

Republic of Serbia
UNIVERSITY OF CRIMINAL
INVESTIGATION AND POLICE STUDIES

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Belgrade – Zemun, 196 Cara Dušana St.

THE RISK MANAGEMENT PLAN FOR VIOLATIONS
OF THE GENDER EQUALITY PRINCIPLES

Pursuant to Article 21, paragraph 1 of the Law on Gender Equality (“Official Gazette of the Republic of Serbia” No. 52/21) and Article 41, paragraph 1, item 12 of the Statute of the University of Criminal Investigation and Police Studies (21, No. 72/1-2-2022 of 10/02/2022), and in accordance with the Rules on the Development and Implementation of a Risk Management Plan for Violations of the Gender Equality Principles (“Official Gazette of the Republic of Serbia” No. 67/22),
the Rector hereby passes

THE RISK MANAGEMENT PLAN FOR VIOLATIONS OF THE GENDER EQUALITY PRINCIPLES

Introduction

Gender equality shall mean equal rights, responsibilities and opportunities, equal participation and balanced representation of women and men in all areas of social life, equal opportunities to exercise rights and freedoms, the use of personal knowledge and abilities for personal development and the development of society, equal opportunities and rights in work, as well as deriving equal benefits from the work results, while respecting the biological, social, and culturally formed differences between men and women, as well as the different interests, needs, and priorities of women and men in making public and other policies and deciding on rights and obligations.

Discrimination based on sex, sexual characteristics, or gender shall be any unjustified differentiation, unequal treatment of, or omission (exclusion, restriction, or giving preference), openly or covertly, in relation to persons or groups of persons, as well as their family members or persons close to them, based on sex, sexual characteristics, or gender in all spheres of life and work.

Direct discrimination based on sex, sexual characteristics, or gender shall exist if a persons or group of persons is or has been put at a disadvantage or could be put at a disadvantage in the same or similar situation based on sex, sexual characteristics, or gender, by any act, action, or omission.

Indirect discrimination based on sex, sexual characteristics, or gender shall exist if an apparently neutral provision, criterion, or practice puts or might put a person or a group of persons at a disadvantage based on their sex, sexual characteristics, or gender, compared to other persons in the same or similar situation, unless this is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

Discrimination based on sex, sexual characteristics, or gender shall exist if a person or a group of persons are unjustifiably treated, or would be treated, worse than others solely or predominantly because they have sought or intend to seek protection from discrimination based on sex or gender, or because they have offered or intend to offer evidence of discriminatory conduct.

Discrimination based on sex, sexual characteristics, or gender shall also include harassment, degrading treatment, sexual harassment and sexual extortion, gender-based hate speech, violence based on sex, sexual characteristics, gender or sex reassignment, violence against women, unequal treatment based on pregnancy, maternity leave, absence for the purpose of childcare, absence for the purpose of special childcare in the capacity of fatherhood and motherhood (parenthood), adoption, foster care, guardianship, and incitement

to discrimination, as well as any less favorable treatment a person receives for refusing or enduring such conduct.

Discrimination against a person based on two or more personal characteristics, regardless of whether the impact of individual personal characteristics can be separated, shall be multiple discrimination or cannot be separated (intersectional discrimination).

The Law on Gender Equality governs the term, meaning, and measures of the policy for achieving and promoting gender equality, as well as the types of planning documents in the field of gender equality, supervision of the implementation of the law, and other issues of importance for achieving and promoting gender equality. This law regulates the obligations of public authorities, employers, and other social partners to integrate a gender perspective into the areas in which they operate.

Article 13 of the Law on Gender Equality ("Official Gazette of the Republic of Serbia" No. 52/21) defines the types of planning acts, which include the Risk Management Plan for Violations of the Equality Principles. The Risk Management Plan for Violations of the Gender Equality Principles, provided for in Article 19 of the aforementioned law, represents a guarantee of a gender perspective, gender mainstreaming, and balanced representation of sexes in the procedures of public authorities, employers, insurance companies, political parties, trade unions, and other organizations and associations.

Basic Information

The University of Criminal Investigation and Police Studies is a higher education institution established by the Decision of the Government of the Republic of Serbia ("Official Gazette of the Republic of Serbia" No. 28/2014) for the implementation of study programs for the needs of police education. The organizational structure of the University of Criminal Investigation and Police Studies is regulated by the Rulebook on Internal Organization and Systematization of Workplaces (No. 394/1 of 28/09/2023), which defines the organizational units and the jobs performed within them, as well as the systematization of workplaces. A total of 297 workplaces have been systematized, with 184 filled.

The University of Criminal Investigation and Police Studies consists of three faculties: the Faculty of Criminal Investigation, the Faculty of Computer Science and Information Technology, and the Faculty of Forensic Sciences and Engineering.

