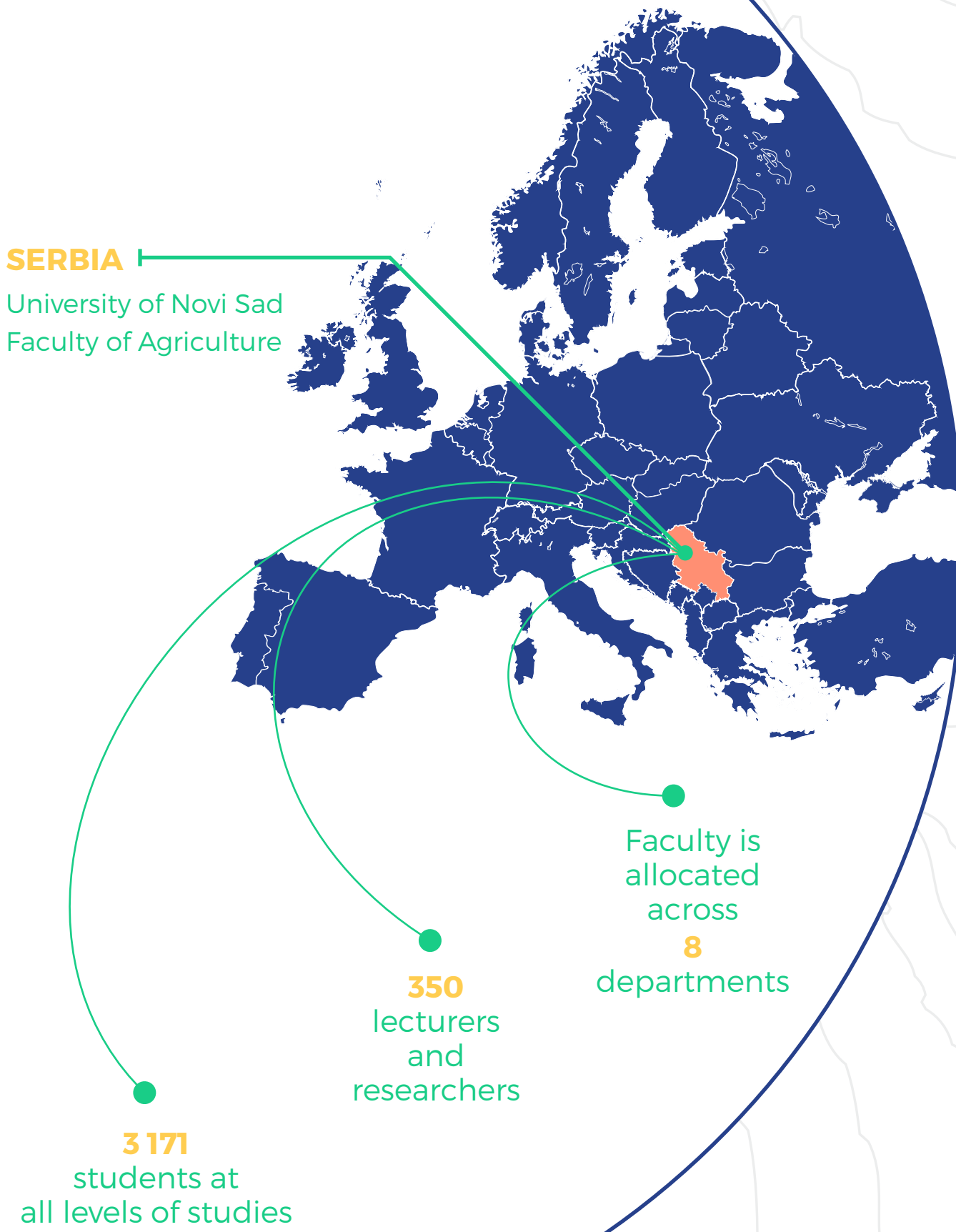


# TOWARDS GENDER EQUALITY (GE) AT THE FACULTY

**THE LAB IS FORMED**  
by 7 researchers

**SERBIA**  
University of Novi Sad  
Faculty of Agriculture



**University of Novi Sad,  
Faculty of Agriculture**

The Co-Change Lab at the Faculty of Agriculture, University of Novi Sad, focuses on several RRI keys. It is working on the implementation of gender equality, open access, and science education within the faculty.

## First steps

- Survey with 95 staff members
- Reading good examples of GE plans
- Interviews with staff members
- GE analysis

## The situation

- 20% women:** top managing positions
- 10% women:** domestic project management positions
- almost equal:** international project management positions
- Teaching, scientific staff, number of employees: **well balanced generally**
- The biggest challenge women experience: **work-life balance**

## Steps towards institutional change

- Securing** top management's **support**
- The draft** of the GE board and GE plan **presented** to the top management, departments, trade union and students
- Awareness raising** for faculty and staff

## Difficulties

- GE's significance is widely underestimated.
- GE gaps often go unnoticed: there is a lack of awareness of their presence.
- GE initiatives are negatively labeled feminism.

## OUTCOMES

- Gender Equality Plan**  
*first one at the University*
- Gender Equality Board: 22 members**  
*first one at the University*
- Greater acceptance of GE**