

## 09 Institute of Economic Sciences Belgrade

GEP: [Gender Equality Plan for the Institute of Economic Sciences for the Period 2021-2025](#)

Website:

[https://www.ien.bg.ac.rs/data/images/Pravna%20dokumenta/Opsta%20akta/gep\\_ien\\_final.pdf](https://www.ien.bg.ac.rs/data/images/Pravna%20dokumenta/Opsta%20akta/gep_ien_final.pdf)

**Appreciation:** The Gender Equality Action Plan of the Institute of Economic Sciences addresses the principles and objectives of the GEP, the legal framework, an analysis of the gender structure of the institute's workforce, parental leave policies, prevention of sexual/gender harassment and a table of the planned activities as well as planned monitoring activities.

The GEP lists and considers the legal framework in Serbia as well as the institute's codes and regulations related to work organization. The self-description of the organisation as an independent scientific institute outlines the gender structure, noticing a clear imbalance with men being the unrepresented gender in various areas. Data is provided on various levels of seniority and positions, further data collection in relation to parenthood and leave to support work-life balance are envisaged.

A dedicated area of intervention is parental leave where in particular a change in the code of work / labor regulation of the institute is announced and male employees shall be encouraged to take parental leave. Gender balance in leadership and decision making is thus analysed with measures suggested and obstacles to reach them spelled out. Recruitment and career progression are addressed in general in terms of different career stages and the objectives to increase gender balance in different bodies (e.g. steering committee, collegium, scientific council, operational centers, etc.). In this GEP, the critical analysis of the limits of measures to increase gender balance (obligations related to various laws, availability on the labour market) stand out.

The gender dimension in research and teaching is not explicitly addressed in the GEP.

Measures against gender-based violence incl. sexual harassment are addressed explicitly and a change in the code of work is announced based on legal background. Furthermore, a survey will be implemented (periodically) to understand the perception of employees, educational programmes are envisaged.

Implementation of the measures are coordinated by a working group which is established to monitor the implementation and to coordinate communication with IENs management and the various organisational bodies.

