

REPUBLIC OF SERBIA
Educons University
Faculty of Pharmacy Belgrade
No.: 01-1/272
Date: 20 February 2026

Pursuant to the Constitution of the Republic of Serbia (“Official Gazette of RS”, Nos. 98/2006 and 115/2021), the Law on Gender Equality (“Official Gazette of RS”, No. 52/2021), the Law on Prohibition of Discrimination (“Official Gazette of RS”, Nos. 22/2009 and 52/2021), the Labour Law (“Official Gazette of RS”, 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 – other law), Article 80, paragraph 1, item 38 of the Statute of the Faculty of Pharmacy Belgrade (No. 01-1/43, which entered into force on 8 December 2025, and No. 01-1/88, which entered into force on 12 December 2025), the Dean of the Faculty of Pharmacy in Belgrade, on 20 February 2026, hereby adopts the:

GENDER EQUALITY PLAN
WITH SPECIAL MEASURES FOR THE ACHIEVEMENT AND
IMPROVEMENT OF GENDER EQUALITY OF
THE FACULTY OF PHARMACY IN BELGRADE
FOR THE PERIOD 2026–2029

1. INTRODUCTION

The Faculty of Pharmacy in Belgrade (hereinafter referred to as the “Faculty”), as a higher education and scientific research institution, in carrying out its activities is guided by the principles of legality, equality, respect for human dignity, prohibition of discrimination, and ensuring equal opportunities for all persons.

For the purpose of systematically regulating, monitoring, and improving gender equality, this Plan establishes objectives, measures, responsible actors, indicators, and methods of implementation, monitoring, and reporting in the field of gender equality at the Faculty.

The Faculty is committed to developing an academic and working environment that fosters mutual respect, professional integrity, inclusiveness, fairness, and equal participation of women and men in all areas of work, decision-making, advancement, and professional development.

The Gender Equality Plan with special measures represents a strategic and operational document of the Faculty, recognizing gender equality as an important segment of institutional development, quality of work, human resource management, scientific research, and teaching processes.

2. LEGAL BASIS

The legal basis for adopting this Plan consists of:

- Constitution of the Republic of Serbia;
- Law on Gender Equality;
- Law on Prohibition of Discrimination;
- Labour Law;
- Law on Higher Education;
- Law on Science and Research;
- Law on Prevention of Discrimination against Persons with Disabilities;
- Law on Personal Data Protection;
- Law on Occupational Safety and Health;
- Statute of the Faculty of Pharmacy in Belgrade;
- other general acts of the Faculty and relevant regulations of the Republic of Serbia.

3. DEFINITIONS

The terms used in this Plan shall have the following meanings:

- **gender equality** means equal participation of women and men in all areas of social and professional life, equal status, equal opportunities for exercising rights, and equal benefits from achieved results;
- **equal opportunities** mean equal conditions for access to employment, education, promotion, professional development, scientific research, and participation in the bodies of the Faculty;
- **gender perspective** means taking into account the different positions, needs, and interests of women and men in planning, decision-making, implementation, and monitoring of measures;
- **gender-sensitive language** means language that promotes equality and visibility of women and men in professional and public communication;
- **harassment** means any unwanted conduct with the purpose or effect of violating the dignity of a person on the basis of sex or gender;
- **sexual harassment** means any unwanted verbal, non-verbal, or physical conduct of a sexual nature that violates dignity;
- **gender-based violence** means any form of physical, psychological, sexual, economic, or other violence committed against a person on the basis of gender;

- **balanced gender representation** exists when the representation of one gender is between 40% and 50% in relation to the other gender, in accordance with the law.

4. PROHIBITION OF DISCRIMINATION

Any direct or indirect discrimination based on sex, gender, pregnancy, parenthood, family status, or other personal characteristics is prohibited at the Faculty, in accordance with the law.

Discrimination includes any unjustified distinction, exclusion, restriction, preferential treatment, or omission that places a person or group at a disadvantage in employment, education, promotion, governance, research, and other areas of Faculty activities.

