

**Institute for Molecular Genetics and Genetic Engineering,
University of Belgrade**

Plan for Achieving and Promoting Gender Equality

Introduction

The Institute for Molecular Genetics and Genetic Engineering, University of Belgrade (hereinafter IMGGE or the Institute) is an accredited institute of the Republic of Serbia. IMGGE is one of the leading scientific and research institutions in Serbia and the region in the field of fundamental and applied research in molecular genetics, biomedicine and biotechnology. IMGGE is devoted to creating academic environment for the development of highly competent scientists, not only in terms of intellectual development, but also in terms of development of their human qualities and ethical values, as well as to stimulating true commitment that serves the well-being of the entire society. All activities of IMGGE are directed towards full development of human personality and promotion of fundamental human rights and freedoms.

Promotion of gender equality is an important component in building these values, their sustainability and in providing equal opportunities which IMGGE guarantees in all spheres of its activity. The principles of gender equality and anti-discrimination policies have been default values in the IMGGE's work since its foundation, and the aim of the Plan for Achieving and Promoting Gender Equality (hereinafter: the Plan) is to introduce measures for enhancement of gender equality and to declare IMGGE's commitment to promotion of gender equality at all levels, including a consistent implementation of the principles, main objectives and specific measures which lead to making progress in this area.

1. Definition of certain terms in the Plan

Since there is no standardized gender equality terminology, the meaning of certain terms used in this Plan has been made consistent, in accordance with the laws and strategic documents adopted in the Republic of Serbia in this domain, therefore certain terms that have been used have the following meaning:

- a) **gender** means socially and culturally determined roles, opportunities, behaviours, activities and attributes, which a particular society considers appropriate for women and men including mutual relationships between men and women and roles in such relationships which are socially determined depending on the gender;
- b) **sex** represents a biological characteristic based on which people are divided into women and men;

- c) **gender equality** means equal participation of all persons irrespective of their gender in all areas of social and private life, and their equal position, equal opportunities for exercising their rights and equal benefits from the achieved results in accordance with the Constitution of the Republic of Serbia, generally accepted rules of international law, ratified international treaties and laws;
- d) **gender perspective** refers to taking into account gender differences, sex-based differences and different interests, needs and priorities of women and men and their inclusion in all phases of planning, preparation, adoption and implementation of policies, regulations, measures and activities;
- e) **gender dimension** means integrating sex and gender analysis into research;
- f) **gender sensitive language** is the language that promotes the equality between women and men and the means to influence the awareness of those who use such language in order to achieve equality, including changes of opinions, attitudes and behaviour within the language they use in their personal and professional lives;
- g) **gender-responsive budgeting** means introducing the gender equality principle into the budget process, i.e. into the process of financial planning; it implies gender analysis of the budget and inclusion of gender perspective in all budget processes and restructuring the revenue and expenditure with the aim of promoting gender equality;
- h) **balanced gender representation** means representation of one of the sexes between 40-50% in relation to the other sex, and appreciably imbalanced gender representation means that the representation of one sex is lower than 40% in relation to the other, unless a special regulation stipulates otherwise;
- i) **gender analysis** means evaluation of the impact of the effects of each planned activity, including legislation, measures and activities, public policies and programmes, on women and men and gender equality in all areas and at all levels;
- j) **gender-based violence** is any form of physical, sexual, mental, economic and social violence against a person or groups of persons because of their sex or gender, as well as threats of such violence, whether in public or private life, and any form of violence that affects people of a certain sex to a larger extent;
- k) **harassment** is any unwanted behavior the aim or result of which is violation of dignity of a person or group of persons based on their sex, or gender, especially if it creates fear or hostile, intimidating, humiliating and insulting environment;
- l) **sexual harassment** is any unwanted verbal, nonverbal or physical act of sexual nature the aim or result of which is violation of personal dignity, especially if it creates fear, hostile, intimidating, humiliating or insulting environment;

m) **gender stereotypes** are ideas ingrained and formed by tradition whereby women and men are arbitrarily assigned characteristics and roles that determine and limit their opportunities and position in the society.

2. Existing legal framework

Protection from discrimination and respect for gender equality are the basis for exercising human rights established by the international documents ratified by the Republic of Serbia. The process of inclusion of our country in European integrations requires compliance with the highest international standards arising from such documents in exercising and protection of basic human rights.

It is important to state that the Ministry of Education, Science and Technological Development has also stipulated that every scientific and research institution should have its own plan for achieving and promoting gender equality, and that the European Commission stipulates such plan as a mandatory requirement for applying for the projects financed by it within the Horizon Europe programme, starting from the year 2022.

In its commitment to gender equality, IMGGE relies on the international and national legal framework governing this area.

