

The rector of the American University of Europe - FON, in accordance with i Article 98 (1)(16) and Article 3(2)(5) of the Law on Higher Education (Official Gazette of RM, No. 82 of May 8, 2018) on November 8, 2022, has enacted the following:

GENDER EQUALITY PLAN

Based on internal analysis, and in order to secure a work environment at AUE - FON as a employer that supports gender equality, diversity and inclusion, the Plan will be based on the following pillars:

- A) Structural Efforts for Securing Gender Equality
- B) Improved Internal complaint procedures regarding harassment and discrimination at the workplace
- C) Consciously shaping and promoting the gender equality and gender balance at all levels

Priority thematic areas requiring prompt action for the academic year 2022/23 are:

- 1) Salaries and benefits
- 2) Preventing discrimination with regards to promotion
- 3) Training opportunities and skills development for the employees
- 4) Dedication to achieve optimal work-life balance via flexible working arrangements and work from home/home office
- 5) Dedicating adequate resources by the University to prevent discrimination, exclusion or harassment on all grounds recognized by the Macedonian legislation and the relevant EU Directives
- 6) Developing a culture of respectful and inclusive behavior between the colleagues
- 7) Improving the skills for recognizing and reacting to potentially abusive behavior, harassment, sexual harassment, exclusion or discrimination
- 8) Taking active measures to prevent incidents and to achieve inclusive and respectful working conditions characterized by diversity

- 9) Providing a set of clearer and efficient procedures for reporting of incidents by the victims
- 10) Protection of victims and prevention of secondary victimization during these procedures
- 11) Promoting positive examples of gender equality and gender balance
- 12) Continuous actions for raising awareness on gender equality issues and incorporating the principles of equality at all levels
- 13) Providing equal opportunities and ensuring gender balance in the university's decision-making process
- 14) Promoting gender equality and gender balance in management positions
- 15) Developing gender equality and gender balance - aware Career counseling centre at the University
- 16) Regularly collecting data on the pay gap at all positions and take appropriate measures
- 17) Taking active measures against gender discrimination
- 18) Ensuring respect for gender equality and gender balance during selection process for employment of new staff
- 19) Analysis of the male/female professors proportion
- 20) Online and offline dissemination of information against discrimination among the employees of the University

This Plan will be subject to a regular review every six months.

Skopje, 8 November, 2022

RECTOR,

PROFESSOR BILJANA PULESKA-JANUSEVSKA

