

Број 1451
Дана 25.09. 2023 год
ПАНЧЕВО, Новоселџански пут 33

Based on Article 63, item 8) of the Law on Science and Research (“Official Gazette of the Republic of Serbia”, No. 49/19), Article 192 of the Labor Law (“Of. Gazette of the RS”, No. 24/05, 61/05, 54/09, 32/13, 75/14, 13/17, 113/17, 95/18 – Authentic Interpretation, and 109/25), and Article 16, item 8) of the Founding Act of the “Research and Development Institute Tamiš” Pančevo, and in accordance with the Law on Gender Equality (“Of. Gazette of the RS”, No. 52/21), the Director of the Institute, on 25 September 2023, adopted the following

GENDER EQUALITY PLAN ***„Tamiš“ Research and Development Institute, Pančevo***

Terms and definitions

Gender equality implies equal rights, responsibilities and opportunities, equal participation and balanced representation of women and men in all areas of social life, equal opportunities for the exercise of rights and freedoms, the use of personal knowledge and abilities for personal and social development, equal opportunities and rights in accessing goods and services, as well as the realization of equal benefits from the results of work, while respecting the biological, social and culturally formed differences between men and women and the different interests, needs and priorities of women and men when adopting public and other policies and deciding on rights, obligations and legally based provisions, as well as constitutional provisions.

Gender refers to the socially determined roles, opportunities, behaviors, activities and attributes that a given society considers appropriate for women and men, including the mutual relations of men and women and the roles in these relations that are socially determined depending on sex.

Sex is a biological characteristic on the basis of which people are determined as women or men.

Equal opportunities imply equal exercise of rights and freedoms of women and men, their equal treatment and equal participation in political, economic, cultural and other areas of social life and in all phases of planning, preparation, decision-making and implementation and equal use of their results, without the existence of gender restrictions and gender discrimination.

Discrimination based on sex, sexual characteristics, or gender, is any unjustified distinction, unequal treatment, or omission (exclusion, restriction or giving priority), in an open or covert manner, in relation to persons or groups of persons, as well as members of their families or persons close to them, based on sex, sexual characteristics, or gender.

Gender mainstreaming refers to taking into account gender differences, sex differences and the different interests, needs and priorities of women and men and their inclusion in all stages of planning, preparation, adoption and implementation of public policies, regulations, measures and activities.

Gender mainstreaming is a means of achieving and promoting gender equality through the inclusion of a gender perspective in all public policies, plans and practices.

Gender analysis is an assessment of the impact of the consequences of any planned activity, including legislation, measures and activities, public policies and programmes, on women and men and gender equality in all areas and at all levels.

Balanced gender representation exists when the representation of one of the sexes is between 40–50% compared to the other sex, and significantly unbalanced gender representation exists when the representation of one sex is lower than 40% compared to the other sex, unless a special law provides otherwise.

Gender-sensitive language is language that promotes equality between women and men and a means of influencing the awareness of those who use that language towards achieving equality, including changes in opinions, attitudes and behaviour within the language they use in their personal and professional lives.

Gender-based violence is any form of physical, sexual, psychological, economic and social violence perpetrated against a person or groups of persons because of their sex or gender identity, as well as threats of such acts, regardless of whether they occur in public or private life, as well as any form of violence that affects persons of a particular sex disproportionately.

Violence against women means a violation of human rights and a form of discrimination against women and all acts of gender-based violence that result in, or are likely to result in: physical, sexual, psychological or financial harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Harassment is any unwanted conduct that has the purpose or effect of violating the dignity of a person or group of persons on the basis of sex or gender, in particular where it creates fear or a hostile, intimidating, degrading or offensive environment.

Sexual harassment is any unwanted verbal, non-verbal or physical act of a sexual nature that has the purpose or effect of violating the dignity of a person, in particular where it creates fear, a hostile, intimidating, degrading or offensive environment.

Sexual or gender-based blackmail is any behavior of a person who, with the intention of committing or not committing an act of a sexual nature, blackmails another person that in the event of refusal to provide the requested service, they will reveal something against him or her or a person close to him that may harm his or her honor or reputation.

Gender stereotypes are traditionally formed and rooted ideas according to which women and men are arbitrarily assigned characteristics and roles that determine and limit their opportunities and position in society.