2.1 International documents

The key international documents this Plan conforms with are as follows:

1. The United Nations Universal Declaration of Human Rights (1948),
2. The Convention on the Elimination of All Forms of Discrimination against Women, Resolution of the United Nations General Assembly 34/180, 1979 ("The Official Journal of the Socialist Federal Republic of Yugoslavia – International Treaties", No. 11/81);
3. The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women ("The Official Journal of the Federal Republic of Yugoslavia – International Treaties", No. 13/02);
4. The International Covenant on Civil and Political Rights, Resolution of the United Nations General Assembly 2200 A(XXI), 1966 ("The Official Journal of the Socialist Federal Republic of Yugoslavia – International Treaties", No. 7/71);
5. The International Covenant on Economic, Social and Cultural Rights, Resolution of the United Nations General Assembly 2200 A(XXI), 1966 ("The Official Journal of the Socialist Federal Republic of Yugoslavia – International Treaties", No. 7/71);
6. The Optional Protocol to the International Covenant on Civil and Political Rights ("The Official Journal of the Federal Republic of Yugoslavia – International Treaties", No. 4/01);

7. The Optional Protocol to the International Covenant on Social and Economic Rights ("The Official Journal of the Federal Republic of Yugoslavia – International Treaties", No. 4/01);
8. The United Nations Convention on Political Rights of Women, 1952;
9. The Convention on the Elimination of All Forms of Racial Discrimination, 1966;
10. The Nairobi Forward-looking Strategies for the Advancement of Women, the United Nations, 1985;
11. The Vienna Declaration and Programme of Action, the United Nations, 1993;
12. The Beijing Declaration and Platform for Action, adopted on the Fourth World Conference on Women, 1995;
13. The United Nations Millennium Development Goals, adopted on the United Nations Millennium Summit, 2000;
14. Resolution 1325 (2000) of the United Nations Security Council,
15. Resolution 3521 (XXX) of the United Nations General Assembly – Equality between Men and Women and Elimination of Discrimination against Women, 1975;
16. Convention against Discrimination in Education, 1960;
17. Convention concerning Discrimination in Respect of Employment and Occupation (ILO-C-19) 1958;
18. Maternity Protection Convention (ILO-C-103) 1952;
19. Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers (Workers with Family Responsibilities) (ILO-C-156), 1981;
20. Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (ILO-C-100), 1951;
21. General Recommendation 33 on Women's Access to Justice of the Committee for Elimination of Discrimination against Women, 2015.

The Plan is also in conformity with the following documents of the Council of Europe in the area of human rights and gender equality:

1. European Convention for the Protection of Human Rights and Fundamental Freedoms, 1950, as amended by the Protocol No. 11 ("The Official Journal of Serbia and Montenegro – International Treaties", Nos. 9/03, 5/05 and 7/05 – corrigendum), Protocol 7 (1984) and Protocol 12 (2000);
2. European Social Charter, 1961 and Revised European Social Charter, 1996;
3. Declaration on Equality between Women and Men as a Fundamental Criterion of Democracy, 1997
4. Recommendation No. R (97) 20 of the Committee of Ministers of the Council of Europe – on "hate speech";
5. Recommendation No. R (97) 21 of the Committee of Ministers of the Council of Europe – on the media and the promotion of a culture of tolerance;

6. Recommendations of the Committee of Ministers on: education CM/Rec(2007)13; elimination of sexism from language R(90)4; equality between women and men R(1229)1994; reconciling work and family life R(96)5; role of women in the field of science and technology R(1435)1999; balanced participation of women and men in political and public decision-making R(2003)3 and on gender equality standards and mechanisms R(2007).

Given its status of a candidate country for membership in the European Union, the Republic of Serbia has undertaken to fully adopt European Union acquis. Therefore, this Plan also takes into account the key documents of the European Union in the gender equality domain:

1. Treaty of Amsterdam (1997) regulating human rights, particularly the principle of equal treatment of men and women and prohibition of discrimination based on sex;
2. Charter of Fundamental Rights of the European Union;
3. Council Resolution on women and science;
4. Council Recommendation on the promotion of positive action for women;
5. Commission Recommendation on the protection of dignity of women and men at work;
6. Council Resolution on the promotion of equal opportunities for women;
7. Council Resolution on the balanced participation of men and women in decision-making;
8. Resolution of the Council and of the Ministers of Employment and Social Policy on the balanced participation of women and men in family and working life;
9. Directive number 2000/43/EC of June 29, 2000 on implementation of the principle of equal treatment irrespective of racial or ethnic origin;
10. Directive number 2000/78/EC of November 27, 2000 on general framework for equal treatment of citizens in employment and occupation;
11. Directive number 2006/54/EC on implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation;
12. Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16, paragraph 1 of Directive 89/391/EEC);
13. Resolution of the European Parliament on women in decision-making;

as well as other documents significant for achieving gender equality in the society and especially in scientific work.

Additionally, the strategic objectives established in the Strategy for Gender Equality of the European Union 2020-2025 have been taken into account in preparation of the Plan, namely as follows:

- (1) ending gender-based violence,
- (2) elimination of gender stereotypes,
- (3) closing gender-based gaps in the labour market,

- (4) achieving balanced participation of women and men in different sectors of economy,
- (5) combating gender-based differences in pay and pension
- (6) closing gender-based gaps in the field of social care, and
- (7) achieving gender equality in decision-making in politics.

The Plan particularly relies on the values, principles and basic elements of the Horizon Europe (2020) science and innovations programme of the European Commission, as well as currently valid Horizon 2020 Programme, in which IMGGE participates as one of the partners in international projects, namely in the field of Responsible Research and Innovations, which includes gender equality in science.

2.2 National documents

The Constitution of the Republic of Serbia (2006) guarantees human rights established in the ratified international treaties, generally accepted rules of international law and laws (Article 18 paragraph 1). Article 15 of the Constitution stipulates the equal opportunities policy as the obligation of the state and guarantees equality between women and men.

