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PLAN OF MEASURES FOR ACHIEVEMENT AND IMPROVEMENT OF GENDER EQUALITY IN INSTITUTE FOR FORAGE CROPS KRUŠEVAC

1. INTRODUCTION

Institute for Forage Crops (hereinafter: the Institute) is a scientific and research organization, accredited as a Research and Development Institute in the Republic of Serbia. The Institute is dedicated to achieving innovation and scientific excellence in technological, applied and multidisciplinary research in the field of biotechnical sciences related to agriculture, biology and environmental protection.

It represents the only specialized NIO that comprehensively deals with research in the field of forage crops - creation of highly productive genotypes of forage crops species and seed production, development of new technologies in the production, preservation and use of forage on arable land and grasslands in hilly, mountainous and plain areas of the Republic of Serbia and by transferring scientific achievements into practice.

The Institute is dedicated to creating and maintaining an environment in which human rights and freedoms are respected and in which mutual respect and equality are developed regardless of national origin, ethnicity, religion, age, gender, or any personal characteristic. The promotion of gender equality is an important component in building a value system and its sustainability, but also in the development of equal opportunities that the Institute guarantees in all spheres of its activity.

In order to harmonize all activities of the Institute with guidelines of the European Institute for Gender Equality on Gender Equality in Academies and in Scientific Research and with the guidelines of the European Commission Strategy for Gender Equality for the period 2020-2025, and in accordance with Article 10. and Article 16. of the Law on gender equality, measures are determined for achieving and improving gender equality in the Institute for Forage Crops, Kruševac.

At its 73rd regular session on August 23, 2022, the Scientific Council of the Institute formed a Committee for Gender Equality, whose main task is to develop Gender Equality Plan of the Institute for Forage Crops Kruševac. The Committee for Gender Equality of the Institute developed a plan for realization and promotion of gender equality in the Institute for Forage Crops Kruševac for the period from 2022 to 2025 year.

2. EXISTING LEGAL FRAMEWORK

The Constitution of the Republic of Serbia, as the highest legal act, in its basic provisions guarantees the equality of women and men and obliges everyone to lead a policy of equal opportunities (Art. 15), prohibits direct and indirect discrimination on any basis or personal attribute, including gender (Art. 21, paragraph 3) and prescribes the possibility of taking measures to achieve full equality of persons or groups of persons who are in an unequal position with other citizens (Article 21, paragraph 4).

The plan for gender equality of the Institute was prepared in accordance with the relevant institutional, national, European and world legal documents, strategies and criteria in this area, namely:

- Constitution of the Republic of Serbia¹,
- Strategy of the European Commission for gender equality for the period 2020-2025²,
- Guidelines of the European Institute for Gender Equality on Gender Equality in Academies and Scientific Research³,
- Law on Prohibition of Discrimination⁴,
- Law on Gender Equality⁵,
- Law on the protector of citizens⁶,
- Law on Labour⁷,
- Law on prevention of abuse at work⁸,
- Law on Employees in Public Services⁹,
- Law on Science and Research¹⁰,

1 <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/step-step-guide>

2 https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

3. "Official Gazette of RS", no. 98 of November 10, 2006;

4 "Official Gazette of RS", no. 22 of March 30, 2009, 52 of May 24, 2021.

5 "Official Gazette of RS", number 52 of May 24, 2021.

6 "Official Gazette of RS", No. 105 of November 8, 2021.

7 "Official Gazette of RS" no. 24 of March 15, 2005, 61 of July 18, 2005, 54 of July 17, 2009, 32 of April 8, 2013, 75 of July 21, 2014, 13 of February 24, 2017 - US, 113 of December 17, 2017 , 95 of December 8, 2018

8 "Official Gazette of RS", number 36 of May 28, 2010.

9 "Official Gazette of RS", no. 113 of December 17, 2017, 95 of December 8, 2018, 86 of December 6, 2019, 157 of December 28, 2020, 123 of December 15, 2021.