1. INTRODUCTION

Research and Development Institute "Tamiš", Pančevo (hereinafter: the Institute) is a scientific research institution that operates with state-owned funds and carries out scientific research activities, in accordance with the Law on Science and Research. The main activity of the Institute is research and experimental development in the field of biotechnical sciences - agriculture, which the Institute carries out in accordance with the established program

orientation. The vision and mission of the Institute are aimed at unifying basic, applied and multidisciplinary research in the aforementioned fields of science as well as related scientific disciplines. The Institute achieves its mission through various forms of activities, which, in addition to scientific research activities, also include knowledge transfer, as well as the development of young scientists and providing support in the improvement of existing scientific personnel.

The basic postulate of gender equality and its affirmation and promotion are ensured by the legal acts of the Republic of Serbia, as well as the legal acts of the Institute, which were adopted in accordance with state legal acts, as well as legal acts and examples of positive law from the European Union.

The Institute's Gender Equality Plan is aligned with the legal acts of the Institute and the relevant national framework in this area:

- Constitution of the Republic of Serbia ("Of. Gazette of the RS", No. 98/2006),
- Law on Gender Equality ("Of. Gazette of the RS", No. 52/2021),
- Law on Prohibition of Discrimination ("Of. Gazette of the RS", No. 22/2009, 52/2021),
- Law on Gender Equality ("Of. Gazette of the RS", No. 104/2009),
- Strategy for Gender Equality from 2021 to 2030 adopted by the Government of the Republic of Serbia.

In the area of employee rights at the Institute, in addition to basic gender and general human rights, **gender equality** also plays an important role, enabling the creation of equal opportunities, inclusiveness and equality among employees, which are prerequisites for good work and relations at all levels and in all structures of the Institute.

In the implementation of all activities, the Institute takes care of the needs of all employees, their rights and obligations, working conditions and work regime, in order to ensure a productive environment in which the Institute's associates can maximally realize their potential and thus contribute to the achievement of good results of the Institute's work in all areas of activity, which makes it one of the leading national scientific research organizations in the field of biotechnical sciences - agriculture.

The Gender Equality Plan of the Research and Development Institute "Tamiš", Pančevo (hereinafter: the Plan) includes an analysis of the current state of gender equality at the Institute, as well as measures and activities that will be undertaken to improve and affirm gender equality in the period from 2023 to 2026. The Plan also defines the goals, measures and activities that will achieve the planned goals, as well as the persons responsible for taking measures and implementing the goals.

2. ANALYSIS OF THE STATE OF GENDER EQUALITY IN THE INSTITUTE

In order to develop this Plan, an analysis of the current state of gender equality at the Institute was conducted, which included an analysis of: human resources, the structure of management functions, the structure of employees by qualification level, the structure of employed scientific research/professional staff by acquired scientific/professional title and age category.

The Institute employs a total of 32 people, of whom 13 are researchers. Of the total number of employees, 15 are female and 17 are male. Within the scientific research/professional staff, 9 are female and 4 are male.

The Institute has a balanced gender representation in management positions. The Director of the Institute is a woman. The Deputy Director is a man. In total, there are 4 women and 2 men in management positions. In the Assembly of the Institute, which has five members, 1 member is a woman and 4 members are men. The President of the Scientific Council is a woman.

Employee structure by gender

	Women	Man	Total
Total number of employees	15 (46,9 %)	17 (53,1 %)	32
Research staff	9 (28,1 %)	4 (12,5%)	13

Structure of management positions

	Women	Man	Total
Management of the Institute	1	1	2
Sector managers	3	2	5
Total	4	3	7

Employee structure by qualification level

Qualification level	Women	Man	Total
8. level	6	2	8
7. level	6	10	16
4. level	3	5	8
Total	15	17	32

Structure of researchers according to acquired scientific or research title, i.e. job position

Scientific or research title	Women	Man	Total
Principal Research Fellow	2	1	3
Senior Research Associate	4	1	5
Research Associate	3	2	5
Research Assistant	-	-	-
Junior Research Assistant			
Total	9	4	13

Age structure of researchers

Age category	Women	Man	Total
<35	2	1	3
35-44	5	1	6
45-54	-	-	-
55+	2	2	4
Total	9	4	13

Based on the analysis of the state of gender equality in the Institute, an anti-discrimination and affirmative policy aimed at achieving gender equality is evident. Within this framework, women are predominant in the overall staff structure, while the ratio of women to men in laboratory leadership positions is balanced.