In performing its activities, the University integrates educational, scientific research, and professional work as components of a unified process of higher education, including:

- Academic (Bachelor's degree) and vocational (Associate's degree) study programs for the needs of the police profession and for the needs of other jobs closely related to the main activities of the Ministry of Interior;
- Implementation of other forms of professional education and training significant for criminal investigation, police, and security affairs;
- Basic, applied, and developmental research in the fields of criminal investigation and security, forensic engineering, and informatics and computer science, as well as research that serves the development of educational activities and performance of police tasks.

The mission of the University of Criminal Investigation and Police Studies is to achieve high standards of the European higher education system.

In addition to high standards in education, special attention is paid to the development of professional and human qualities and ethical values of employees and stimulating commitment that serves the well-being of the entire society. The University believes that by creating an environment that promotes and respects the principles of equal opportunities for

work, advancement of knowledge, and respect for diversity, better work results can be achieved.

By the Decision of the Rector of the University No. 483/1 of 18/12/2023, Gorica Vlahović, Head of the Legal and Administrative Affairs Department, was appointed as the person responsible for the implementation and monitoring of measures for achieving and promoting gender equality.

Gender-Sensitive Statistics

To properly understand the needs for achieving gender equality, it is necessary to have gender-sensitive statistics, gender-disaggregated data, and gender indicators. These are key tools for formulating, implementing, monitoring, evaluating, and revising goals at all levels of social action.

Gender-sensitive statistics provide data for creating and revising policies and programs of organizations so that they do not produce different effects on women and men. In addition, they provide reliable data on the actual effects of policies and programs on the lives of women and men.

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Regular and comprehensive monitoring and presentation of gender-sensitive data enable an overview of the situation at the University regarding gender-based discrimination, as well as the creation, planning, and implementation of policies and programs aimed at eliminating inequalities and improving the position of discriminated groups or individuals.

Gender Representation at the University

EMPLOYEES	WOMEN	MEN	TOTAL
Number	100	84	184

Structure of Employees by Level of Education

Qualification Level	TOTAL		SEX			
	NUMBER	%	WOMEN	WOMEN %	MEN	MEN %
Level 1	15	8.15	15	8.15	0	0
Level 4	36	19.57	19	10.33	17	9.24
Level 6.1	6	3.26	6	3.26	0	0
Level 7.1	56	30.43	36	19.57	20	10.9
Level 7.2	3	1.63	0	0	3	1.63
Level 8	68	36.96	24	13.04	44	23.9

Structure of Employees by Age

Overview of the number of employees by age and sex						
AGE	TOTAL		SEX			
	NUMBER	%	WOMEN	WOMEN %	MEN	MEN %
21-30	5	2,7%	0	0	5	2,7%
31-40	21	11,41%	11	5,98%	10	5,4%
41-50	58	31,52%	27	14,67%	31	16,8%
51-60	89	48,37%	56	30,43%	33	17,9%
61-70	11	5,98%	6	3,26%	5	2,7%

Based on the presented numerical data, it can be concluded that there is no gender disparity in the structure of employees at the University. It is significant to note that all individuals are employed through a public competition, during which general, special, and functional competencies are checked for each candidate individually, regardless of their sex, and which are specifically intended for the particular workplace and position. Therefore, it cannot be said that there is any form of discrimination in the structure of employees, considering that this institution does not influence the number and sex structure of individuals applying for the public competition, nor their success during the procedure.

Regarding the salaries of employees, it should be noted that they are determined based on coefficients established by general acts and for which there is no differentiation by sex or gender, and therefore there is no discrepancy in this segment.

Considering that there is no disproportion, the risk level is assessed as low.

AREAS AND PROCESSES AT RISK OF VIOLATION OF THE GENDER EQUALITY PRINCIPLES

Areas and processes represent the University's self-assessment in implementing the basic principles of gender equality.

The University does not have internal documentation in the field of gender equality. Also, there are no special principles or measures that ensure the active participation of the less represented sex in the composition and work of management bodies, nor are funds allocated for the promotion of gender equality. However, despite the absence of measures and principles in the implementation of gender equality at the University, in the previous period there were no reported cases of harassment, sexual harassment, indirect or direct discrimination, or disputes in this area.

The measures provided for in this Risk Management Plan are primarily aimed at improving the full implementation of the gender equality principles.

The general goal of adopting the Plan is to achieve and promote gender equality within the scope of work of the University of Criminal Investigation and Police Studies.

