

Certified translation from Serbian language

STRATEGY FOR GENDER EQUALITY OF THE FACULTY OF SCIENCE AND MATHEMATICS OF THE UNIVERSITY OF NIS FOR THE PERIOD FROM 2021 TO 2025

The Strategy for Gender Equality for the period from 2021 to 2025 (hereinafter: the Strategy) is the basic strategic document of the Faculty of Science and Mathematics of the University of Nis (hereinafter referred to as PMF) which is adopted with the goal of improving gender equality. This strategy is adopted based on the Constitution of the Republic of Serbia, which guarantees human rights established by confirmed international treaties, generally accepted rules of international law and laws (Article 18, paragraph 1), as well as the equality of women and men and the development of a policy of equal opportunities (Article 15) and prohibits discrimination on any basis, including the one based on gender (Article 21, paragraph 3). The Law on Gender Equality ("Official Gazette of RS", number 104/09) obliges all public authorities to lead an active policy of equal opportunities, to monitor the implementation of the principle of equality based on gender in all areas of public life and the application of international standards and the rights guaranteed by the Constitution in these fields.

The highest legal act of the Republic of Serbia proclaims the principle of equality before the Constitution and the law and prohibits direct and indirect discrimination on any basis, including discrimination based on gender (Article 21, paragraph 3). It guarantees the right on equal legal (Article 21, paragraph 2) and judicial protection (Article 36), legal protection of all basic human rights to all citizens without discrimination, including access to international institutions in order to protect guaranteed rights (Article 22, paragraph 2). The Constitution of the Republic of Serbia anticipates that the Republic of Serbia can introduce special measures "in order to achieve full equality of persons or groups of persons who are essentially in an unequal position with other citizens" (Article 21, paragraph 4). This constitutional provision opens up space for the development of gender equality policy and improvement of legislation, as well as for the introduction and implementation of measures aimed at eliminating discrimination against women.

The Constitution of the Republic of Serbia, in addition, guarantees the right to rehabilitation and compensation for material or non-material damage caused by illegal or improper work of state or other bodies (Article 35), inviolability of physical and psychological integrity (Article 25, paragraph 1), prohibits slavery and positions similar to slavery and any form of human trafficking (Article 26, paragraphs 1 and 2), it guarantees the protection of children from psychological and physical abuse, economic and any other exploitation of abuse (Article 64, paragraph 3), guarantees special protection of the family, mothers, single parents and children (Article 66), mandates the provision of gender equality and representation in the National Assembly, in accordance with the law (Article 100, paragraph 2). The Constitution of the Republic of Serbia guarantees a set of economic rights that guarantee first employment, the right to work and the right to freely choose a profession for women and men under equal conditions.

The key laws on which this strategy relies are the Law on Prohibition of Discrimination ("Official Gazette of the RS", number 22/09) and the Law on Gender Equality ("Official Gazette of the RS", number 104/09). Achieving gender equality is imperative in a educational-scientific institution, not only within the working relationships of employees, but also in the equal representation of both sexes when participating in the teaching process, domestic and international projects. It is necessary to ensure equal opportunities for all employees to submit applications to vacancies, calls for project proposals, as well as for project management and participation in them. A high percentage of women's participation in teaching and

1 Hereby I certify that this translation is truthful and identical to the original written in Serbian attached hereto.

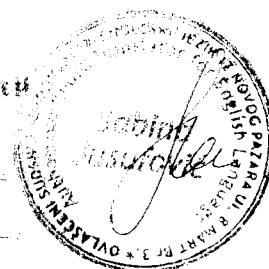
Sabina Jusufovic, Certified Court Interpreter

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РЕПУБЛИКА СРБИЈА  
УНИВЕРЗИТЕТ У НИШУ  
ПРИРОДНО-МАТЕМАТИЧКИ  
ФАКУЛТЕТ

Број: 369/1-01

Датум: 23. 3. 2023.



scientific bodies of PMF, as well as in management, is an example of good practice and developed awareness of the need to achieve gender equality at all levels.

The main goals of this strategy are to encourage the professional development of people of both sexes, to improve the information system for collecting information and to find solutions in case of lack of information, as well as to raise awareness of the importance and advantages of gender equality at all levels.

### Human Resources

After a detailed analysis of the state of gender equality at PMF, it was observed that the policy against discrimination and the achievement of gender equality in favor of women is at a fairly high level.

