

Gender Equality Plan

Introduction and Commitment

We affirm our commitment to gender equality as a core value. This plan aligns with the EU Gender Equality Strategy aiming to foster an inclusive, equitable, and safe environment for all educators.

Priority Areas & Actions

A. Work-Life Balance and Organizational Culture

- Promote flexible meeting times and hybrid participation.
- Encourage family-friendly policies in collective bargaining.
- Conduct surveys on work-life balance needs.

B. Gender Equality in Leadership and Decision-Making

- Set targets for gender-balanced representation in all committees and leadership roles.
- Introduce transparent nomination and election procedures.
- Offer mentoring programs for women and underrepresented groups.

C. Recruitment and Career Development

- Ensure inclusive language in job postings and calls for participation.
- Provide training on gender-inclusive recruitment practices.
- Track and report gender distribution in promotions and appointments.

D. Integration of Gender in Teaching and Advocacy

- Promote gender-sensitive pedagogy in teacher training.
- Advocate for inclusive curricula and textbooks.
- Support research and campaigns on gender equity in education.

E. Prevention of Gender-Based Violence and Harassment

- Adopt a zero-tolerance policy on harassment.
- Establish confidential reporting mechanisms.
- Provide training on bystander intervention and respectful workplace behavior.

Suradnici u učenju

Implementation and Governance

- Gender Equality Officer: Coordinates implementation and liaises with leadership.
- GEP Working Group: Includes diverse members from across the association.
- Annual Review: Progress is reviewed annually with a public report.
- Stakeholder Engagement: Regular consultations with members, especially women and marginalized groups.

Suradnici u učenju is dedicated to gender equality by dedicated human resources with gender expertise who collect and monitor sex/gender data on personnel (and students when relevant) who ensure awareness raising/training on gender equality and unconscious gender biases for staff, teachers, parents, students and other participants in project activities. This Gender Equality Plan is a crucial part of our commitment to their well-being and development.

In Sisak, 5. January 2022.

President udruge Suradnici u učenju

Darko Rakić

