

**Plan For Achievement Gender Equality at the University of Belgrade – the Faculty of Physical Chemistry**

**1. Context**

The University of Belgrade - Faculty of Physical Chemistry (hereinafter: UBFPC) is an integral part of the University of Belgrade. UBFPC is one of the leading scientific research institutions in Serbia and the region in the field of physical chemistry. The mission of UBFPC is to provide top-quality education while respecting ethical values and protecting the fundamental human rights and freedoms of all students. All activities are directed towards the complete development of human personality and the improvement of basic human rights and freedoms.

In its commitment to gender equality, UBFPC relies on the existing relevant national legal framework in this area:

- The Constitution of the Republic of Serbia from 2006 and 2021
- The Law on the Ombudsman (2009)
- The Law of Gender Equality (2021)
- The Law on Prohibition of Discrimination (2021)
- The National Gender Equality Strategy for the period from 2021 to 2030
- The National Action Plan for the Implementation of US Security Council Resolution 1325 - Women, peace and security in the Republic of Serbia (2017 - 2020)

Additionally, UBFPC bases its activities on the Strategy of Scientific and Technological Development of the Republic of Serbia for the period from 2021 to 2025, "Power of Knowledge": 10/2021-3, adopted by the Government of the Republic of Serbia. Considering that this Strategy accepts and establishes measures to achieve priorities and goals defined in the European Research Area Plan, the Strategy simultaneously represents the national roadmap of the Republic of Serbia for integration into the European Research Area. The Strategy aligns with all relevant systemic national laws and regulations on research and higher education, including all six key principles of the European Research Area. It includes goals related to gender equality, gender equality in leadership positions, and the development of policies for gender equality in research organizations. UBFPC, in its work towards achieving gender equality, also relies on international legal regulations governing the field of higher education and gender equality.

The key international acts that regulate this area are:

- UN Universal Declaration of Human Rights (1948)
- The European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers (2005)

- The European Commission's Communication for a Reinforced European Research Area (2012)
- EU Law on Gender Equality (Directive 2006/54/EC)
- The Council Conclusions on Advancing Gender Equality in the European Research Area (adopted in 2015)
- The Gender Equality Strategy 2020 - 2025

UBFPC strives for the complete implementation of recommendations adopted by the European Commission, with a special focus on achieving gender equality among employees at all levels, including mentorship and faculty governance. The principles of gender equality and non-discriminatory policies are, to some extent, integrated into the UBFPC Statute, as part of aligning its activities with the requirements of the Ministry of Education, Science, and Technological Development of the Republic of Serbia, which stipulates that every scientific research institution should have its own plan for achieving and enhancing gender equality, as well as the requirements of the European Commission in the Horizon program.

The main goals of the Plan commit UBFPC to undertake necessary activities to create structural changes to achieve and maintain a higher level of gender equality at all levels and in all areas of work and research. Achieving a balanced relationship between professional and private obligations is of particular importance to enable researchers and other employees to realize their full potential, a factor that UBFPC will also take into account.

## **2. Status at the beginning of the Academic Year 2022/2023**

At UBFPC, there are a total of 72 employees, with 57% being women and 43% men. Gender balance in the teaching and research staff at UBFPC is satisfactory. Currently, at UBFPC, in the position of full professor, 45% are women and 55% are men, in the position of associate professor, 67% are women and 33% are men, and in the position of assistant professor, 28% are women and 72% are men. Among the total number of assistant professors with a Ph.D. at UBFPC, 38% are women, and among assistants, the majority are women (80%). In research positions, there are a total of 10 employees, with 60% being women (in the research trainee position, 100% are women, research associate 50%, senior research associate 33%, and principal research fellow 75% are women). It is important to highlight that gender representation in the management of UBFPC is equal, and three out of five department heads at UBFPC are women.

The composition of the UBFPC Council consists of 44% women and 56% men, with the important note that the deputy president of the Council is a woman. Both genders are equally represented in the ranks of the teaching staff in the UBFPC Council. Women make up the majority among non-teaching staff and student representatives in the Council, while the percentage of women appointed by the founder is significantly lower (25%). In administrative and technical services, the representation of women is higher.