3. MAIN OBJECTIVES

The main objective of the Plan is to ensure equal opportunities and treatment of employees at the Institute, regardless of sex and gender, both in relation to the exercise of rights arising from employment and work, and in relation to the performance of scientific research activities, the selection for scientific/research positions, the recruitment of new researchers, as well as participation in the implementation of national and international projects.

By adopting this Plan, the Institute defines long-term objectives for achieving gender equality. Since gender equality implies equal participation of women and men in these areas, in accordance with generally accepted rules of international law, confirmed by international treaties, the Constitution of the Republic of Serbia, and relevant laws, three main areas (MAs) have been identified within the Institute where improvement and the maintenance of a higher level of gender equality are required:

- MA1: Establishing a culture of gender equality
- MA2: Employees and career development
- MA3: Science and research

From the above main areas requiring improvement and the maintenance of a higher level of gender equality, the following objectives arise:

- Establishing an institutional framework to support gender equality;
- Creating an institutional support system for gender equality;
- Education and promotion of gender equality in institutional practice;
- Prevention of gender-based violence;
- Employment, career development, and appointments based on the principles of gender equality;
- Work-life balance;
- Improving gender equality in the field of science and research;
- Promotion of gender equality and prevention of discrimination in research.

4. MEASURES AND ACTIVITIES

The Institute will undertake the necessary measures and activities aimed at achieving structural changes that lead to gender equality at all levels and across all areas of work and research. These, together with the objectives, measures, responsibilities for implementation, expected results, indicators, and the timeframe for their implementation, are set out in Table 1.

5. RESPONSIBILITY AND IMPLEMENTATION OF THE PLAN

Responsibility for the implementation of the Plan lies with the person responsible for gender equality, together with the Gender Equality Committee. The person responsible for gender equality also serves as the Chair of the Gender Equality Committee. Members of the Gender Equality Committee are appointed by the Director of the Institute from among the employees. The Gender Equality Committee, together with the person responsible for gender equality, prepares a draft report on the implementation of the Plan and submits it to the Institute's management for adoption. Responsibility for the implementation of the Plan is shared by the Institute's management and all employees.

6. SUPERVISION

The Institute's Gender Equality Plan shall be subject to regular annual monitoring and evaluation. Oversight of the implementation of measures will be carried out regularly by the Institute's management. The success of implementation will be assessed based on the established indicators, with the aim of its continuous review and updating.

The Gender Equality Plan is published on the Institute's publicly available website(<https://institut-tamis.rs/>).

Табела 1: План мера и активности за унапређење и остваривање родне равноправности Истраживачко-развојном институту „Тамиш“, за период 2023 – 2026. године

Main Area	Main Area	Main Area	Main Area	Main Area	Indicators	2023	2024	2025	2026
Establishing a culture of gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	X			
	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	Establishing an institutional framework to support gender equality	X			
	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality			X	X
	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality	Creating an institutional support system for gender equality			X	X
	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice			X	X
	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice	Education and promotion of gender equality in institutional practice			X	X
Employees and career development	Work-life balance	Work-life balance	Work-life balance	Work-life balance	Work-life balance		X	X	X
	Improving gender equality in science and research	Improving gender equality in science and research	Improving gender equality in science and research	Improving gender equality in science and research	Improving gender equality in science and research	X	X	X	X

	Improving gender equality in science and research	Improving gender equality in science and research	Improving gender equality in science and research	Improving gender equality in science and research	Improving gender equality in science and research	X	X	X	X
	Promotion of gender equality and prevention of discrimination in research	Promotion of gender equality and prevention of discrimination in research	Promotion of gender equality and prevention of discrimination in research	Promotion of gender equality and prevention of discrimination in research	Promotion of gender equality and prevention of discrimination in research			X	X



Director of the Institute
Svetlana Roljevic Nikolic
 Svetlana Roljevic Nikolic, Ph.D.