

Gender Equality Plan for the University of Belgrade – Faculty of Law for 2025-2028

1. Introduction

The University of Belgrade – Faculty of Law (hereinafter: the Faculty of Law) is part of one of the oldest universities in the Balkans and a leading university in Serbia and the region. The Faculty of Law brings together distinguished experts in various legal disciplines, as well as in a range of other social sciences, such as economics, sociology, philosophy, political science, and others. In terms of student numbers, the Faculty of Law is one of the largest in the region. In addition to its teaching activities, the Faculty of Law conducts scientific research, pedagogical-scientific, and professional activities in various forms (projects, courses for knowledge innovation, professional development and training, consulting, scientific and professional debates, academic and professional cooperation with other institutions, and more). It organizes the publication of its employee's scientific contributions and results, as well as other professional and scientific publications, including *inter alia* the Faculty's journal, the Annals of the Faculty of Law in Belgrade.

The Faculty of Law strives to provide top-quality education and thorough knowledge to all its students, not only in terms of intellectual development but also regarding the development of their human qualities and ethical values. It aims to stimulate genuine dedication that serves the well-being of society as a whole. All activities are directed toward the comprehensive development of individuals and the enhancement of fundamental human rights and freedoms. In this regard, the Faculty of Law is committed to creating and maintaining an environment of equal opportunities and a culture of equality and inclusion throughout the study and work processes.

In its commitment to gender equality, the Faculty of Law relies on the existing relevant national legal framework in this area:

- The Constitution of the Republic of Serbia, *Official Gazette of RS*, no. 98/2006 and 115/2021;
- The Law on the Prohibition of Discrimination, *Official Gazette of RS*, no. 22/2009 and 52/2021;
- The Law on Gender Equality, *Official Gazette of RS*, no. 52/2021;¹
- The Law on the Protector of Citizens, *Official Gazette of RS*, no. 105/2021;
- The National Strategy for Gender Equality for the period from 2021 to 2030, *Official Gazette of RS*, no. 103/2021.

¹ By the Decision of the Constitutional Court of the Republic of Serbia dated June 28, 2024, a procedure was initiated to challenge the constitutionality of the Law on Gender Equality, whereby the execution of individual acts or actions taken based on the provisions of this Law (IUz-85/2021) has been suspended.

In addition to the national legal framework for the promotion of gender equality, the Faculty of Law also bases its activities on international documents that regulate the field of higher education. Furthermore, in the preceding period, the Faculty of Law coordinated and participated in several projects of international significance dedicated to advancing gender equality. Firstly, within the Erasmus Plus program funded by the European Union, a project titled *New Quality in Education for Gender Equality - Strategic Partnership for the Development of a Master's Study Program LAW AND GENDER (LAWGEM)* was successfully implemented. As a result, the first generation of students was enrolled in the master's program developed within this project during the academic year 2024/25. Additionally, starting from the academic year 2025/26, the implementation of an innovative master's program titled *LAW AND GENDER, INTERSECTIONALITY AND DIVERSITY (LAWGID)* will commence, which is being conducted in cooperation with several universities from abroad. By the end of 2025, the successful realization of the Horizon 2020 project funded by the European Union, *Building Gender+ Equality Through Gender+ Budgeting For Institutional Transformation (BUDGET-IT)*, is also expected. This project aims to contribute to the protection of gender equality in partner institutions, including the Faculty of Law, through the formulation and implementation of gender equality plans and gender sensitive budgeting.

The principles of gender equality and anti-discrimination policies are to an extent integrated into the Statute of the Faculty of Law. Moreover, the Faculty fully complies with and applies the legal acts of the University of Belgrade, which are relevant for the prohibition of discrimination, such as the Regulation on Prevention and Protection from Sexual Harassment, the Code of Professional Ethics, and other relevant acts.

An important tool in the process of promoting and protecting gender equality at the Faculty of Law is also the Gender Equality Plan. This is a strategic document aimed at enabling and ensuring the full participation of all members of the Faculty's staff and its students in all areas of its activity, by fostering a culture of respect, and establishing avenues for the prevention of discrimination and harassment, through a series of complementary measures whose implementation is planned from 2025 to 2027.

