

## 01 University of Novi Sad

GEP: [University of Novi Sad achievement plan for gender equality 2022 – 2024](#)

Website:

- <https://www.uns.ac.rs/index.php/component/jdownloads/send/56-uns-strategije/401-plan-rodna-ravnopravnost>

- <https://www.uns.ac.rs/index.php/en/component/jdownloads/send/55-university-acts/402-uns-gender-equality-plan>

**Appreciation:** The GEP of the University of Novi Sad is an extensive document particularly noteworthy for results from a dedicated survey with more than 700 respondents and very interesting data on harassment. The UNISafe and UNIGEM projects have provided support for the development of the GEP which includes the following broad chapters: 1 Introduction; 2 Priority Areas; 3 Analysis of the Gender Equality Situation at the University by Priority Areas.

The document lists the key legal references and describes the organisational context as well as the process of developing the GEP with relevant bodies. A dedicated questionnaire was used to prepare and brought out interesting data. It is planned to regularly collect data and improve the system of monitoring.

Recommendations include to organise classes in more family friendly way if there are care responsibilities, improve IT support to work from home, raise awareness about the importance of work-life balance and organisational culture. The aim is to increase participation of the underrepresented gender in management positions. Leadership capacity training is to be provide. In particular, a campaign is planned to encourage the underrepresented genders, obstacles are to be identified and gender diversity is to be made more visible. It is planned to mark the International Day of Women and Girls in Science (February 11) and to promote successful women in STEM to the public. Furthermore, textbooks are to be improved and the content to be revised with the inclusion of relevant content in curricula, study programmes, teaching materials, etc. Specific round tables on gender perspectives in teaching and gender-sensitive language are also planned. With a campaign on GE to be launched and gender bias to be broken down, the university tries to promote good practices including a website on GE and gender sensitive research to be increased. On gender-based violence, it is envisaged to adopt further regulations and to establish a protection advisory framework.

The implementation of the GEP is carried out by a body to be established and to appoint trained persons to deal with gender equality issues as members of the Gender equality Committee of the University Rectorate. This committee is established as permanent body of the University and financial support for organizing activities as well as writing projects and other applications is envisaged. The GEP is adopted by the senate and prepared by the Gender Equality Committee at the University of Novi Sad including 12 members, including the Rector per function.

