

Pursuant to the provisions of the Strategy for Gender Equality for 2021-2030 and in compliance with the GEAR Tool EIGE 2016, the Faculty of Dental Medicine in Belgrade, has put forward the following

GENDER EQUALITY ACTION PLAN

The Gender Equality Action Plan is critically important for the integration of gender perspective, since it ensures a long term and systemic approach to solving gender inequality and transformation of social practices and hierarchical gender power relations within the Faculty. Although it is a key mechanism for introducing gender perspective in higher education, it does not exist at the universities in the Republic of Serbia.

The plan is a strategic action document, which ensures the mechanisms to achieve institutional culture of gender equality and diversity, the introduction of gender equality in study programs and sharing knowledge on gender equality to the community, for promotion of life and work qualities, but also for empowering gender equality in career development in scientific and artistic research. The gender equality plan for 2021-2025 aims at presenting the Faculty as the place of equal opportunities, where differences and inclusion are respected, safe place with zero tolerance to discrimination, harassment or any form of inequality.

Strategic areas of the Gender Equality Action Plan

- 1)** Institutional framework of gender equality – Gender equality in the decision making processes
- 2)** Gender Equality in scientific research - Empowering Gender Equality in career development
- 3)** Gender Equality in studying and teaching – Integration of Gender Equality in study programs and Gender Equality knowledge transfer to the community
- 4)** Reconciliation of personal life and work obligations – Promotion of life and work quality

STRATEGIC OBJECTIVE 1 Institutional Framework of Gender Equality		Gender Equality in Decision Making Processes				
Targets	Activities/measurese	Indicators of implemented measures	Responsible for implementation	Timelines	Necessary resources	Expected outcome/measure of target realization
1. Establishing the position of the Faculty Equality Commissioner	<ul style="list-style-type: none"> - Legal regulation of the introduction of the position of the Faculty Equality Commissioner and regulation of the respective competencies. - Election of the Faculty Equality Commissioner. - Additional training of the Faculty Equality Commissioner. 	<ul style="list-style-type: none"> - Faculty Equality Commissioner commencing work and adoption of the work plan. - Implementation of additional training of the Equality Commissioner commencing work. 	- Dean	Until the beginning of the summer semester 2021/2022.	Funds for compensation for work and additional training of the Faculty Equality Commissioner.	<ul style="list-style-type: none"> - Identification and prevention of gender discrimination of students, candidates for title promotion and employment, of employees and other personnel engaged at the Faculty. - Raising awareness on the need to establish gender equality. - Ensuring effective protection from gender discrimination of students, candidates for title promotion and employment, of employees and other personnel engaged .
2. Analysis, critical reevaluation and modification of the general acts of the Faculty in order to create conditions to achieve gender equality	<ul style="list-style-type: none"> - Analysis and modification of general acts in order to harmonize them with the regulations on gender equality. - Establishing of working group for designing the plan of measures for elimination or mitigation of unbalanced gender composition, in line with the obligation, which pursuant to the Law on Gender Equality (Art. 13), is imposed to all employers with more than 50 permanent employees. 	<ul style="list-style-type: none"> - Established dynamics of adoption of revised and new acts. - Established working group for designing the plan of measures for elimination or mitigation of unbalanced gender composition - Adopted plan of measures for elimination or mitigation of unbalanced gender composition and elaborated annual report on its implementation in line with the Regulation of Content and way of submitting the Plan for plan of measures for elimination or mitigation of 	The Dean establishes a comision to reevaluate the contents of the general acts from the gender perspective and sends the drafts of the modificationa and amendments of all the relevant acts to the Dean.	End of the academic year 2021/22.	/	<ul style="list-style-type: none"> - Ensuring normative presumptions to achieve gender equality.