Besides the supreme legal act, the national legal framework which this Plan is based on, is comprised, inter alia, of the following regulations and strategic documents:

1. Law on Gender Equality (2021)
2. Law on Prohibition of Discrimination (2009)
3. Law on Prevention of Discrimination against Persons with Disabilities (2006)
4. Law on the Ombudsman (2009)
5. Law on Science and Research (2019)
6. Family Law (2005)
7. Labour Law (2005)
8. Law on Personal Data Protection (2018)
9. National action plan for implementation of the Resolution 1325 of the United Nations Security Council – Women, Peace and Security in the Republic of Serbia (2017-2020)
10. Strategy for Scientific and Technological Development of the Republic of Serbia for the period 2021-2025 – “Power of Knowledge”

The above documents comply with the priorities and objectives defined in the Plan of the European Research Area and with the integration of the scientific and research system of the Republic of Serbia into it. The “Power of Knowledge” Strategy for Scientific and Technological Development of the Republic of Serbia for the period from 2021 to 2025 also comprises the six main postulates of the European Research Area including the one pertaining to gender equality, namely: “gender equality in managerial positions, development of gender equality policy in research organizations”.

Also, the Article 4 of the Law on Science and Research defines “gender equality principle in science and research, and in the decision-making bodies” as one of the fundamental principles of scientific work in Serbia.

Finally, the decisions of the Academic Council of IMGGE especially recognize the importance of the Code of Conduct in scientific and research work, adopted by the Government of the Republic of Serbia, as well as of the prohibition of all forms of discrimination and of cherishing the gender equality principle.

A balanced relationship between professional and private obligations is important for all researchers and all employees, in order for them to be able to achieve their full potential, which is something that IMGGE should also pay attention to. Additionally, having in mind numerous initiatives not only in Europe but worldwide directed towards women in the field of molecular genetics, biomedicine and biotechnology, participation in such initiatives, activities and international networking is without any doubt beneficial for the employees of both sexes, as well as for attracting new scientific projects, particularly international ones.

One of the main instruments for achieving these objectives is adoption of this Plan. The Plan documents all the efforts already taken by IMGGE in this direction, but it is at the same time a guide for further measures for development of gender equality in IMGGE, as well as the support in the integration of gender equality into the policies and practices of IMGGE umbrella and partner institutions.

3. Responsibility for implementation of the Plan

Support of all IMGGE employees and associates to these principles in all the areas and activities they deal with is the only way to achieve full equality and affirmative environment where everyone feels comfortable. That is why broad participation of the employees in the creation of the institutional policy and in the development, and afterwards the implementation of the Plan, is essential.

The Plan has been prepared by IMGGE Working Group for Gender Equality (Working Group), and its implementation will be coordinated and directly supervised by the IMGGE Gender Equality and Prevention of Discrimination Officer, the Academic Council of IMGGE, the Director and the Working Group.

4. Validity period of the Plan

The Plan for Achieving and Promoting Gender Equality of IMGGE is one of the first plans of this kind in the scientific and research institutions in Serbia. Preparatory trainings and searching the existing documents and regulations at the European and national level have been an important component in its preparation.

The Working Group, in cooperation with the management of the Institute and the Academic Council of IMGGE, will review the results of the implementation of the Plan and, in 2022, prepare and adopt a three-year Plan for Achieving and Promoting Gender Equality for the period 2022-2024. Furthermore, this Plan may be supplemented and revised, if necessary.

5. Main objectives of the Plan

IMGGE undertakes to carry out necessary activities in order to make structural changes for achieving and maintaining a higher degree of gender equality at all levels and in all areas of work and research, with the objectives stated in the following table together with the measures for their achievement:

Objectives	Specific measures
Development of institutional capacities for relevant data identification, their constant maintenance and establishing systematic procedures and information systems for improvement of data collection and solving the problem of insufficient data.	Nomination of gender equality and prevention of discrimination officer. Collection of data on gender structure of lecturers at the departments and seminars, authors of articles in IMGGE repository, and other data significant for the work of IMGGE and gender equality, segregated by gender and age. Mentorship programme in the domain of gender equality and scientific career.
Enhancing the visibility of gender equality and raising awareness of the significance and advantages of the appropriate gender balance at all levels.	Organizing an annual workshop on gender equality in research Mentorship programme in the domain of gender equality and scientific career.
Promotion of gender diversity within academic and research structures, with a strong emphasis on larger participation of women in decision-making bodies and processes, in compliance with the institutional, national and other regulatory frameworks.	Nomination of gender equality and prevention of discrimination officer. Monitoring gender structure of working bodies and selection committees and an improved gender balance in such bodies. Encouraging participation of women in important government bodies significant for science and innovations.

Implementation of gender-responsive budgeting	<p>Raising awareness of significance of gender-responsive budgeting, through the established partnership with the Ministry of Education, Science and Technological Development (hereinafter: MESTD) and UNWomen organization in the introduction of this principle into IMGGE and other scientific and research organizations.</p> <p>Preparation of a gender-responsive financial plan, starting from the year 2022.</p>
Support to the introduction of gender component into scientific research and innovations.	<p>Monitoring the degree of integration of gender dimension into IMGGE research (analyzing gender norms and stereotypes and investigating the needs, attitudes and behavior of both sexes through research)</p> <p>Preparation of a guide for the integration of gender dimension into scientific work.</p> <p>Organizing an annual workshop on the integration of gender dimension into research and innovation.</p>
Empowerment of the employees in achieving the balance between their work and free time.	Allowing working from home in specific family or general circumstances.
Prohibition of sexual and other harassment.	Adoption of the Rulebook on Prohibition of Sexual and Other Harassment.

