

# **The Accomplishment Plan of Gender Equality at the State University of Novi Pazar**



**ДРЖАВНИ УНИВЕРЗИТЕТ**  
У Н О В О М П А З А Р У

## **The Gender Equality Committee at the State University of Novi Pazar**

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2. Andrijana Maksimovic, Assistant Professor, President Deputy
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6. Jovana Grcic, Rector Office
7. Martin Jevtovic, Students Parliament

## **1. Context**

Gender equality is presented as one of the primary principles of democracy. It is a universal standard of a civic society and human rights. Defined in this way, gender equality determines in essence development strategies of the society in 21<sup>st</sup> century.

The first step towards establishment of gender equality is its integration into educational system. "Everyone has a right to education. All citizens have, under equal conditions, the access to higher education" (Republic of Serbia Constitution, Official Gazette of RS, no.98/2006, Article 71). Qualitative education is a pre-condition of a sustainable development and improvement of life quality of women and men. Within the University foundation, there is a permanently interwoven aim, to allow knowledge acquiring and skills through education, but also through the highest academic standards, scientific-research work and participation in the society development as a whole.

The main aim of the Gender Equality Plan at the State University of Novi Pazar is to determine measures for improvement of gender equality at the State University of Novi Pazar. The State University of Novi Pazar is determined permanently for the way of making a codex of understanding and respecting of differences, with high interaction levels and a team work with students, and especially, maintaining high standards in education, science, skills acquisition, ethics and social interaction and establishment of a qualitative and transparent system of values.

With the Gender Equality Plan at the State University of Novi Pazar, we emphasize devotion of the State University of Novi Pazar to strengthen the policy of equality respect and stimulation of awareness of the significance of gender equality.

## **2. Normative Framework**

The documents of international character regarding regulation and improvement of gender equality emphasize especially the significance of education, being emphasized as the main area of action:

- Universal Human Rights Declaration from 10<sup>th</sup> December, 1948
- Economic, Social and Culture Rights Treaty from 1966
- Convention on Elimination of All Forms of Women's Discrimination from 1979
- Declaration of Beijing and Action Platform adapted at the Fourth Women's Convention from 1995
- Recommendation of CM/Rec (2007)13
- World Declaration on Higher Education for 21<sup>st</sup> Century
- Convention of the Council of Europe on Prevention and Struggle against Women's and Family Violence (i.e. Istanbul Convention)
- Directive of 2006/54/E3 on Implementation of Equality Possibility Principles for Men and Women regarding Their Employment and Professions.

In its commitment for gender equity, the State University of Novi Pazar, relies onto a relevant national framework in this area:

- Republic of Serbia Constitution (“Official Gazette of RS”, no. 98/2006)
- Law on Discrimination Prohibition (“Official Gazette of RS”, no. 22/2009 and 52/2021)
- Law on Gender Equality (“Official Gazette of RS”, no. 52/2021)
- Gender Equality Strategy for the Period from 2021 until 2030.

The Gender Equality Plan of the State University of Novi Pazar is composed pursuant to all regulations of the Republic of Serbia and legal and political documents of EU, incorporated into the Positive Law.

The Senate of the State University of Novi Pazar, at the session held on 29<sup>th</sup> March 2023, brought the Plan of the State University for Gender Equality 2023 – 2026, it represents a strategic document and emphasizes mechanisms for accomplishment of gender equality culture, integration of gender perspective into study programs. In this way, the State University of Novi Pazar is profiled as the place of equal opportunities for everyone.

### 3. Current Condition

The analyze of the gender dimension structure of the employees at the State University of Novi Pazar shows an exceptional presence of women. In the entire number of employees, women are slightly less present in relation to men employees number. It is especially important to emphasize for this relation is present only when teaching personnel is in question, where the State University of Novi Pazar clearly shows it has recognized and allowed women to have equal working opportunities and progressing in the system of higher education. Such a ratio of women and men is manifested onto the women’s participation in the deciding bodies and management ones, and also in the ratio of the presence of women in managing of Departments and Study Programs and also expert services, where women are present almost equally like men in percentages. The only exception is the Senate of the State University of Novi Pazar, where there are men in a higher number (85.71%). Pursuant to the Action Plan, in the future period, a special emphasize shall be onto the gradual involvement of a higher number of women in the work of the senate. At the same time, pursuant to the Action Plan, the measures shall be taken that have for their aim keeping and ongoing improvement of gender equality and equal presence of women, both in the entire number of employees, expert commissions and services.

