

# **The University of Belgrade**

## **Faculty of Physics**

In accordance with the general acts of the University of Belgrade - Faculty of Physics, the Teaching and Scientific Council of the Faculty at the session held on 01/13/2022 adopts the following:

### **Plan for achieving gender equality on the University of Belgrade – Faculty of Physics**

#### **1. Context**

The University of Belgrade – Faculty of Physics (hereinafter: THE UBFP) is a constitutive part of the University in Belgrade. The UBFP is one of the leading scientific research institutions in Serbia and the region in the field of physics. The mission of the University of Belgrade and THE UBFP as its' member is to provide excellent education and knowledge to all of its' students, not only in terms of intellectual development, but also in terms of developing their human qualities and ethical values, as well as to stimulate true commitment that serves welfare of the whole society. All of the activities are directed towards the complete development of the human character and the development of the basic human rights and freedoms.

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

- The Constitution of the Republic of Serbia from 2006;
- The law on the protection of the citizens (2009);
- The law on Gender Equality (2021);
- The law on Prohibition of Discrimination (2021);
- National strategy for gender equality in the period from 2021 to 2030;
- National action plan for the implementation of Resolution 1325 of the United Nations Security Council - Women, peace and security in the Republic of Serbia (2017 - 2020).

In addition, the UBFP bases its activities on the Strategy of Scientific and Technological Development of the Republic of Serbia for the period from 2021 to 2025 "The Power of Knowledge" (10/2021-3), adopted by the Government of the Republic of Serbia. Considering that it accepts and determines the measures for achieving the priorities and goals defined in the Plan of the European Research Area, the Strategy simultaneously represents the national road map of the Republic of Serbia for integration into the European research area. The strategy complies with all of the relevant systemic national laws and regulations on research and higher education and it includes all six main postulates of the European research area. It contains the following objective related to gender equality: gender equality in management positions, development of policy for gender equality in research organizations.

Also, the Law on Science and Research in Article 4 defines the principle of "gender equality in science and research as well as in decision-making bodies" as one of the basic principles of scientific work in Serbia.

In its past and future work, the Teaching and Scientific Council of the UBFP is guided by the Code of Conduct in scientific and research work adopted by the Government of the Republic of Serbia, which, among other things, refers to the prohibition of any form of discrimination and the promotion of the principle of gender equality.

In addition to the national legal framework for promoting gender equality, THE UBFP also relies on international documents, especially documents of the Council of Europe that regulate the field of higher education and gender equality. The key international acts that the Plan for achieving gender equality at the University of Belgrade - Faculty of Physics is aligned with (hereinafter referred to as the Plan) are:

- UN Universal Declaration of Human Rights (1948)
- European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers (2005)
- 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)
- Gender Equality Strategy 2020/2025

In accordance with these documents, THE UBFP strives to fully implement the recommendations adopted by the European Commission, with a special focus on achieving gender equality among employees at all levels, including mentoring and faculty management. The principles of gender equality and anti-discrimination policies are to a certain extent integrated into the Statute of UBFP, and as part of harmonizing its activities with the requirements of the Ministry of Education, Science and Technological Development of the Republic of Serbia, which foresees that each scientific and research institution should have its own plan for achieving and improving gender equality, as well as the requirements of the European commissions in the *Horizon* program.

The main goal of the Plan is to initiate the process of developing a gender equality strategy by expressing the commitment of THE UBFP to promote gender equality at all levels, including the consistent application of principles, main goals and central measures in this area. It is of particular importance to achieve a balanced ratio of professional and private obligations so that the researchers and other employees are able to realize their full potential, which THE UBFP will also take care of.

## 2. 2016-2020

Gender equality in the teaching and scientific staff of THE UBFP is satisfactory. The following table shows the data for the period 2016-2021. Values are expressed in percentages:

Title	2017	2018	2019	2020	2021
<b>Regular professors</b>					
women	21	20	19	35	37
men					

	79	80	81	65	63
<b>Associate professors</b>					
women	22	25	24	8	8
men	78	75	76	92	92
<b>Assistant professors</b>					
women	29	36	38	43	38
men	71	64	62	57	62
<b>Assistants</b>					
women	50	67	67	50	50
men	50	33	33	50	50
<b>Scientific advisors</b>					
women	/	/	/	50	50
men				50	50
<b>Senior Research Associates</b>		/	/		
women	0			0	0
men	100			100	100
<b>Scientific associates</b>					
women	50	44	50	46	71
men	50	56	50	54	29
<b>Research Associates</b>					
women					
men	23	27	27	30	38
	77	73	73	70	62
<b>Trainee researchers</b>					
women					
men	80	78	64	64	56
	20	22	36	36	44