The benefits that the promotion of gender equality is expected to bring to the academic community are numerous, but the key ones include the following:

- Different perspectives enable a broader and more nuanced view of social issues, thereby contributing to the improvement of research quality;
- Wide participation of employees and students in various areas of research and scientific work creates space for new ideas and more innovative approaches to problem-solving;
- Inclusion and equality of all interested actors within the academic community motivate them in their work and learning.

In addition to its strategic importance for the continuous advancement of gender equality at the Faculty of Law, the plan for the enhancement of gender equality is also a necessary prerequisite for the Faculty's participation in projects funded by the European Union through Horizon Europe, which represents the most significant research and innovation funding program within the European Union. Namely, organizations, including higher education institutions, applying for funding within the Horizon Europe program must have a Gender Equality Plan that meets the following conditions:

- It has been published on the official website of the higher education institution and signed by its management;
- Necessary resources required for the implementation of measures outlined in the Gender Equality Plan have been allocated (both in financial and personnel terms);
- It has been formulated based on data regarding statistical indicators of the gender structure in the given higher education institution;
- It includes activities aimed at raising awareness and educating about gender equality within the higher education institution, as well as training on unconscious gender biases for employees and decision-makers.

2. Summary of the analysis of the current state of gender equality at the Faculty of Law

The Gender Equality Plan of the University of Belgrade – Faculty of Law for the period from 2025 to 2028 (hereinafter: the GEP or Plan) is formulated based on insights into the current state of gender equality at the Faculty of Law. An understanding of the existing situation regarding gender equality was obtained through an analysis of statistical indicators of the gender structure within the institutional framework of the Faculty of Law. Additionally, valuable qualitative insights were gained through the implementation of focus groups. In order to examine the perception of employees at the Faculty of Law regarding key aspects of gender equality within its framework, an analysis of the findings obtained from a specially designed questionnaire was also conducted. The questionnaire, administered in December 2023, was completed voluntarily and anonymously by employees of the Faculty of Law. It was based on a modified questionnaire developed within the *ACT on GENDER project*, specifically aimed at facilitating the successful design of measures to promote gender equality and to examine their effects. A total of 75 employees participated in the survey (of whom 23% were administrative staff, and 77% academic staff).

Below, we present a summary of the analysis that preceded the development of the GEP, as well as basic information about the content of the Plan. The Plan is also presented in tabular form in the appendix of the document.

According to data collected at the end of 2024, women made up approximately 41% of the teaching staff at the Faculty of Law, which is lower compared to their share of 50% at the level of the University of Belgrade. The share of women was particularly smaller in the highest academic ranks: among full professors, women constitute just over 30%, while among associate professors around 36% are women. On the other hand, among lower academic positions, women are equally represented (50%), while in some categories, such as assistants with a doctoral degree, women account for as much as 100% of the staff. Compared to the previous period, women are significantly more present in leadership positions: 57% of department heads are women (4 out of 7 departments), but not in the highest functions (a woman was the dean of the Faculty of Law only once in its history, from 1987 to 1989).

Data on re-elections to the same academic rank show high variability depending on the year and employee category. Although these findings can be interpreted as reflecting annual fluctuations in re-elections, particular attention needs to be directed toward factors influencing career dynamics, and equal opportunities for academic advancement for all employees must be ensured.

Regarding salaries, the analysis of aggregated data on the average net incomes of employees at the Faculty of Law by ranks and gender indicates the existence of a statistically significant difference in favor of men. The difference is observed in terms of the rank of full professors, where there is a gender pay gap of slightly less than 10%. On the other hand, within the level of associate professors and assistant professors, the differences in earnings are small or non-existent. These findings are based solely on aggregated values (averages and numbers by categories) and a limited time period, which prevents a deeper and more precise analysis that would take into account other relevant factors such as years of experience, involvement in projects, or additional sources of income. Therefore, these results should be interpreted with a degree of caution.

The average difference between salary and allowances during absence from work ranges from 25% to 30%, which further indicates financial challenges associated with balancing professional and private obligations. However, most of these challenges are a consequence of the broader legal framework that cannot be addressed at the level of the Faculty of Law.

Research conducted as part of the *GEAM* instrument pointed to several key challenges in the area of gender equality protection at the Faculty of Law. A low level of awareness and trust in measures and initiatives to improve gender equality was observed: many respondents doubt the institution's commitment and its readiness to seriously address this issue. There is a need for the introduction of stronger measures for protection and support. At the same time, a lack of services such as preschool institutions and other forms of institutional support was noted, which mostly affects women attempting to reconcile professional and family obligations.

