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**GENDER EQUALITY PLAN
OF THE INSTITUTE OF SOCIAL SCIENCES
FROM 2026 TO 2029**

Belgrade, 12 June 2026

Based on Article 22 of the Statute of the Institute of Social Sciences and Article 63 of the Law on Science and Research ("Official Gazette RS", no. 49/19) and in line with the Law on Gender Equality ("Official Gazette RS", no. 52/2021), on 12 June 2026, the Director adopts

GENDER EQUALITY PLAN OF THE INSTITUTE OF SOCIAL SCIENCES FROM 2026 TO 2029

GENERAL GOALS

Gender equality implies equal rights, responsibilities and possibilities, equal participation and balanced representation of men and women in all areas of social life, equal opportunities to realise rights and freedoms, utilise one's personal knowledge and skills for one's own and the development of the society, equal opportunities and rights in accessing goods and services, as well as obtaining equal benefits from the results of one's labour, taking into account the biological, social and culturally created differences between men and women and different interests, needs and priorities of men and women when adopting public and other policies and deciding on rights, obligations and legally stipulated provisions, as well as constitutional provisions.

Discrimination based on sex, sexual characteristics, i.e. gender includes any unjustified differentiation, unequal treatment, or omission (exclusion, limitation, or favouritism), openly or in a tacit way, when it comes to individuals or groups, as well as members of their families or their close ones, based on sex, sexual characteristics, i.e. gender in: political, educational, media, or economic field; field of employment, profession and labour, self-employment, protection of consumers (goods and services); healthcare and health security; social care and protection in marriage and family relations; field of security; ecology; culture; sport and recreation; as well as in the field of public advertising and other areas of social life.

In the Institute of Social Sciences, all the employees, regardless of their gender, should have equal opportunities, rights and obligations. Gender equality in the Institute implies a gender balance in research teams and gender balance in decision-making. Gender equality in the Institute implies that men and women, as persons of different gender identities, are equal, that they have equal rights and opportunities for professional and personal development, they contribute equally to the Institute's development and take on equal responsibilities at work.

The Institute tends to promote equality, create the atmosphere of respect and acknowledgment of difference and prohibit all forms of discrimination in all its activities. The institute in its activity tries to recognise and eliminate the practices and structures that create and reinforce inequality.

The Institute undertakes activities with the aim of creating structural changes in order to attain and maintain gender equality at all levels and in all fields of work and research, by implementing adequate measures.

The main goal of this document is to attain gender equality by promoting gender equality at all levels and in all activities, with the consistent application of the planned aims and measures in this field.

This plan involves the aims and measures that need to be reached and implemented from 2023 to 2026.

LEGAL FRAMEWORK

National legislation of the Republic of Serbia guarantees equal opportunities through the Constitution, Law on Gender Equality, Law on the Prohibition of Discrimination, Law on Science and Research, Labour Law and other special laws. The creation of gender equality policy is also based on and conditioned by the UN Convention on Political Rights of Women (1953), Convention on Elimination of All Forms of Discrimination against Women (1979) and the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention, 2011). It is also firmly guided by Serbia's dedication to the principles declared in key international frameworks, such as the Beijing Declaration and Platform for Action (1995) and UN Resolution 1325 "Women, Peace and Security" (2000). The importance of attaining gender equality also stems from the process of the Republic of Serbia's accession to the European Union, i.e. the process of harmonisation of the legal framework, especially in the context of negotiating chapters 19 and 23, as well as from the goals defined in the European Commission's document "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations for 2016-2020".

The new Gender Equality Strategy for 2021-2030, the envisaged Action Plan and the Law on Gender Equality are the three documents that comprise the fundamental framework of the gender equality policy on the national level.

OVERVIEW OF THE CURRENT SITUATION IN THE INSTITUTE

Attaining gender equality requires active and continuous work. The categories of measures defined in this plan have the character of lasting practice.

Table 1: The total number of the employees in 2026 in line with the names of positions and gender structure

Ord. No.	Position name:	M	F	Total
1	Director		1	1
2	Researcher	30	40	70
3	Expert Advisor	2	1	3
4	Secretary		1	1
5	Librarian		1	1

6	Project Assistant		1	1
7	Business Secretary		1	1
8	Administrative Clerk		1	1
9	Financial Clerk		1	1
10	Payroll Clerk		1	1
11	Accountant		1	1
12	Organiser of Protocol		1	1
Total number of employees		32	52	84

Table 2: Proportion of the employees per job category in 2026

Category	M	F
Management positions	2	6
Executive positions	30	46

Table 3: Proportion of the employees per education level in 2026

Ord. No.	Education level	M	F	Total
1	Higher education - PhD (360 ECTS)	24	28	52
2	Higher education - MA/MS (300 ECTS)	8	15	23
3	Higher education - BA/BS (240 ECTS)	0	6	6
4	Secondary school education	/	3	3
Total		32	52	84