Discrimination also includes harassment, sexual harassment, degrading treatment, hate speech, incitement to discrimination, and placing a person at a disadvantage for seeking protection or participating in proceedings.

Special measures introduced to achieve full gender equality and eliminate inequalities shall not be considered discrimination.

5. PRINCIPLES OF THE PLAN

This Plan is based on the following principles:

- the principle of legality;
- the principle of equality and non-discrimination;
- the principle of respect for human dignity;
- the principle of equal opportunities;
- the principle of inclusiveness;
- the principle of prevention;
- the principle of accountability;
- the principle of transparency and monitoring of the implementation of measures.

6. GENERAL OBJECTIVE OF THE PLAN

The general objective of this Plan is to establish, maintain, and improve gender equality at the Faculty through a supportive, safe, inclusive, and non-discriminatory working and academic environment, ensuring equal opportunities in all areas of work and activities of the Faculty.

7. SPECIFIC OBJECTIVES OF THE PLAN

The specific objectives of this Plan are:

1. establishing and developing a culture of gender equality at the Faculty;
2. integrating a gender perspective into general acts, procedures, internal and external communication, and governance;
3. ensuring equal opportunities in the areas of employment, academic appointments, professional development, and career advancement;
4. strengthening mechanisms for prevention, protection, and response in cases of discrimination, harassment, and gender-based violence;
5. establishing a system for monitoring the situation, data analysis, and regular reporting.

8. ASSESSMENT OF THE CURRENT SITUATION AND REASONS FOR ADOPTING THE PLAN

The Faculty adopts this Plan with the aim of systematically regulating the field of gender equality, strengthening institutional mechanisms for its implementation and advancement, and ensuring equal opportunities for all employees and other persons engaged in the work of the Faculty.

The assessment of the current situation regarding the position of women and men at the Faculty is based on data on the gender structure of employees, their representation in teaching, associate, managerial, and administrative positions, as well as data on participation in promotion procedures, professional development, and decision-making processes.

A tabular presentation of data on the gender structure of employees, the representation of women and men by job categories, academic titles, bodies and committees of the Faculty, as well as other relevant statistical indicators, forms an integral part of this Plan.

The data referred to in paragraph 3 of this section shall be presented in a separate table, attached to this Plan as its integral part.

9. SPECIAL MEASURES FOR ACHIEVING AND IMPROVING GENDER EQUALITY

For the purpose of achieving the objectives set out in this Plan, the Faculty establishes the following special measures:

9.1. Measures for establishing a culture of gender equality

- appointing a person, commission, or other working body responsible for monitoring and coordinating activities in the field of gender equality;

- organizing training sessions, workshops, panel discussions, and other forms of education on gender equality, anti-discrimination, and respect for dignity;
- promoting gender equality through internal and external communication channels;
- raising employees' awareness of the importance of equal opportunities and non-discriminatory conduct.

9.2. Measures for integrating a gender perspective into acts and governance

- analyzing and reviewing existing general acts and procedures from the perspective of gender equality;
- improving the practice of using gender-sensitive language in official communication and documents, in accordance with the nature of the act and applicable regulations;
- integrating a gender perspective into decision-making, activity planning, and reporting;
- encouraging balanced gender representation in the bodies, commissions, and working groups of the Faculty.

9.3. Measures for ensuring equal opportunities in professional development

- monitoring gender structure in employment, academic appointments, and the allocation of work tasks;
- ensuring equal conditions for access to professional development, scientific research activities, projects, conferences, and other forms of professional advancement;
- encouraging mentoring and professional support for employees;
- considering measures that contribute to a better balance between professional and family responsibilities, in accordance with the law and capacities of the Faculty.

9.4. Measures for prevention and protection

- informing employees about their rights, obligations, and protection mechanisms in cases of discrimination and harassment;
- improving procedures for reporting and handling cases of discrimination, harassment, and gender-based violence;
- ensuring confidentiality of the procedure and protection of persons seeking protection;
- cooperation among competent bodies and services to ensure timely and lawful action.

