

The Plan of measures aimed at achieving and improving Gender Equality in the Institute for Biological Research „Siniša Stanković“ – National Institute of the Republic of Serbia, University of Belgrade

I INTRODUCTION

The Plan of Measures for achieving and improving Gender Equality in the Institute for Biological Research „Siniša Stanković“ – National Institute of the Republic of Serbia, University of Belgrade (hereinafter referred to as IBISSS) is a strategic document adopted for the purpose of achieving and improving gender equality in IBISS, starting from the national legal framework in this area, primarily from the Constitution of the Republic of Serbia, Strategy for Gender Equality for the period from 2021 to 2030, international documents that the Republic of Serbia has confirmed as well as the Plan for Achieving Gender Equality of the University of Belgrade.

1. LEGAL FRAMEWORK

In its commitment to gender equality, IBISS relies on national and international legal framework that regulates this area.

Protection against discrimination and respect for gender equality represents a foundation for exercising human rights before all by the Constitution of the Republic of Serbia which guarantees human rights and whose Article 15 institutes policy of equal opportunities as an obligation of the State and guarantees equality between men and women.

Apart from the Constitution of the Republic of Serbia, the national legal framework this Plan is based on consists of regulations and strategic documents, as follows:

- 1) Labour Law (Official Gazette of the Republic of Serbia – hereinafter referred to as Official Gazette of RS – No. 24/05, 61/05, 54/09, 32/13, 75/14, 13/17- Decision of the Constitutional Court, 113/17 and 95/18 – authentic interpretation);
- 2) Family Law (Official Gazette of RS, No. 18/05, 72/11 – other law and 6/15);
- 3) Law on Prevention of Discrimination against Persons with Disabilities (Official Gazette of RS, No. 33/06 and 13/16);
- 4) Law on the Protector of Citizens (Official Gazette of RS, No. 79/05 and 54/07);
- 5) Law on Prohibition of Discrimination (Official Gazette of RS, No. 22/09 and 52/21);
- 6) Law on Higher Education (Official Gazette of RS, Nos. 88/17, 73/18, 27/18 – other law, 67/19, 6/20 – other law, 11/21 – authentic interpretation, 67/21 and 67/21 – other law);
- 7) Law on Personal Data Protection (Official Gazette of RS, No. 87/18);
- 8) Law on Science and Research (Official Gazette of RS, No. 49/19);
- 9) Law on Gender Equality (Official Gazette of RS, No. 52/21);
- 10) Budget System Law (Official Gazette of RS, Nos. 54/09 – 149/20);
- 11) Code of Professional Ethics of the University of Belgrade (Gazette of the University of Belgrade, No. 193/16);

- 12) Rulebook on Prevention and Protection against Sexual Harassment at the University of Belgrade (Gazette of the University of Belgrade);
- 13) Code of Conduct in Scientific and Research Work (National Council for Scientific and Technological Development, 2018);
- 14) National Action Plan for Implementation of UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2017-2020);
- 15) Strategy on Scientific and Technological Development of the Republic of Serbia for the period from 2021 to 2025 – „The Power of Knowledge“;
- 16) Strategy for Gender Equality for the period from 2021 to 2030 (Official Gazette of RS, No. 103/21).

Additionally, the accession of the Republic of Serbia to the European Union requires that the highest international standards be respected in the exercise and protection of fundamental human rights, standards that derive from these documents amongst which the most significant and important is the UN Universal Declaration of Human Rights adopted in 1948, whereas in the area of gender equality it is necessary to emphasise strategic policy objectives set out in the UN Gender Equality Strategy 2020-2025, as follows:

- 1) preventing gender-based violence;
- 2) breaking down gender stereotypes;
- 3) eliminating gender disparities in the labor market;
- 4) achieving equal participation of women and men in different sectors of the economy;
- 5) tackling gender pay and pension gap;
- 6) eliminating gender differences in the area of social welfare;
- 7) achieving gender equality in decision-making process and politics.