Table 1. The employees’ structure per their gender at the State University of Novi

<b>Employees’ structure 2023.</b>	<b>Professors</b>	<b>Associates</b>	<b>Non-teaching personnel</b>	<b>Total</b>
Number of women	41	19	45	105

Number of men	51	22	40	113
Percentage of women	44.57%	46.34%	52.94%	48.16%
Percentage of men	55.43%	53.66%	47.06%	51.84%

Table 2. The structure of employees per their gender in management bodies, business and expert bodies at the State University of Novi Pazar

<b>Management and business bodies</b>	<b>Number of women</b>	<b>Number of men</b>	<b>Percentage of women</b>	<b>Percentage of men</b>
Rector	1	0	100%	0%
Vice Rectors	1	1	50%	50%
Head of Rector Office	1	0	100%	0%
Coordinators	1	3	25%	75%
Council	3	18	14.29%	85.71%
Heads of expert services	5	2	71.43%	28.57%

<b>The structure of employees in Departments management</b>	<b>Number of women</b>	<b>Number of men</b>	<b>Percentage of women</b>	<b>Percentage of men</b>
Heads of Departments	2	6	25%	75%
Heads of Study Programs	9	10	47.37%	52.63%

<b>Expert bodies</b>	<b>Number of women</b>	<b>Number of men</b>	<b>Percentage of women</b>	<b>Percentage of men</b>
Senate	4	5	44.45%	55.55%
Quality Control Center	10	6	62.5%	37.5%
Quality Control Commission and Securing of Teaching Quality	3	5	37.5%	62.5%
Analyze of Studying Efficiency and Students' Load	2	5	28.57%	71.43%
Commission for Monitoring, Improvement and Control Quality of Scientific-research Work	4	2	66.66%	33.34%
Gender Equality Committee	4	3	57.14%	42.86%
Professional Ethics Committee	2	5	28.57%	71.43%

<b>Total</b>	<b>29</b>	<b>31</b>	<b>48.33%</b>	<b>51.67%</b>
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<b>Scientific-Expert Councils (NSV)</b>	<b>Number of women</b>	<b>Number of men</b>	<b>Percentage of women</b>	<b>Percentage of men</b>
Teaching-Scientific Council	10	13	43.48%	56.52%
NSV of Medical Sciences	2	3	40%	60%
NSV of Scientific-Mathematical Sciences	3	2	60%	40%
NSV of Scientific-Humanistic sciences and Arts	2	3	40%	60%
NSV of Technical-Technology Sciences	0	5	0%	100%

#### 4. Aims and Measures

In the aim of accomplishment of structural changes and maintenance of a higher level of gender equality in all levels and in all areas of work and research, the State University in Novi Pazar shall overtake the necessary activities of its work and research, the State University of Novi Pazar shall overtake the necessary activities pursuant to the defined Action Plan for the period from 2023 until 2026.

#### Gender Equality Action Plan 2023 - 2026

<b>Institutional culture of gender equality</b>				
<b>AIM</b>	<b>MEASURES</b>	<b>RESPONSIBILITY</b>	<b>RESULT</b>	<b>TIME FRAMEWORK</b>
Strengthening of gender visibility equality and increasing of awareness on importance and advantages of gender balance at all University levels	<ul style="list-style-type: none"> <li>•Activities of increasing awareness on the University obligations at the international and internal plan towards the implementation of measures for improvement of gender equality</li> </ul>	<ul style="list-style-type: none"> <li>•Rector /Vice Rectors</li> <li>•Secretary General</li> <li>•Gender Equality University Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Increased awareness among employees at the University on the importance and advantages of gender balance</li> </ul>	Continually
	<ul style="list-style-type: none"> <li>•Establishment of a permanent body for gender equality at the University level</li> </ul>	<ul style="list-style-type: none"> <li>•Rector</li> <li>•University Senate</li> </ul>	<ul style="list-style-type: none"> <li>• Introduced Gender Equality Committee</li> </ul>	2023
	<ul style="list-style-type: none"> <li>•Publishing of the Gender Equality Plan at the University web page</li> </ul>	<ul style="list-style-type: none"> <li>•Computer Informatics Center</li> </ul>	<ul style="list-style-type: none"> <li>•Transparency and information</li> </ul>	2023

