



The Republic of Serbia
**THE CENTER FOR THE PROMOTION
OF SCIENCE**

Belgrade, Kralja Petra 46

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THE PLAN FOR ACHIEVING GENDER EQUALITY FOR THE PERIOD 2022 - 2025

1. Context and legal framework

The Center for the Promotion of Science (CPN) is a public institution of the Republic of Serbia, established in 2010 by the Government of the Republic of Serbia - Ministry of Science, under the Law on Scientific Research Activities, with the aim of promoting and popularizing science and technology, i.e., scientific and technological results and achievements in the country and the world. CPN implements its activities in cooperation with research and education organizations, other state institutions, the private and non-governmental sectors, citizens' associations, the media and other actors. CPN's mission is dedicated to the integration of society into scientific research processes in order to gain insight into citizens' needs and face social challenges at the national and international level as adequately as possible.

In its previous work, CPN has actively supported the introduction and implementation of the principle of gender equality. In this context, it is worth highlighting CPN's participation in the COST action genderSTE (2014-2016), designed to create a network of actors and decision-makers dedicated to achieving gender equality in science and research, with an emphasis on STEM disciplines (**STEM – Science, Technology, Engineering, Mathematics**). From 2015 until 2018, CPN was a partner on the Horizon 2020 project Hypatia, based on eliminating gender stereotypes among children and young people in relation to STEM disciplines, and actively encouraging girls to opt for scientific fields that attract them and for which they are talented. Finally, in the second half of 2021, within its radio show Radio Elements, which is broadcast once a month on Radioaparat (internet radio), CPN introduced a permanent segment dedicated to women in science and the presentation of local female researchers. In line with the recommendations on the establishment of a gender-sensitive culture, during the period of validity of this Plan, CPN will work on the establishment of a system that integrates gender equality and its understanding into the planning of programme, project and other CPN activities.

Since its foundation, the work of the Center for the Promotion of Science has been regulated by the strategies of scientific and technological development of the Republic of Serbia, including the current "The Power of Knowledge" strategy, which covers the period from 2021 to 2025. In accordance with the provisions of the Law on Science and Research from 2019, CPN is coordinating the work done by all scientific and education centers established by the Government of the Republic of Serbia.

Legal framework

The Constitution of the Republic of Serbia guarantees human rights established by ratified international treaties, generally accepted rules of international law and laws, whereby the law may not under any circumstances influence the substance of the relevant guaranteed right (Article 18, paragraph 1). Article 19 of the Constitution of the Republic of Serbia states that the purpose of constitutional guarantees is “preserving human dignity and exercising full freedom and equality of each individual”. Article 15 establishes the policy of equal opportunities as an obligation of the state and guarantees the equality of women and men. The highest legal act of the Republic of Serbia proclaims the principle of equality before the Constitution and law and prohibits direct and indirect discrimination on any basis, including discrimination based on gender (Article 21, paragraph 3). It guarantees the right to equal legal (Article 21, paragraph 2) and judicial protection (Article 36), legal protection of all basic human rights to all citizens without discrimination, including addressing international institutions in order to protect guaranteed rights (Article 22, paragraph 2). The Constitution of the Republic of Serbia envisages that the Republic of Serbia may introduce special measures “in order to achieve full equality of individuals or group of individuals in a substantially unequal position compared to other citizens” (Article 21, paragraph 4). This constitutional provision opens up space for the development of gender equality policy and the improvement of legislation, as well as for the introduction and implementation of measures aimed at eliminating discrimination against women. In addition to the Constitution of the Republic of Serbia, in its commitment to gender equality, CPN also relies on the following national legal frameworks and strategic documents:

1. The Constitution of the Republic of Serbia (from 2006);
2. Labor Law, with further amendments and additions (2005);
3. Law on Prohibition of Discrimination (2009);
4. Law on Gender Equality (2009);
5. Law on the Protector of Citizens (2009);
6. Gender Equality Bill (2021);
7. National Strategy for Gender Equality for the period 2021-2030 (2021);
8. National Action Plan for Gender Equality for the period 2016-2018;
9. National Action Plan for the Implementation of Resolution 1325 of the United Nations Security Council - Women, Peace and Security in the Republic of Serbia (2017-2020);
10. Law on Prevention of Discrimination against Persons with Disabilities;
11. Law on Higher Education;
12. Law on Personal Data Protection;
13. Law on Science and Research;
14. Budget System Law;
15. Law on Prevention of Harassment at Work.

