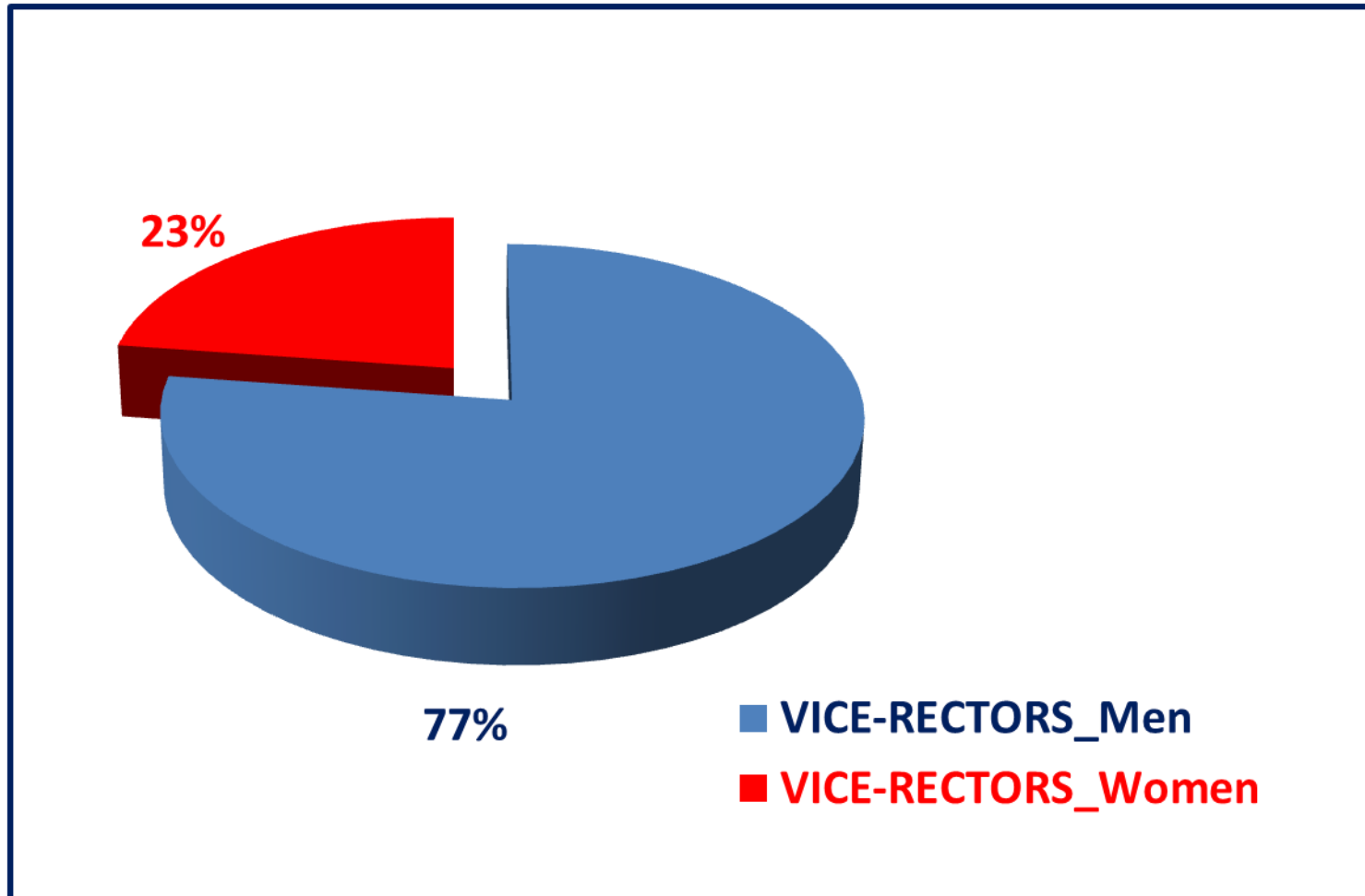


Rectors Women in Macedonia



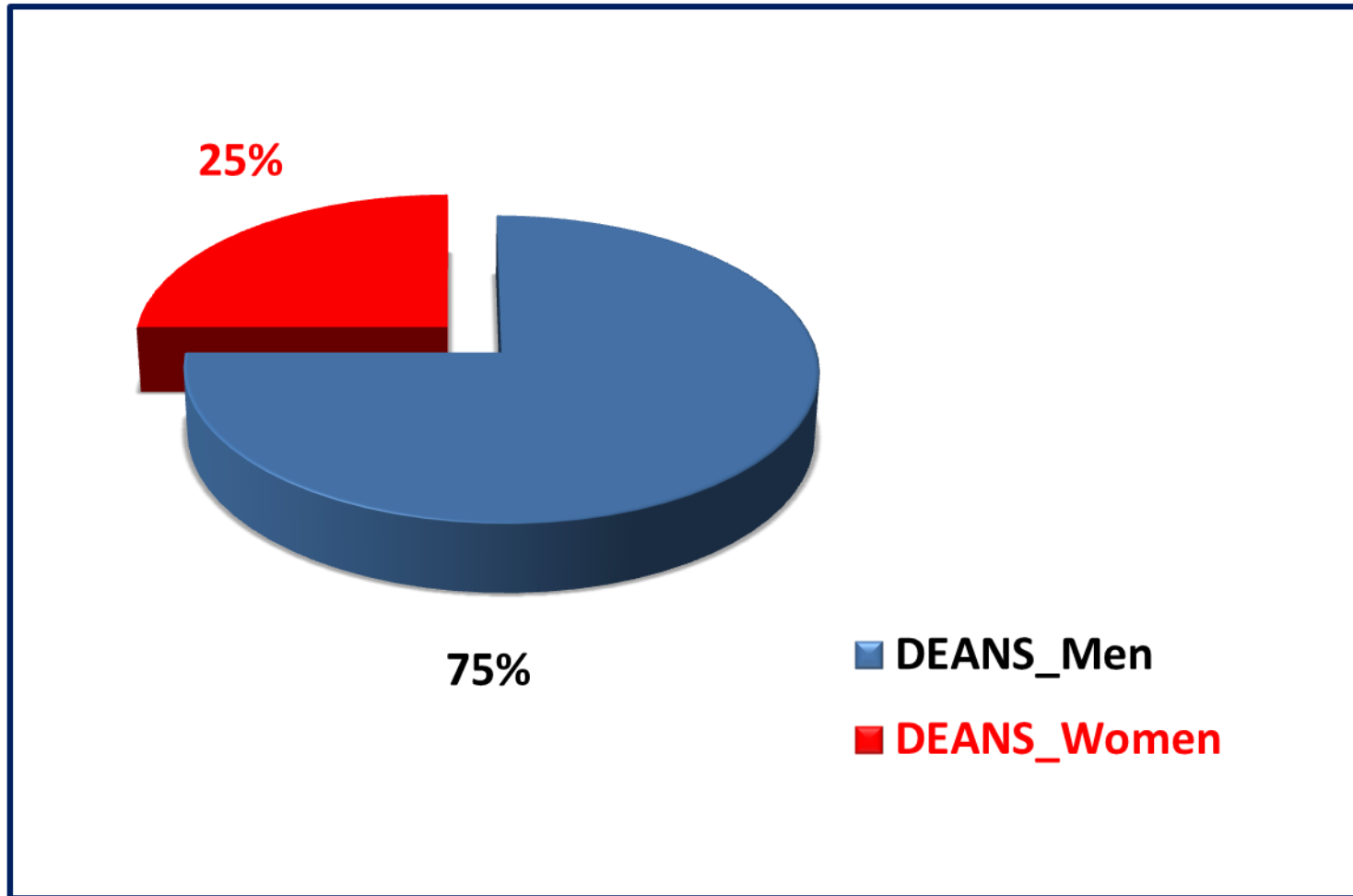


Vice Rectors Women in Macedonia



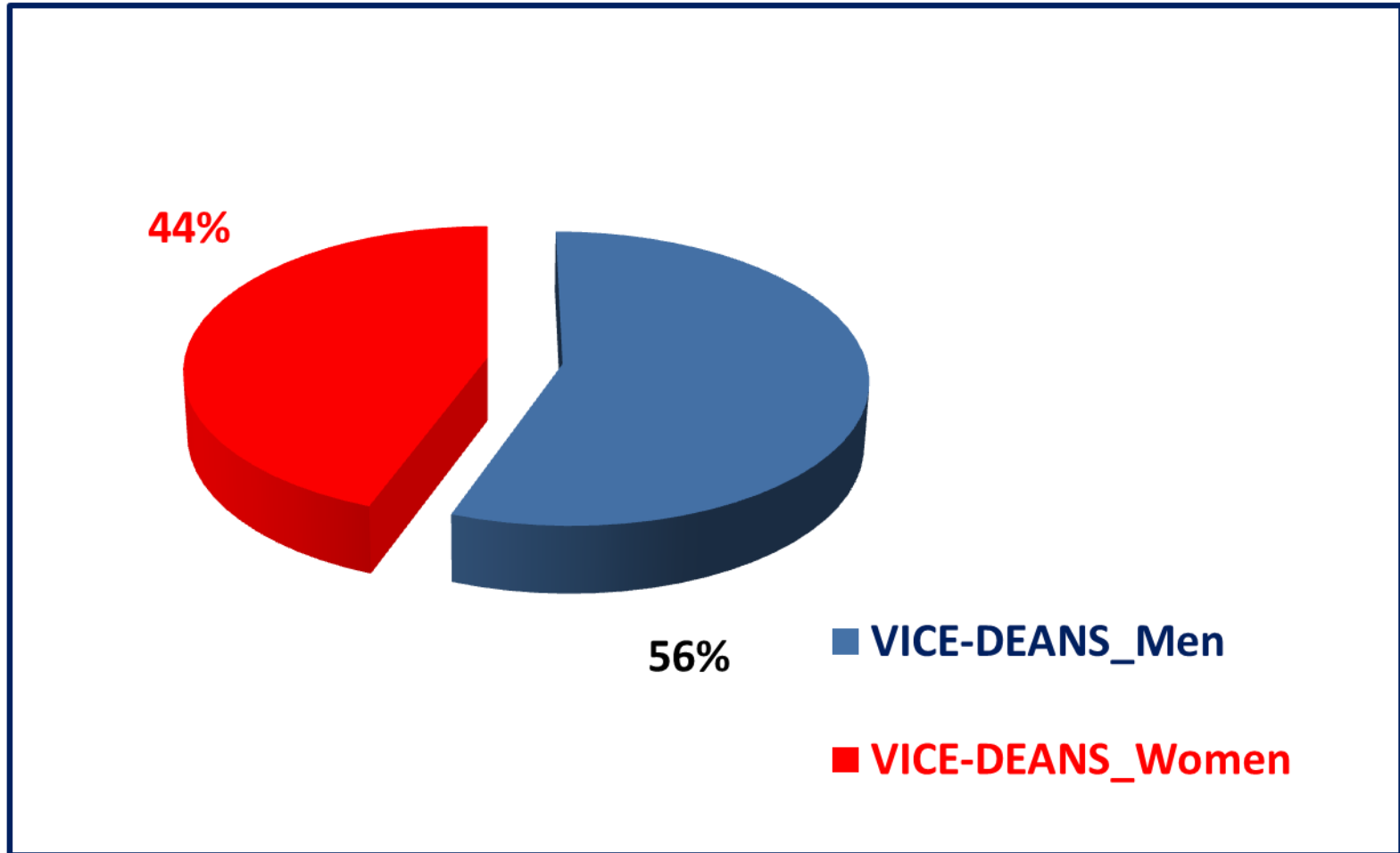


Deans Women in Macedonia





Vice Deans Women in Macedonia





In 2013 Self Evaluation on regular basis was performed at IBU

Within this we started to think about the activities, related to gender equality matters, which have to be performed in order to be in accordance with the universities in Europe.



The basic ideas we got were to follow the findings presented in many papers related to this issue

especially the papers of

League of European Research Universities (LERU), published by LERU.



I. Priority for action is in the area of leadership, vision and strategy

- **A strong commitment from the university's leadership should support the activities related to gender equality.**
- **University should set up dedicated processes and structures to coordinate the Strategy and manage gender activities.**
- **A commitment to gender should be backed up with the necessary funding.**



II. Priority - is to cover the types of measures that the university can take to get structural change