2. MEANING OF CERTAIN EXPRESSIONS

- 1) **gender** means socially and culturally determined roles, opportunities, behavior, activities and attributes which a certain society considers appropriate for women and men, including male-female relationships and gender-specific roles in those relationships that are socially determined by gender;
- 2) **sex** refers to the biological characteristic that defines and divides humans as female or male;
- 3) **gender equality** implies equal participation of all persons regardless of their gender identity in all areas of social and private life, as well as their equal status, equal opportunities to exercise their rights and equal benefit from the results achieved in accordance with the Constitution of the Republic of Serbia, generally accepted rules of international law ratified by international treaties and laws;
- 4) **gender perspective** refers to taking into consideration gender-based differences, differences by sex and different interests, needs and priorities of women and men and

their involvement in all phases of planning, preparation, adoption and implementation of policies, regulations, measures and activities;

- 5) **gender dimension** means integrating sex and gender-based analysis into research;
- 6) **gender sensitive language** is language that promotes equality of women and men and an instrument that affects the awareness of those who use that language towards achieving equality, including change of opinions, attitudes and behavior within the language they use in their personal and professional life;
- 7) **gender responsive budgeting** is implementing the principles of gender equality in the budget process, i.e. the process of financial planning; it implies gender-based assessment of budgets, incorporating gender perspective at all levels of the budgetary processes and restructuring revenues and expenditures in order to promote gender equality;
- 8) **gender-balanced representation** is when representation of one of the sexes is between 40-50% compared to the other sex, while significant gender imbalance is when representation of one sex is below 40% compared to the other, unless a special regulation provides otherwise;
- 9) **gender analysis** is the process of assessing the impact of the effects of each planned activity, including legislation, measures and activities, public policies and programs, for women and men in terms of gender equality in all areas and at all levels.
- 10) **gender-based violence** is any form of physical, sexual, psychological, economic and social harm committed towards a person or groups of persons due to his or her biological sex or gender identity, including threats of such acts, regardless of whether they occur in public or in private life, as well as any form of violence that is mainly directed at individuals based on their biological sex or gender identity.
- 11) **harassment** is any unwanted conduct related to the sex or gender of a person with the purpose or effect of violating the dignity of a person or group of persons, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment”.
- 12) **sexual harassment** is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment”.
- 13) **gender stereotypes** are traditionally formed and rooted ideas whereby women and men are arbitrarily assigned attributes, characteristics and roles that determine and limit their abilities and their status in society.

II BASIC PRINCIPLES OF THE PLAN

Necessary condition for achieving and improving gender equality in IBISS is that the concept of gender equality is adopted by all employees of IBISS through implementing a clear

business policy of IBISS's management, raising awareness and organising training in this and related fields.

In process of achieving and improving gender equality, IBISS shall collaborate with all relevant national and international partners from the public and private sectors for the purpose of exchanging information, training and participating in the implementation of projects which promote gender equality.

Considering that IBISS is a national institution of the Republic of Serbia, contribution to success and to gaining this status has been made and is made by employed women and men, as experts in different fields, through their selfless and responsible work who motivate younger generations of both genders to join this harmonious scientific community.

III RESPONSABILITY FOR IMPLEMENTATION OF THE PLAN

IBISS is the leading multidisciplinary scientific and research institution in the Republic of Serbia in the area of biological sciences. Its main activity is continuous scientific research with primary objective to improve scientific reasoning in the area of biological sciences. In its activity, IBISS is mainly focused on fundamental and multidisciplinary research in disciplines such as: biochemistry, molecular biology, cytology, animal physiology, plant physiology, neurobiology, neurophysiology, immunology, genetics, ecology of aquatic and terrestrial ecosystems, environmental protection, taxonomy and organic evolution. Apart from disseminating scientific knowledge derived from these areas, all above indicated research studies are also important for development of other biology-based areas (medicine, forestry, pharmacy, agriculture, biotechnology, etc.), this implies that results obtained in basic biological research studies can be applied, as the ultimate objective, in all areas of social development to which biology can make its contribution.

As a national scientific and research organisation of the Republic of Serbia, IBISS continuously creates scientific and research workforce by providing training for young researchers through various scientific activities, and a large number of undergraduate, postgraduate and PhD dissertations are produced at IBISS. On the other hand, researchers of IBISS are actively involved in carrying out undergraduate (Bachelor), postgraduate (Master) and PhD study programmes, which means that research staff of IBISS contributes to enhancing the quality of teaching at faculties within universities in the Republic of Serbia and to PhD study programmes organised and delivered at the University of Belgrade. IBISS's research staff also actively participates in the process of knowledge exchange and in creation of interaction model between science and education in the Republic of Serbia.

