

Pursuant to the general acts of the University of Belgrade – the Faculty of Chemistry, in the session held on January 13th 2022 the Faculty's Academic Council adopted the following

Plan for Achieving Gender Equality at the University of Belgrade – the Faculty of Chemistry

1. Context

The University of Belgrade – the Faculty of Chemistry (hereinafter referred to as the UBFC) is a constitutional part of the University of Belgrade. The UBFC is one of the leading scientific research institutions in Serbia and the region in the field of chemistry. The mission of the University of Belgrade and the UBFC as its member is to provide all its male and female students with high-quality education and exceptional knowledge, not only in the sense of their intellectual development, but also in the sense of developing their human qualities and ethical values, and to stimulate their genuine commitment to gender equality, which would be to the benefit of the entire society. All activities focus on the overall and complete personality development and advancement of basic human rights and freedoms.

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

- The Constitution of the Republic of Serbia (enacted in 2006, 2021);
- The Law on the Ombudsman (2021);
- The Law on Gender Equality (2021);
- The Law on Prohibition of Discrimination (2009, 2021);
- The National Gender Equality Strategy 2021-2030;
- The National Action Plan for the Implementation of UN Security Council Resolution 1325 – *Women, Peace and Security* in the Republic of Serbia (2017–2020).

In addition to this, the activities of the UBFC are based on the Strategy of the Scientific and Technological Development of the Republic of Serbia for the period from 2021 to 2025 called “The Power of Knowledge”: 10/2021-3, adopted by the Government of the Republic of Serbia. Since the Strategy accepts and defines the measures for achieving the priorities and goals defined by the Plan for the European Research Area, it also represents the national Roadmap of the Republic of Serbia for the integration into the European Research Area. The Strategy is in line with all relevant national laws and regulations on research and higher education and it includes all six main postulates of the European Research Area. Among others, it contains the following goals which relate to gender equality: gender equality in all positions, including leadership positions, and the development of a policy for gender equality in research organizations.

Furthermore, Article 4 of the Law on Science and Research Studies defines the principle “of gender equality in science and research studies and in decision-making bodies” as one of the fundamental principles of scientific work in Serbia.

In its past and future work, the Academic Council of the UBFC has been and will be guided by the Code of Conduct in Scientific and Research Work adopted by the Government of the Republic of Serbia, which, among other things, prohibits any kind of discrimination and fosters the principles of gender equality.

Apart from the national legal framework for promoting gender equality, the activities of the UBFC also rely on the international documents, particularly the documents of the Council of Europe, which regulate the area of higher education and gender equality. The key international acts with which the Plan for Achieving Gender Equality at the University of Belgrade – the Faculty of Chemistry (hereinafter the Plan) has been harmonized are:

- The Universal Declaration of Human Rights of the UN (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)
- The 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

In line with these documents, the UBFC aims at full implementation of the recommendations adopted by the European Commission, with a special focus on achieving gender equality among its employees at all levels, including mentorships and the Faculty's management. The principles of gender equality and anti-discrimination policies have been integrated into the Statute of the UBFC to a certain degree due to the harmonization of its activities with the requirements set by the Ministry of Education, Science and Technological Development of the Republic of Serbia, which has prescribed that every scientific research institution should have its own Plan for Achieving and Advancing Gender Equality, and with the requirements of the European Commission within the Europe Horizon programme.

The main goal of the Plan is to initiate the process of developing a gender equality strategy through studying the commitment of the UBFC to promotion of gender equality at all levels, including the consistent application of the principles, main goals and key measures in this area. One of the priorities set by the UBFC will be to enable its male and female researchers and other employees to achieve a balance between professional and personal responsibilities in order to help them fulfil their full potential.

2. Situation (2016-2020)

Gender equality in teaching and scientific staff at the UBFC is satisfactory. The following table shows the data for the period from 2016 to 2021. The values are expressed as percentages.

