



UNIVERSITY OF NOVI SAD  
INSTITUTE OF LOWLAND FORESTRY AND ENVIRONMENT  
SERBIA

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Gender Equality Plan

The Institute for Lowland Forestry and Environment, University of Novi Sad is a scientific research organization whose mission is the realization of high-quality scientific research. The activities of the Institute are aimed at the development of personality and the promotion of basic human rights and freedoms, as well as the creation of equal opportunities, equality and inclusion in work. Gender equality and providing conditions for its respect at all levels of the organizational structure of the Institute of Lowland Forestry and Environment are ensured by legal acts, which were adopted in accordance with the regulations of the Republic of Serbia and incorporated comprehensive EU legal and political documents. in positive law. Therefore, the principle of gender equality is an integral part of the current acts of the University of Novi Sad and the Institute of Lowland Forestry and Environment (Statutes, regulations, codes, etc.), while the Equality Committee, responsible for respecting the proclaimed principles of equality and gender equality, is appointed at the 279<sup>th</sup> session of the Scientific Council on November 1, 2021, consisting of Dr. Verica Vasić, Aleksandra Novčić, Dr. Dejan Stojanović and Igor Guzina at the Institute of Lowland Forestry and Environment, who will appoint a person in charge of gender. equality. The Plan for Achieving Gender Equality (hereinafter: the Plan) determines the activities, i.e. measures to be implemented in the period 2022-2025. at the Institute of Lowland Forestry and Environment in Novi Sad. The responsibility of the bearers of realization will be defined, the institutional framework that should contribute to the realization of the planned goals, and indirectly the strategy of the Institute. The plan is harmonized with the relevant strategic documents of the Institute and regulations. An overview of measures, expected results and indicators of progress, together with deadlines for implementation, is available in the attachment. The process of drafting the Plan will be preceded by an analysis of the state of gender equality, consultations, dialogues, surveys, and the development of a methodology for its effective implementation. Monitoring and evaluation will be conducted regularly to assess the success of the achieved goals, and if difficulties, irregularities, or insufficient progress in the implementation of measures are identified, corrections and improvements of prescribed measures will be made in order to achieve the defined goals faster. and more efficient. Monitoring is done through indicators of progress through data collection, analysis and reporting. This

activity is permanent and represents a way to improve the implementation of the Plan. According to the plan, the planned measures are divided into 4 (four) key areas:

KA1: Management and decision making;

KA2: Employees and career development;

KA3: Research and Science;

The plan is a set of actions aimed at:

- analyze the current state of practice regarding the existence of discrimination on the grounds of sex;

- identifying and implementing an innovative strategy to correct any form of discrimination;

- setting goals and monitoring progress through indicators;

The plan is a set of special measures to achieve gender balance. These measures are aimed at achieving the principles of equal opportunities, absence of discrimination based on sex, gender characteristics, i.e. sex and prevention of unequal treatment and violence in all forms of paid employment in the Institute. in Novi Sad,

