

07 Faculty of Economics at the University of Nis

GEP: [Gender Equality Plan](#)

Website: <http://www.eknfak.ni.ac.rs/en/GEP.pdf>

Appreciation: This GEP includes six chapters: I Introduction; II Legal Base; III Mission and Values; IV Target groups and key actors and their responsibility; V A Gender Assessment; VI Implementation Stage. Several EU instruments are mentioned for the context and while the GEP focuses on a faculty, the broader context at the university is not outlined. Data collection and analysis is planned in the next phase (in relation to staff numbers, student numbers, career advancements in years, wage gaps, positions, applications, leaving of organisation, absence days and absence motives, etc.). It is planned to collect data disintegrated in relation to funding allocation, publications, evaluation results, patent applications, etc. Furthermore, surveys and questionnaires for students are planned. The GEP states the objectives to promote the integration of work with family and personal life, guidelines for planning of meetings, flexible working time arrangements are expected. Another aim is to ensure gender balance in decision making, offer mentoring and courses for empowerment and leadership skills as well as sharing of good practices (role models for women). The GEP aims to foster equality in careers, promote processes for gender sensitive recruitment, career and appointments aim to include gender in content, promote gender and sex perspectives in research. The faculty also aims to promote the integration of the gender and sex perspective in teaching curricula and set standards for the incorporation of sex/gender variables into research. There shall be guides on the integration in curriculum design, learning activities and programmes and implementation of introductory and advanced training courses on sex and gender variables as well as courses for students as part of the study curricula. In terms of gender-based violence, the GEP foresees the monitoring of indicators, assessments of reported cases, functioning of alert and resolution mechanisms the GEP promotes the creation of structures to support GE and appointing delegates responsible for monitoring. The GEP is signed by the Dean Prof. Tadija Djukic, PhD.

