



**FACULTY OF TECHNICAL SCIENCES**

**UNIVERSITY OF NOVI SAD**

**COMMUNICATION ON ENGAGEMENT**

Period covered by this COE : 2015 - 2016

## **INTRODUCTION**

The Faculty of Technical Sciences was established in Novi Sad, in May, 1960. It consists of 13 departments, 10 administrative services and 33 research centers. With over 14000 students and 1200 employees, covering the area of over 35 500 m<sup>2</sup> divided into 9 buildings, the Faculty ranks among the largest and most developed faculties in the region.

Rapid response in generating new technologies and the need to innovate the existing ones, as well as the intensive growth of the economy and the social sector, demand the corresponding development of research work, research-oriented faculty and the effective centers for transforming the knowledge into purposeful technologies. This presumes:

- Intensive development of knowledge.
- High quality of the educational process.
- Flexible curricula.
- New, functional relationship faculty – enterprise.

Consequently, the activities of the Faculty of Technical Sciences have been divided in the following manner:

- Education.
- Research and development.
- Applied research (cooperation with industry).

## PART I – STATEMENT OF CONTINUED SUPPORT BY THE DEAN OF THE FACULTY

October, 2016

### DEAN'S STATEMENT OF CONTINUED SUPPORT

I am pleased to confirm that the Faculty of Technical Sciences reaffirms its support to the United Nations Global Compact and its 10 principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. A major part of our mission is to educate socially responsible citizens and serve the larger society and we are committed to values such as equity and inclusion, civic responsibility and sustainability, conducting our day-to-day operations in a way aligned with the UNGC principles.

The following is our first Communication on Engagement with the United Nations Global compact. In the Communication of Engagement, we describe the actions that our Faculty has taken to support the UN Global Compact and its Principles in recent years.

We are committed to sharing this information with our stakeholders using our usual channels of communication.

Yours sincerely,

Prof. Dr. Rade Doroslovacki

Dean of the Faculty



## PART II – DESCRIPTION OF ACTIVITIES

Action: Incorporate the Global Compact principles into internal operations and communicate progress following the COE (Communication on Engagement) requirements.

### HUMAN RIGHTS

*Principle 1 : Business should support and respect the protection of internationally proclaimed human rights;*

*Principles 2 : Make sure that they are not complicit in human rights abuses*

The Faculty of Technical Sciences has put in place Employment Policies and Education Policies that serve as guidelines to govern the procedures and practices of the institution, in order to ensure that all of our Departments are committed to respecting the rights and dignity of all people. Staff, students and those acting on behalf of the faculty are expected to maintain ethical standards as well as observe applicable policies, practices, government regulations and professional standards at all times. Those in supervisory positions are expected to assume the responsibility of ensuring that their conduct and that of those they supervise complies with the company policies. A code of Professional Ethics has been adopted by the Faculty Council, which states the general moral principles and specific principles of professional ethics, governing the behavior at Faculty, as well as their public life.

Academic freedom is a basic requirement and a feature of the educational, scientific and artistic work at the Faculty. Members of the academic community, in their professional work, should be guided by the idea of freedom in the scientific and artistic creation in the spirit of a fair, objective and responsible search for truth, acquisition and distribution of knowledge.

The duty of the Faculty is to protect all members of the academic community from all forms of restriction or denial of the right to academic freedom. The Faculty should encourage the freedom of opinion and the expression of opinion, as a fundamental value in all its forms activity.

The members of the academic community shall professionally and conscientiously, respecting moral standards of objectivity, prudence and tolerance, fulfill their obligations to colleagues, students and others in professional communication at the Faculty. This implies objectivity and tolerance in dialogue with respect to other people's attitudes and opinions and impartiality in the assessment of the work and results of others. The criterion of competence, excellence and professional training is a moral imperative for all members of the academic community. Cooperation in professional relations, as well as operation in the spirit of common goals of the university is expected from all staff. The staff, when informed, is committed to publicly condemn breaches of these principles, especially unprofessionalism, irresponsibility, and all other forms of immorality.

### LABOUR

*Principle 3 : Business should uphold the freedom of association and the effective recognition of the right to collective bargaining*

*Principle 4 : The elimination of all forms of forced and compulsory labour.*

*Principle 5 : The effective abolition of child labour;*

*Principle 6 : The elimination of discrimination in respect of employment and occupation*

The Faculty of Technical Sciences is committed to the welfare of their staff. An evaluation is made twice a year for addressing working conditions and terms of employment. This is done in part through a collective bargaining with the staff through trade union representatives, where they are given the opportunity to air concerns pertaining to their welfare. Though the union negotiates their contracts with the management of the faculty, the Faculty sustains active labor-management conversations and endeavors to create a fair and positive working environment at the Faculty.

In all its operations the Faculty of Technical Sciences respects the rule of law. In relation to trade union organizing, the Faculty adheres to the provisions of the national trade union legislation:

- The employee is guaranteed the freedom of trade union organization and action without special authorization.
- The employee is guaranteed to be informed about economic, labor and social issues related to the position of employees.
- The employee is guaranteed to be provided technical conditions, suitable environment and access to data and information necessary for performing union functions.

The issues are then discussed through the agreed policy formulation into a Collective Agreement.

The Faculty of Technical Sciences is committed to the principle of equal opportunity in education and employment. It is committed to being an inclusive employer and advancing gender equality and does not discriminate against any individual in the administration of its educational policies, admission policies and employment policies or scholarship programmes. We support and develop the potential of our employees through trainings and motivational talks.

## ENVIRONMENT

*Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: Undertake initiatives to promote greater responsibility*

*Principle 9: Encourage the development and diffusion of environmentally friendly technologies.*

The Faculty actively values and celebrates diversity, nurturing personal growth by providing a friendly and supportive environment. All our students develop the skills, attitudes and awareness necessary to become successful learners, confident individuals and responsible citizens.

The Faculty of Technical Sciences provides all levels of studies in the domain of Environmental Engineering, with emphasis on protecting the environment and promoting greater environmental awareness. The interdisciplinary nature of the study program of Environmental Engineering, which is the result of technical and engineering expertise requirements, provides opportunities to educate environmental engineers who will be able to solve the accumulated problems of the environment (global warming, increasing amounts of solid and hazardous wastes, increasingly natural disasters, etc.), through the application of the Kyoto Protocol, the management of solid and hazardous waste, management of accidental risks, as well as to solve problems in industrial and commercial systems.

Over 30 courses are currently designated as containing content relating to environmental sustainability. Faculty and students alike pursue research in a variety of areas related to sustainability.

This topic is the focus of many projects and, in recent years, we carried out more than five projects on Environmental protection and sustainability with our partners in Europe and US.

The Faculty is conscious of the responsibility to conserve resources and actively searches for ways to use resources more effectively and reduce the environmental burden of its operations. E. g. the Faculty strives to conduct as much of its business as possible in a paperless fashion and has an operational solar plant to cater for a part of its electrical energy requirements.

## ANTI-CORRUPTION

*Principle 10: Business should work against corruption in all its forms including extortion and bribery.*

The Faculty of Technical Sciences is a corruption-free zone and all its staff are aware of this. Anti-corruption at the faculty is regulated by a considerable body of policies and standards. In particular, we have recently developed a procurement policy which addresses the ways in which FTS staff needs to conduct itself in this area of our business, to ensure no preferential treatment of suppliers and prevent corruption. Our legal department is currently developing a general anti-corruption policy, to be adopted by the Faculty.

We insist on honesty, integrity and fairness at all times when conducting business and services for or on behalf of the Faculty of Technical Sciences. Accepting or giving bribes and presents is absolutely prohibited.