Commitment to creating an academic environment for professional development of highly qualified scientists by promoting ethical principles, ensuring equal opportunities and promoting anti-discriminatory practice in IBISS is continued as an implied value in its work through the Plan of measures for achieving and improving gender equality (hereinafter referred to as the Plan) aimed to introduce measures for promoting gender equality and to express commitment of IBISS to promote gender equality at all levels.

The Plan was prepared by Administrative and Legal Service Office of IBISS in cooperation with the Director and Assistant Director, whereas the implementation of the Plan shall be coordinated by the IBISS's management team in cooperation with its Administrative and

Legal Service Office, Accounting and Finance Service, Commissioner for Gender Equality, Commissioner for Equality, Scientific Council and its Management Board.

IV OVERVIEW OF THE CURRENT SITUATION WITH REFERENCE TO ACTIVITIES OF IBISS IN THE PREVIOUS PERIOD

Taking into account development program, personnel, equipment and achieved results, IBISS is a unique scientific organisation in terms of development of many scientific areas, and a multidisciplinary approach to research activities required bringing together teams comprised of experts who are specialists in different professional areas regardless of their sex, gender, ethnicity, religion and nationality.

In the previous period, IBISS has been actively involved in organising various events to promote science and bring it closer to young people and general public, including: Science Festival, Researchers' Night, Night of Museums, TV Brainz presentations, Exhibition Zoo Brainology, Open Day of the Institutes of Serbia, IBISS Open Doors, Education Fair, exhibitions at the Botanic Garden, etc. and it has established long-standing cooperation with the Center for the Promotion of Science, the Ministry of Education, Science and Technological Development of the Republic of Serbia, as well as with faculties and universities in the country and abroad.

IBISS is a coordinator and lead institution of the Horizon 2020 project "Researchers' Night" funded by the European Commission within the Maria Skłodowska - Curie Action. The European Researchers' Night aims to bring researchers closer to the general public, in terms of promoting researchers and their research activities, to point out the impact the science makes on daily life, and with the ultimate intention to encourage young people to pursue research career. Every year, on the last Friday in September, scientists take science to the streets in order to bring science closer to all those who are interested, ranging from 2 to 102 years old.

For the purpose of promoting gender equality, the starting point is the overview of the current situation, i.e. data on employees at IBISS and representation of men and women, given the academic ranks, membership in IBISS's bodies, management roles and administrative and technical services, as follows:

Table 1. Total number of employees on November 26, 2021 disaggregated by gender

Employees on November 26, 2021	Indicated in number	Indicated in %
Men	65	19,82
Women	263	80,18
Total	328	100

Table 2. Total number of researchers holding academic (scientific), research and professional titles on November 26, 2021 disaggregated by gender

Researchers holding titles	Indicated in number	Indicated in %
Men	55	18,90
Women	236	81,10
Total	291	100

Table 3. Total number of researchers holding academic titles on November 26, 2021 disaggregated by gender

Gender of researchers	Principal Research Fellow		Senior Research Associate		Research Associate	
	Men	15	18,29%	11	17,19%	17
Women	67	81,71%	53	82,81%	65	79,27%
Total	82	100%	64	100%	82	100%
Total	228					

Table 4. Total number of researchers holding research titles on November 26, 2021 disaggregated by gender

Gender of researchers	Research Assistant		Research Trainee	
	Men	3	7,90%	5
Women	35	92,10%	16	76,19%
Total	38	100%	21	100%
Total	59			

Table 5. Total number of employees in administrative and technical services on November 26, 2021 disaggregated by gender

Employees in administrative and technical services	Indicated in number	Indicated in %
Men	10	29,41
Women	24	70,59%
Total	34	100

Table 6. Total number of employees in management roles on November 26, 2021 disaggregated by gender

Employees in management roles	Indicated in number	Indicated in %
Men	7	36,84
Women	12	63,16
Total	19	100

Table 7. Total number of employees who are members of the Scientific Council on November 26, 2021 disaggregated by gender

Employees – members of the Scientific Council	Indicated in number	Indicated in %
Men	8	26,67
Women	22	73,33
Total	30	100

