

**GENDER EQUALITY STRATEGY**

**“VINČA” INSTITUTE OF NUCLEAR SCIENCES**

**INSTITUTE OF NATIONAL IMPORTANCE FOR THE REPUBLIC OF SERBIA**

**UNIVERSITY OF BELGRADE**

“Vinča” Institute of Nuclear Sciences, Institute of National Importance for the Republic of Serbia is the largest multidisciplinary scientific research organisation. Considering that the Institute is a member of the University of Belgrade, it harmonizes its Gender Equality Strategy with the Plan for Achieving Gender Equality of the University of Belgrade, as well as with the Constitution of the Republic of Serbia as the highest act in terms of hierarchy, with the Law on the Prohibition of Discrimination, Law on Gender Equality and Gender Equality Strategy in the Period from 2020 to 2025 passed by the European Commission.

The main goal of the Strategy is the provision of an equal opportunity and treatment to all the employees of the Institute regardless of their gender, equally in relation to exercising the rights arising out of their employment and work, and in relation to the performance of scientific and research works, during their selection for the appointment for scientific/research titles, within procedures for submitting applications based on project invitations and participation in the implementation of national and international projects.

By the adoption of this Strategy, the Institute defines long-term goals oriented towards the accomplishment of the main goals. Gender equality and anti-discrimination policy are included in the general acts of the Institute: Statute and Rules of Procedure.

For the Institute, the achievement of gender equality is an imperative in the business operations of the Institute and its functioning.

For the preparation of this Strategy, an analysis has been performed related to the current condition of:

- Human resources at the Institute,
- Monitoring of the advancement of candidates for a doctor’s degree and of employees regarding scientific titles,
- Project management and participation in the implementation of projects.



## Human Resources

The Institute has over 750 employees whereof 506 researchers. Out of the total number of employees, even 61% are female employees, while around 39% are male employees. Among the researchers, there are a considerable number of female employees and it amounts to around 65%.

In the management positions at the Institute, within the current structure of human resources, there are more women than men. In addition, around 66% of the members of the Scientific Council of the Institute, as the scientific body of the Institute that considers issues and makes decisions in the field of scientific research work, are female employees.

This structure of human resources shows that there are far less male employees in both scientific research works and management positions in relation to female employees.

In projects related to the cooperation between science and economy aimed at commercialising scientific research work, mainly male employees are engaged.

The problem is inadequate and not up-to-date keeping records and portals for the development of the carriers of researchers.

## Main Goals

The achievement of gender equality is an imperative in a scientific research institution, not only within labour relations of employees, but also in the equal representation of both genders in the participation in national and international projects. It is necessary to provide all the employees with equal opportunities for submitting applications based on project invitations, as well as for project management and participation in the same. The high percentage of the participation of women in the scientific bodies of the Institute, as well as in management, is an example of good practice and developed awareness of the need to achieve gender equality at all levels.

Considering the identified dominance of the participation of men in the projects of cooperation between science and economy at the Institute, the participation of women should be increased in the implementation of these projects. The goal is to establish equal representation of both genders and to raise the awareness of capabilities of women on the labour market.

The main goals of this Strategy are encouraging professional development of both genders and improvement of information systems for the collection of information and finding solutions



for the problem of the lack of information, as well as raising the awareness of the significance and advantages of appropriate gender equality at all levels.

After a detailed investigation of the condition of gender equality at the Institute, it has been observed that the anti-discrimination policy and achievement of gender equality to the benefit of women are at a rather high level and that there are even more women in management positions and in the implementation of scientific research activities.

As gender equality comprises equal participation of women and men in all fields, in accordance with the generally accepted rules of international law, confirmed international agreements, Constitution of the Republic of Serbia and laws, the main fields of the Institute that need a higher degree of gender equality and its maintenance have been detected:

1. It is necessary to encourage and enable male employees to have professional development in writing projects and participating in projects, and
2. It is necessary to raise the awareness of gender equality and gender stereotypes particularly in the field of participation of women in the activities of cooperation between science and economy.

### **Measures and Actions**

Regarding human resources, it is very important to establish a unique information system and possibility for monitoring the evaluation of researches, both women and men, taking into account various factors affecting the advancement regarding research and scientific titles. With this aim, it is necessary to review the existing system of data collection and record keeping. The existing database on researches, aimed at monitoring the development of researchers' carriers and at giving precise and accurate information on a researcher, his/her scientific and research works, as well as advancement regarding titles, is not updated regularly, due to which the information included in it is often outdated and inadequate in relation to the actual state. Updating the unique information system would remove all the existing and observed shortcomings of the existing database on researchers.

The Institute has also developed a portal of candidates for a doctor's degree, for the purpose of informing these candidates about activities, topics, tutors and other information relevant to the preparation of a doctoral dissertation.

With a focus on the essential commitment of the Institute to the prohibition of discrimination and any forms of abuse, including sexual harassment, this Strategy defines the basic measures against gender-based violence, with a special focus on sexual harassment.

The observed problems comprise the interfusion of measures and actions for the purpose of raising awareness of gender equality.