9.5. Measures for monitoring, analysis, and reporting

- establishing a system for collecting and analysing gender-disaggregated data;
- defining indicators for monitoring the implementation of measures and progress in the field of gender equality;
- preparing periodic and annual reports;
- proposing corrective measures and amendments to the Plan where necessary.

10. ACTION FRAMEWORK FOR THE IMPLEMENTATION OF THE PLAN

An integral part of this Plan is a **tabular presentation of measures, responsible actors, measurable indicators, and the timeframe for implementation**, provided as an annex to this Plan.

The action framework includes:

- special measures for achieving each particular objective;
- responsible actors for the implementation of activities;
- measurable indicators of success;
- a timeframe for implementation;
- methods for monitoring the execution of activities.

11. IMPLEMENTATION OF THE PLAN

The bodies of the Faculty, heads of organizational units, competent services, as well as the person or body responsible for coordinating activities in the field of gender equality, shall be responsible for the implementation of this Plan, each within their respective competences.

The coordination of the implementation of this Plan shall be carried out by a person, commission, or other working body appointed by the Dean or the competent authority of the Faculty.

12. REPORTING ON THE IMPLEMENTATION OF THE PLAN

A periodic report along with an annual report shall be prepared on the implementation of this Plan, containing:

- an overview of implemented activities;
- an assessment of the level of achievement of the set objectives;
- a presentation of relevant indicators;
- identified challenges in implementation;
- proposed measures for further improvement.

The annual report shall be reviewed and adopted by the competent authority of the Faculty, in accordance with the general acts of the Faculty.

13. PUBLICATION AND AVAILABILITY

Following its adoption, this Plan shall be published on the website of the Faculty of Pharmacy in Belgrade and shall be available to all employees and other interested parties.

14. FINAL PROVISIONS

This Gender Equality Plan with special measures for achieving and improving gender equality of the Faculty of Pharmacy in Belgrade is adopted for the period 2026–2029. This Plan shall enter into force on the date of its adoption.

An integral part of this Plan includes:

1. **Table 1 – Overview of the gender structure of employees and other relevant indicators;**
2. **Table 2 – Action framework for the implementation of the Gender Equality Plan;**
3. **other annexes, if adopted together with this Plan.**

Dean of the Faculty of Pharmacy Belgrade



Prof. Dr. Olivera Milutinović

ANNEX 1

TABLE 1

OVERVIEW OF THE GENDER STRUCTURE OF EMPLOYEES AND OTHER RELEVANT INDICATORS

		Men	Women
Total number of employees	50	19	31
Teaching staff	36	12	24
Non-teaching staff	2	1	1
Total number of engaged persons	6	3	3
Teaching staff	3	2	1
Non-teaching staff	3	1	2

Dean of the Faculty of Pharmacy Belgrade



Olivera Milutinović
Prof. Dr. Olivera Milutinović

ANNEX 2

ACTION FRAMEWORK FOR THE IMPLEMENTATION OF THE GENDER EQUALITY PLAN

Specific objective	Special measures	Responsible actors	Measurable indicators	Timeframe
Establishing a culture of gender equality	Appointment of a person/commission for gender equality	Dean / competent authority	Decision adopted	Short-term
Establishing a culture of gender equality	Organization of training and education	Responsible person / commission	Number of trainings and participants	Continuous
Integrating gender perspective into governance	Analysis and revision of acts	Legal service / commission	Number of analysed and revised acts	Continuous
Equal opportunities in professional development	Monitoring gender structure in promotion and employment	Competent services	Annual report	Continuous
Prevention and protection	Improving reporting and protection mechanisms	Competent bodies and services	Number of activities and measures implemented	Continuous
Monitoring and reporting	Preparation of annual report	Responsible person / commission	Report adopted	Annually

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