

06 Faculty of Organisational Sciences at University of Belgrade

GEP: [Gender Equality Plan 2022 – 2026](#)

Website:

- <http://www.fon.bg.ac.rs/downloads/2013/04/Plan-ravnomerne-zastupljenosti-polova-2022-2026.pdf>

- <http://www.fon.bg.ac.rs/eng/downloads/sites/2/2022/01/Gender-Equality-Plan.pdf>

Appreciation: This GEP includes an introduction and the measures in the key areas. It lists the legal documents on national level as well as rulebooks and statues on university level and describes the organisational context of the faculty described in detail. Data is analysed starting from 2011, presented for 2017-2021 in a breakdown for different types of staff and students (identifying that few male students graduate). Generally, existing structures are further to be strengthened with the objectives to ensure an open and inclusive working environment, equal gender participation in teaching and research activities, highlighting the visibility of women within the organization and externally, promoting inclusive work-life balance policies and practices, parental leave policies, flexible working time arrangements and support for caring responsibilities. Human resources processes at the faculty cover gender equality in recruitment and career progression including processes related to maternity leave. Further awareness raising and training activities are planned. A sexual harassment officer is established monitoring the relevant legal acts' implementation, strengthening and promoting the awareness of existing protocols. A permanent body in charge of gender equality is established to implement measures and e.g., organise training. The GEP is signed by the Faculty Council Chair Prof. Vesna Bogojevic Arsic