Gender stereotypes are still present, especially in the form of informal division of tasks: women are more often engaged in tasks related to caring for students, which reinforces traditional gender roles. Additionally, other obstacles that prevent systematic advancement of gender equality have been identified. These challenges indicate areas where targeted interventions are possible and necessary in order to improve gender equality within the institution.

Data show a steady and dominant representation of female students among those enrolled at the Faculty of Law, with their share mostly exceeding 60% over the past decade, reaching a peak of 68.1% in the 2020/21 academic year. Women also make up the majority of graduates in a given academic year, as well as among those graduating within their generation within four years, often exceeding 60%, and in some years, reaching over 70%. These data indicate not only a higher number of enrolled female students but also their higher graduation rate within the prescribed timeframes. Female students have constituted the majority among enrolled and graduating students at the undergraduate level continuously for more than a decade, and this pattern continues at the level of master studies, where their participation in the total number of graduates regularly exceeds 60%. This may suggest that there are no significant barriers for women to continue their studies after completing undergraduate studies. However, such a trend is not consistently observed at the doctoral level.

3. The Content of the Plan

In the process of drafting the Plan, the guidelines of the European Institute for Gender Equality (EIGE) for formulating gender equality plans in research and higher education institutions were taken into account. It is important to note that, within the BUDGET-IT project, the Faculty of Law had the opportunity to collaborate with European universities considered leaders in institutional transformation aimed at protecting the culture of equality and inclusiveness. Based on this collaboration, the team of the Faculty of Law participated in various training sessions, and they were provided with numerous tools and guidelines that identify best practices and offer recommendations for: formulating gender equality plans, revising the budget from the perspective of its impact on gender roles and vulnerable groups, and for integrating the gender equality plan with a gender budget.

The Faculty of Law's Plan defines six strategic objectives, encompassing a total of 18 measures, i.e. specific goals whose implementation should contribute to achieving the overarching strategic aims. Each of these specific goals is implemented through the execution of precisely defined activities, totalling 63. Indicators have been identified for each activity to monitor the success of their implementation, along with the necessary resources, responsible persons or organizational units within the Faculty, and the anticipated outcomes of the planned activities.

Compared to the first gender equality plan (*The Plan for the Promotion of Gender Equality at the University of Belgrade – Faculty of Law*) adopted in 2021, the new Plan includes a significantly greater number of measures, in addition precisely defining indicators and expected outcomes of the planned measures. This creates conditions for monitoring the successful implementation of the Plan and its proactive and continuous revision in the future.

1. Integration of the Gender Perspective into the Legal and Institutional Framework

- Establishment of the Working Group for Equal Opportunities;
- Revision of general acts with the aim of aligning them with the principle of gender equality.

2. Promotion of Gender Equality in Employment and Career Advancement

- Balanced representation in promotion and appointment committees;
- Support for career development of underrepresented genders;
- Introduction of scholarships for training in the field of gender equality;

3. Alignment of Professional and Family Obligations

- Provision of flexible working conditions;
- Provision of spaces for breastfeeding and caring for children, and support for students with family responsibilities;
- Promotion of equal participation of both genders in parental and family duties.

4. Gender-Sensitive Statistics and Reporting

- Implementation of methodologies, regular collection, and publication of data.

5. Gender-Sensitive Education

- Reform of accreditation standards;
- Enhancement of the visibility of the LAWGEM program;
- Annual conferences and trainings.

6. Measures Against Gender-Based Violence, Including Sexual Harassment

- Adoption and implementation of Rules and Regulations, appointment of confidential counselors;
- Establishment and transparency of mechanisms for reporting harassment cases;
- Education and public campaigns.