Out of total of 252 workers employed at PMF, 151 are teaching staff, 54 non-teaching staff and 47 researchers. In terms of gender distribution, of the total number of employees in the teaching process, 59.9% are female, and 74.1% of non-teaching staff are also female. Of the total number of researchers, 74.5% are female.

### Measures and actions

Regarding human resources, it is very important to establish a unified information system and the ability to monitor the valuation of teaching staff and researchers, both women and men, taking into account the various factors that affect progress in terms of research and scientific titles. To that end, it is necessary to review the existing system of data collection and record keeping. An existing database of teachers and researchers, which has the aim to monitor their development and provide precise and accurate information about his/her scientific and research works, as well as progress, is not updated regularly, which is why the information is often outdated and inadequate in relation to the actual situation. By updating the unique information system, all the existing and shortcomings of the database would be removed. The Faculty of Applied Mathematics also developed a teacher's portal with the aim of informing everyone about activities, topics, mentors and other information relevant to the teaching process and scientific-research activity.

With a focus on the fundamental commitment of the PMF to prohibit discrimination and any form of abuse, including sexual harassment, this Strategy defines basic measures against gender-based violence, with a special focus on sexual harassment.

Analyzed scope of topics refers to the series of measures and activities that are targeted at raising the awareness on gender equality.

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GOALS	ACTIVITIES	RESPONSIBILITY	RESULT	TIMEFRAME
Building of institutional capacities for obtaining adequate data; establishing system and procedures and information system for improvement of data collection and overcoming their deficiencies.	Improving of the system for monitoring teaching, scientific and research careers of both females and males (the information include the gender component about the average age of the candidates being elected for title and degree.	Dean of the Faculty	Information that include gender component are always available.	Starting from January 2022.
	Establishing routine procedure for regular and systematic collection of data about the gender structure of the Heads of Sections-organizational units	Faculty Management	Information that include gender component are always available.	Starting from January 2022
	Establishing routine procedure for regular and systematic collection of data about the gender structure of the Teaching Council.	Faculty Management	Information that include gender component are always available.	Starting from January 2022
Endorsing writing of project proposals	Organization of seminars-webinars targeted at raising the research competences in the field of project proposal writing, application for the projects at the open calls with special attention to participation of	Faculty Management	More numerous project applications with female-managers.	From the opening of the RFP

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	females.			
Raising the awareness about gender equality especially orientated toward participation of the females in implementation of the cooperation projects of science and industry.	Organization of presentations about the means of commercialization of scientific work.	Faculty Management	Equal participation of the women in commercial activities of the Faculty.	Starting from January 2022
Prevention of gender-based violence, including sexual harassment.	<p>Passing the General Act of the Faculty on the prevention and protection from sexual harassment.</p> <p>Designating authorized representative for protection of equality, in charge of prevention of sexual harassment of the employees, as well as for suppression of any for of discrimination.</p>	Dean of the Faculty	Providing human dignity and personal integrity of all employees of the Faculty.	Up to March 2022

COUNCIL OF FACULTY OF SCIENCES AND MATHEMATICS IN NIS  
 No.1301/2-01  
 Date: 05.11.2021

PRESIDENT OF THE COUNCIL OF PMF  
 PhD Branimir Todorovic

SEAL READING: REPUBLIC OF SERBIA  
 FACULTY OF SCIENCES AND MATHEMATICS IN NIS

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Pursuant to article 52, item 1 of the Statute of Faculty of Sciences and Mathematics in Nis, the Council of PMF on electronic session held on November 05, 2021, passes the

DECISION ON ADOPTION OF  
STRATEGY FOR GENDER EQUALITY OF THE FACULTY OF SCIENCE AND MATHEMATICS OF THE UNIVERSITY  
OF NIS FOR THE PERIOD FROM 2021 TO 2025

I

Strategy for gender equality of the Faculty Of Science And Mathematics Of The University Of Nis for the period from 2021 to 2025 is being adopted.

II

The decision should be delivered to: Office for general and legal affairs and archive of the Faculty Secretariat.

COUNCIL OF FACULTY OF SCIENCE AND MATHEMATICS OF THE UNIVERSITY OF NIS

No.1301/1-01  
Date: 05.11.2021

PRESIDENT OF THE COUNCIL OF PMF  
PhD Branimir Todorovic

SEAL READING: REPUBLIC OF SERBIA  
FACULTY OF SCIENCES AND MATHEMATICS IN NIS

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