- **University needs to select the right measures in accordance with its institutional situations and target these at certain career phases as needed.**
- **Measures can be adopted as gender-specific career development measures.**
- **Measures should be aimed at achieving structural change.**



III. Priority - university to consider how to implement and ensure effective uptake of measures

- **Successful implementation requires transparency and monitoring of gender equality at university**



IV. Priority - to address the lack of a gender dimension in research

- **University should actively promote and support a gender dimension in research, taking into account the specific characteristics of particular research fields.**



The IBU will:

- **Commit at the top and throughout the institution to gender equality.**
- **Develop and implement an Action Plan with the support of all organisational units at all levels within the university.**
- **The management will be performed through a special structure - Gender Equality Office.**



- **Ensure sufficient funding for all gender equality activities. Funding structures should enable longterm planning of activities to achieve structural change.**
- **Select the right gender-specific career development measures and gender-neutral work-life balance measures.**
- **Pay attention to transparency and monitoring to ensure successful implementation and improvement.**
- **Promote and support a gender dimension in research.**



References:

- 1. K. Maes et al, Women, research and universities: excellence without gender bias, LERU universities, 2012**
- 2. D. Avramov, Structural change in order to improve gender equality in research organizations in Europa, Workshop Report, 2011**
- 3. EUROPEAN COMMISSION, Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation, Luxembourg: Publications Office of the European Union, 2012**
- 4. S. Gronmo, K. T. Elvbakken, Action Plan for Gender Equality, 2007- 2009, University of Bergen**
- 5. A. O Gráda et al., Through the Glass Ceiling, Career progression programme and strategy for female academics and researchers, Project funded under the Equality for Women Measure 2010-2013**
- 6. S. Buitendijk et al., Recommendations for Action on the Gender Dimension in Science., London: Portia, 2010.**