

Pursuant to Article 10 of the Law on Establishment of the Macedonian Academic Research Network ("Official Gazette" No. 124/10, 47/11, 41/14 and 11/18), Article 14 of the Statute of MARnet, the Board of Directors of MARnet on the session held on May the 13<sup>th</sup> 2022 decided upon the

### **Declaration on Gender Equality of the Macedonian Academic Research Network Skopje**

Macedonian Academic Research Network Skopje is a public institution that performs activities of public interest. It was established by passing the Law on Establishment of the Macedonian Academic Research Network - MARnet, adopted and published on 20.09.2010.

MARnet's mission is

- providing services at national level and international connection of the Macedonian academic research and educational community and support of their research and educational activities;
- promoting and disseminating the use of information and communication technologies, especially in the academic and research sectors;
- maintenance and management of the national DNS, international representation and membership;
- policy making and development of the national academic network.

Promoting gender equality in MARnet is one of its core values.

Following the definition of gender equality in research and innovation as a priority of the European Research Area (ERA) and the mandatory requirements arising from the new Horizon Europe Framework Program for Gender Equality Planning as a Criteria for Eligibility and Opportunity for Sustainable and Inclusive Institutional Change and that the main goal of the Council of Europe is the protection and promotion of human rights and their full enjoyment, democracy and rule of law, MARnet Skopje brings:

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MARnet declares its commitment to promote and implement equal opportunities between women and men employed in MARnet. In addition, MARnet promotes equality and balance in leadership and decision-making positions and seeks to ensure non-discrimination and prohibit gender-based violence.

Striving to link European values and principles in all activities undertaken by MARnet as an institution participating in the Horizon Europe Framework Program, MARnet is committed to adopting and implementing a Gender Equality Plan (GEP).

**Objectives:**

In terms of ongoing links to establishing mechanisms and good practices for creating equal opportunities for women and men, MARnet defines the following goals and is committed to:

- Demonstrating confidence in gender equality by setting goals and measures and monitoring their consistent implementation at all levels;
- Implementation of short-term and long-term activities in order to integrate the gender dimension;
- Resisting new challenges, including the impact of the COVID-19 pandemic on work practices;
- Staff training and capacity building and more competitiveness when applying for EU funding and demonstration of gender equality as a priority;
- Raising awareness among gender officials about administrative equality, staff and academia;
- Providing full access to information, facilities, mobility and networking of all staff regardless of gender;
- Setting frameworks for cooperation for joint activities at the level of the institution to promote equal opportunities between women and men;
- Facilitate direct cooperation and support of all processes in the selection and appointment of staff in committees and other working bodies of MARnet;
- Ensuring synergy and a good work environment at the leadership level and decision-making positions and ensuring gender balance and stimulating gender equality in career advancement.

**Target group:**

The main target group is the entire staff from all job positions at all levels.

To achieve this, MARnet will adhere to the main acts of MARnet such as: the Statute, the Strategy and the Action Plan and the Code of Ethics; and the national ones: Law on Public Sector Employees, Law on Equal Opportunities for Women and Men and National Strategy for Gender Equality.

In order to adopt the necessary European dimension, MARnet will follow all the principles and values stated in the main European declarations and conventions and the values set in the basic documents and strategies within the European Union.