Table 8. Total number of members of the Management Board on November 26, 2021 disaggregated by gender

Members of the Management Board	Indicated in number	Indicated in %
Men	2	33,33
Women	4	66,67
Total	6	100

Table 9. Gender composition of employees classified by education (qualification) levels, taking into account job requirements on November 26, 2021 within 14 departments of IBISS

Qualification levels according to National Qualifications Framework of Serbia (NQFS)	Men	Women	Total
Level 8	46	188	234
Level 7.2	-	1	1
Level 7.1	9	47	56
Level 6.2	-	-	-
Level 4	-	3	3

Table 10. Gender composition of employees classified by education (qualification) levels, taking into account job requirements on November 26, 2021 within administrative and technical services at IBISS

Qualification levels according to National Qualifications Framework of Serbia (NQFS)	Men	Women	Total
Level 7.1	2	6	8
Level 6.2	1	4	5
Level 6.1	2	1	3
Level 4	1	4	5
Level 3	2	-	2
Level 1	2	9	11
Total	10	24	34

These data indicate a greater representation of women in all areas, considering the fact that most employees at IBISS are researchers who defended their PhD dissertations within PhD study programmes in the areas of Biology, Ecology and Molecular biology, or gained a master's degree in Biology, Ecology, Molecular Biology and Physiology at the faculties of Biology within the universities in the Republic of Serbia, where a large number of female students are enrolled and earn university degrees.

After the enrollment of students in undergraduate study programmes (Bachelor), integrated master's degree programmes, basic vocational and specialist vocational training programmes, the University of Belgrade, as a leading institution in the field of higher education in the Republic of Serbia of which IBISS is an integral part, has prepared the Report on the first-year university students who enrolled in above mentioned study programmes in the academic year 2020/2021, which also includes data indicating that 62% of enrolled students are women. Similar data can be found in the Report of the University Committee on students who enrolled in the first year of the second and the third cycle study programmes in the academic year 2020/2021 which has determined that 64% of enrolled students were female students.

The fact is that in the Republic of Serbia women are more likely to enroll and graduate from colleges and universities than men. Out of all enrolled students in 2018, 56% were women, in 2019 that percentage was 57% and in the academic year 2020/2021, 57% of enrolled students were women. Women make up the majority in many fields of education, such as natural sciences and mathematics which include biology, whereas engineering, manufacturing, construction and service industry are male-dominated.

In addition to this, the Statistics Office of Serbia has conducted a study in the previous period related to gender representation among researchers in the field of natural sciences (including biology) in the period from 2014-2018 and presented the following data:

- in 2014, women researchers made up 53.8% (men 46.2%);
- in 2016, women researchers made up 49.1% (men 50.9%);
- in 2018, women researchers made up 58.1% (men 41.9%).

V OBJECTIVES AND MEASURES FOR ACHIEVING AND IMPROVING GENDER EQUALITY

Measures for achieving and improving gender equality are defined in Art. 1 of the Law on Gender Equality ("Official Gazette of RS" No. 52/21) and include the following: "creating equal opportunities and equal treatment of women and men in the area of labor, employment and self-employment, health and social care, education, science and technology, information and communication technologies and information society, defense and security, transport, energy, environment, culture, public information, sports, governing and supervisory authorities and their bodies, political action and public affairs, sexual and reproductive health and rights, access to goods and services".

Measures aimed at achieving and determining gender equality are: general and special. General measures aimed at achieving and improving gender equality are measures stipulated by law which prohibit discrimination based on sex or gender or require taking appropriate action to achieve gender equality, as well as measures defined by other documents (declarations, resolutions, strategies, etc.) in order to achieve gender equality.

Special measures for achieving and promoting gender equality in accordance with general measures are determined and implemented by IBISS and they must ensure: that women and men have equal access to information, policies, programs and services; implementation of gender mainstreaming and gender responsive budgeting in the process of planning, managing and implementing plans, projects and policies; promotion of equal opportunities in human resource management; gender balance in administrative and supervisory bodies and positions; gender balance in each phase of formulating and implementing gender equality policies; the use of gender-sensitive language in order to reduce gender stereotyping when women and men exercising their rights and responsibilities, and collection of relevant data disaggregated by sex and their submission to competent institutions. These measures are to be applied until above listed objectives are achieved, unless otherwise stipulated by this Law.