In the context of gender-sensitive budgeting, the UBFPC adheres exclusively to the principle of allocating budgets for researchers and other employees based on their teaching and scientific titles. This involves considering the educational qualifications required for the

systematization of specific roles, in accordance with the Work Regulations governing the calculation and payment of wages, benefits, and other income for those employed at UBFPC.

### 3. The main one goal and measures

UBFPC commits to undertaking necessary activities to create structural changes to achieve and maintain a higher level of gender equality at all levels and in all areas of work and research. The goals, along with the measures planned for their achievement, are outlined in the following table:

<b>Objectives</b>	<b>Concrete measures</b>
<p>Building institutional capacity involves the identification of relevant data and ensuring their continuous maintenance. This process also includes establishing a systematic procedural and informational system to enhance data collection and address issues arising from data gaps.</p>	<ul style="list-style-type: none"> <li>- Appointment of a trustee for native equality and prevention of discrimination.</li> <li>- Collection of data on the gender structure of teachers, researchers, authors of articles in the UBFPC repository, and other relevant data for gender equality.</li> <li>- Implementation of a mentoring program in the domain of gender equality and scientific career.</li> </ul>
<p>Strengthening the visibility of gender equality involves raising awareness about the importance and advantages of achieving an appropriate gender balance at all levels.</p>	<ul style="list-style-type: none"> <li>- Organization and implementation of training sessions for employees and students</li> <li>- Raising awareness among employees and students about gender equality</li> <li>Implementation of a mentoring program in the domain of gender equality and scientific career.</li> </ul>
<p>Enhancing diversity within the academic structure entails placing a significant emphasis on ensuring the equal participation of women in decision-making bodies and processes. This commitment aligns with institutional, national, and other regulatory frameworks.</p>	<ul style="list-style-type: none"> <li>- Representation of gender equality in higher positions and decision-making bodies.</li> <li>- Monitoring the structures of working bodies and election commissions and making adjustments for advancing gender equality in their composition.</li> <li>- Encouraging the participation of women in important state bodies with significance for science and innovation.</li> </ul>
<p>Utilizing gender-sensitive budgeting</p>	<ul style="list-style-type: none"> <li>- Raising awareness of the importance of gender-sensitive budgeting through cooperation with MPNTR.</li> </ul>
<p>Support leadership in scientific research and innovation</p>	<ul style="list-style-type: none"> <li>- Monitoring the integration of gender dimensions in research at UBFPC, examining stereotypes and norms, and addressing research needs through investigative work.</li> <li>- Organizing annual workshops on integrating gender dimensions in research and innovation.</li> </ul>

Empowering employees for work-life balance	- Approval of work from homes in special family or general circumstances.
Support for students with family responsibilities	- Conception and implementation of measures important for respecting the special needs of male and female students with family responsibilities.
Preventing sexual and other harassment	- Adoption of a Rulebook on Prevention and Protection from Sexual Harassment.

#### **4. Implementation Plan**

The Plan will be coordinated and implemented by the Commissioner for Gender Equality, the Academic Council, and the Dean of UBFPC. The Plan can be modified and supplemented according to the needs of UBFPC and the requirements of national and international regulations. Funding for the implementation of the Plan will be provided from UBFPC's own resources and projects.

#### **5. Reporting on enforcement Plan**

The Academic Council of UBFPC will adopt an annual report on the implementation of the Plan based on the proposal of the Commissioner for Equality. The Council will also adopt conclusions and suggestions on how to rectify any irregularities. The annual report will be prepared by the Commissioner for Equality. Data on the implementation of the Plan will be an integral part of the annual UBFPC Work Report.

#### **6. Plan Application**

The Plan comes into effect on the day of adoption and will be posted on the UBFPC website in both Serbian and English.

Dean  
Miroslav Kuzmanović, Full Professor