

INIS INSTITUTE FOR RECENT HISTORY OF SERBIA

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Pursuant to Article 25, paragraph 1, item 7 of the Statute of the Institute for Recent History of Serbia, Article 63 of the Law on Science and Research (*Službeni glasnik Republike Srbije*, Nos. 49/19 and 108/25), and in accordance with Article 16 of the Law on Gender Equality (*Službeni glasnik Republike Srbije*, No. 52/21), the Director of the Institute hereby adopts:

GENDER EQUALITY PLAN

AT THE INSTITUTE FOR RECENT HISTORY OF SERBIA FOR THE PERIOD 2026–2029

GENERAL OBJECTIVES

Starting from the principles established by the Constitution of the Republic of Serbia, the Law on Gender Equality, the Law on the Prohibition of Discrimination, and other relevant regulations, the Institute establishes gender equality as one of the fundamental principles of its work, organization, and operation.

Within the meaning of this Plan, gender equality implies ensuring equal rights, obligations, and opportunities for all persons employed at the Institute, regardless of sex, gender identity, gender expression, or other personal characteristics, with full respect for human dignity and the principle of equal opportunities.

The Institute ensures equal participation of employees in all segments of work, including decision-making processes, management, scientific research, and professional development, considering a balanced representation of genders within organizational units, research teams, and managerial positions.

In achieving gender equality, the Institute provides conditions in which women and men, as well as persons of diverse gender identities, have equal access to resources, career advancement, professional training, and evaluation of work, as well as to the assumption of responsibilities in accordance with the law and general acts of the Institute.

The Institute commits to actively improving gender equality through the implementation of systemic measures, the development of institutional mechanisms, and the fostering of an organizational culture based on respect for diversity, non-discrimination, and equal opportunities.

In this regard, the Institute continuously monitors and analyzes the state of gender equality and undertakes measures to eliminate identified inequalities and risks of discrimination.

Special attention is devoted to the prevention of and protection against gender-based violence, including sexual harassment, coercion, and other forms of prohibited conduct. The Institute applies a zero-tolerance policy toward such phenomena, ensures clearly regulated procedures for reporting and handling cases, and provides protection for persons reporting irregularities, in accordance with the principles of confidentiality, fairness, and legality.

In order to achieve and maintain gender equality, the Institute implements coordinated activities aimed at introducing and improving structural and organizational solutions in all areas of its operation.

The main objective of this Plan is the systematic improvement of gender equality through its integration into all policies, processes, and activities of the Institute, with consistent implementation of the prescribed measures, monitoring of their effectiveness, and reporting on achieved results.

This Plan defines the objectives, measures, and activities for achieving and improving gender equality at the Institute for the period from 2026 to 2029.

The Plan has been prepared by a working group established by decision of the Director of the Institute, composed of employees with appropriate expertise and experience in the fields of law, gender equality, and organizational management.

NORMATIVE FRAMEWORK

The legal basis for the adoption and implementation of this Plan consists of the Constitution of the Republic of Serbia and applicable regulations governing the prohibition of discrimination, gender equality, labor relations, and the activities of scientific research organizations, as well as ratified international treaties forming an integral part of the legal order of the Republic of Serbia.

The Constitution of the Republic of Serbia (*Službeni glasnik Republike Srbije*, Nos. 98/2006 and 115/2021) establishes the principle of equality and the prohibition of any form of discrimination, direct or indirect, on any grounds, particularly on the basis of sex, thus laying the foundation for further normative regulation in this area.

The Law on Gender Equality (*Službeni glasnik Republike Srbije*, No. 52/2021) regulates the concept, meaning, and measures for achieving and improving gender equality, as well as the obligations of employers and public authorities regarding planning, implementation, and reporting. The Law on the Prohibition of Discrimination (*Službeni glasnik Republike Srbije*, Nos. 22/2009 and 52/2021) prohibits all forms of discrimination, including discrimination based on sex and gender, and establishes protection mechanisms.

The Labour Law (*Službeni glasnik Republike Srbije*, Nos. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017 – Constitutional Court decision, 113/2017, 95/2018 – authentic interpretation,

and 109/2025 and others) prescribes equal rights of employees and prohibits discrimination in employment and labor relations.

The Law on Science and Research (*Službeni glasnik Republike Srbije*, No. 49/2019) regulates the system of scientific research activity and provides a basis for equal participation of researchers.

Additionally, the Law on Prevention of Harassment at Work (*Službeni glasnik Republike Srbije*, No. 36/2010) is relevant.

The international legal framework includes:

- Convention on the Political Rights of Women (1953)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention, 2011)

Gender equality policy in Serbia is also based on strategic documents, primarily the Gender Equality Strategy 2021–2030 and accompanying action plans.

The legal and institutional framework is further shaped by Serbia’s EU accession process, particularly Chapters 19 and 23, as well as relevant European Commission documents, including the “Roadmap for Women’s Rights” (COM(2025) 97 final).

The Institute, as a scientific research organization and employer, is obliged to ensure respect for equality and non-discrimination and to take active measures to improve gender equality.

STATISTICAL OVERVIEW OF THE CURRENT SITUATION

Achieving gender equality requires continuous effort. The measures defined by this Plan are intended as a permanent practice.

Table 1: Total number of employees by job classification and gender structure (2025)

No.	Position	M	F	Total
1	Director	1	0	1
2	Principal Research Fellow	10	3	13
3	Senior Research Associate	5	5	10
4	Research Associate	5	3	8
5	Research Assistant	2	0	2
6	Junior Research Assistant	–	–	–

No.	Position	M	F	Total
7	Secretary	0	1	1
8	Accounting Officer	0	1	1
9	Library Technician	0	1	1
10	Support Staff	0	1	1

Table 2: Employees by level of education (2025)

Level	M	F	Total
PhD (360 ECTS)	20	11	31
Master's (300 ECTS)	2	1	3
Bachelor's (240 ECTS)	0	1	1
Secondary education	0	2	2
Total	22	15	37

Table 3: Employees by research titles (2025)

Title	M	F	Total
Principal Research Fellow	10	3	13
Senior Research Associate	5	5	10
Research Associate	5	3	8
Research Assistant	2	0	2

BODIES AND RESPONSIBLE ACTORS

Gender Equality Commission

The Director establishes a Gender Equality Commission as an expert and advisory body responsible for monitoring, proposing measures, conducting analyses, organizing training, and reporting.

Its key tasks include:

- preparing annual plans,
- providing advisory support,
- organizing training,
- collecting gender-disaggregated data,
- monitoring implementation,
- participating in protection procedures.

OTHER RESPONSIBLE ACTORS

- **Director** – ensures legality and resources
- **Secretary** – ensures equal employment conditions
- **Gender Equality Officer (Commissioner)** – provides guidance and support

All employees are obliged to respect gender equality and non-discrimination principles.

CATEGORIES OF MEASURES

1. **Gender mainstreaming**
2. **Equality in employment and career advancement**
3. **Balanced representation in decision-making**
4. **Work-life balance**
5. **Prevention of discrimination and violence**
6. **Monitoring and reporting**

The Director adopts annual action plans aligned with this document.

The Commission monitors implementation and reports to the Director.

This Plan shall be published on the Institute's website.

Belgrade, 30.12.2025.

 **Director**
Dr Vladan Jovanović
Principal Research Fellow