Considering what has been mentioned earlier, IBISS has defined the objectives of the Plan as follows:

1. Creating the culture of gender equality in IBISS

Creating the culture of gender equality in IBISS in which women and men are valued for their unique contributions in the workplace, society and wider scientific community is carried through raising awareness amongst employees of the importance of gender equality and their

training in this and related fields. In reference to creating the culture of gender equality, IBISS has a duty to continuously nurture and improve established working environment by organising training for its employees in cooperation with the government bodies, Commissioner for Protection of Equality, University of Belgrade and other legal and natural persons.

Within this objective, IBISS has defined the following measures:

Measure 1.1. Appointment of a person responsible for gender equality

In accordance with Art. 64 of the Law on Gender Equality, duty of every legal entity with more than fifty employees is to appoint a person responsible for gender equality who is the head of organisational unit competent for tasks related to keeping records in the area of labour.

The person responsible for gender equality has the following duties:

- monitors the implementation of policies and measures aimed at achieving and improving gender equality;
- monitors the situation on the gender composition of permanent and temporary employees and compiles reports on current situation in terms of level that has been reached with regard to achieving gender equality;
- submits reports to the Head of the body which are later submitted to competent authorities by the public authority;
- cooperates with the competent ministry on issues important for achieving and improving gender equality;
- prepares data, reports, analysis and materials necessary for the work of the Gender Equality Body.

These persons must be trained to carry out above mentioned tasks, and the Ministry competent for human rights related to gender equality and gender equality issues (competent ministry) in cooperation with the National Academy for Public Administration further regulates the programme and training of these persons.

Measure 1.1	Designating a person responsible for gender equality
Description of measure	Appointing a person responsible for gender equality
Objectives	<ul style="list-style-type: none"> • Raise awareness of gender equality • Include gender dimension into research content • Implementation of gender equality
Target group	All employees
Implementation date	End of 2021 – beginning of 2022
Method of implementation and control	<ul style="list-style-type: none"> • Making decision on appointing a person responsible for gender equality • Director of IBISS

Measure 1.2. Organising training programme for a person responsible for gender equality

After adopting the Program and training method for a person responsible for gender equality by the competent ministry, duty of IBISS is to organise training of this person for tasks he/she has been appointed in order to carry them out adequately.

Measure 1.2	Organising training programme for a person responsible for gender equality
Description of measure	Organising training programme for a person responsible for gender equality
Objectives	Training of a person responsible for gender equality
Target group	Person responsible for gender equality
Implementation date	Depends on the adoption of the Program and training method by the competent ministry
Method of implementation and control	Director of IBISS

Measure 1.3. Organising training programmes in order to raise awareness of gender equality

IBISS will organise training programmes in order to raise awareness of gender equality in cooperation with the government bodies, Commissioner for Protection of Equality, University of Belgrade and other legal and natural persons.

Measure 1.3	Organising training programmes in order to raise awareness of gender equality
Description of measure	Organising training programmes in order to raise awareness of gender equality
Objectives	<ul style="list-style-type: none"> • Raise awareness of gender equality • Promote and improve gender equality
Target group	All employees
Implementation date	Starting in 2022
Method of implementation and control	<ul style="list-style-type: none"> • Organising training programmes in cooperation with the government bodies, Commissioner for Protection of Equality, University of Belgrade and other legal and natural persons. • Commissioner for gender equality • Director of IBISS

Measure 1.4. Adopting the Rulebook on prevention and protection against sexual harassment

The Senate of the University of Belgrade has adopted the Rulebook on Prevention and Protection against Sexual Harassment at the University of Belgrade, which in Art. 17 stipulates that all institutions within the University of Belgrade are obligated to adopt their own policy on prevention and protection against sexual harassment. Also, this Rulebook is an obligatory part of the Gender Equality Plan defined by the Horizon Europe programme.

After this Rulebook has been adopted, IBISS informed all its employees in an organised manner about provisions of the Rulebook, bearing in mind that it applies to all employees of IBISS.