The Plan defines and implements incentive measures for achieving and promoting gender equality in accordance with the principle of equal opportunities, ensuring equal participation and representation of women and men, especially members of vulnerable social groups, in the areas of work, employment, professional development, and equal opportunities for exercising the rights and freedoms:

- Establishing an inclusive environment at the University, where there is mutual respect between employees, regardless of any personal characteristics, such as sex, gender, gender identity, age, appearance, disability, financial status, sexual orientation, etc.
- Raising awareness of all employees about the importance of gender equality, its establishment, and promotion.
- Introducing a gender perspective into all phases of planning, preparation, adoption, and implementation of business policies and measures, medium-term planning, preparation of annual work programs and plans, and adoption of internal legal documents.
- Balanced representation of genders through the possibility of equal access for employed women and men to decision-making and management positions, provided they meet the necessary competencies for specific positions.
- Use of gender-sensitive language in the general documents of the University, in the designation of persons in leadership positions, in signatures at the end of official emails, when signing official correspondence as communication with other state and state administration bodies, during professional meetings, conferences, and meetings with the names of participants, etc.
- Achieving gender equality in the professional development of all employees and creating equal opportunities for advancement, professional training, and empowerment of all employees for equal participation in all spheres of actions and work of the bodies.
- Application of gender mainstreaming and gender-responsive budgeting in the process of planning, managing, and implementing plans and projects.

MEASURES FOR ACHIEVING AND PROMOTING GENDER EQUALITY

The Law classifies measures for achieving and promoting gender equality into general measures and special measures.

General measures are adopted after social dialogue and broad social consensus, while special measures are adopted individually at the organizational level.

General Measures

General measures for achieving and promoting gender equality are legally prescribed measures that prohibit discrimination based on sex or gender in a certain area or prescribe appropriate actions to achieve gender equality.

General measures also include measures established by other documents (declarations, resolutions, strategies, etc.), whose goal is to achieve gender equality.

Special Measures

In order to achieve and promote gender equality, the University of Criminal Investigation and Police Studies adopts the following special, i.e., incentive measures:

- **Use of gender-sensitive language** on the University's website when designating persons, when signing official correspondence, as well as communication with other bodies during professional meetings, conferences, and meetings with the names of participants, etc. Familiarizing all employees with the Handbook for the Use of Gender-Sensitive Language published on the website of the Coordination Body for Gender Equality of the Government of the Republic of Serbia;

- **Use of gender-sensitive language**, i.e., language that aligns with grammatical gender, in textbooks and teaching materials, as well as in diplomas, classifications, titles, professions, and licenses.
- **Continuous professional development** and additional training for employees to promote gender equality, recognize, and protect against discrimination based on sex, gender, sexual orientation, sex characteristics, disability, race, nationality, or ethnic origin, as well as other personal attributes. This training will facilitate the acquisition of new knowledge and skills for the full implementation of gender equality principles, as well as the implementation of new knowledge and skills gained through training, seminars, and conferences in their work.
- **Adoption and implementation of specific measures** in the field of scientific research funded by public resources to integrate a gender perspective into all phases of the development, evaluation, selection, implementation, and assessment of scientific research project results, as well as to ensure equal participation of women and men in research teams and bodies responsible for evaluating, selecting, and assessing scientific research projects.
- **Gathering of relevant gender-disaggregated data** and its submission to the competent institutions.

The aforementioned measures are applied continuously, without any time limitations, and will be implemented until the objective for which they were prescribed is achieved and on a permanent basis.

At the University, a person responsible for gender equality has been appointed with the following tasks: to monitor the implementation of policies and measures for achieving and improving gender equality within the University's scope of work; to monitor the gender structure of employees and engaged personnel at the University and prepare reports on the identified status of gender equality; to submit these reports to the Rector, who, after their adoption, forwards them to the ministry responsible for human rights related to gender equality; to cooperate with the aforementioned ministry on matters significant for achieving and improving gender equality; to prepare data, analyses, and materials necessary for the work of the gender equality body; to perform other tasks related to achieving and improving gender equality at the University.

Deadlines for the Implementation of Special Measures and Reporting

The planned incentive, general, and special measures are implemented continuously throughout the calendar year, and the achieved results are presented in a report submitted to the Ministry no later than January 15 of the current year for the previous year. The Ministry prescribes the specific content of the report.

The recorded data is expressed numerically or as a percentage and must not contain personal information.

Since the proposed measures are long-term or permanent, there is no deadline for their completion; rather, they will be applied continuously.

The ultimate goal of adopting the Risk Management Plan and implementing the measures outlined within it is to minimize the possibility of violations of the gender equality principles.

Person Responsible for Gender Equality at the UCIPS

Name and surname	Position	Telephone	email
Gorica Vlahović	Head of the Legal and Administrative Affairs Department	066/8895604	gorica.vlahovic@kpu.edu.rs

Bodies and Organizations Engaged in the Promotion of Gender Equality Principles

No.	Name of state authority/organization	Contact	
		Telephone	email
1.	Coordination Body for Gender Equality of the Government of the Republic of Serbia	011/3398-638	rodna.ravnopravnost@gov.rs
2.	Sector for Anti-Discrimination Policy and Promotion of Gender Equality of the Ministry for Human and Minority Rights and Social Dialogue	011/311-0574	antidiskriminacija.rodna@minljmpdd.gov.rs
3.	Ombudsman	011/206-8100	zastitnik@ombudsman.rs
4.	Commissioner for the Protection of Equality	011/243-8020 011/243-6464	poverenik@ravnopravnost.gov.rs



RECTOR

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