ISAC commitment to the Gender Equality – foreword by Nikola Petrovic, director

ISAC, although a small team, is committed to gender equality within its workforce and within its programs recipients and participants as well as across the research system as part of its wider focus on equality, diversity and inclusion.

A dynamic, diverse and inclusive system is critical to our success and excellence in research and all other programs. It must become an integral part of our society, giving everyone the equal opportunity to participate and to benefit.

This gender equality plan (GEP), an eligibility requirement of Horizon Europe funding, enables us to focus in on gender inequalities, and set gender-specific measures as part of our wider work.

As ISAC director, I fully endorse this plan, to lead us in our continuing journey to gender equality in ISAC and Serbian society at large

Introduction

From 2022, the European Commission introduced gender equality plans (GEPs) as a new eligibility criterion for public bodies, research organisations and higher education establishments when applying for funding to the Horizon Europe framework programme for research and innovation 2021 to 2027.

A GEP must be an organisation-wide set of commitments and actions that aim to promote gender equality. This plan outlines:
- examples of how ISAC, as a whole, meets the specific requirements for funding by the Horizon Europe programme
- the actions we are committed to delivering across five thematic areas recommended by the European Commission.

To do this, we have followed the [Horizon Europe guidance on gender equality plans (op.europa.eu)](op.europa.eu).

How we meet the mandatory Horizon Europe requirements

A formal and public published document

The gender equality plan (GEP) must be a formal and public document published on the institution's website, signed by the top management and actively communicated within the institution.

Our GEP is a public document published on our website. It is fully supported by our entire staff, and specifically by our Program Manager as lead to take the plan forward.

Dedicated resources and expertise

A GEP must have dedicated resources and expertise to implement the plan.
We have a dedicated workforce equality, diversity and inclusion (EDI) team focused on our employees. Our EDI strategy team supports, integrates and coordinates our

entire portfolio of work to foster EDI in all our work. A gender equality team sits is part of ISAC's Core Team.

Our EDI team deals with providing support to women employees at ISAC; providing support to trans and non-binary colleagues; offering support for carers and offering support to women in the spectrum of their parenting needs and inequalities they may experience.

Data collection and monitoring
A GEP must include arrangements for data collection and monitoring with annual reporting based on indicators.

We collect, and have committed to publishing, data on our workforce relating to sex or gender or both as part of our EDI commitment. This commitment ensures a robust approach to data collection, monitoring and evaluation in our workforce EDI plan and EDI strategy.
To ensure we meet this requirement, we:
- Monitor staff numbers by sex across pay bands through our reports.
- Monitor gender pay gap data as part of the workforce EDI plan.
- Undertake an equal pay internal audit which compares the pay of men and women doing equal work
- Have made a commitment in our workforce EDI plan to monitor our workforce data, including data of pay and work inequality by sex and gender, and will set targets to improve representation of women in the workforce from this analysis
- Introduced an positive action plan in our employment plan in order to increase number of women in our team.

Our key objective in our emerging EDI strategy is to develop approaches to monitor, measure and evaluate change
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Training and awareness
The GEP must also include training and awareness-raising actions on gender equality.

We perform awareness raising activities and training on sex and gender equality as well as on gender based violence and sexual harassment for staff as part of our mandatory learning EDI training curriculum.

Gender equality plan: actions
In addition to meeting the mandatory process-related requirements, we are committed across all five of the thematic areas recommended by the European Commission. These are:
- work-life balance and organisational culture
- gender balance in leadership and decision-making
- gender equality in recruitment and career progression
- integration of the gender dimension into research and all programs content
- measures against gender-based violence including sexual harassment.

In the following sections, we've set out the details of each thematic area's objectives. For each one, we include:
- actions
- measures and timescales
- ownership and existing plans.

Work-life balance and organisational culture: objectives

Objective: develop comfortable work environment in balance with personal needs of all employees.

Action

Profile personal needs and ambitions of all staff and provide support in accomplishing work-life balance.

Measures and timescale

Interviews with all staff on their professional and personal needs and goals.

Providing adequate time, space and material support for their needs and goals within the work frame of ISAC.

All measures should be in place by the end of 2023.

Ownership and existing plans

EDI team.

Requires resources from: Management.

Objective: raise awareness of the importance of gender equality in society and ISAC

Action

Develop an EDI communications plan, with gender equality as a strand.

Measures and timescale

Coverage of key gender equality events and awareness days, for example International Women's Day.

Communications around positive impact of EDI.

All measures to be realised by the end of March 2023.

Ownership and existing plans

EDI team.

Requires no additional resources.

Leadership and learning: objectives

Objective: improve leadership capability and confidence to deliver, and embed gender equality

Action

Develop knowledge base and toolkits for both managers and staff to improve behaviours that may cause gender inequality.

Measures and timescale

Develop knowledge base.

Develop toolkits.

Run a pilot program.

All measures to be realised by the end of 2025.

Ownership and existing plans

EDI team.

Requires resources from: Management.

Recruitment and career progression: objectives

Objective: address gender inequalities in recruitment for ISAC's staff
Action
Undertake a positive actions to decrease gap in number between men and women within ISAC's staff.
Measures and timescales
Completed HR guidance on positive action when hiring ISAC's staff as well as paid and unpaid interns.
Finished in January 2018.
Ownership and existing plans
EDI strategy.
Requires no additional resources.

Gender in research and teaching: objectives

Objective: address gender inequalities in recruitment for ISAC's programs recipients and participants
Action
Undertake a positive actions to decrease gap in number between men and women within ISAC's programmes recipients and participants.
Measures and timescales
Completed Programmes selection committee guidance on positive action when selecting recipients and participants for ISAC's programmes.
Finished in January 2018.
Ownership and existing plans
EDI strategy.
Requires no additional resources.

Measures against gender based violence (GBV): objectives

Objective: promote culture of anti-GBV and anti-sexual harassment
Action
Develop a direct training of anti-discrimination, anti-bullying and anti-harassment work to include sexual harassment.
Measures and timescales
Programme to be developed with pilot training by the end of 2023.
Ownership and existing plans
EDI team.
Requires resources from: Management.

Data collection and monitoring: objectives

Objective: collect and analyse any gender inequality and gender based violence incidents

Action

Create a form for collecting and capacity within EDI team for analysing any gender inequality and gender based violence incidents.

Measures and timescales

Developed and implemented by the end of 2023.

Ownership and existing plans

EDI team.

Requires resources from: Management.