



# Gender Gap in Academic Research

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## ABSTRACT

**Introduction:** North Macedonia scored 62 points in 2019 and 64.5 points in 2022 on Gender Equality Index. More significant changes can be observed in the domains of Power (+6.0), Knowledge (+2.8) and Money (+2.2). No progress in the domain of Time due to lack of new data and only an insignificant change. In the domain of Health (+0.1). If this pace is continued, the country will need ~57 years to achieve full gender equality.

**Purpose:** This paper aims to analyze gender disparities in academic research, comparing North Macedonia's progress to global trends and benchmark countries.

**Methodology:** Using mixed-methods approach, primarily quantitative, to analyze the gender gap in academic research in North Macedonia, the findings derive from secondary data, statistical trends, representation analysis, and cross-referencing. Key research constraints include limited data availability and disciplinary differences, as some academic fields may experience greater gender disparities than others, necessitating further sector-specific studies.

**Results:** Findings show that North Macedonia has made significant progress in closing gender gaps in education, with women surpassing men in tertiary enrollment and postgraduate degrees. However, disparities persist in academic research, particularly in leadership roles and STEM fields.

**Conclusion:** While North Macedonia has made great strides towards gender equality in education and research, sustainable efforts are needed to eliminate structural barriers. Entrenching gender-sensitive policies, fostering inclusive research cultures, and granting equal access to funding and leadership roles will be crucial in bridging the gender gap and furthering real equality in academic research.

**Keywords:** Gender gap, academic research, gender inequality, education