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3. Gender balance in employment – Enhancing the protection of candidates for appointments to teaching and associate positions against gender discrimination	3.1. Adoption of a recommendation that both genders be represented on committees for appointments to teaching and associate positions	<ul style="list-style-type: none"> • Share of committees including members of both genders • Monitoring the application of the recommendation through reports on candidates submitted for appointment competitions 	Department Chairs	By the end of spring semester of academic 2026/27	<i>Budget-it</i>	Increased gender balance in appointment committees, contributing to more objective and inclusive decision-making.
	3.2. A webpage has been established on the Faculty of Law's website indicating that the Faculty provides a work environment where employees can reconcile professional and family obligations, along with illustrations of measures that contribute to achieving this goal	<ul style="list-style-type: none"> • A webpage designed and published within the website • Updated content with new measures and examples of good practice 	Vice dean for teaching, Website editor, IT Center	Before the beginning of the winter semester of academic 2025/26	<i>Budget-it</i>	Enhanced visibility of policies supporting the balance between professional and private life, which fosters an inclusive and more attractive work environment.
	3.3. Formulation of Guidelines for non-discriminatory conduct during the implementation of open competitions and procedures for appointments to teaching and associate positions, including the section regarding interviews with candidates (such as creating a list of unacceptable questions or a list of questions that can be asked)	<ul style="list-style-type: none"> • Drafted and adopted Guidelines • Number of committees familiar with the Guidelines • Number of competition candidates who received the Guidelines when submitting their applications 	Working Group for Equal Opportunities	By the beginning of spring semester of academic 2026/27		Standardized and transparent procedures for conducting competitions, especially interviews with candidates for appointment and employment, which prevent gender bias and promote professionalism in selection processes.
	3.4. Announcing vacant positions in a manner that is not only gender-neutral but also encourages candidates with family obligations to apply for positions at the Faculty of Law	<ul style="list-style-type: none"> • Internal guidelines for advertising vacant positions is developed and implemented • Collected feedback from candidates regarding the quality of the competition (e.g., through surveys) 	Working Group for Equal Opportunities	Beginning of academic year 2026/27	<i>Budget-it</i>	Transparency and gender neutrality in all phases of the employment process, including work engagements in teaching, associate, administrative, and technical positions.
4. Support for the career advancement of employees of underrepresented gender – proactive care for gender balance	4.1. Preparation of an annual assessment of gender representation in scientific and associate positions, along with the identification of areas and	Prepared and published gender-disaggregated statistics by fields and ranks	Equality Commissioner	Permanent	<i>Budget-it</i>	Established transparent reporting on gender representation.

among employees across all ranks and functions at the Faculty of Law.	ranks where significant gender imbalance exists					
	4.2. Promotion and affirmation of the achievements of employees of underrepresented gender through visibility in the Faculty's internal and external communication channels (e.g., website, newsletters, public forums).	<ul style="list-style-type: none"> • Number of public debates held • Number of news articles/texts published on a special, newly introduced page of the Faculty's website (see activity 3.2.), or in the dedicated section of the <i>Acta Diurna</i> newsletter 	Working Group for Equal Opportunities	Beginning of academic year 2026/27	<i>Budget-it</i>	Increased visibility of the academic and professional achievements of employees of the underrepresented gender, thereby supporting their affirmation and further advancement.
	4.3. Introduction of scholarships for training in the field of gender equality for staff members of the Faculty of Law	<ul style="list-style-type: none"> • Scholarship has been introduced • Number of scholarships awarded annually • Participation of scholarship recipients in relevant programs, courses, or conferences 	Dean, Manager of the <i>LAWGEM</i> Master Programme	Permanent	<i>Budget-it</i> for the 1 st year	An increased number of researchers and associates engaging in professional and scientific development in the field of gender equality, thereby strengthening the Faculty's human resources capacity in this area.
III. BALANCING OF PROFESSIONAL AND FAMILY RESPONSIBILITIES (WORK-LIFE BALANCE)						
5. Support for employees in balancing professional and family responsibilities – creating a work environment that respects gender-responsible obligations related to family care	5.1. Conducting an anonymous survey and analysis of employees' needs regarding balancing work and family obligations, and preparing a report	Conducted survey and report published on the Faculty's website	Working Group for Equal Opportunities	Beginning of academic 2026/27	RSD 30.000 from the Faculty's budget	Identified key needs of employees and opportunities for balancing professional and family obligations.
	5.2. Adapting work tasks and their schedules to the needs of employees caring for young children or other dependent persons requiring care and assistance (e.g., flexible working hours, rescheduling exam periods and classes, remote work or hybrid work)	Survey results	Working Group for Equal Opportunities	Permanent	/	Increased level of employee satisfaction regarding the alignment of professional and family responsibilities.