6. Overview of prior activities of IMGGE in the domain of gender equality

During 35 years of its existence, IMGGE has cherished the culture of affirmation of its employees and associates irrespective of their gender, ethnicity, nationality and religion. It is particularly important to emphasize that, for many years, and even decades, IMGGE has been implementing in its work many of the specific measures suggested by the European Commission for encouraging the development of this culture. We shall mention some of the most significant ones.

IMGGE, together with the Centre for Promotion of Science, has been organizing the event called “Researchers’ Night” for 10 years now, with the aim to bring biological sciences closer to general public, but also to motivate young people, through popularization of these sciences, to study and work in these fields. The most exact proof that our efforts have been successful is a constant increase of female students’ interest in biology studies at different faculties in the country, while, for biology, the number of enrolled female students is now much higher than the average in the European Union countries. In 2020, Researchers’ Night organized a series of activities called “Women in Science” in cooperation with Brana’s Divine World portal.

In July 2003, IMGGE founded the Goran Ljubijankić Foundation, with the aim to promote and assist young and promising scientists from our country dealing with research in the field of molecular biology by awarding diplomas and monetary awards for the best master and doctoral theses. While complying with strict scientific criteria, the gender structure of the winners of this award is more balanced than the gender structure of the winners of similar awards in other European countries.

Despite relatively unfavourable economic circumstances, IMGGE has found the ways in the past decades to support its employees in their scientific development, development of international cooperation, and also with giving them the possibility to have flexible working hours, so they would be able to plan their family and personal obligations better. It is certainly a measure whose far-reaching effects have been in many ways positive for the development of IMGGE and its attractiveness for employment. The Institute is known for this culture, but in this Plan, we would like to point out that this good practice and its sustainability are conditioned by the observance and adequate attitude of all employees towards it. It is particularly important to point out that such culture is not a default privilege in all institutes in the country and abroad, which is evidenced by numerous European Commission strategies which have been trying to integrate it into the practice of research organizations in Europe for years now.

7. Setting up the Plan

Having conducted the initial evaluation of the gender equality state-of-play in IMGGE, the Institute is ready to set up its first Plan for Achieving and Promoting Gender Equality. The evaluation of the state-of-play provides understanding of priority areas for the intervention, some of them being more important than others. Therefore, the Plan sets the priorities taking into

account all the needs, as well as available resources, in a holistic, inclusive and integrative way. Its participatory approach shall, hopefully, include the entire IMGGE community in the stipulated activities and provide smooth and efficient implementation of the proposed measures in a sustainable manner.

8. Funds for implementation of the Plan

The funds for implementation of the Plan in 2021 shall be provided from IMGGE's own income, under the Financial Plan for the year 2022, which is in preparation, as well as from the funds of the partner institutions and projects.

9. Announcement and promotion of the Plan

Following its adoption by the Board of Directors, and signing by the authorized persons, the Plan shall be available on IMGGE web page, in Serbian and English, and the employees of IMGGE will also be notified of its adoption in a separate letter. A workshop for all employees will be held in the following months in order for them to become more familiar with the Plan and stipulated measures and mechanisms for enhancement of gender equality at the Institute.

IMGGE will pay particular attention to the promotion of the Plan among other research organizations in Serbia, and other partner institutions.

10. Reporting on implementation of the Plan

Board of Directors of IMGGE shall adopt an annual report on implementation of the Plan, on a proposal from the Gender Equality and Prevention of Discrimination Officer, and the conclusions and proposals for elimination of any possible irregularities. The annual report shall be prepared by the Gender Equality and Prevention of Discrimination Officer in cooperation with the Working Group.

The information on the implementation of the Plan shall be an integral part of the annual report on the activities of IMGGE.

Concluding remarks

With the Plan for Achieving and Promoting Gender Equality, IMGGE expresses its commitment to development of gender culture in the research area of Serbia and Europe. The stipulated set of activities, with different degrees of complexity, articulates this strategic view. Since the initiatives, such as the adoption of general objectives of gender equality, do not lead to gender equality *per se*, the obligations undertaken by the Plan are materialized in a specific set of steps and activities that will be carried out.

Table 1 contains an overview of the stipulated measures, resources and objectives. The specific measures have been elaborated, in more detail, in the Annex to the Plan.

Table 1. Overview of stipulated measures, resources and objectives

Areas covered by the Plan, as a formal document, and by specific measures	Dedicated resources	Data collection and monitoring	Building awareness of and trainings in gender equality
Encouragement of gender equal participation of researchers in research and innovations and improvement of the prospects of development of their careers	+	+	+
Gender balance in management and decision-making	+	+	+
Integration of gender dimension into research and curricula	+	+	+
Balance between professional and private life and organizational culture	+	+	+
Measures for the protection from gender-motivated violence, including sexual harassment	+	+	+

ANNEX

Measures stipulated by the Plan for Achieving and Promoting Gender Equality

With the Plan for **Achieving and Promoting** Gender Equality (the Plan), IMGGE supplements and elaborates its existing regulations and development strategies and also completes the task that all scientific and research organizations in Serbia are facing. In the implementation of this Plan, IMGGE will continue its close cooperation with the Ministry of Education, Science and Technological Development, Centre for Promotion of Science, Science Fund of the Republic of Serbia and other domestic and international partners.

