Gender Equality Plan 2026–2029

The Management Board of the Citizens' Association "ProForma", Belgrade, Vardarska 20, registration number 28029845, tax ID 106883254 (hereinafter: the Association), adopted this Plan at its session held on [date] 2026, in accordance with the Law on Gender Equality of the Republic of Serbia and the requirements of the Horizon Europe programme. The Plan complements the Equal Opportunities and Non-Discrimination Policy (No. D-4/2026).

1. Aim

The Association commits to providing equal opportunities for women and men in its governing bodies, teams and projects, and to integrating the gender perspective into the content of its research, training and publications.

2. Public document

The Plan is adopted by the Management Board, signed by the President of the Management Board and published on the website proforma.rs in Serbian and English.

3. Responsibility and resources

- A Gender Equality Coordinator, [name and surname], is responsible for implementing the Plan and reports to the Management Board once a year.
- Where the donor's rules allow, the costs of training and other measures under this Plan are included in project budgets.
- Where needed, the Association engages external gender equality experts.

4. Data and monitoring

Each year the Association collects sex-disaggregated data on:

- members of the Association's governing bodies;
- employees and engaged persons, by category and level of compensation;
- trainers, authors and participants in activities.

Based on these data, the Coordinator prepares a short report by 31 March of the following year, which is submitted to the Management Board and published on the website.

5. Training and awareness-raising

- At least once a year, a training session or workshop on gender equality and unconscious bias is held for members, employees and associates.
- Every newly engaged person is introduced to this Plan and to the Equal Opportunities and Non-Discrimination Policy.

6. Areas of action

Area	Measures
Work-life balance	Flexible working hours and remote work where the nature of the work allows; meetings held within working hours.
Gender balance in leadership and decision-making	The aim is for the under-represented sex to make up at least 40% of the Management Board, project teams and committees.
Recruitment and career progression	Selection criteria known in advance; equal pay for equal work (Decision No. D-7/2026); selection committees including both sexes where possible.
Gender dimension in research and training	Sex-disaggregated data; gender-sensitive language; particular attention to multiple discrimination, especially of women with disabilities.
Preventing gender-based violence and sexual harassment	Zero tolerance; reports to Luka Novaković or info@proforma.rs; protection against retaliation; the right to apply to the Commissioner for the Protection of Equality.

7. Duration and review

The Plan applies from 2026 to 2029. The Management Board reviews it on the basis of the annual report and adopts a new plan when this period ends.

8. Entry into force

The Plan enters into force on the date of its adoption.

No.: D-8/2026

Belgrade, 12. 2026

	President of the Management Board Dejan Masliković

Signed and stamped. The original is kept at the registered office of the Association.