	5.3. Developing institutional guidelines for managers to better support employed parents and caregivers, with a special emphasis on informal care, which is most often undertaken by women	Guidelines formulated and made accessible on a dedicated page within the Faculty's website	Working Group for Equal Opportunities, Equality Commissioner, Vice dean for teaching, Secretary	Beginning of academic year 2026/27	/	
	5.4. Promotion of equal participation of both genders in parental and family responsibilities, including affirmation of the right to leave work for (special) child care for fathers and raising awareness about the availability of institutional support	<ul style="list-style-type: none"> • Survey results (development of an infographic) • Formulation of an "info package" to be distributed to all employees upon each employment contract conclusion 	Equality Commissioner, Vice dean for teaching, Department Chairs	Permanent	/	
	5.5. Provision of a space for diapering and breastfeeding within the Faculty building	Room designated, equipped, and labeled	Dean, Head of the Department of General Affairs	By the end of academic 2027/28.	/	
	5.6. Designation of a staff member in the Department of Teaching and Student Affairs responsible for advising students with family obligations and coordinating the support provided to these students by teaching staff	<ul style="list-style-type: none"> • Appointed staff member responsible for support • Number of contacts established with students on this basis <ul style="list-style-type: none"> • Student feedback regarding the accessibility and quality of support 	Working Group for Equal Opportunities	By the end of academic 2025/26	/	Students with family obligations receive institutional support in the form of a person providing counseling and support services, thereby enhancing their academic inclusion and reducing obstacles to their studies.
IV. GENDER SENSITIVE STATISTICS AND REPORTING						
6. Development and institutionalization of gender-sensitive statistics for planning, monitoring, and reporting on gender	6.1. Development of a methodology for maintaining gender-sensitive statistics	<ul style="list-style-type: none"> • Methodology developed and adopted • Number of departments applying the methodology • Evaluation of the application of the methodology in practice 	Working Group for Equal Opportunities	Until the beginning of the winter semester of academic 2025/26	<i>Budget-it</i>	Adopted methodology enabling systematic collection, analysis, and reporting of gender-disaggregated data, serving as the foundation for monitoring gender equality and planning measures for its improvement.

equality at the Faculty of Law	6.2. Organization and management of gender-sensitive statistics, with periodic review of the types and structure of data collected	<ul style="list-style-type: none"> Established system for maintaining statistics Number of revised and additional indicators annually 	Working Group for Equal Opportunities, Department of General Affairs, Department of Teaching and Student Affairs, Department of Financial and Material Operations	Permanent	/	Establishment of a sustainable system for gender-sensitive statistics with regular updates and adjustments of data collection in accordance with the needs for monitoring gender equality and making informed decisions.
	6.3 Preparation of annual reports on the gender structure of candidates for appointments and employment, the dynamics of career progression for both genders, salary levels for men and women, and differences between salaries and allowances earned during maternity leave, parental leave, or care leave for a child	Number of annual reports prepared	Department of General Affairs, Department of Teaching and Student Affairs, Department of Financial and Material Operations	Permanent	Budget-it for the 1 st year	Availability of appropriate statistical data complemented by qualitative indicators (experiences, opinions, attitudes, behaviors, and feelings of employees regarding the relevant topic).
	6.4. The Faculty's management includes in its report on activities the results of measures undertaken to improve gender equality at the Faculty	Share of Management reports that include a section on gender equality	Dean, Faculty's Council	Permanent	/	Integration of gender equality into institutional reporting, thereby increasing the visibility and transparency of implemented activities and achieved results.
	6.5. Regular publication of gender statistics and trends related to the gender structure of teaching staff and students in the Faculty's newsletter and on a dedicated, newly established webpage on the Faculty's website (see activity 3.2.)	Number of publications in the <i>Acta Diurna</i> newsletter or on the Faculty's website annually	Working Group for Equal Opportunities	Permanent	/	Ensured public accessibility of key indicators on gender balance at the faculty, which contributes to informing the community and enhancing policies.