During the analyzed 5 years, the presence of women in the leadership and dean's collegium of THE UBFP is somewhat lower, varying from 33-50%, while in the Council of THE UBFP, the number of the members of the teaching staff varies 63-77% in favor of women. The members of the UBFP Council are non-teaching staff for all five years in a ratio of 50:50, while the percentage of women members of the Council appointed by the founder is significantly lower. Since 2020 the president of the UBFP Council is a woman. In administrative and technical services, the representation of women is higher, and since 2019, the Secretary of the Faculty is a woman.

In relation to gender-sensitive budgeting, the principle of budgeting of the researchers and other employees at the UBFP is respected exclusively according to the teaching and scientific titles, i.e. school education required in the systematization of certain workplaces and according to the Rulebook on the calculation and the payment of wages, benefits and other remuneration of the employees at the UBFP.

### 3. Main objectives and measures

The UBFP is obligated to undertake the necessary activities in order to create structural changes in order to achieve and maintain a higher degree of gender equality at all levels and in all areas of work and research, with the goals that along with the measures foreseen for their achievement, are listed in the following table:

<b>Goals</b>	<b>Courses of action</b>
Building institutional capacity for identifying relevant data and maintaining it on an ongoing basis as well as establishing systematic procedures and information systems for improving data collection and solving the problem of lack of data	<p>Nomination of advisers for gender equality and prevention of discrimination</p> <p>Collection of data on the gender structure of teachers and researchers, authors of articles in the UBFP repository and other data of importance for gender equality</p> <p>Mentoring program in the field of gender equality and scientific career</p>
Strengthening the visibility of gender equality and raising awareness of the importance and benefits of appropriate gender balance at all levels	<p>Organizing an annual workshop on issues of gender equality in research</p> <p>Mentoring program in the field of gender equality and scientific career</p>
Promoting gender diversity within the academic structures with a strong emphasis on equal participation of women in decision-making processes in accordance with institutional, national and other regulatory frameworks	<p>Nomination of advisers for gender equality and prevention of discrimination</p> <p>Monitoring the gender structure of the working bodies and the election commissions and improving gender equality in their composition, if necessary</p> <p>Encouraging the participation of women in roles that are of importance for science and innovation</p>
Application of gender sensitive budgeting	Raising awareness of the importance of gender-sensitive budgeting through cooperation with the Ministry of Education, Science and Technological Development
Support for the introduction of the national component in scientific research and innovation	<p>Monitoring the degree of integration of the gender dimension in research at the UBFP (examining gender stereotypes and norms and researching the needs of both sexes through research work)</p> <p>Organizing an annual workshop on integrating the gender dimension on research and innovation</p>
Enabling the employees to achieve a balance between work and free time	Approval of working from home in special family or general circumstances
Prohibition of sexual and other harassment	<p>The Rulebook on Prohibition of Sexual and Other Harassment has been adopted:</p> <p><a href="http://www.ff.bg.ac.rs/Pravilnici/PravilnikOZastitiOdSeksualnogUznameniravanja.pdf">http://www.ff.bg.ac.rs/Pravilnici/PravilnikOZastitiOdSeksualnogUznameniravanja.pdf</a></p>

#### **4. Implementation of the Plan**

The plan was prepared by the UBFP Dean's College in cooperation with the Project Management Office, and its implementation will be coordinated and supervised by the elected Adviser for Gender Equality and Prevention of Discrimination, the UBFP Teaching and Research Council and the Dean. The plan can be changed and supplemented in accordance with the needs of UBFP and the requirements of national and international regulations.

For the implementation of the plan, funds will be provided from the UBFP's own funds and from projects.

#### **5. Reporting on the implementation of the Plan**

The teaching-scientific council of the UBFP will adopt the annual report on the implementation of the Plan on the proposal of the Adviser for Gender Equality and Prevention of Discrimination and adopt conclusions and proposals on how to eliminate possible irregularities. The annual report will be prepared by the Adviser for Gender Equality and Prevention of Discrimination.

The data on the implementation of the Plan are an integral part of the annual report on the work of the UBFP.

#### **6. Implementation of the plan**

The implementation of the plan starts on the day that it is adopted and it will be uploaded to the UBFP website in both Serbian and English.

President of the Scientific and Teaching  
Council

Professor Ivan Belča