

10 Institute of Food Technology Novi Sad

GEP: [Gender Equality Plan Institute of Food Technology in Novi Sad \(FINS\)](#)

Website: <https://fins.uns.ac.rs/uploads/Gender%20Equality%20Plan.pdf>

Appreciation: The Gender Equality Action Plan starts with an exhaustive clarification of terms and definitions. The current state of Gender Equality is described and then main goals are outlined followed by measures and actions, responsibilities and implementation plan, supervising and implementation and reporting. The actions are summarized in an annex as a table.

The GEP outlines the legal framework which is harmonized with the one of the University of Novi Sad of which the institute is a member and the national legal framework of which an overview is provided in relation to gender equality as well as labor and human rights.

The analysis of the institute, which is part of the university and includes an accredited laboratory for food quality and safety analysis, shows that females are more present in the overall number of employees, management positions as well as e.g. the Scientific Council with up to 80% women. The data analysis is based on human resources data in relation to management functions, employee structure per level of education, scientific title, age, and participation in projects and commercial affairs. Albeit the striking imbalance, the goals deducted remain generic to promote generally a culture of gender equality, the reconciliation of the business career and private life are mentioned without dedicated measures explicitly related to men or boys. Surveys, trainings and seminars are planned, and in relation to work-life balance, leave from work for child care shall be enabled for all members, work from home shall be allowed without consequences for the career. The Institute aims to establish an institutional support system and framework, educate and promote gender equality in the institutional practice. Gender responsive budgeting is also mentioned. In relation to the recruitment of new employees and career development, objectives are mentioned to ensure career development and appointments, promotion and rewards based on principles of gender equality, including the prevention of discrimination in research. Monitoring of career development is also foreseen.

The gender dimension in terms of "Science and Research" is addressed in the form of gender equality in the scientific research work and processes (team composition, publication, participation in evaluation), not in terms of a gender dimension in the research and teaching content as such.

The prevention of gender-based violence is stated as a goal, the appointment of a certified commissioner in charge of combating all forms of violence and discrimination is planned.

The implementation of the plan lies with a person in charge of gender equality together with a Gender Equality Committee (chaired by the person in charge of GE, appointed by the Director). They will draft detailed reports on the implementation which is to be adopted by the institute's management. All employees and the management are involved and responsible for the implementation. The management, in particular, guarantees gender-sensitive budgeting and the reservation of funds for the measures and activities and supervises including annual monitoring and evaluation.

A particularly interesting objective in this GEP is to support to the bodies of the ministry and the local community to include gender equality as an additional criterion for evaluation when issuing calls for project funding.