V. GENDER RESPONSIVE EDUCATION

7. Initiative to amend the Rulebook on Standards and Procedures for the Accreditation of Study Programs (Roolebook) to ensure that the dimension of gender equality is defined as a task for formulating the structure (Standard 1), purpose (Standard 2), objectives (Standard 3), competencies (Standard 4), quality, modernity, and international conformity (Standard 6) of study programs at all levels of higher education at universities in Serbia	7.1. Prepare an Initiative in which the University of Belgrade proposes to the National Council for Higher Education a gender-sensitive reformulation of the accreditation standards from the Rulebook	<ul style="list-style-type: none"> • The Initiative for gender-sensitive reformulation of the accreditation standards contained in the Rulebook has been drafted. • The Initiative for the University of Belgrade to propose to the National Council for Higher Education reformulation of the accreditation standards submitted to the Academic Council. • The Initiative proposing gender-sensitive reformulation of the accreditation standards adopted by the Academic Council. 	Working Group for Equal Opportunities	Up to 6 months after the entry into force of the Rulebook	Minimal	<ul style="list-style-type: none"> • The reformulation of the accreditation standards has been adopted. • A gender-sensitive approach has been implemented in reaccrreditation of all study programs at all levels of study at the Faculty of Law.
	7.2. Submit an Initiative to the University of Belgrade to propose to the National Council for Higher Education a gender-sensitive reformulation of the accreditation standards from the Rulebook	<ul style="list-style-type: none"> • The Initiative was sent from the University of Belgrade to propose to the National Council for Higher Education a reformulation of the accreditation standards from the Regulation. • The Initiative proposing gender-sensitive reformulation of the accreditation standards was adopted by the University of Belgrade. 	Working Group for Equal Opportunities	Up to 6 months after the entry into force of the Rulebook	Minimal	
8. Promotion of the use of gender-sensitive language at the Faculty of Law	8.1. Formulate and publish instructions for the use of gender-sensitive language in the acts of the Faculty of Law, as well as in content published on the website, especially concerning the titles of professions	<p>An Instruction for the use of gender-sensitive language has been formulated and published.</p>	Working Group for Equal Opportunities, Website editor	Winter semester 2026/27	/	<p>A foundation has been laid for the consistent application of gender-sensitive language in the acts of the Faculty of Law, as well as on the website.</p>
9. Continuous gender-sensitive education/training of teachers, associates, and demonstrators at the Faculty of Law	9.1. Organize an annual conference where teachers and associates of the Faculty of Law will present problem-based topics of their legal disciplines from a gender equality perspective; each year, a new gender-relevant topic will be designated as a task for exploration across various legal disciplines	<ul style="list-style-type: none"> • Number of teachers, associates, and other participants in these conferences. • Number of legal disciplines covered by presentations. • Publications published after the conferences as part of the Faculty of Law's publishing activities. 	Department Chairs, teaching staff, Equality Commissioner, IT Center, Faculty's Publishing Center	Every academic year at a designated time	Design and printing of publications	<p>Gender sensitivity among teachers, associates, and their competencies for a gender-sensitive approach in their specific legal disciplines has been increased.</p>

	9.2. Timely announcement of information regarding the topic and date of each conference	Number of publications on the Faculty's website	Department Chairs, teaching staff, Equality Commissioner, IT Center	Every academic year at a designated time	Design and printing of publications	
10. Increasing the visibility of the Master Programme <i>Law and Gender</i> (LAWGEM)	10.1. International conferences on topics relevant to the master's programme and, more broadly, for the promotion of feminist understanding of substantive gender equality, or, in a wider sense, for the promotion of intersectional understanding of gender-based discrimination	Number of conferences held	Manager of the <i>LAWGEM</i> Master Programme, teaching staff, Dean, IT Center	Every academic year	Minimal (technical infrastructure, printing of informational materials); Funds for international participants will be secured from external sources, and some foreign participants will participate <i>online</i>	Promotion of the <i>LAWGEM</i> master's programme, expanding the influence of substantive gender equality ideas through dissemination of ideas and content from conferences, as well as books from the <i>Springer Book Series Gender Perspectives in Law</i> , including the impact of their public promotion.
	10.2. Publishing and presenting publications after international conferences	<ul style="list-style-type: none"> • Published books within the Springer book series <i>Gender Perspectives in Law</i> • Public promotion of books within the <i>Springer book series</i> 	Manager of the <i>LAWGEM</i> Master Programme, teaching staff, Dean	Every academic year	Minimal (technical infrastructure, printing of informational materials); Funds for publications and their promotion will be secured from external sources: <i>Springer Publisher</i> and other publishers	