Within carrying out of the Plan, IMGGE will implement the following 10 measures in the observed period:

Measure 1: Annual workshop on gender equality

IMGGE will organize annual workshops with a view to promoting all the aspects of responsible research and innovations, building the culture of gender sensitivity and informing younger colleagues in particular about the opportunities for development of their careers in the field of biological, biotechnological and biomedical sciences.

The objective of this workshop, besides promotion and introduction of gender equality into all workflows in IMGGE, is the preparation and participation of IMGGE in the integration of the Research System of the Republic of Serbia into the European Research Area, as well as applying for the financial funds for the support to women in science.

Measure 1	Annual workshop on gender equality
Short description of the measure	A workshop dedicated to the prospects of and opportunities for the development of a career in the field of biological, biotechnological and biomedical sciences and to gender issues.
Objectives of the measure	<ul style="list-style-type: none"> · Raising awareness of gender equality · Career development and information on opportunities for professional development · Integration of gender component into research · Promoting gender culture
Effect	<ol style="list-style-type: none"> 1. Encouragement of gender equal participation of researchers in the scientific and research projects and improvement of career prospects 2. Perception of gender dimension in research
Target groups	IMGGE researchers and associates, students
Institutional inequalities to be addressed by the measure	Perception of institutional inequalities as the sources of gender equal relationships at issue and finding mechanisms to overcome them

Evaluation method	The funds provided in the IMGGE budget for this purpose. Successfully organized workshop with a large number of participants.
Involved actors	· IMGGE Working Group for Gender Equality · IMGGE management
Necessary resources	Organizational team, financial funds for printed material, refreshment during the break etc.
Expected short-term effects	Number of participants in the workshop is larger than 35, increased awareness of the IMGGE employees of the matters related to responsible research and innovations.
Expected medium-term effects	Prevention of a drastic gender equality imbalance among young researchers
Existing measure	Yes
Period of implementation	Annually, starting from the year 2022
Success factors	Raising awareness, implementation of gender equality, obtaining funds from MESTD, Un Women in Serbia and other financiers and development institutions.
Responsible person	Gender Equality Officer

Measure 2: Establishing the position of the Gender Equality and Prevention of Discrimination Officer

The Working Group has become acquainted with the experience of the scientific and research organizations in the European Union and the measures that they have taken, based on which it has concluded that most of their plans for the development of gender equality stipulate the position of the Gender Equality Officer.

Designating a person in charge of gender equality is also stipulated by the Law on Gender Equality adopted by the National Assembly of the Republic of Serbia in May 2021.

According to the comparative practice and the norms of the afore mentioned Draft Law, the Officer shall:

- 1) monitor the implementation of the measures for achieving and promoting gender equality;

- 2) monitor the state of gender structure of the employees and persons engaged for work and prepare the reports on the determined state in terms of the achieved level of gender equality;
- 3) cooperate with the Ministry of Education, Science and Technological Development and gender equality bodies on the matters significant for achieving and promoting gender equality;
- 5) prepare the data, analyses and materials necessary for monitoring the state of gender equality;
- 6) participate in the creation of policies relating to the prevention of all forms of discrimination, as well as in the evaluation of the respect for gender equality in the work of the Institute, particularly in the promotion and research of gender culture.

The conclusion of the Working Group is that the cooperation with the Board of Directors is necessary in order to define the duties and rights of the Officer in accordance with the general legal acts of IMGGE and in order to determine the number of working hours expected to be dedicated to these tasks by the person in this position. The Working Group will, in cooperation with the Board of Directors, search for the best way to establish and maintain the position of the Gender Equality and Prevention of Discrimination Officer and to appoint the adequate candidate who would meet the requirements, by the time of the first revision of this Plan which is planned to be performed in May 2022.

Meanwhile, the Working Group will propose to the Board of Directors one of the members of the Working Group who will perform this duty in the following period of one year and get more acquainted with the duties of the Officer until the position is formalized in accordance with the IMGGE regulations. Additionally, he or she will cooperate with IMGGE Working Group for gender equality on all other matters and will have its full support. They will together supervise the preparations for the introduction of this position and submit the annual report on implementation of this Plan to the IMGEE Board of Directors.

Having in mind that IMGGE cherishes good tradition and collegial relationships, the plan is to propose to the Board of Directors that the role of the Officer be given to one of the researchers employed at the Institute until that position is specifically defined in the Institute's system, and that his or her work be recognized as contribution to the creation of quality scientific policy and excellence in the reports for the appointment/reappointment to academic title or in some other appropriate way.

Measure 2	Establishing the position of the Gender Equality and Prevention of Discrimination Officer
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Short description of the measure	Establishing the position of the gender equality officer by the Board of Directors in the Institute's general documents
Objectives of the measure	<ul style="list-style-type: none"> · Raising awareness of gender equality · Career development and opportunities for advancement · Development of gender-sensitive culture
Effect	<ol style="list-style-type: none"> 1. Gender balance in decision-making 2. Perception of gender dimension in research 3. Prevention of discrimination
Target groups	All employees
Institutional inequalities to be addressed by the measure	Prevention of a drastic gender equality imbalance among young researchers
Evaluation method	The Working Group will recommend the duties of the Gender Equality and Prevention of Discrimination Officer to the Board of Directors. The Board of Directors will appoint an employee of IMGGE to this position, who will perform the duties in the period of one year. The Working Group and the Board of Directors will study the appropriate ways to precisely define the position of the Officer and to open it in accordance with the Statute and the Rules of Employment of the Institute.
Involved actors	<ul style="list-style-type: none"> · IMGGE Working Group for Gender Equality · IMGGE Board of Directors · IMGGE management
Necessary resources	Interested IMGGE associates
Expected short-term effects	Appointment of the person with more knowledge on gender matters
Expected medium-term effects	Systematic monitoring and perception of gender matters
Existing measure	No, a new measure
Period of implementation	2022
Success factors	Raising awareness of gender equality, implementation of gender equality, motivation of gender equal participation in managing and advising bodies of the Institute

