

GENDER EQUALITY PLAN – GEP 2024-2027

FOSDI is committed to gender equality, which, as a policy, approach and methodology, is contained both in the documents and in the organization's activities. The vision of FOSDI is a more equal society, social justice and equality, equal socio-economic conditions for all, social inclusiveness and, above all, a constant fight against gender inequality and social stereotypes. FOSDI is dedicated to the rule of knowledge and the development of individual potentials of each person who thereby best contributes to social development.

FOSDI members as well as collaborators, partners and users are strategically committed to gender equality by introducing the gender principle into their actions, programs and projects through an intersectoral approach.

This document is a reflection of the organization's gender policy and at the same time a reminder for the daily actions of each member, partner and user within the organization and especially towards the community as a whole.

Organizational structure:

The STATUTE of the organization defines the mission, goals, structure, management and decision-making method.

FOSDI is a non-governmental non-profit organization that operates in accordance with the laws of the RS and as such in particular in accordance with legal acts that regulate gender policies, human and minority rights, women's rights, labor and economic rights, democratic organization of the state and society and civil rights.

The organization has an Assembly consisting of all members, and bodies elected by the Assembly: the Management Board consisting of 3 members, one woman-president and 2 men-members. The Supervisory Board consists of 3 members - 3 women. The executive body - the person for representation is at the same time the president of the organization - a woman who is also the only employee.

The Assembly meets once a year, the Management Board quarterly, and the Supervisory Board has an annual session where it declares itself on the legal and accounting regularity of the organization's work.

An important resource of FOSDI are its collaborators - consultants, advisers, experts in their fields. When choosing associates, the organization respects two criteria: expertise and gender equal representation.

Gender Equality Plan - key areas and implementation

The Plan for gender equality represents a consolidated approach for the operation of the organization when it comes to internal organization, management of programs and projects, and especially when it comes to the outside - acting in public.

The plan has three basic postulates, methods of implementation:



1. a gender-equal approach when engaging-hiring-contracting external collaborators: creating equal opportunities for engagement by job, without discrimination based on gender, ethnicity, introducing an evaluation method for candidates that implies gender balance and opportunity; the chance to be elected to management bodies - management of projects without gender bias.

2. integrating the gender approach into guided projects, research and activities: it starts with the inclusion of the gender dimension in the research content! It involves conducting research related to gender issues; implies analysis of data by gender; means using exclusively gender-sensitive language; implies gender balance during the organization and implementation of events: panels, workshops, focus groups, conferences, promotions, lectures, participation in events organized by others, as well as participation in public debates and events organized by others.

3. the fight against gender-based prejudice, stereotyping and abuse: is woven into the Organization's Code of Ethics and in particular includes the following: awareness of all members and knowledge of forms of gender-based undesirable behavior and gender-based violence, knowledge of all members about communication channels and the fight against gender-based violence; it is the duty of every member of FOSDI to promote the values for which the organization stands, and especially to speak openly in public against gender stereotypes, misogyny and gender-based violence.

When joining the organization, FOSDI members undertake to adhere to the Code of Ethics and to implement the GEP - Gender Equality Plan.

Belgrade, Jun, 2024.

FUND FOR SOCIAL AND DEMOCRATIC INITIATIVE:

NATAŠA MILOJEVIĆ - Chairwoman

Board:

Veljko Samardžić-member, Srđan Stojanović-member, Nataša Milojević- chairwoman

Scrutiny Board:

Irena Kunić- member, Olgica Milojević-member, Jelena Samardžić- chairwoman

Advisory Council for scientific and sociological research: prof.Katarina Štrbac, mr Uroš Siljanović, mr Zlata Savić



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