11. Encouraging interest among students and teachers, as well as associates, in topics related to gender equality	11.1. An award has been established, and a prize competition has been announced for the best master's thesis and doctoral dissertation in the field of gender equality and the fight against gender discrimination and sexual harassment	<ul style="list-style-type: none"> • Competition for the award announced on the Faculty's website • Number of master's and doctoral theses submitted and defended annually • Award winners promoted (e.g., on the website, in the <i>Acta Diurna</i> newsletter, or at faculty events) 	Vice dean for finances, Manager of the <i>LAWGEM</i> Master Programme	As of academic 2026/27	<i>Budget-it</i> for the 1 st year	Academic interest among students in gender equality topics has been encouraged, and the number of high-quality master's and doctoral dissertations in this field has increased.
	11.2. Publication and promotion of the collection of papers <i>Gender and Law</i> , which comprehensively addresses issues of gender equality and intersectionality across different areas of law, within separate chapters authored by teachers and associates at the Faculty	<ul style="list-style-type: none"> • Publication of the <i>Gender and Law</i> anthology and making it available to teaching staff in electronic version • Promotion of the anthology conducted 	Editors: D. Vujadinović, V. Stanimirović; Authors: Faculty's teaching staff	Winter semester 2025/26	Funds dedicated to the Faculty's publishing activities for the year 2025	Scientific works that synthesize findings and knowledge on gender equality from the perspectives of various branches of law are available in Serbian, with particular emphasis on the Serbian legal system.
	11.3. Education and encouragement of the Faculty's staff, as well as students, to use the <i>LAWGEM Lifelong Learning Platform</i> for deepening knowledge and monitoring information on relevant events	<ul style="list-style-type: none"> • Training for employees and students conducted • Recording of the training published on a dedicated page on the Faculty's website 	Platform coordinator: Lj. Kovačević	Spring semester 2025/26	/	Promotion of an online platform that provides the academic community and the general public with abundant and regularly updated sources for studying gender equality (such as scientific papers, reports from relevant international organizations, lectures, and more).
	11.4. Organization of mandatory training (in collaboration with the University and relevant bodies) for teaching staff and administrative employees of the Faculty of Law on gender equality and non-discrimination	Number of trainings held	Working Group for Equal Opportunities	Spring semester 2025/26	/	

	11.5. Organizing an annual training on gender equality and non-discrimination for first-year students during the <i>Welcome Week</i>	Number of training participants	Equality Commissioner	Every year in October	/	First-year students have been introduced to the importance of studying the topic of gender equality and non-discrimination, as well as the role of the legal profession in this domain. They have been presented with the Faculty of Law's activities aimed at preserving gender equality and non-discrimination, as well as the protection channels available to them for safeguarding their rights in this area
VI. FIGHT AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT						
12. Adoption and implementation of the action plan for the Rulebook on Prevention and Protection from Sexual Harassment, Coercion, and Sexist Speech at the University of Belgrade (following its entry into force)	12.1. Monitoring the dynamics of the process of adoption of the new Rulebook at the University, as well as amendments made thereafter	Periodic updates on the process timeline published on a dedicated page within the Faculty's website	Dean, Equality Commissioner	Permanent	/	The normative acts and actions of the Faculty are aligned with the obligations outlined in the new Rulebook on Prevention and Protection from Sexual Harassment, Coercion, and Sexist Speech at the University of Belgrade.
	12.2. Development and adoption of the implementation plan	Adopted implementation plan	Dean, Equality Commissioner	Spring semester 2025/26	/	
	12.3. Informing all stakeholders at the Faculty about the new obligations and procedures	Number of informative sessions organized	Dean, Equality Commissioner	Within 3 months after the entry into force of the Rulebook	Minimal (printing costs, logistics, informational materials)	
13. Selection and training of the Gender Equality Commissioner, confidential advisors, and the Commission for the Protection Procedure	13.1. Initiating the selection process	Epj Number of competent bodies/persons appointed	Dean, Academic Council, Students' Parliament, Equality Commissioner	Within the time framework established by the Rulebook	/	Functional and professional bodies for protection against harassment have been established.
	13.2. Organizing training sessions in cooperation with the University and relevant bodies	Number of trainings conducted	Dean, Academic Council, Students' Parliament, Equality Commissioner	Within 6 months after the entry into force of the Rulebook	Training cost	