10 "Official Gazette of RS", number 49 of July 8, 2019

- Law on Ratification of International Covenant on Civil and Political Rights¹¹,
- Law on Ratification of International Covenant on Economic, Social and Cultural Rights¹²,
- Law on Ratification of Convention on Elimination of all Forms of Discrimination against Women¹³,
- National strategy for prevention and protection against discrimination for period 2022-2030¹⁴,
- National strategy for gender equality for the period 2021-2030¹⁵,
- Strategy of scientific and technological development of the Republic of Serbia for period from 2021 to 2025 "Power of knowledge"¹⁶,
- Directive (EU) 2019/1158 of European Parliament and of the Council of 20 June 2019 on work-life balance for parents and guardians and repealing Council Directive 2010/18/EU¹⁷,
- Strategy of the Council of Europe on gender equality for the period 2018-2023¹⁸,

3. GENDER DISCRIMINATION

Gender discrimination is any unjustified, open or covert discrimination, disadvantageous treatment or omission (exclusion, restriction or giving priority) of persons or groups of persons, their family members or close circle, on sex or gender grounds in political or educational areas, media, economy, employment, occupation, self-employment, consumer protection (goods and services), health insurance and protection, social security and protection, marital and family relations, safety, ecology, culture, sports, recreation, promotion and other aspects of social life.

Direct discrimination based on sex or gender exists when a person or a group are placed or could be placed in a disadvantageous position by any act, action or omission on grounds of gender.

Indirect discrimination on the grounds of sex or gender exists when apparently neutral provisions, criteria or practices affect or could affect a person or a group in less favourable ways than other people in a comparable situation, and where such treatment cannot be objectively and reasonably justified.

Discrimination on the grounds of sex or gender exists when a person or a group is treated or could be treated less favorably than others, solely or mainly because they have sought or intend to seek protection against discrimination on gender grounds, or because they have offered or intend to offer evidence of discriminatory treatment.

11 "Official Gazette of SFRY", number 7/197

12 "Official Gazette of SFRY", number 7/1971-88

13 "Official Gazette of SFRY - International Contracts", number 11/81

14 [https://www.rodnaravnopravnost.gov.rs/sites/default/files/2022-](https://www.rodnaravnopravnost.gov.rs/sites/default/files/2022-02/Strategija%20prevencije%20i%20zastite%20od%20diskriminacije%20za%20period%20od%202022-2030.%20godine.docx)

[02/Strategija%20prevencije%20i%20zastite%20od%20diskriminacije%20za%20period%20od%202022-2030.%20godine.docx](https://www.rodnaravnopravnost.gov.rs/sites/default/files/2022-02/Strategija%20prevencije%20i%20zastite%20od%20diskriminacije%20za%20period%20od%202022-2030.%20godine.docx)

15 [https://www.rodnaravnopravnost.gov.rs/sites/default/files/2022-](https://www.rodnaravnopravnost.gov.rs/sites/default/files/2022-02/Nacionalna%20strategija%20za%20rodnu%20ravnopravnost%20za%20period%20od%202021-2030.%20godine.doc)

[02/Nacionalna%20strategija%20za%20rodnu%20ravnopravnost%20za%20period%20od%202021-2030.%20godine.doc](https://www.rodnaravnopravnost.gov.rs/sites/default/files/2022-02/Nacionalna%20strategija%20za%20rodnu%20ravnopravnost%20za%20period%20od%202021-2030.%20godine.doc)

16 "Official Gazette of RS", number 10 of February 10, 2021

17 <http://data.europa.eu/eli/dir/2019/1158/oj>

18 https://rm.coe.int/prems-093618-gbr-gender-equality-strategy-2023-web-a5/16808b47e1_19

Discrimination on the grounds of sex or gender includes harassment, discriminatory treatment, threats, sexual harassment and sexual blackmail, gender-based hate speech, violence based on gender, sex or reassignment, violence against women, unequal treatment based on pregnancy, maternity leave, child care leave, paternity leave (parenthood), adoption, foster care, guardianship and incitement to discrimination, as well as any unfavorable treatment that a person receives for refusing or suffering such behavior.

Discrimination because of one or more personal characteristics occurs in a separable (multiple discrimination) or in an inseparable manner (intersectional discrimination).

Measures for protection of maternity and paternity (parenthood), adoption, foster care, guardianship, or protection of employees of different sexes, in accordance with the regulations governing labor relations and safety at work, or special measures introduced in order to achieve full gender equality, protection and progress of persons or groups of persons in an unequal position, are not considered discrimination based on sex or gender.

Special measures adopted to eliminate and prevent gender-based inequality and provide equal opportunity for women and men are not considered discrimination based on sex or gender.