		unbalanced gender composition and annual reporting on its implementation - Newly adopted acts, as well as novelties in the existing applicable acts are published on the web site				
3. Gender balance in the workplace	Establishing of equal gender composition in the Faculty bodies, respecting of gender equality for new employees or title promotion of both academic and non-academic staff members.	- Respecting of gender diversity when appointing commissions for selection – Elaboration of guidelines on gender equality respecting in procedures of appointment, employment and promotion - Analysing of data on implemented procedures of promotion and employment aimed at further improvement of the process of gender equality introduction		Till the beginning of the summer semester of 2021/2022	/	Depends on the executed analysis of the undertaken activities
4. Elimination of gender –based stereotypes and biases, and the practices that encourage gender inequality	<ul style="list-style-type: none"> • Promotion of distribution of women in managerial positions • Offer of educational programs/workshops aimed at: <ul style="list-style-type: none"> * visibility increase of good practice examples * empowering and increasing of self - confidence of in underrepresented gender groups * developing of negotiating and managerial skills to promote gender equality 		Dean, Secretary, Coordinator for Gender Equality	Permanent measure	Provide funds	<ul style="list-style-type: none"> - Regular and full understanding of the challenges accompanying elimination of gender discrimination in employment and promotion. - Transparency and gender neutrality of all phases of the procedures of employment, i.e. work engagement in professional, administrative and technical jobs. - Elimination of gender stereotypes and biases in employment, i.e. work engagement in professional, administrative and technical jobs. - Increase of the number of candidates of less represented gender in job posting i.e. work engagement in professional, administrative and technical jobs. - Regular and full understanding of the challenges accompanying elimination of gender discrimination in employment and promotion.

5. Promoting satisfaction of students, teachers, employees by gender equality	Increasing of satisfaction by the status of gender equality and maintaining a favourable level.	<ul style="list-style-type: none"> - When planning the tasks, the employees' needs to balance professional duties and their family and other personal obligations are reconciled. - The recommendation is adopted to schedule the meetings of the Faculty bodies and commissions, as well as other meetings related to extracurricular activities of teachers and associates, as a rule, in the morning hours. 	Dean and Vice Deans, Secretary, Body of the Heads of the Departments.	Permanent measures	Cost of organization of the courses to refresh knowledge or promotion of knowledge and skills of the employees who return to job after a longer leave due to family duties.	<ul style="list-style-type: none"> - Easier reconciliation of professional and family obligations of the employees of both genders. - Established and preserved working environment that particularly supports the employees with family duties. - Encouraging of persons with family duties, especially female, to apply for teaching and associating positions and employment at relevant job positions. - Better reconciliation of professional and family duties of employees of both genders. - Significant contribution to gender sensitivity of teachers with family duties.
6. Elaboration of gender-sensitive statistics	<ul style="list-style-type: none"> - Designing of methodology for keeping gender-sensitive statistics - Organisation and keeping gender-sensitive statistics, with periodical reexamination of types and number of data about which the statistics is kept - Monitoring of the progress achieved in participation of men and women in teaching and association positions, as well as in Faculty bodies. 	<ul style="list-style-type: none"> - Regular publishing of gender statistics and trends related to gender composition of teaching staff and students. - Management body of the Faculty discusses the collected statistical data and includes them in its report in order to achieve gender equality at the Faculty. 	Dean, Vice Deans, Secretary, Coordinator for Gender Equality	Permanent measure	Funds needed for the promotion of the existing computer programs aimed at selection and procession of the relevant data.	<ul style="list-style-type: none"> - Accurate and full understanding of the tendencies of inclusion of men and women in academic and scientific community, thanks to combining of quantitative (relevant statistical data) and qualitative indicators (experience, opinions, stances, behaviour and feelings of the employees and students on the subject topic). - Identification of possible inequality by gender in exercising the right to education and working conditions. - Raising awareness on the need to establish gender equality at the Faculty of Dental Medicine. - Visibility of attempts of the Faculty of Dental Medicine to achieve and preserve Gender Equality.
STRATEGIC OBJECTIVE 2 Gender Equality in scientific research		Empowering Gender Equality in career development				
Targets	Activities/measures	Indicators of implemented measures	Responsible for implementation	Timelines	Necessary resources	Expected outcome/measure of target realization
1. Increase gender sensitivity in support of scientific work	- Increase of the number of women who publish scientific papers in credible journals or are head of the projects.	<ul style="list-style-type: none"> - Proposal of action plans to promote gender equality in research - Respecting of gender equality when appointing members of evaluation bodies for research projects. 	Dean, Nastavno-naučno veće, Coordinator for Gender Equality	Permanent measure	Funds for visiting lecturers and other experts to participate and organize training obuke.	Promotion of mind set, knowledge and value systems on gender equality Gender sensitization of the managers and sensitization towards fighting discrimination and sexual harassment.