Explanation	The Gender Equality and Prevention of Discrimination Officer will be a person who can be addressed with all the questions related to gender equality and other questions concerning equality and related principles. He or she will submit the annual report to the Academic Council and the Board of Directors of IMGGE in cooperation with the Working Group.
Responsible person	Board of Directors

Measure 3: Allowing working from home in specific family or general circumstances

The balance between the private life and work is an essential issue of all the employees, particularly in extraordinary circumstances, therefore having this possibility is very important. The possibility of working from home is stipulated by the IMGGE Rules of Employment, and it is especially significant in the circumstances involving taking care of minor children or of close family members during illness or other similar circumstances. This *de facto* practice has been utilized in IMGGE in the past decades, but it needs to be formalized, specified and harmonized with other legal documents. The Working Group will, in cooperation with the management of IMGGE, prepare the Rulebook on Allowing Working from Home and propose its adoption to the Board of Directors.

Measure 3	Adoption of the Rulebook on Allowing Working from Home
Short description of the measure	Adoption of the Rulebook on allowing working from home in specific family or general circumstances
Objectives of the measure	<ul style="list-style-type: none"> · Supporting the employees in specific circumstances · Career development and opportunities for advancement
Effect	Better coordination of private and professional obligations
Target groups	All employees, management of IMGGE
Institutional inequalities to be addressed by the measure	The measure is directed towards the employees of both sexes
Evaluation method	<p>Adopted Rulebook</p> <p>Number of submitted and approved requests for working from home.</p>
Involved actors	<ul style="list-style-type: none"> · IMGGE management · All employees

Necessary resources	No additional resources are necessary
Expected short-term effects	Facilitating the work for IMGGE employees
Expected medium-term effects	Greater satisfaction of IMGGE employees with the work and life in general
Existing measure	Yes, partially
Period of implementation	Starting from the year 2022
Success factors	Completing the work tasks, coordination of family obligations and work
Explanation	Supplement to the existing measures
Responsible person	Working Group, Director and Board of Directors

Measure 4: Monitoring the gender structure of the authors in IMGGE repository and of the lecturers at IMGGE Departments and Seminars

Preliminary analyses have shown that IMGGE is far above the average of the European Union when it comes to the contribution of women in science. Nevertheless, it is the fact that no deeper statistical analysis which would take into account the specific characteristics of working in the field of biology has been performed. With this measure, we want to monitor the aforementioned indicators in the following years, since we believe that they are the most representative in the effective achievement of the IMGGE mission.

The results of this analysis would be included in the annual report on the implementation of the Plan.

Measure 4	Monitoring the gender structure of the authors in IMGGE repository, the lecturers and participants at IMGGE Departments and Seminars and other information and data collected and recorded in IMGGE
Short description of the measure	Monitoring the gender structure of the authors in IMGGE repository and the lecturers and participants at IMGGE Departments and Seminars, as well as other information and statistical data that are collected and recorded in IMGGE will also be, besides in aggregate, classified and expressed by gender and age.
Objectives of the measure	<ul style="list-style-type: none"> · Collection of relevant data · Career development and opportunities for advancement

Effect	Establishing indicators that would be relevant for gender analyses related to the work of IMGGE.
Target groups	All employees, management of IMGGE
Institutional inequalities that to be addressed by the measure	It has not been determined whether the inequalities exist or not since no adequate analysis has been performed.
Evaluation method	Annual report
Involved actors	All researchers employed at IMGGE
Existing measure	No, a new measure
Necessary resources	Researchers, analytics software
Expected short-term effects	Obtaining precise and valid data
Expected medium-term effects	Development of the indicators that take into account the specific characteristics of the institution and the nature of research in biology
Period of implementation	Starting from the year 2022
Success factors	Raising awareness of gender equality, implementation of gender equality
Explanation	Indicators analysis
Responsible person	Appointed member of the Working Group

Measure 5: Monitoring the gender structure of the members of working bodies and selection committees

The objective of this measure is to increase gender balance in the working bodies, selection and *ad hoc* committees, in accordance with the existing laws and rules, and with the intention of the Institute to enhance gender equal participation of researchers in the activities of the bodies that make significant decisions, and thereby to directly, and hopefully indirectly, influence the increase of gender equality and scientific excellence of the Institute.

Measure 5	Monitoring the gender structure of the members of working bodies and selection committees
Short description of the measure	Monitoring the gender structure of the members of working bodies and selection committees.

