

## INCLUSIVE RESEARCH AND INNOVATION ECOSYSTEMS

A SUSTAINABLE WAY FORWARD FOR GENDER EQUALITY

The Mathematical Institute of the Serbian Academy of Sciences and Arts is a National Institute of the Republic of Serbia with three scientific departments and four research centres. In the LeTSGEPs project, we designed and adopted our first Gender Equality Plan that impacted gender budgeting, internal legislation, regular training and support of our staff, and promotion of women in science.



**Mathematical  
Institute**  
of the Serbian Academy of  
Sciences and Arts

### OUR OUTPUTS

We have implemented 2 Gender Equality plans with 12 measures overall, 3 of which were Gender Budgeting measures.

### OUR ACTIVITIES

855 hours of work by our Staff, 88 hours of training, 36 LeTSGEPs Team meetings, 12 internal public events, 3 external conferences organized.

### OUR PIONEERING ROLE

We are the first RPO in Serbia who has introduced the position of Gender and Discrimination Prevention Officer.

### OUR STAKEHOLDERS INVOLVED

52 internal stakeholders (researchers, management, administrative staff), 15 external stakeholders (Serbian Academy of Sciences and Arts, Ministry of Education, Science and Technological Development of Serbia, University of Belgrade, UN Women, etc.)

### OUR MAIN ACHIEVEMENT

We are the most proud of achieving the gender balance in our Management Board by appointing two female members through devoted work with our internal and external stakeholders.