

02 Faculty of Agriculture of the University of Novi Sad

GEP: [Gender Equality Plan, Faculty of Agriculture University of Novi Sad \(SR\)](#) / [Gender Equality Plan Faculty of Agriculture University of Novi Sad \(EN\)](#)

Website: <http://polj.uns.ac.rs/sr/node/3385>

Appreciation: The Faculty, as member of the Co-Change project has prepared its own GEP for 2021-2025. In the document, the organisational context at the faculty is briefly described and also some general references to the legal requirements are made. In relation to the aims addressing work-life balance and organisational culture, plans include to address negative consequences of using maternity and child care leave, for example paid leave benefits, encouraging men to use child care leave, enhancing IT support for work from home and the introduction of flexible working hours in order to balance familial and professional duties. Gender balance in leadership and decision making is encouraged. During the continuous professional improvement, counselling and encouragement of gender equality is required and the recognition of and protection from discrimination. Measures mentioned include online guidelines, encouragement, and training on negotiation techniques. Tools for recording and following career advancements, financial allocations, publishing, project leads, innovation, etc. with the data regarding sex, age, academic promotion average age (researchers) are to be developed. This will allow supervising balanced sex representation during the admission to all study levels and career progression. Furthermore, it is envisaged to improve the contents of existing textbooks and teaching materials in terms of gender equality and expand the content in different curricula. Going beyond gender, it is envisaged to improve visibility and inclusion of sensitive social groups and persons in greater risk of terminating their education because of their sex, gender, marital status, and other socio-economic conditions; Including gender perspective in all stages of scientific research, preparation and running of scientific research projects, publications and formation of research teams, and in bodies in charge of the evaluation of scientific research work. In relation to gender-based violence it is envisaged to have improved reporting and clear procedures and tools. Training shall be implemented and support provided to recognize and report any instance of gender-based discrimination and violence.

The process of the Plan preparation was preceded by the establishment of the Gender Equality Committee at the Faculty of Agriculture, analysing of the current situation, several meetings, discussions and surveys and developing the methodology for effective implementation of the Plan. The GEP as adopted by Council decision, signed by the President of Faculty Council Prof. Dr. Milos Beukovic.

