

Based on the Constitution of Serbia, the Law on Prohibition of Discrimination ("Official Gazette of the RS" No. 22/2009 and 52/2021), the Law on Gender Equality ("Official Gazette of the RS" No. 52/2021), and the International Agreements signed by the Republic of Serbia and harmonizing domestic regulations with European Union legislation, Club for Youth Empowerment 018 adopts:

REGULATION FOR PROMOTION AND ACHIEVING GENDER EQUALITY

I. Subject and term

Article 1.

The subject of the Regulation for the Promotion and Achieving Gender Equality (hereinafter: the Regulation) is to ensure equal policy, treatment, conditions, freedoms, opportunities, rights and obligations for all employees, project workers, volunteers and participants in activities, and the realization long-term policies promoting gender equality and preventing all forms of gender-based violence and discrimination.

Article 2.

Gender equality implies equal rights, responsibilities and opportunities, as well as the participation of all in all areas of social life, equal opportunities and availability for exercising rights and freedoms, equal opportunity to use personal knowledge and skills for organizational development and personal development, achieving equal benefits from the results of work, with full respect for individuality and non-discrimination based on gender identity, origin, biological differences, social differences, needs and priorities between the sexes, nationality, financial status, age, sexual orientation and political affiliation.

II. Goal

Article 3.

The main goal of this Regulation is to preserve the achieved values in gender equality, promote gender equality and realize the policy of equal opportunities, completely eliminate gender-based discrimination in every area of activity and work, as well as overcome inherited gender prejudices and stereotypes among employees, project employees, and volunteers, and participants in the activities. In this context, continuous education, and development of awareness about gender equality of employees, project employees, volunteers and participants in activities has a key role in promoting human rights and freedoms.

III. Policy of equal opportunities and measures to encourage gender equality

Article 4.

Policy of equal opportunities implies:

1. Equal participation of women and men, as well as persons of different gender identities, in all work phases: planning, preparation, making and implementing decisions concerning the position of women and men, as well as the implementation of activities.
2. Taking into account the different interests, needs and priorities of women and men, as well as persons of different gender identities, when deciding on rights, obligations, freedoms, and legally based interests.
3. Ensuring an equal starting point for the realization of the principle of equal opportunities for persons or groups of persons who are in an unequal position based on gender and sex.

Article 5.

The measures that can be taken to achieve and ensure gender equality are general or special measures.

Article 6.

General measures are those measures prescribed by law, which prohibit any form of discrimination or mandate actions that achieve gender equality. These measures can be prescribed by declarations, resolutions and the like.

Article 7.

Special measures are activities, measures, criteria, and practices that ensure the equal participation and representation of women and men, as well as persons of different gender identities, in all spheres of social life, including their opportunities to exercise equal rights and freedoms. Special measures must be consistent with general measures.

When determining special measures, different interests, needs and priorities of women, men and persons with different gender identities are considered. The aim of these measures is:

- To enable legal access to equal information
- The right to equal treatment and creation of an environment of equal opportunities in the working environment
- Balanced representation in the implementation of activities and governing bodies.
- Balanced representation in controlling the implementation of the gender equality policy.
- Use of gender-sensitive language.

Special measures are applied until the planned goal for which they are prescribed is achieved, that is, until the full implementation of gender equality.

Article 8.

Areas that KOM 018 specifically wishes to address are the areas of work, labor relations and employment, including the following:

- To increase opportunities for participation and employment for girls and women
- To achieve equal opportunities in participation and employment
- Preventing the exploitation of higher positions in the organization (managers, coordinators, trainers) in relations with volunteers and participants in activities.
- Prohibition of engaging in intimate relationships between trainer and participant during the activity.

- Prohibition of termination of employment based on sex and gender, pregnancy, maternity leave, or childcare leave.
- Prohibition of any form of discrimination or harassment, sexual harassment, or blackmail, as well as gender-based violence.
- Prohibition of termination of employment due to initiated proceedings for protection against any form of discrimination or harassment, sexual harassment, or blackmail, as well as gender-based violence.
- Prohibition of unequal pay for the same work or work of equal value.
- Prohibition of denying professional training or additional education.
- Prohibition of denying the right to advancement and obtaining a higher title, based on the acquired conditions and in accordance with the law.
- Prohibition of denying the use of better working conditions to individuals or groups of individuals.
- Preventing hate speech based on gender, etc.

Article 9.

A team consisting of 1 member of the Executive Board and 2 members of the Assembly oversees achieving all goals. An additional mechanism is free legal assistance, which is provided by lawyers if necessary.

Article 10.

This Regulation is a strategic act of the organization and is based on the principles of the National Strategy for Gender Equality and the Action Plan for the implementation of the National Strategy for Gender Equality. It determines the strategic direction of the organization's actions and measures for the promotion and realization of gender equality, in accordance with domestic law and legislation of the European Union. This regulation is in accordance with other internal regulations and documents KOM 018

IV. Conclusion

Through this Regulation, KOM 018 is dedicated to the promotion and realization of gender equality.

This Regulation enters into force eight days after its adoption and will be applied for an indefinite period.

In Niš, 05.06.2022

