



Институт за ментално здравље
Institute of Mental Health



**THE PLAN FOR ACHIEVING GENDER EQUALITY AT
THE INSTITUTE OF MENTAL HEALTH**



Milica Pejovic

Prof. dr. Milica Pejovic Milovancevic, acting director

September 2021.



Институт за ментално здравље Institute of Mental Health

Preamble

The Institute of Mental Health is a health institution of the tertiary level which offers highly specialised dispensary and stationary health services in the areas of adult psychiatry, developmental psychiatry, addiction, clinical genetics, clinical psychology, epileptology and clinical neurophysiology, psychopharmacology, psychotherapy, prevention of mental disorders, as well as the protection and advancement of mental health, medicinal biochemistry and medicinal or pharmaceutical supply.

The work of the Institute is founded on three pillars:

- 1) diagnostics and therapy,
- 2) education, and
- 3) research.

The institute is a teaching facility: for several faculties of the University of Belgrade – Faculty of Medicine, Faculty of Special Education and Rehabilitation, Faculty of Political Sciences, Faculty of Philosophy; for the Department of Psychology and the Department for Social Work of the Singidunum University; as well as for vocational colleges for social work and medicine.

Within its activities, the Institute deals:

- treatment of mental disorders, applying verified professional and doctrinated criteria or the principles of good clinical practice;
- prevention of mental disorders and the advancement of mental health;
- electroencephalography, diagnostics and treatment of epileptic and other paroxysmal neuropsychiatric disorders;
- education (undergraduate and postgraduate studies), continuous education, specialization and sub-specialization for associates, as well as for health workers and health associates from other health institutions and other legal subjects;
- research from all areas of psychiatry and related disciplines, as well as areas of other areas of mental health protection according to the principles of good scientific practice;
- organisation and implementation of internal assessments of the quality of professional work;
- determination of measures during natural disasters and other states of exception;
- participating in reforming the protection mental health;
- other activities in line with the law.

LEGAL FRAMEWORK

In its commitments to gener equality, the Institute relies on the existing relevant legal framework in this area:



Институт за ментално здравље Institute of Mental Health

- Constitution of the Republic of Serbia (Articles 15 and 21)
- Convention on the Elimination of All Forms of Discrimination Against Women
- Council of Europe Convention on Preventing and Fighting Violence Against Women and Family Violence (i.e. the Istanbul Convention)
- Resolution 1325 of the UN Security Council (2000)
- Law on Prohibition of Discrimination (Sl. Glasnik no. 52/2021)
- Law on Gender Equality (Sl. Glasnik no. 2/2009 i 52/2021)
- Strategy For Preventing and Combating Gender-Based Violence Against Women and Domestic Violence 2021-2025

The Institute of Mental Health accepts definitions and attitudes defined in the Law on Gender Equality and the National Strategy for Gender Equality and applies them in its work. The Institute of Mental Health is dedicated to the policy of gender equality of children and adults. In offering health protection, the Institute of Mental Health gives particular attention to the protection of children from neglect and abuse and the protection of women from neglect.

MEASURES AND GUIDANCE

In accordance with aforementioned commitments, the Institute of Mental Health will take notice of the following in the future:

1. in the recruitment process and while selecting leadership, the Institute will bear in mind gender equality;
2. while planning, implementing and evaluating all strategic goals, the Institute will appreciate the component of gender equality;
3. in everyday work, the Institute will work towards raising awareness on gender equality and its importance, as well as the benefits of appropriate gender balance at all levels;
4. in providing services, the Institute will inform patients of their rights in accordance with the Law on Gender Equality of the Republic of Serbia;
5. in providing services, the Institute will protect women and children in the best possible way and inform them of their rights and possibilities;
6. When organising academic events, the Institute will bear in mind gender balance by promoting greater inclusion and more just participation of any sexes;

The Institute of Mental Health is committed to pursue all necessary structural adjustments in order to achieve and sustain a higher level of gender equality at all levels and in all areas of work.



Институт за ментално здравље Institute of Mental Health

The following document includes all actions that are prioritized by the Institute to improve gender equality in areas of decision-making, career development, the organisation of academic events and the protection from gender-based violence.

AIM	ACTIVITY	JURISDICTION	RESULT	TIMEFRAME
ESTABLISHING A PROCEDURES AND INFORMATION SYSTEMS FOR GATHERING AND PROCESSING DATA ON GENDER EQUALITY УСПОС ТАВЉАЊЕ	Developing a procedure for regular information gathering on the workforce of the IMH	Management	Data on gender representation at the IMH is available	2021-2022
	Establishing a system for tracking gender representation of both sexes in activities of the IMH	Management	Data on gender representation in the IMH is available	2021-2022
STRENGTHENING THE VISIBILITY OF GENDER EQUALITY AND RAISING AWARENESS ON THE IMPORTANCE AND ADVANTAGES OF GENDER BALANCE AT ALL LEVELS	Educating and informing employees of the IMH of the measures for improving gender equality	Management	Awareness is achieved among employees	2021-2022
	Establishing a commission for improving gender equality at the IMH	Management	A working body for gender equality is formed at the level of the IMH	2021-2022
	Education of employees on gender equality	Department for research and education (DRE)	Awareness is raised among employees	2021-2022



Институт за ментално здравље Institute of Mental Health

STRENGTHENING GENDER EQUALITY AT ACADEMIC EVENTS ORGANIZED BY THE IMH	Informing and encouraging gender representation at educational events organized by the IMH	DRE	Gender equality at educational events is improved	2021 -2023
	Adopting and emphasizing good practice for including the underrepresented gender at educational events alongside adopting additional measures which guarantee equal access to all	DRE	Gender equality at all educational events is improved	2021-2023
	Setting the goals of equal possibilities, i.e. assuring that everyone has equal possibilities to promote own research with special encouragement for the less represented gender in the scientific	DRE	Gender equality is improved	2021-2023



Институт за ментално здравље
Institute of Mental Health

	discipline at hand			
IMPROVING THE SAFETY OF WOMEN AND CHILDREN AGAINST GENDER-BASED VIOLENCE	Encouraging all employees to report any doubts of abuse to adequate expert teams of the IMH for the protection of women and children against violence	All employees	The capacity of employees to report gender-based violence is invigorated	2021
	Continuous education of employees to recognise gender-based violence	DRE	The competencies of employees is improved	2021-2021