<b>Gender balance in employment in higher positions and decision making bodies</b>				
<b>AIM</b>	<b>MEASURES</b>	<b>RESPONSIBILITY</b>	<b>RESULT</b>	<b>TIME FRAMEWORK</b>
Promotion of gender equality diversity among academic personnel	<ul style="list-style-type: none"> <li>•Establishment of a system for monitoring of the academic development of women’s careers and men’s (the data contains gender component on the average age of a candidate for their academic professional title choice), and also of researchers</li> </ul>	<ul style="list-style-type: none"> <li>•Rector</li> <li>•Departments</li> <li>•Gender Equality Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Annual report</li> </ul>	Updating since 2023
	<ul style="list-style-type: none"> <li>•Organization and implementation of seminars, lectures and debates on gender equality</li> <li>•Organization and implementation of trainings for the employees</li> </ul>	<ul style="list-style-type: none"> <li>•Gender Equality Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Accomplished awareness on the importance of gender equality</li> </ul>	Periodical organization of trainings, seminars and lectures
Equal presence of women in the decision making bodies and decision making processes, pursuant to the relevant legal regulations	<ul style="list-style-type: none"> <li>•Improvement of presence of women in management positions</li> <li>•Regular and systematic data collection on the gender contents of the bodies at the University</li> <li>•Respecting of gender diversity during appointment of commission members</li> </ul>	<ul style="list-style-type: none"> <li>•Rector</li> <li>•Departments</li> <li>•Gender Equality Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Presence of gender equality in higher positions and decision making bodies</li> </ul>	2023 Continually

<b>Balance establishment between private and professional obligations</b>				
<b>AIM</b>	<b>MEASURES</b>	<b>RESPONSIBILITY</b>	<b>_RESULT</b>	<b>TIME FRAMEWORK</b>
Creating of conditions for more efficient meditation of professional and family duties of the employees	<ul style="list-style-type: none"> <li>•Introducing of the employees who use their maternity leave or a child care leave with their primary rights</li> <li>•Giving support for the successful involvement into the work of the employees who returned from their maternity leave or a child care leave or care of a sick, old or exhausted family member</li> </ul>	<ul style="list-style-type: none"> <li>•Rector/Vice Rectors</li> <li>•Secretary General</li> <li>•Head of Departments /Study Programs</li> <li>• Gender Equality Committee</li> </ul>	•Easier adjustment of professional with family obligations of both genders	Continually
Support to he/she students with their family obligations	•Designing and preparation of the measures of importance for respecting of special needs of he/she students with their family obligations	•University management in cooperation with the Student Parliament	•Keeping of studying conditions where the needs of he/she students are respected with their family obligations	Continually



**Integration of a gender dimension into teaching activities and teaching contents**

<b>AIM</b>	<b>MEASURES</b>	<b>RESPONSIBILITY</b>	<b>RESULT</b>	<b>TIME FRAMEWORK</b>
Strengthening of visibility of gender equality and increasing of awareness on the importance of gender equality for he/she students	<ul style="list-style-type: none"> <li>•Data collection on all accredited study programs and individual courses on gender being realized at study programs</li> </ul>	<ul style="list-style-type: none"> <li>•Gender Equality Committee</li> <li>•Departments / professional services</li> </ul>	<ul style="list-style-type: none"> <li>•Data base on all study programs and individual courses on gender being realized is available publicly</li> </ul>	Continually
	<ul style="list-style-type: none"> <li>•Strengthening of he/she students of the Bachelor, Master and PhD Studies to deal with the topics of gender equality</li> </ul>	<ul style="list-style-type: none"> <li>•Teaching Vice Rector</li> <li>•Departments</li> <li>•Gender Equality Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Regular and complete understanding of the challenges during reaching of gender equality in the society</li> </ul>	Continually
	<ul style="list-style-type: none"> <li>•Use of gender sensitive language</li> </ul>	<ul style="list-style-type: none"> <li>•Gender Equality Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Affirmation of the principles on gender equality in the society and recognition and valuation of gender differences in the language</li> </ul>	Continually

<b>Measures against gender based violence, including sexual harassment</b>				
<b>AIM</b>	<b>MEASURES</b>	<b>RESPONSIBILITY</b>	<b>RESULT</b>	<b>TIME FRAMEWORK</b>
Accomplishment if awareness on gender based violence including sexual harassment	<ul style="list-style-type: none"> <li>•Increasing of information and knowledge of the employees on the consequences of the gender based violence and legal protective regulation</li> <li>•Establishment of advisory protection framework from sexual harassment</li> <li>•Giving of psychological support to victims of violence and sexual harassment</li> </ul>	<ul style="list-style-type: none"> <li>•Rector/Vice Rectors</li> <li>•Secretary General</li> <li>•Heads of Departments /Study Programs</li> <li>•Gender Equality Committee</li> </ul>	<ul style="list-style-type: none"> <li>•Zero tolerance onto gender based violence and sexual harassment</li> </ul>	2023-2026