Objectives of the measure	· Career development and opportunities for advancement
Effect	Establishing indicators that would be relevant for gender studies related to the work of IMGGE.
Target groups	All employees, management of IMGGE
Institutional inequalities to be addressed by the measure	It has not been determined whether the inequalities exist or not since no adequate analysis has been performed.
Evaluation method	Annual report
Involved actors	All employees of IMGGE
Necessary resources	Researchers, analytics software
Expected short-term effects	Obtaining precise and valid data
Expected medium-term effects	Development of the indicators that take into account the specific characteristics of the institution and the nature of research in biology.
Existing measure	No, a new measure
Period of implementation	Starting from the year 2022
Success factors	Raising awareness of gender equality, implementation of gender equality
Explanation	Indicators analysis
Responsible person	Appointed member of the Working Group

Measure 6: Mentorship programme

Mentorship programme would enable younger associates of the Institute, as well as all the others who believe they have the need for it, to get advice on the matters related to gender equality, balancing working and family obligations, planning professional development and career and advancement support.

IMGGE already has a similar informal practice, but this programme would enable everyone who is interested to address the competent persons at the Institute, who would then engage some of the prominent scientist to assist with their advice, as mentors for the aforementioned topics.

Measure 6	Mentorship programme
Short description of the measure	Supporting younger associates in career planning through mentorship programme
Objectives of the measure	<ul style="list-style-type: none"> · Supporting the employees in specific circumstances · Career development and opportunities for advancement
Effect	Supporting, advising and directing the employees in their career development and balancing of their private and professional obligations.
Target groups	Young researchers, students, research associates
Institutional inequalities to be addressed by the measure	It has not been determined whether the inequalities exist or not since no adequate analysis has been performed.
Evaluation method	Reports on the programme
Necessary resources	Interested employees
Expected short-term effects	Increase of the scope and quality of internal communication between younger and older employees of IMGGE
Expected medium-term effects	Strengthening the trust and building institutional capacities of IMGGE
Existing measure	No, a new measure
Involved actors	All employees of IMGGE
Period of implementation	Starting from the year 2022
Success factors	Raising awareness, implementation of gender equality, career development
Explanation	The aim of this mentorship programme is providing support that is not specific to scientific work.
Responsible person	Assistant Director

Measure 7: Adoption of the Rulebook on Prohibition of Sexual and Other Harassment

The Rulebook on Prohibition of Sexual and Other Harassment is one of the documents that needs to be stipulated by the Plan according to the instructions for preparation of the plans for achieving and promoting gender equality provided by the European Commission, and also a set of rules the adoption of and compliance with which is also requested by the aforementioned Draft Law on Gender Equality. It is expected that the Ministry of Education, Science and Technological Development, within the preparations for participation in the Horizon Europe invitations, will also soon stipulate the obligation of the scientific and research organizations to adopt such rulebook, or that it will, as with the Code of Ethics, offer a universal document for all scientific and research organizations in Serbia in accordance with the Law on Prohibition of Discrimination and other regulations significant for gender equality.

The Working Group believes that, as with the Code of Ethics, the right path is to adopt such a document and to supplement it, if necessary, with the articles that would make it applicable and compliant with the IMGGE Rules of Employment.

Measure 7	Adoption of the Rulebook on Prohibition of Sexual and Other Harassment
Short description of the measure	Adoption of the Rulebook on Prohibition of Sexual and Other Harassment
Objectives of the measure	Protecting the employees from harassment
Effect	Creation of legal mechanisms for protection from harassment
Target groups	All employees
Institutional inequalities to be addressed by the measure	The measure refers to protection from sexual and other harassment
Evaluation method	Adoption of the rulebook
Involved actors	All IMGGE employees
Necessary resources	No additional resources are necessary for the introduction of this measure. It shall be implemented within the other measures
Expected short-term effects	Formal regulation of the mechanisms for protection from harassment

Expected medium-term effects	Creation, i.e. enhancement of personal safety and quality working atmosphere at IMGGE
Existing measure	No, a new measure
Period of implementation	Starting from the year 2022
Success factors	Creation of legal mechanisms for protection from harassment
Explanation	This measure is a mandatory part of the Gender Equality Plan stipulated by the Horizon Europe programme.
Responsible person	Working Group, Director and Board of Directors

Measure 8: Marking the International Day of Women and Girls in Science

In order to secure full and equal participation of women and girls in scientific circles, the United Nations declared February 11 as the International Day of Women and Girls in Science. Today, less than 30% of researchers worldwide are women. We have women scientists all over the world to thank for creation of cures for incurable diseases, they have explored space and they have set the foundation for understanding the structure of DNA. Women and girls today often lead demanding research which will have enormous effect on the mankind, and they are a model for many future generations of women scientists. This measure is supposed to encourage young girls and women to continue their careers in these sciences, but also to have in mind IMGGE as one of great places where they could continue their professional development.

Measure 8	Marking the International Day of Women and Girls in Science
Short description of the measure	Marking the International Day of Women and Girls in Science
Objectives of the measure	<ul style="list-style-type: none"> · Raising awareness on gender equality · Career development and opportunities for advancement · Development of gender-sensitive culture
Effect	Popularization of biological, biotechnological and biomedical sciences

Target groups	Researchers, students, pupils
Institutional inequalities to be addressed by the measure	Increase of the number of female students of doctoral studies in biology, biomedicine and biotechnology
Evaluation method	Organized events
Involved actors	Researchers, management of IMGGE
Necessary resources	Financial funds for organization of events
Expected short-term effects	Popularization of women's careers in biology
Expected medium-term effects	Increased interest in working at IMGGE
Existing measure	No, a new measure
Period of implementation	Starting from the year 2022
Success factors	Increased number of young women researchers at IMGGE
Responsible person	Working Group, Director and Board of Directors

Measure 9: Integration of gender dimension into scientific work and innovation

Gender-sensitive research takes into account the differences between men and women in all aspects of research, from the initial idea, formulation of research questions, objectives and methodologies, to the outcome and presentation of the results. Gender is, therefore, a part of research design and is systematically monitored and controlled during research and innovation process, even when it is not the main focus of the analysis.