4. SHORT ASSESSMENT OF SITUATION REGARDING THE POSITION OF WOMEN AND MEN IN THE INSTITUTE

Analysis of the current situation

Total number of employees based on gender, dated 31.8.2022.	
Male	16
Female	18
Total number of employees with permanent placement/fixed-term contract	34

Data on changes

Gender structure changes in the previous period		
	State dated 31.12.2021.	State dated 31.08.2022.
Total number of employees with permanent placement/fixed-term contract	33	34
Male	15	16
Female	18	18

Gender structure changes in management and staff positions pursuant to the Employment Act of the employer				
	State dated 31.12.2021.		State dated 31.08.2022.	
Management	male: 2	female: 1	male: 2	female: 1
Staff	male: 13	female: 17	male: 14	female: 17

Employee gender structure based on education and scientific level

Employee gender structure based on education			
Education level	Female	Male	Total
VIII	6	6	12
VIII1	3	5	8
VI	2	0	2
IV	4	1	5
III	2	1	3
I	1	3	4
Total number of employees with permanent placement/fixed-term contract	18	16	34

Employee gender structure based on scientific level			
Scientific level	Female	Male	Total
Principal Research Fellow	2	3	5
Senior Research Associate	3	1	4
Research Associate	1	2	3
Research Assistant	0	2	2
Research Trainee	1	2	3
Total	7	10	17

Gender structure of employees according to income level

According to the Rulebook on the work of the Institute for Forage Crops Kruševac and the Rulebook on Internal organization and systematization of work in the Institute, the same net salary for full-time work is provided for each position, regardless of the gender structure of the employees.

Having in mind all the above data, it can be concluded that the Institute has already achieved a ratio of equal representation of genders among employees, and the permanent task is to preserve and improve that ratio.

5. THE MAIN PRINCIPLES OF THE PLAN

Improvement of gender equality at the Institute must result from the adoption of the concepts of gender equality by all Institute employees according to the decision of the Institute management aimed at raising awareness and giving education in this and the related areas.

In the process of achieving and promoting gender equality, the Institute will establish cooperation with all relevant domestic and international partners from the institutional, public, private and non-governmental sectors in order to exchange information, give examples of good practice and continue education in this area, as well as giving contribution to the projects which promote gender equality.

Realization of the plan requires the use of current management infrastructure and relocation of the available budget, so that the measures are implemented as an integral part of business activities, rather than through isolated activities too narrow in scope which mainly concern women.

Through the promotion of gender equality, the Institute operates in a sustainable manner. All tangible and intangible assets and resources invested for achieving gender equality are returned through work in an environment which respects gender equality. Dedicated, highly motivated women and men equally contribute to successful work of the Institute. As a reliable and reputable employer, the Institute attracts the best researchers.

6. BASIC ELEMENTS OF MEASURES FOR ACHIEVEMENT AND IMPROVEMENT GENDER EQUALITY IN THE INSTITUTE

Purpose and goals of Plan measures in order to achieve and improve gender equality in the Institute

The goal of Plan in order to achieve and improve gender equality in the Institute 2022 - 2025 is to achieve and improve gender equality in all spheres of the Institute's activities.

The implementation of this Plan includes 3 areas with the following basic objectives:

1. Establishing a culture of gender equality

Main goals:

- Establishing an institutional framework to support gender equality
- Formation of an institutional system of support for gender equality
- Education and promotion of gender equality in institutional practice

2. Gender equality during employment and career advancement

Main goals:

- Employment, career development and appointments according to the principles of gender equality
- Alignment of business career and private life

3. Integration of dimension of gender equality in scientific research work

Main goals:

- Improvement of gender equality in the field of science and research
- Promotion of gender equality and prevention of discrimination in research

Regular monitoring of achievement of goals and implementation of measures provided for in this Plan will be the basis for annual reports provided for in this Plan. A detailed analysis of gender equality at the Institute and an analysis of implementation of MEP' Plan for achieving and improving gender equality at the Institute 2022 - 2025 will be carried out during 2025. These documents will represent basis for development of the Plan for achieving gender equality at the Institute for the next period.

The scientific council and the management of the Institute will establish the institutional framework of the gender equality support system by appointing a permanent Committee for Gender Equality with a mandate of 4 years. A member of the legal profession will also be included in the Board. The Board's responsibilities are monitoring and coordinating the implementation and application of the Plan for Gender Equality through regular monitoring of the achievement of goals and the implementation of measures provided for in this Plan and the annual reporting provided for in this Plan.