Table 4: Proportion of the employees per research and scientific title

Title	M	F	Total
Scientific Advisor	13	6	19
Senior Scientific Associate	5	7	12
Scientific Associate	5	15	20
Researcher-Associate	4	6	10

Researcher-Intern	3	6	9
Total	30	40	70

Table 5: Age structure of the employees in 2026

Age	Men	Women	Total
Up to 25 years of life	/	1	1
26 to 30 years of life	4	8	12
31 to 35 years of life	5	8	13
36 to 40 years of life	3	7	10
41 to 45 years of life	5	6	11
46 to 50 years of life	2	7	9
51 to 55 years of life	5	7	12
56 to 60 years of life	6	7	13
61 and more years of life	2	1	3
Total	32	52	84

All the presented data have been collected and processed in line with the General Data Protection Regulation (GDPR) and the Law on the Protection of Personal Data.

Based on the performed analysis, it has been established that in the INSTITUTE OF SOCIAL SCIENCES no misbalance of sexes exists when it comes to executive positions.

Bearing in mind that there is no misbalance of sexes when it comes to executive positions in the Institute, in the following period the Institute will implement the measures and programmes that contribute to maintaining the balance.

Since the Institute of Social Sciences is a scientific research organisations and that research is its basic activity, special care will be dedicated to:

- 1) securing support to publicly-funded scientific research in order to contribute to the promotion of gender equality;
- 2) use of gender-sensitive language;
- 3) continuous professional improvement and additional training of the employees in order to stimulate gender equality, as well as the recognition of and protection from the discrimination based on sex, gender, sexual orientation, sexual characteristics, disability, race, national affiliation and ethnic origin, or other personal characteristics;
- 4) undertaking special measures in the field of scientific research, which are publicly-funded, in order to include gender perspectives in all phases of design, assessment, selection, implementation and evaluation of the results of scientific research projects, as well as to secure equal participation of men and women in research

- teams and the bodies competent for assessment, selection and evaluation of scientific research projects;
- 5) when creating questionnaires and foundations for interviews, collection of empirical data, their processing and presentation, paying attention to desegregation on the basis of sex and gender;
 - 6) inclusion of gender equality contents in adopting the plans and curricula of study programmes (planned doctoral studies);
 - 7) securing that the contents of study plans and curricula are such that they affirm equality and increase visibility of sensitive social groups and their contribution to science.

Special Measures

The annual plan/programme of work will include the measures to secure:

- 1) the right of the employed men and women to information and equal accessibility of policies, programmes and services;
- 2) application of gendering and gender-responsive budgeting in the process of planning, management and implementations of plans, projects and policies;
- 3) promotion of equal opportunities in managing human resources;
- 4) balanced representation of sexes in managerial positions;
- 5) application of gendering and gender-responsive budgeting in the process of planning, managing and implementing plans, projects and policies;
- 6) use of gender-sensitive language (in correspondence, written and oral communication, reports and contents on the ISS website);
- 7) Promoting and consistently applying business communication that respects the dignity of women, ensures gender equality, and prohibits discrimination on the basis of sex.
- 8) collection of relevant data segregated by sex and age.

Gender-Sensitive Language

The use of gender-sensitive language in the Institute of Social Sciences implies using the language which is grammatically congruent in gender when it comes to qualifications, titles, professions and the names of professional positions.

Gender-Responsive Budgeting

In the financial plan of the Institute of Social Sciences, income and expenses will be planned by also taking into account gender-responsive budgeting in line with the law, with the purpose of securing funds to enhance gender equality. The defined measures will be implemented with the aim to enhance gender equality, suppression and prevention of all forms of gender-based violence and discrimination, as well as raise awareness among

the employees about the importance of gender equality and rejecting gender-related stereotypes.

Person responsible for gender equality in the Institute of Social Sciences

The Director of the Institute will define, in a separate Decision, the person responsible for gender equality, delegated with the following duties:

- monitoring of the measures for realisation and improvement of gender equality in the Institute;
- monitoring the condition concerning the gender structure of the persons employed in and engaged by the Institute and reporting on the established condition and the attained level of gender equality in the Institute;
- submitting reports to the Director;
- cooperating with the Ministry and gender-equality bodies in resolving the issues relevant for the achievement and improvement of gender equality;
- performing other jobs concerning realisation and improvement of gender equality in the Institute.

At the beginning of each year, the Director of the Institute will adopt the Annual Plan of Measures for said year, in line with Article 16 of the Law on Gender Equality, which will be harmonised with this Plan.

The Gender Equality Plan of the Institute of Social Sciences from 2026 to 2029 comes into force on the day of its adoption.

Acting Director
Institute of Social Sciences


Dr Marta Sjenčić

