

03 Institut Mihajlo Pupin

GEP: [Gender Equality Action Plan 2021 – 2025](#)

Website:

- <https://www.pupin.rs/code/wp-content/uploads/2021/12.pdf>

- <https://www.pupin.rs/code/wp-content/uploads/2021/05/GENDER-EQUALITY-ACTION-PLAN-2021-2025.pdf>

Appreciation: IMP had a GEP already for the period 2016-2020 and yearly reports. The current GEP of the Institut Mihajlo Pupin 2021-25 outlines the Overarching goals; Policy context; Description of the current situation and Measures for eliminating inequality, with particular emphasis on Gender mainstreaming resources, Improve employment opportunities, Identify the cause of the actual gender distribution, Support mechanism for young researchers, career development and networking, Parenthood, Career Breaks and Salaries and Sexual harassment.

Data is presented in terms of employment figures per job categories and titles as well as qualifications. Work-life balance and organisational culture is addressed in the framework of improving employment opportunities. In relation to gender balance in leadership and decision making, there is an aim to collect and assess data to find causes for gender distribution. When it comes to recruitment and career progression, young researchers are particularly addressed and mentoring schemes set up. In particular, measures addressing parenthood and career breaks are established and qualitative data about the experiences will be collected. Measures against gender-based violence include training, reviews and prevention measures. At IMP, a Gender Equality Committee exists, annual reporting and a person responsible to check the goals are foreseen. The GEP is signed by Prof. Sanja Vranes and was prepared by Milica Sarac, reviewed by Slavica Radovic. Support has been received through the FP7 project called Gendertime (<https://gendertime.org>).