	Title	2016	2017	2018	2019	2020
1.	Teaching assistant					
	Women		100	100		
	Men					
2.	Teaching fellow					
	Women	48	75	80	79	93
	Men	52	25	20	21	7
3.	Assistant professor					
	Women	43	48	52	56	56
	Men	57	52	48	44	44
4.	Associate professor					
	Women	64	56	56	48	48
	Men	36	44	44	52	52
5.	Full professor					
	Women	42	44	47	55	52
	Men	58	56	53	45	48
6.	Junior researcher					
	Women		67	93	79	75
	Men	100	33	7	21	25
7.	Research assistant					
	Women	50	100	100	67	
	Men	50			33	100
8.	Assistant research professor					
	Women	71	57	43	80	80
	Men	29	43	57	20	20
9.	Associate research professor					
	Women	100	100	100	50	50
	Men				50	50
10.	Full research professor					
	Women	50	50	67	67	67
	Men	50	50	33	33	33

In the analysed five-year period the percentage of women in the managerial positions and the positions in the collegium of deans at the UBFC is somewhat lower, varying between 33% and 50%, while in the UBFC Council the percentage of women coming from the teaching staff is significantly higher, varying between 63% and 77%. The percentage of female and male members of the UBFC Council from non-teaching staff was the same, i.e. 50%, for each of the five years, while the percentage of female members of the Council appointed by the founder was considerably lower. Since 2020 the UBFC Council has been chaired by a woman.

In administrative and technical staff the percentage of women is higher, and since 2019 the position of the Faculty's Secretary has been held by a woman.

As regards gender-sensitive budgeting, the UBFC follows the principle of financing male/female researchers and other employees based solely on their teaching and scientific titles, i.e. the level of education and professional qualifications required by the job classification, and according to the Rulebook on Accounting and Payment of Personal Incomes, Benefits and other Earnings of the UBFC Employees.

3. Main goals and measures

The UBFC commits itself to undertaking the activities which are necessary to introduce structural changes in order to establish and maintain a higher level of gender equality at all levels and in all areas of its work and research, with goals which are presented in the table

below, along with the measures which have been planned to enable the achievement of the goals:

Goals	Actual measures
Developing institutional capacities for identification of relevant data and their constant maintenance and establishment of systematic procedures and information systems for improving data collection and solving the problem of the lack of data	<p>Appointing a male/female advisor for gender equality and prevention of discrimination</p> <p>Collecting data on the gender structure of teachers, researchers and male/female authors of the papers in the repository of the UBFC, and other data which are relevant to gender equality</p> <p>A mentorship programme in the field of gender equality and science careers</p>
Increasing the visibility of gender equality and raising awareness of the importance and advantages of an adequate gender balance at all levels	<p>Organizing an annual workshop addressing the issues of gender equality in research</p> <p>A mentorship programme in the field of gender equality and science careers</p>
Promoting gender diversity within academic structures, with a strong focus on the equal female participation in decision-making bodies and decision-making processes, within the institutional, national and other regulatory frameworks	<p>Appointing a male/female advisor for gender equality and prevention of discrimination</p> <p>Monitoring the gender structure of working bodies and committees for recruiting the members of the teaching staff and awarding scientific titles and, if needed, improving gender equality within their structure</p> <p>Encouraging female participation in important state bodies relevant to science and innovations</p>
Application of gender-sensitive budgeting	<p>Raising awareness of the importance of gender-sensitive budgeting through collaboration with the MESTD</p>
Supporting the introduction of a gender component into scientific research and innovations	<p>Monitoring the degree of integration of the gender dimension into the research studies at the UBFC (investigating gender stereotypes and norms and examining the needs of both men and women through research work)</p> <p>Organizing an annual workshop on integrating the gender dimension into research and innovations</p>
Empowering the employees to achieve the balance between work and free time	<p>Enabling employees to work from home in some exceptional family or other circumstances</p>
Prohibition of sexual or any other kind of harassment	<p>Adoption of the Rulebook on the Prohibition of Sexual and other Kinds of Harassment</p>

4. Plan implementation

The Plan has been developed by the Collegium of Deans of the UBFC in collaboration with the Office for Project Management and its implementation shall be coordinated and supervised by the appointed male/female Advisor for Gender Equality and Prevention of Discrimination, the Academic Council of the UBFC and the Dean. The Plan can be altered and amended according to the needs of the UBFC and the requirements set by the national and international regulations.

The resources for the implementation of the Plan shall be provided from the Faculty's own resources and from projects.

5. Reporting on the Plan implementation

The Academic Council of the UBFC will adopt an annual report on the Plan implementation at the suggestion of the male/female Advisor for Gender Equality and Prevention of Discrimination and adopt the conclusions and suggestions on how to eliminate irregularities. The annual report will be written by the Advisor for Gender Equality and Prevention of Discrimination.

The data on the Plan implementation are an integral part of the annual Report on the Work of the UBFC.

6. Plan application

The Plan shall come into force on the day of its adoption and it shall be posted on the UBFC web page, in both Serbian and English language.

The Chairman of the Academic Council



Goran Roglić
Goran Roglić, Ph.D.