

Vojvodina ICT Cluster Gender Equality Plan (GEP)

2020

Contents

Introduction.....	3
Publication and Commitment.....	3
Dedicated Resources.....	3
Data Collection and Monitoring.....	3
Training and Awareness.....	4
Key Focus Areas.....	4
Implementation and Accountability.....	5
Conclusion.....	5

Introduction

Vojvodina ICT Cluster is committed to fostering a diverse and inclusive working environment where all individuals, regardless of gender, have equal opportunities to succeed and thrive. This Gender Equality Plan (GEP) formalizes our approach to promoting gender balance, eliminating biases, and ensuring equal treatment across all levels of our organization. The plan aligns with European Union standards and international best practices for gender equality.

Publication and Commitment

This Gender Equality Plan is a formal document published on the Vojvodina ICT Cluster website and signed by top management, signaling our commitment to gender equality. The plan will be reviewed and updated annually, ensuring that it remains relevant and responsive to the evolving needs of our organization and society.

Dedicated Resources

Vojvodina ICT Cluster is dedicating human resources and gender expertise to the implementation of this GEP. A Gender Equality Committee, chaired by a senior management representative, will oversee the plan's execution, monitor progress, and advise on improvements. The committee will be supported by internal gender experts who will provide guidance and ensure that gender equality principles are integrated into our daily operations.

Data Collection and Monitoring

We will collect and analyze sex/gender-disaggregated data on our personnel, including recruitment, retention, and promotion trends. This data will be used to monitor the effectiveness of the GEP and will inform our annual reporting. Key indicators will include gender balance at all levels, salary equity, and participation in training and leadership roles. Annual reports will be published to track our progress and identify areas for further improvement.

Training and Awareness

We are committed to raising awareness of gender equality and addressing unconscious biases within our organization. Regular training sessions will be held for staff, managers, and decision-makers on topics such as:

- Understanding gender equality and its importance.
- Identifying and mitigating unconscious gender biases.
- Fostering an inclusive workplace culture.

These training sessions will be mandatory for all employees and will be tailored to address the specific needs of different departments and roles.

Key Focus Areas

To promote gender equality, Vojvodina ICT Cluster has identified the following key areas where we will implement concrete measures and set targets:

1. Work-Life Balance and Organizational Culture

We will promote flexible working arrangements to support work-life balance, including remote work options, flexible hours, and parental leave policies that encourage shared responsibilities. We aim to create a family-friendly workplace that supports the well-being of all employees, regardless of gender.

2. Gender Balance in Leadership and Decision-Making

We are committed to increasing gender diversity in leadership roles and decision-making bodies within our organization. Concrete measures will include setting targets for female representation in leadership positions and providing mentorship and professional development opportunities for women to advance their careers.

3. Gender Equality in Recruitment and Career Progression

Our recruitment processes will be reviewed to eliminate any gender biases, ensuring that all candidates have equal opportunities regardless of gender. This includes gender-neutral job descriptions and interview processes. We will also implement transparent career progression pathways, ensuring that all employees can advance based on merit, without gender-based discrimination.

4. Integration of Gender Dimension into Research and Content

In all research activities and content development, we will actively consider the gender dimension. This means taking into account the different needs, behaviors, and perspectives of diverse genders, ensuring that research outcomes and content are inclusive and reflective of all genders.

5. Measures Against Gender-Based Violence and Sexual Harassment

Vojvodina ICT Cluster maintains a zero-tolerance policy towards gender-based violence, including sexual harassment. Clear reporting mechanisms will be in place, and all complaints will be handled confidentially and with appropriate support for the affected individuals. We will provide regular training on recognizing, preventing, and addressing all forms of harassment, ensuring a safe and respectful workplace for everyone.

Implementation and Accountability

The Gender Equality Committee will be responsible for implementing this GEP and ensuring accountability across all levels of the organization. Regular meetings will be held to review progress, address challenges, and adjust strategies as needed. An annual report on gender equality metrics and the implementation of the GEP will be prepared and shared with all stakeholders.

Conclusion

Vojvodina ICT Cluster is committed to promoting gender equality and fostering an inclusive work environment for all. This Gender Equality Plan is a living document that reflects our values and our determination to continuously improve. By implementing the measures outlined in this plan, we aim to create a workplace where everyone, regardless of gender, can thrive and contribute to our collective success.


Milan Šolaja, CEO