Besides integration of gender into content, the gender-sensitive approach also aims at providing an equal share of women and men in the scientific work. Gender balanced research teams work as top-quality teams in their fields, and the gender-sensitive approach additionally encourages the researchers to use a more sensitive research methodology in general. Integration of gender dimension, therefore, gives more quality and validity to research through:

- 1) Assistance in the achievement of research results that are more relevant for the society;
- 2) Enabling the development of new paradigms of research, teaching and career advancement in research institutions;
- 3) Enabling preparation of several competitive proposals for financing research from the national and international sources, since this approach represents one of the postulates of the contemporary scientific work.

To that end, IMGGE actively supports the integration of gender dimension into research and will prepare the recommendations for the introduction of the gender-sensitive approach through the following suggestions: a) how to take gender into account when creating research teams and b) how to integrate gender into the research content.

Furthermore, special attention shall be given to the inclusion of gender equality content when adopting plans and programmes for work and research, seminars and other activities, in the manner which excludes gender stereotypes, misogynous and misandrous contents and includes the contents related to gender equality in order to overcome gender stereotypes and prejudices, cherish mutual respect, non-violent resolution of conflicts in human relations, prevent and suppress gender-based violence and respect the rights to personal integrity.

Measure 9	Integration of gender dimension into scientific work and innovation
Short description of the measure	Integration of gender dimension into scientific work and innovation in IMGGE
Objectives of the measure	<ul style="list-style-type: none"> • Providing excellence in research and innovation • Utilization of the creative power of gender analysis for science and innovation • Improvement of social relevance of produced knowledge, technologies and innovations • Overcoming gender stereotypes and prejudices, cherishing mutual respect, non-violent resolution of conflicts in human relations, preventing and suppressing gender-based violence and respecting the right to personal integrity
Effect	<ul style="list-style-type: none"> • Perception of gender norms • Elimination of gender stereotypes • Improvement of the quality of scientific work
Target groups	All researchers in IMGGE
Institutional inequalities to be addressed by the measure	All inequalities in scientific work and innovations
Evaluation method	<p>Monitoring of inclusion of gender dimension in IMGGE research (analysis of gender norms and stereotypes and investigating the needs, attitudes and behavior of both sexes through research)</p> <p>A prepared guide with recommendations for the integration of gender dimension into scientific work and innovation</p>
Involved actors	Academic Council of IMGGE, all participants in the research, Work Group

Necessary resources	Financial funds for the support to the measures
Expected short-term effects	Integration of gender dimension into the scientific work of IMGGE Exclusion of gender stereotypes, misogynous and misandrous contents and inclusion of the content related to gender equality
Expected medium-term effects	Increased excellence of the scientific work and results of IMGGE
Existing measure	No, a new measure
Period of implementation	Starting from the year 2022
Success factors	Increased number of scientific papers with integrated gender dimension
Explanation	Gender component in science and innovations is a prerequisite for scientific excellence (necessarily based on inclusivity and intersectionality), therefore represents one of the key requirements for providing support to scientific projects at the national and international level.
Responsible person	Working Group, Director

Measure 10: Implementation of gender-responsive budgeting

Gender-responsive budgeting means allocation of funds in the budget of an institution for the measures that are to contribute to gender equality in research and overall activities, support to the employees in family planning, and to other aspects significant for providing support to achievement of gender equality.

The Republic of Serbia has undertaken to implement and gradually introduce gender-responsive budgeting for all budget users, and that activity is coordinated by the Ministry of Finance.

In the context of IMGGE, this measure means allocation of funds in the budget, within the possibilities, for the support to the measures stipulated by this Plan.

In its Rules of Employment, IMGGE has defined the practice of providing support to its researchers, on the occasion of the birth of a child, in the form of financial assistance in the amount of the average salary.

Measure 10	Implementation of gender-responsive budgeting
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Short description of the measure	Implementation of gender-responsive budgeting in the financial documents and all activities of IMGGE
Objectives of the measure	<ul style="list-style-type: none"> · Raising awareness of gender equality · Career development and opportunities for advancement · Development of gender-sensitive culture · Gender-responsive budgeting
Effect	Material support to the measures for promoting gender equality
Target groups	All employees
Institutional inequalities to be addressed by the measure	Gender budgeting is the way to address all inequalities
Evaluation method	Introduction of this measure into the financial plan of IMGGE
Involved actors	Management and administration of IMGGE
Necessary resources	Financial funds for the support to the measures stipulated in the Plan
Expected short-term effects	Introduction of gender-responsive budgeting into IMGGE
Expected medium-term effects	Increased interest in working at IMGGE
Existing measure	No, a new measure
Period of implementation	Starting from the year 2022
Success factors	Increased number of researchers at IMGGE
Explanation	Gender-responsive budgeting is the obligation of all scientific and research organizations in Serbia
Responsible person	Board of Directors

CHAIRPERSON OF THE BOARD OF DIRECTORS
 Slavica Radovanović, PhD, Senior Research Associate