	13.3. Publishing contact information of the Gender Equality Commissioner and confidential advisors	Contact information made easily accessible on the Faculty's website and on notice boards in the Faculty's corridors	Dean, Academic Council, Students' Parliament, Equality Commissioner	Within 3 months as of the appointment of the Equality Commissioner and confidential advisors	/	
14. Displaying visible and easily accessible information about the existing procedures for protection against sexual harassment	14.1. Drafting and publishing a Guide in electronic and printed form	<ul style="list-style-type: none"> • Availability of information at all locations foreseen by the communication plan • Number of informative brochures/ guides downloaded 	Equality Commissioner, Secretary, IT Center	Within 3 months after the setting up of confidential bodies	Minimal (design and printing of informative materials)	Increased awareness among employees and students about rights and procedures for the protection against sexual harassment, coercion, and sexist speech.
	14.2. Highlighting information on the website and notice board	<ul style="list-style-type: none"> • Availability of information at all locations foreseen by the communication plan • Number of informative brochures/ guides downloaded 	Equality Commissioner, Secretary, IT Center	Within 3 months after the setting up of confidential bodies	/	
	14.3. Regular updating of contact information	<ul style="list-style-type: none"> • Availability of information at all locations foreseen by the communication plan • Number of informative brochures/ guides downloaded 	Equality Commissioner, Secretary, IT Center	Within 3 months after the setting up of confidential bodies	/	
15. Establishing confidential mechanisms for reporting and maintaining records of cases involving sexual harassment, coercion, and sexist speech	15.1. Developing and adopting an internal protocol for reporting cases, in accordance with the university's Rulebook	Existence of the written Protocol	Equality Commissioner, Secretary, IT Center	Within 3 months after the entry into force of the Rulebook	Minimal (technical infrastructure, printing, education of employees)	Persons who have experienced harassment have a safe, confidential, and accessible channel for reporting and support.
	15.2. Establishing a confidential communication procedure (a dedicated email address, physical complaint box, scheduled meetings with confidential advisors)	Number of established channels of report	Equality Commissioner, confidential advisors, Secretary, IT Center			
	15.3. Training of persons who process complaints on confidentiality and support for victims	Number of training sessions conducted	Equality Commissioner, confidential advisors, Secretary, IT Center			
	15.4. Creating a complaint form that can be submitted anonymously in physical or electronic form	Accessibility for download of the complaint form on the Faculty's website and in paper form in the Faculty's corridors	Equality Commissioner, confidential advisors, Secretary, IT Center			

	15.5. Maintaining records in accordance with personal data protection regulations, without including identifying information	Number of reports and their processing per annum (in reporting form, anonymized)	Equality Commissioner, confidential advisors, Secretary, IT Center			
16. Annual evaluation of implementation of measures for the protection of sexual harassment and the drafting of recommendation for improvement	16.1. Developing a methodology for evaluating the application of protection measures and procedures	<ul style="list-style-type: none"> • Adopted annual report on implemented measures • Number of recommendations accepted and implemented 	Equality Commissioner, confidential advisors	Start of reporting: by the end of academic 2024/25, once a year for future periods	Administrative support for the preparation and distribution of report	Continuous monitoring of the implementation of measures, detection of weaknesses, and guiding further interventions.
	16.2. Collecting data from the Commissioner, the Committee, and advisors regarding the implementation of procedures, the number of reports, and challenges in handling cases		Equality Commissioner, confidential advisors			
	16.3. Preparing and publishing an annual report with proposals for improvement		Equality Commissioner, confidential advisors			
	16.4. Submitting the report to the Academic Council		Equality Commissioner, confidential advisors			
17. Organization of activities aimed at increasing the awareness and public advocating against sexual harassment	17.1. Marking November 25th (International Day for the Elimination of Violence Against Women) and other significant dates	Visibility of campaigns in the media and on social networks	Equality Commissioner, Students' Parliament, IT Center	Continually, with increased activities during November and March	Symbolic financial support for promotion materials and organization of events	Increased awareness of the seriousness of the problem, promotion of a culture of respect, and prevention of gender-based violence.
	17.2. Creating and distributing visuals and promotional materials with messages of zero tolerance for harassment	Visibility of campaigns in the media and on social networks	Equality Commissioner, Students' Parliament, IT Center			
	17.3. Organizing open forums, lectures, and workshops for students and staff	<ul style="list-style-type: none"> • Number of events and workshops held • Number of participants 	Equality Commissioner, Students' Parliament, IT Center			

	17.4. Creating and maintaining a dedicated webpage on the Faculty's website with information about rights and accessible protection mechanisms	Existence of a dedicated Faculty page (easily accessible from the homepage of the website) with information about rights and available protection mechanisms.	Equality Commissioner, Students' Parliament, IT Center			
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