

04 Singidunum University

GEP: [Gender Equality Plan \(SR\)](#) / [Gender Equality Plan \(EN\)](#)

Website:

- <https://repository.singidunum.ac.rs/files/2021/10/plan-o-rodnoj-ravnopravnosti-projekat.pdf>

- <https://repository.singidunum.ac.rs/files/2021/10/gender-equality-plan-project.pdf>

Appreciation: The GEP is a 2 page document which refers generically to the key aspects Work-life balance and organisational culture; Gender balance in leadership and decision making; Gender equality in recruitment and career progression; Integration of the gender dimension into research and teaching content; Measures against gender-based violence, including sexual harassment. It briefly describes the organisational and legal context.

The general objectives are in relation to being family-friendly, providing support and supporting also caregivers to older family members, which shall be implemented in the HR practices. There are also general statements to eliminate discrimination, monitoring is continuous for careers and enrolment data. The GEP highlights diversity and digital skills addressing different disciplines, e.g., ICT and computer science to encourage more women for which a promotional strategy should attract more female pupils. Lecturers who include gender content are to be supported and networking is promoted for multidisciplinary research groups interested in gender issues and diversity management. The document includes a set of commitments e.g. in relation to the use of inclusive language and discourse, contents to be without gender bias, etc. The document is signed by President Prof. Dr. Milovan Stanisic.