2. Increase scientific impact of women	Equal gender representation in research projects i.e. leading positions.	Promotion and implementation of campaigns that contribute to visibility of female achievements in research teams. Promotion and implementation of campaigns that make visible the contribution of gender diversity of research teams to the quality of research. Implementation of educational workshops / workshops for career development (doctoral studies) which include empowerment in the field of research in line with gender equality. Creation and promotion of profiles of women with successful careers.	Coordinator for Gender Equality	Permanent measure	Ensure funds	Accurate and full understanding of the challenges accompanying elimination of gender discrimination in employment, promotion, research.
3. Increase gender-sensitive research and research of gender topics	Increase of the number of students' papers, scientific publications with gender mainstreaming	Defining of the status of gender-sensitive research and gender-related research. Implementation of educations (elective courses/workshops) at doctoral studies, which raise awareness on gender mainstream in research in order to strengthen understanding importance for economic and social development and innovation culture. Introduction of institutional recognition of gender mainstreaming, for example through rewarding students' papers with integrated gender perspective.	Dean Vice Dean for Academic Affairs, Vice Dean for Science, Coordinator for Gender Equality	Permanent measure	Cost of designing and organization of the seminars for empowering students' capacities for scientific and academic activities	Accurate and full understanding of the tendencies of students' inclusion irrespective of gender in academic and science communities.

		Fostering of scientific project on gender issues.				
4. Increase of female representation in the STEM field	Promotion of gender equality in the STEM field	Encouraging women to apply for research projects through special programs.	Dean Vice Dean for Academic Affairs, Vice Dean for Science, Coordinator for Gender Equality	Permanent measure	Ensure funds	Accurate and full understanding of the tendencies of inclusion of scientists irrespective of gender in academic and science communities.
STRATEGIC OBJECTIVE 3 Gender Equality in studying and teaching		Integration of gender equality perspective in study programs and gender equality knowledge transfer to the community				
Targets	Activities/measures	Indicators of implemented measures	Responsible for implementation	Timelines	Necessary resources	Expected outcome/measure of target realization
Inegrate of gender perspective in study programs	Increase of the number of courses within the study programs integrating the topics on gender equality.	- Every school year, at least one forum, seminar, lecture, debate, conference to overcome gender-based stereotypes and biases. - Implement occasionally verification of the scale of gender-based stereotypes and biases.	Dean Vice Dean for Academic Affairs, Vice Dean for Science, Coordinator for Gender Equality	Permanent measure	Ensure funds	Graduate overcoming of gender-based biases and stereotypes Postepeno prevladavanje rodno zasnovanih predrasuda i stereotipa nastavnika, saradnika i studenata.
Fighting against individual forms of sexual harassment of students and employees	- Elaboration and adoption of the Rulebook on Prevention and Protection from Bullying that regulates prevention and the procedure of protection (counseling and disciplinary) from sexual harassment. - Organisation of workshops in order to introduce the content of the Rulebook against	- Adopted Rulebook on Prevention and Protection from sexual harassment. - Students and employees have completed workshops in which they were introduced the content of the Rulebook.	Dean Vice Deans Academic and Scientific Council Faculty Council	Permanent measure	Compensation is secured from the Faculty budget.	- Prevention, revealing and punishment of sexual harassment of students and employees. - Development of awareness on the forms of sexual harassment

	Sexual and other Harrasment to students and employees.					
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STRATEGIC OBJECTIVE 4		Promotion of life and work qualities				
4Harmonization of personal life and work obligations						
Targets	Activities/measures	Indicators of implemented measures	Responsible for implementation	Timelines	Necessary resources	Expected outcome/measure of target realization
Work environment that enables the employees to reconcile business and life duties and obligations	Elaboration of the Financial feasibility study on introduction of support to improve life and work quality	Financial feasibility study	Dean Vice Dean for Finance	Till the summer semester of 2022	Own funds	Needs assessment and promotion of measures aimed to ensure the equality of the employees
Ensure the Faculty to be the “safe place” without sexual harassment and discrimination	Adoption of a special policy related to zero tolerance for all forms of sexual harassment	Adopted policy related to zero tolerance for all forms of sexual harassment	Managerial and administrative bodies	Permanent measure	Own funds	Increase of good practices of cherishing open communication and reduction of the cases of sexual and gender harassment and discrimination