**PLAN OF MEASURES FOR ACHIEVING AND IMPROVEMENT OF GENDER EQUALITY
2022-2025**

Establishing a culture of gender equality

Goal	Measures	Responsibility for implementation of measures	Expected results	Indicators	2022	2023	2024	2025
Establishing an institutional framework to support gender equality	Establishment of a Committee that will supervise implementation of the proposed measures and that will propose the adoption and changes of acts and procedures in order to apply the principle of gender equality as effectively as possible	Managers of organizational units	Regular information on respect for gender equality	An official act on the appointment of Board members was adopted	x			
Establishing an institutional system of support for gender equality	Collection of relevant data on realization of gender equality and their submission to competent institutions	Management of the Institute, Board	Annual report on gender equality of the Institute submitted to competent institutions	Statistical data on gender equality prepared for state institutions	x	x	x	x
Formation of an institutional system of support for gender equality	Promoting gender equality in management and supervisory bodies (administrative and supervisory bodies)	Management of the Institute	Improvement of balance in administrative and supervisory bodies	Statistical analyzes on gender equality in managerial and supervisory positions	x	x	x	x
Education and promotion of gender equality in institutional practice	Constant education and counseling of employees in order to encourage gender equality, prevention and protection from discrimination using the latest methods and techniques	Management of the Institute Board	Developed awareness and knowledge of employees about the importance of gender-sensitive issues and methods of solving sensitive issues.	Conducted training/survey/seminar for employees	x	x	x	x

Gender equality during employment and career advancement

Goal	Measures	Responsibility for implementation of measures	Expected results	Indicators	2022	2023	2024	2025
Employment, career development and appointments according to the principles of gender equality	Employment according to the principle of early gender equality and monitoring the career development of employees	Director, heads of organizational units	Employment and professional development without discrimination	Provided statistical data and report to relevant state institutions	x	x	x	x
Balancing business career and private life	Providing equal rights to members of the same gender groups to take leave from work to care for a child Approval of working from home in special family or general circumstances	Director, heads of organizational units	Equal participation of all gender groups in the total number of employees on leave from work for child care and approval of housework in special family or general circumstances without consequences on professional career	Statistical data for the report for relevant state institutions, The official act on the approval of working from home in special family or general circumstances was passed	x	x	x	x

Gender equality in scientific and research work

Goal	Measures	Responsibility for implementation of measures	Expected results	Indicators	2022	2023	2024	2025
Promotion of gender equality in the field of science and research	Application of gender equality in all phases of scientific research work, from the preparation and realization of scientific research projects, to the publication and creation of research teams, as well as participation in the bodies responsible for evaluating the results	Management of the Institute, heads of organizational units	Equal access in research according to the principles of gender equality	Results of reports (and published scientific papers) of the project manager	x	x	x	x
Promotion of gender equality in the field of science and research	Support to the authorities of the ministry and the local community to include gender equality as an additional evaluation criterion when issuing calls for project funding	Management of the Institute, heads of organizational units	Equal access to funding sources	Reports of project holders, number of projects approved for financing with the use of (additional) gender equality criteria	x	x	x	x
Promotion of gender equality and prevention of discrimination in research	Promotion through public praise and awarding of publications, dissertations, multidisciplinary research teams that respected the standards of gender equality	Management of the Institute, heads of organizational units	Greater number of teams according to the principle of gender equality	Reports on the number of awarded researchers and research teams	x	x	x	x

7. START OF IMPLEMENTATION OF THE PLAN

The plan of measures aimed at achieving and improving gender equality in the Institute for Forage Crops Kruševac will be implemented starting from the date of its adoption. The Serbian and English versions of the Plan will be published on the Institute's website www.ikbks.com.

8. METHOD OF IMPLEMENTATION AND REPORTING ON REALIZATION OF THE PLAN

Successful realization of the set goals in achieving and improving gender equality requires support of all employees of the Institute. The management of the Institute, as well as all employees, are responsible for achieving gender equality.

Implementation of the Plan will be coordinated and monitored by the Committee for Gender Equality, which is proposed by the Scientific Council, and appointed by its Decision the Director of the Institute among the employees, representatives of key areas of the Institute's work and the legal profession, who takes care of implementation of the measures and prepares a proposal for the Report on implementation of the plan, which is submitted to the Director of the Institute. This report is an integral part of the annual Report on the work of the Institute, which is adopted by the Management Board of the Institute

Annual reports on implementation of the Plan will be publicly available on the website of the Institute for Forage Crops Kruševac www.ikbks.com.

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