In collaboration with prof. Dr. Dragica Vujadinović from the Faculty of Law, University of Belgrade, IBISS as a coordinator on behalf of the University of Belgrade participates in the UniSafe project - Ending Gender Based Violence (GBV) as an institute within the University of Belgrade which is an associate partner of the project. UniSafe project represents a European inter-university project aimed at empirical research on gender-based violence in university settings,

including sexual harassment, with the aim of eliminating gender-based violence and sexual harassment within universities. This research is scheduled to be conducted in the first half of 2022 through questionnaires that would be filled in anonymously by all employees in institutions within the University of Belgrade.

Measure 1.4	Adopting the Rulebook on Prevention and Protection against Sexual Harassment
Description of measure	Adopting the Rulebook on Prevention and Protection against Sexual Harassment
Objectives	<ul style="list-style-type: none"> • Protection of employees against sexual harassment • Create legal mechanisms for protection against sexual harassment
Target group	All employees
Implementation date	Starting in 2022
Method of implementation and control	<ul style="list-style-type: none"> • Director of IBISS • Commissioner for Equality • Management Board

Measure 1.5. Appointment of a Commissioner for Equality

The University of Belgrade has provided in Art. 9 of the Rulebook on Prevention and Protection against Sexual Harassment that each institution within the University of Belgrade is to appoint a Commissioner for Equality, which IBISS has done and made a decision on the appointment of a Commissioner for Equality.

Measure 1.5	Appointment of a Commissioner for Equality
Description of measure	Appointment of a Commissioner for Equality
Objectives	<ul style="list-style-type: none"> • Commissioner for Equality has a duty to prevent sexual harassment of employees as well as to tackle all forms of discrimination, in particular those on the grounds of sex, gender, gender identity and sexual orientation
Target group	All employees
Implementation date	Starting in 2021
Method of implementation and control	<ul style="list-style-type: none"> • Adopted decision on the appointment of a Commissioner for Equality • Director of IBISS

1. Developing career support measures to achieve equal opportunities in the workplace

Developing career support measures is a prerequisite for continuous professional development and growth of all women and men employed at IBISS without any gender-based restrictions. Career support measures include providing information, career guidance, counseling and training in order to advance career and motivating female and male employees to participate equally in all areas of IBISS's business, as well as enabling employees to achieve better balance between work and family life.

Monitoring and promoting gender diversity within academia and research settings and gender composition of employees in working bodies, commissions, management positions,

governing body and Scientific Council aims to raise awareness of gender equality and create conditions for balanced representation of both genders in them.

Within this objective, IBISS has defined the following measures:

Measure 2.1. Mentoring programmes

Mentoring programmes imply assigning mentors to younger and mid-career researchers of both genders where during the induction phase they also have professional and personal support from mentors that aims to enable them to achieve better work - family life balance.

The main objective of this measure is professional development and opportunities for career advancement through readiness for learning and personal initiative in acquiring new knowledge; the effective use of time and resources; developing professional attitude towards responsibilities; establishing good cooperation with colleagues and managers; providing support to employees in order to balance their personal and professional commitments in terms of career planning and opportunities for advancement.

Additionally, in cases of maternity leave, sick leave longer than three months, holding public office, professional training, as well as in other cases when researchers are not able to carry out their research work for valid reasons, deadlines for election to higher academic rank will be in inactive status or will not be included in the deadline for election or re-election to academic rank, if researcher request so. This possibility was provided by the Law on Science and Research that gave researchers an opportunity to reconcile their professional commitments and personal (family) life.

Measure 2.1	Mentoring programme
Description of measure	Providing support to young researchers of both genders in their career planning through mentoring and counseling programme
Objectives	Career development and opportunities for professional growth
Target group	Research trainees, research assistants and research associates
Implementation date	The beginning of 2022
Method of implementation and control	<ul style="list-style-type: none"> • Director of IBISS, • Heads of departments

Measure 2.2. Promoting gender equality within academia and research settings through participating in projects, teaching, academic competitions rewarding the best PhD dissertations and research papers

Promoting gender equality within academia and research settings and monitoring the representation of researchers in research projects and in teaching activities at faculties and universities in the Republic of Serbia, as well as within the University of Belgrade aims to achieve equal opportunities and equal share of both female and male researchers within above mentioned settings.