GOAL	ACTION	RESPONSIBILITY	RESULT	TIME FRAMEWORK
CONSTRUCTION OF INSTITUTIONAL CAPACITIES FOR DETERMINING APPROPRIATE DATA, ESTABLISHING SYSTEMATIC PROCEDURES AND INFORMATION SYSTEMS FOR THE IMPROVEMENT OF DATA COLLECTION AND OVERCOMING SHORTCOMINGS IN DATA	Improvement of the system for monitoring research carriers of women and men (information including the gender component on the average age of a candidate for the selection for a title), as well as of researchers  Establishing a routine procedure for regular and systematic collection of data on gender composition of the managers of the organisational units	Executive Secretary of the Scientific Council of the Institute  Human Resource Department of the Institute	Information including the gender component is always available  Information including the gender component is always available	From January 2022  From October 2021 regularly
	Establishing a routine procedure for regular and systematic collection of data on gender composition of the Scientific Council	Executive Secretary of the Scientific Council of the Institute	Information including the gender component is always available	From October 2021 regularly
ENCOURAGING WRITING AND NOTIFYING PROJECTS	Organisation of seminars/webinars aimed at providing	Assistant Science Director	Larger number of notifications of projects	From January 2022 opening



	explanations and assistance in writing projects based on open invitations, with particular reference to the participation of men		by men as managers	project invitations
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RAISING AWARENESS OF GENDER EQUALITY WITH PARTICULAR REFERENCE TO WOMEN IN THE IMPLEMENTATION OF PROJECTS RELATED TO COOPERATION BETWEEN SCIENCE AND ECONOMY	Organisation of presentations on the manner of commercialization of scientific research work	The management of the Institute	Equal participation of women in the commercial activities of the Institute	From January 2022
PREVENTION OF GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT	<p>Passing a General Act of the Institute on the prevention of and protection from sexual harassment</p> <hr/> <p>Appointment of a certified commissioner for the protection of equality, in charge of the prevention of sexual harassment of employees, as well as of the suppression of any form of discrimination</p>	Director of the Institute	Protection of human dignity and personal integrity of all the employees of the Institute	Until March 2022



## Monitoring

The Gender Equality Strategy of “Vinča” Institute shall be subject to regular annual monitoring and evaluation.

The supervision over the implementation of measures shall be regularly performed by the management of the Institute that shall also provide guidelines and instructions for the implementation of necessary actions.

## END OF TRANSLATION

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*I, Ljubica Brajer, Official Court Interpreter for the English Language, appointed by Decision No. 740-02-00106/92-03 dated 3 June 1993, issued by the Minister of Justice of the Republic of Serbia, hereby certify with my signature and seal that this is a true and accurate translation of the original document written in Serbian.*

*In Pančevo, 1 October 2021  
Certified translation no. 628/21*

*Ljubica Brajer  
Official Court Interpreter for the English Language*



*Ljubica Brajer*

## CERTIFIED TRANSLATION FROM SERBIAN INTO ENGLISH

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**“VINČA” INSTITUTE OF NUCLEAR SCIENCES  
INSTITUTE OF NATIONAL IMPORTANCE FOR THE REPUBLIC OF SERBIA  
UNIVERSITY OF BELGRADE**

**Reference number: 012-11-7/2021-000**

**Date: 27 September 2021**

Pursuant to Article 28 of the Statute of “Vinča” Institute of Nuclear Sciences, the Board of Management, at its **XXII** electronic session held in the period from 24 September 2021 to 27 September 2021, unanimously renders the following

### **DECISION**

#### **ON**

### **THE ADOPTION OF THE GENDER EQUALITY STRATEGY OF “VINČA” INSTITUTE OF NUCLEAR SCIENCES, INSTITUTE OF NATIONAL IMPORTANCE FOR THE REPUBLIC OF SERBIA, OF THE UNIVERSITY OF BELGRADE**

- I The Gender Equality Strategy of “Vinča” Institute of Nuclear Sciences, Institute of National Importance for the Republic of Serbia, of the University of Belgrade, **IS HEREBY ADOPTED.**
- II This Decision comes into effect on the day on which it is rendered.

### **Statement of Reasons**

The Scientific Council of “Vinča” Institute, through electronic voting held in the period from 22 September 2021 to 24 September 2021, by the majority of votes and with one abstention, rendered Decision on Approving the Proposal for Gender Equality Strategy of “Vinča” Institute of Nuclear Sciences, Institute of National Importance for the Republic of Serbia, of the University of Belgrade, No. 013-47-2/2021-000, dated 24 September 2021.

In accordance with this, the Director of the Institute submitted to the Board of Management an Application for passing the Gender Equality Strategy of “Vinča” Institute of Nuclear Sciences, Institute of National Importance for the Republic of Serbia, of the University of Belgrade.



Having considered the submitted proposals, the Board of Management has decided as stated in the operative part of the Decision.

**ACTING CHAIRMAN OF  
THE BOARD OF MANAGEMENT**  
(Signature) \_\_\_\_\_  
**Prof. Milan Martić, PhD**

Round seal:

“Vinča” Institute of Nuclear Sciences – Institute of National Importance for the Republic of  
Serbia – University of Belgrade – Belgrade – Vinča

**To be filed to:**

1. Archive
2. Director of the Institute

### **END OF TRANSLATION**

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