

PLAN FOR ACHIEVING GENDER EQUALITY

FEFA Faculty – Metropolitan University Belgrade

1. Introduction

FEFA Faculty, as part of Metropolitan University Belgrade, is a higher education institution operating in the fields of economics, management, finance, and public policy. The Faculty performs its activities in accordance with the legal framework of the Republic of Serbia, internal acts of Metropolitan University Belgrade, and its own internal regulations.

The mission of FEFA Faculty is:

1. To provide high-quality education for students in economics and social sciences, fostering creativity, responsibility, critical thinking, and teamwork.
2. To ensure the development of highly qualified professionals capable of contributing to innovation, productivity, and competitiveness of economic and public-sector organisations.
3. To contribute to the educational, scientific, and technological development of the Republic of Serbia.

FEFA Faculty is committed to maintaining the highest standards in teaching and research, both in terms of quality and ethical conduct.

2. Commitment to Gender Equality

Equality of rights and obligations of all members of FEFA Faculty represents one of the fundamental principles of its institutional functioning. Gender equality is an integral part of this principle.

This document represents the **Plan for Achieving Gender Equality at FEFA Faculty**, prepared in accordance with:

- the national legal framework of the Republic of Serbia,
- recommendations of the European Commission,
- *Horizon Europe Guidance on Gender Equality Plans*.

All terms used in this document in masculine grammatical form apply equally to persons of all genders.

2.1 National Legal Framework

FEFA Faculty applies the following key legal acts:

- Constitution of the Republic of Serbia,
- Law on the Prohibition of Discrimination,
- Law on Gender Equality,
- Law on the Protector of Citizens,
- National Strategy for Gender Equality 2021–2030.

2.2 European Framework

This Plan is aligned with EU regulations and principles, including:

- Article 157 TFEU,
- Charter of Fundamental Rights of the EU,
- Directive 2019/1158 (work-life balance),
- Directive 2006/54/EC (equal opportunities),
- Directive 2010/41/EU (equal treatment in self-employment).

3. Current Situation at FEFA Faculty

The current situation at FEFA Faculty is characterised by a generally balanced gender representation among students, academic staff, and administrative employees. Female participation is particularly strong in teaching and student cohorts, while strategic and managerial positions require continuous monitoring to ensure balanced representation in line with European best practices.

Gender-disaggregated data are systematically collected through the Faculty's internal information systems and analysed on an annual basis. These data form the basis for policy measures and institutional improvements under this Plan.

The Faculty recognises that gender equality is not a static condition, but a continuous governance process requiring institutional awareness, leadership commitment, and regular evaluation.

An internal assessment of gender representation includes:

- students at all levels of study,
- academic staff,
- administrative and professional staff,
- management and decision-making bodies.

The analysis shows that FEFA Faculty demonstrates **balanced gender participation among students and staff**, while **leadership and strategic bodies remain an area requiring continuous monitoring and improvement**, in line with best European practices.

4. Strategic Areas and Measures

The strategic framework for gender equality at FEFA Faculty is based on five interrelated domains: organisational culture and work–life balance, governance and decision-making, recruitment and career development, teaching and research activities, and prevention of gender-based discrimination and harassment.

Organisational Culture and Work–Life Balance

FEFA Faculty promotes an organisational culture in which professional responsibilities are compatible with personal and family life. The Faculty encourages flexible work arrangements where possible, supports employees with caregiving responsibilities, and promotes awareness of work–life balance as a component of institutional wellbeing.

The Gender Equality Officer, appointed by the Dean, coordinates activities in this area, including awareness-raising initiatives, training sessions, and annual reporting.

Key KPIs (2024–2027):

- At least **80% of employees** to participate in at least one gender equality or diversity training.
- Annual employee satisfaction score on work–life balance to exceed **4.0/5.0**.
- Minimum **one institutional policy improvement per year** related to flexible working conditions.

Governance and Decision-Making

FEFA Faculty is committed to ensuring balanced gender representation in all governing and advisory bodies, including the Faculty Council, committees, project leadership structures, and strategic working groups.

Gender composition is monitored annually and discussed at management level. Where structural imbalance is identified, corrective measures are proposed, including targeted invitations, transparent nomination procedures, and leadership development support.

Key KPIs:

- Minimum **30% representation of each gender** in major decision-making bodies by 2027.
- Gender composition formally reviewed at least **once per year** by Faculty management.
- At least **one leadership development activity per year** open to underrepresented genders.

Recruitment and Career Development

FEFA Faculty applies gender-neutral recruitment procedures and ensures transparency in promotion and career advancement. Recruitment and promotion data are collected in gender-disaggregated form and analysed by the Human Resources Office and the Gender Equality Officer.

Special attention is given to early-career staff and researchers, with mentoring support and professional development opportunities.

Key KPIs:

- Gender parity in new hires maintained within a **±10% margin**.
- Promotion rates monitored annually with **no systematic gender gap exceeding 15%**.
- At least **one mentoring programme per year** with documented gender participation.

Teaching and Research Activities

The Faculty promotes gender balance in teaching assignments, research teams, project leadership, and doctoral supervision. Gender perspectives are integrated into curricula where relevant, particularly in social sciences, public policy, and management studies.

Data on gender participation in research projects, publications, and doctoral committees are collected and analysed annually.

Key KPIs:

- At least **40% representation of each gender** in research project teams.
- Increase in female participation in doctoral supervision committees by **minimum 5%** over three years.
- Gender dimension included in at least **20% of relevant study programmes**.

Prevention of Discrimination and Harassment

FEFA Faculty applies a zero-tolerance policy toward discrimination, gender-based violence, and sexual harassment. Internal procedures for reporting and protection are in place and aligned with university-level regulations.

Regular training sessions ensure awareness among staff and students regarding rights, responsibilities, and institutional mechanisms for protection.

Key KPIs:

- 100% of staff informed about reporting mechanisms.
- Annual training coverage of at least **70% of employees**.

- All reported cases processed within **30 working days**.

5. Governance, Responsibility and Monitoring

The implementation of this Plan is coordinated by the Gender Equality Officer in cooperation with the Dean, Vice-Deans, Human Resources Office, and Faculty Council.

An annual Gender Equality Report is submitted to the Faculty management and published internally. The Plan is reviewed every three years and updated in line with legal requirements and institutional development.

6. Validity and Publication

This Plan is an integral part of FEFA's institutional strategy and applies from the date of its adoption. It is published on the Faculty website and subject to regular evaluation.

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