The main prerequisite for achieving equal opportunities is the availability of information related to invitations to participate in projects, postdoctoral fellowships for researchers funded by foreign countries, foundations and universities, academic competitions rewarding the best PhD dissertations and research papers, etc. At IBISS, this kind of information is forwarded as an email message to work email accounts of all employees by the IBISS's management team and published

on the IBISS's website. Making information available in such manner to employees will be continued in the coming period as a good practice that has remarkable results.

Measure 2.2	Promoting gender equality within academia and research settings
Description of measure	Promoting gender equality within academia and research settings
Objectives	<ul style="list-style-type: none"> • Overcome gender stereotyping • Integrate gender dimension into research content
Target group	All employees
Implementation date	The beginning of 2022
Method of implementation and control	<ul style="list-style-type: none"> • Commissioner for Gender Equality • Director of IBISS

Measure 2.3. Monitoring gender composition of employees in the working bodies, committees, management positions, governing body, Scientific Council and other bodies in wider research and academic community

Monitoring gender composition of employees at IBISS in the working bodies, committees, management positions, governing body and Scientific Council aims to raise awareness of gender equality and create conditions for gender-balanced representation in them.

Participation of IBISS's researchers in wider academic and research community includes their participation in carrying out certain functions within government and other institutions. IBISS's researchers carry out highly responsible functions within the Ministry of Education, Science and Technological Development of the Republic of Serbia, National Council for Scientific and Technological Development, Association of Institutes of Serbia, Serbian Biological Society, governing bodies in various institutions, bodies of the University of Belgrade, etc.

Measure 2.3	Monitoring gender composition of employees in the working bodies, committees, management positions, governing body, Scientific Council and other bodies in wider research and academic community
Description of measure	Monitoring gender composition of employees in the working bodies, commissions, management positions, governing body, Scientific Council and other bodies in wider research and academic community
Objectives	<ul style="list-style-type: none"> • Collecting data • Raise awareness of gender equality • Career development and opportunities for professional growth
Target group	All employees
Implementation date	Starting in 2022
Method of implementation and control	<ul style="list-style-type: none"> • Annual report • Commissioner for Gender Equality

3. Implementing gender responsive budgeting

Gender-responsive budgeting means to ensure that funds in the institution's budget are allocated for measures which should contribute to gender equality in research and overall activities, supporting employees in family planning and to other important aspects for achieving gender equality.

Government of the Republic of Serbia has formally introduced Gender responsive budgeting (GBR) with the adoption of the Budget System Law, when the promotion of gender equality was identified as one of the budget goals and provisions of the Law introduced GBR as an obligation during budget planning and execution implying gradual introduction from 2016-2020.

Gender responsive budgeting is the introduction of gender equality principle in the budget process, which includes gender-based analysis of budgets and restructuring of revenues and expenditures with the aim of improving gender equality coordinated by the Ministry of Finance of the Republic of Serbia.

It follows from the above mentioned that IBISS will allocate funds in the Financial Plan in accordance with its ability to support measures defined by this Plan.

Measure 3.1	Implementing gender responsive budgeting
Description of measure	Implementing gender responsive budgeting
Objectives	<ul style="list-style-type: none"> • Raise awareness of gender equality • Gender responsive budgeting
Target group	All employees
Implementation date	Starting from 2022
Method of implementation and control	<ul style="list-style-type: none"> • Introduce gender responsive budgeting in financial reports and Financial plan of IBISS • Management Board • Management team of IBISS • Accounting and Finance Service of IBISS

VI VALIDITY PERIOD OF THE PLAN, PUBLICATION AND REPORTING ON IMPLEMENTATION OF THE PLAN

The Plan is an integral part of the IBISS's Activity Plan for 2022, which is usually adopted by the Management Board of IBISS. Taking into account that it was adopted at the end of 2021, IBISS will start implementing measures defined by this Plan in the course of 2022, with the possibility of making amendments to the Plan, and will continue with its implementation until 2025.

After the Plan is adopted by the Management Board, it will be available on the IBISS's website in Serbian and English and employees will be also informed about its adoption.

IBISS will submit the report on implementation of the Plan to competent authorities in accordance with the Law.

CHAIRMAN OF THE MANAGEMENT BOARD
Dr. Ljiljana Vićovac Panić