Since CPN’s activities are integrated into the current Strategy of Scientific and Technological Development, it is important to highlight that it accepts and determines measures to achieve the priorities and goals defined through the European Research Area. At the national level, the Strategy also serves as a detailed instruction on the integration into the European Research Area and compliance with the principles and regulations established within this area.

The main purpose of this document is to establish the principles of gender equality of the Center for the Promotion of Science, which will contribute to the promotion of gender equality at all levels of the institution, including the consistent application of principles, main goals and central measures in this area. During the validity period of this Plan, CPN will issue a recommendation on respecting gender equality when appointing project managers and project teams.

At the time of the adoption of this Plan (March 2022), there are 34 persons permanently employed or engaged on contracts at CPN out of which 18 are female and 16 are male. CPN's organizational structure is divided into 5 departments, 3 are headed by women and 2 by men. Currently, there are 13 international projects in which CPN is participating, women are in charge of 10 and men are in charge of 3 projects.

2. Main objectives

The Center for the Promotion of Science undertakes to implement the necessary activities to create structural changes in order to achieve and maintain the necessary degree of gender equality at all levels and in all areas of work by applying the following measures:

- Building an organizational culture of gender equality;
- Achieving gender equality in participation in national and international projects;
- Building CPN recognition in the promotion of topics related to gender equality, with a special focus on the topic of increasing the number of women in STEM disciplines, among various stakeholders, especially decision-makers, citizens and the wider scientific community.

3. Measures and actions

OBJECTIVE	INDICATORS OF SUCCESS	MEASURES	RESPONSIBLE BODIES
Building an organizational culture of gender equality	Supporting and improving a favorable state of gender equality in all areas of work done by CPN	<ul style="list-style-type: none"> - Harmonizing the existing CPN regulation with the application of the principle of gender equality; - Appointing the Person Responsible for Monitoring the Implementation of the Gender Equality Plan; - Introducing the procedure for collecting and analyzing gender-disaggregated data at the level of institution in digital format; - Preparation of semi-annual reports based on data analysis; - The right to use gender-sensitive language and visual representations in CPN documents; 	The Governing Board, Director, the Person Responsible for Monitoring the Implementation of the Gender Equality Plan, all departments

		<ul style="list-style-type: none"> - Permanent education of department heads and project managers, as well as all employees in relation to the CPN gender equality policy; - Encouraging CPN public communication using various communication channels (media, websites, social networks, etc.), as well as the organization of promotional activities inside and outside the institution to mark and promote gender equality. 	
Achieving gender equality in participation in national and international projects	Gender equality represented among project managers and individuals engaged in projects	<ul style="list-style-type: none"> - Respecting gender diversity when appointing project members; - Establishing a procedure for collecting and analyzing data on the gender composition of project teams; - Suggesting improvement of the gender composition of project teams. 	Director, Department for International Cooperation, project managers, the Person Responsible for Monitoring the Implementation of the Gender Equality Plan
Building CPN recognition in the promotion of topics related to gender equality, with a special focus on the topic of increasing the number of women in STEM disciplines	Positioning the institution in national and international environments in relation to gender equality topics	<ul style="list-style-type: none"> - Connecting with organizations that deal with gender equality topics in order to promote these topics in the public and in the scientific community; - Engage in national and international projects that deal with gender equality topics; - Promoting careers and equal opportunities in STEM fields, good practices and role models free from gender biases and stereotypes. 	Director, Department Heads, project managers, the Person Responsible for Monitoring the Implementation of the Gender Equality Plan

President of the Governing Board

Prof. Dr. Mirjana Rajilić-Stojanović