

GENDER EQUALITY PLAN

2026 – 2028



Tvoj Život su
Tvoja Dela

For Organization
“Tvoj Život su tvoja dela”
(Your Life Are Your Deeds)



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01

INTRODUCTION

"Tvoj Život Su Tvoja Dela" is committed to promoting gender equality and fostering an inclusive environment within our organization.

Located in Belgrade, Serbia, we recognize the importance of gender equality in achieving our mission of empowering individuals to make positive changes in their lives and communities.



This Gender Equality Plan outlines our commitment to promoting equal opportunities, rights, and representation for all genders across all aspects of our operations.





02

POLICY STATEMENT

"Tvoj Život Su Tvoja Dela" affirms its commitment to gender equality as a core value guiding our organizational culture and practices.



We recognize that gender equality is essential for creating a fair and inclusive society where all individuals have the opportunity to thrive and contribute to positive change.





03

LEADERSHIP AND GOVERNANCE

Establish a Gender Equality Committee comprising representatives from diverse gender backgrounds to oversee the implementation of the Gender Equality Plan.

Ensure gender balance in leadership positions and decision-making bodies within the organization.

Promote gender-sensitive leadership training and development opportunities for staff and stakeholders.





04

RECRUITMENT AND CAREER DEVELOPMENT

Implement gender-neutral recruitment processes to attract diverse talent and eliminate biases. Provide equal opportunities for career advancement, professional development, and mentorship for individuals of all genders.



Monitor and address gender-based disparities in recruitment, retention, and promotion through regular reviews and evaluations.





05

WORK ENVIRONMENT AND CULTURE

Foster an inclusive and supportive work environment that values diversity and respects the contributions of all employees, regardless of gender.

Implement policies and procedures to prevent and address gender-based discrimination, harassment, and violence in the workplace. Promote work-life balance initiatives and flexible arrangements to accommodate the needs of employees with caregiving responsibilities.





06

EDUCATION AND TRAINING

Develop and implement gender-sensitive educational programs, curricula, and training activities within the organization.

Offer workshops, seminars, and awareness campaigns to raise awareness about gender equality and promote gender-sensitive practices. Provide resources and support for gender studies and research initiatives within the organization.





07

COLLABORATION AND NETWORKING

Collaborate with other organizations, networks, and stakeholders to share best practices, resources, and lessons learned in promoting gender equality.

Participate in relevant gender equality initiatives, projects, and events at the national, European, and international levels to contribute to collective efforts towards gender equality.





08

MONITORING AND EVALUATION

Establish indicators, benchmarks, and targets to measure progress towards gender equality goals outlined in the Gender Equality Plan.

Conduct regular assessments and evaluations to identify gaps, challenges, and areas for improvement in gender equality initiatives.

Publish annual reports on gender equality achievements, challenges, and future plans to promote transparency and accountability.





09

CONCLUSION

"Tvoj Život Su Tvoja Dela" is committed to advancing gender equality within our organization and contributing to broader societal efforts towards gender parity and social justice. By implementing the actions outlined in this plan, we aim to create a more inclusive and equitable organization where all individuals have the opportunity to thrive and contribute to positive change.

