

GENDER EQUALITY PLAN

February 26, 2024.



In connection with Article 16 of the Law on Gender Equality ("Službeni glasnik RS", No. 52/21), on a meeting held on February 26th, 2024, the Serbian Patients Association has adopted

THE GENDER EQUALITY PLAN OF THE SERBIAN PATIENTS ASSOCIATION

The Serbian Association for Cancer Research (ser. Udruženje pacijenata Srbije, hereinafter referred to as UPS) is committed to establishing and promoting gender equality. As a socially responsible society that primarily performs activities on the promotion of patients' rights and education, UPS has good practice in the field of gender equality. Special efforts have been made to increase women's participation in leadership and decision-making.

The Gender Equality Plan (hereinafter referred to as the Plan) should be UPS's reference instrument to further advance the effective equality between women and men. The goal of the Plan is to identify the current inequality gaps and the factors that produce them, to define tools to analyze them and design procedures that will promote changes in this regard. The Plan, which will be implemented over the next five years, is intended to be a dynamic and adaptable document able to respond to new situations of inequality and future challenges. This is why its monitoring and evaluation will be key factors during its implementation. To implement the Plan, UPS will establish the Gender Equality Team that will assist in the implementation of the *UPS GEP 2024-2029*. This Plan seeks to support UPS's efforts in identifying and implementing innovative strategies to correct gender or any bias. Furthermore, the Plan seeks to develop and achieve a deeper understanding and commitment to gender equality across UPS.

1 Current situation

In this section, current UPS data are presented as of reporting date February 26, 2024.

1.1 Distribution of UPS management staff and members

On the reporting date, UPS has a total of 2 Management Board members. .

Table 1. Gender distribution of UPS management staff and members.

	Male	Female	Total
Management staff	1	1	2

Table 1. shows that UPS currently has 1 of 2 (50%) female Management Board members.

2 Planning phase

2.1 Regulations

In its commitment to gender equality, every scientific institution in Serbia, including UPS, relies on the existing relevant national legal framework regarding this area:

Ustav Republike Srbije (Sl. glasnik RS", br. 98/2006 i 115/2021)

Zakon o zabrani diskriminacije ("Sl. glasnik RS", br. 22/2009 i 52/2021)

Zakon o ravnopravnosti polova ("Sl. Glasnik RS", br. 104/2009)

Zakon o rodnoj ravnopravnosti ("Sl. glasnik RS", br. 52/202)

Zakon o Zaštitniku građana ("Sl. glasnik RS", br. 105/2021)

Nacionalna strategija za rodnu ravnopravnost za period od 2021. do 2030. godine ("Sl. glasnik RS", br. 103/2021)

Akcioni plan za period od 2022-2023 za sprovođenje Strategije za rodnu ravnopravnost 2021-2030. godine ("Sl. glasnik RS", br. 99/2022)

Nacionalni akcioni plan za primenu Rezolucije 1325 Saveta bezbednosti Ujedinjenih nacija – Žene, mir i bezbednost u Republici Srbiji (2016-2020) ("Sl. glasnik RS", br. 53/2017)

2.2 Gender Equality Team

Although the data show that there is a gender balance in UPS, any discrimination that may occur in staff management practices and a gender mainstreaming approach in those policies, with special attention to the selection/recruitment, training, promotion, and termination processes, must be eliminated. To manage the human resources of the organization and analyze whether there is direct or indirect discrimination based on gender in the processes mentioned above, UPS will establish a Gender Equality Team. The Team should deal with all issues related to gender equality, including monitoring the implementation of domestic laws related to gender equality and the implementation of the Plan.

2.2.1 Person in charge of gender equality in cooperation with the Gender Equality Team:

- 1) monitors the implementation of policies and measures for the realization and improvement of gender equality in UPS
- 2) monitors the situation on the gender structure of employees and employees in UPS and compiles reports on the established situation in terms of the achieved level of achievement gender equality in the field within the scope of UPS
- 3) submits reports from the item of this paragraph to UPS President
- 4) cooperates with the relevant bodies for gender equality on issues important for achieving and promoting gender equality when needed
- 5) prepares data, analyzes and materials necessary for the work of the Gender Equality Team

- 6) perform other tasks in accordance with the act of determining the person in charge of gender equality.

2.2.2 Involvement of the person in charge of gender equality

The person in charge of gender equality should participate in meetings, conferences and sessions of UPS relevant for the promotion of equality and reducing discrimination within UPS.

2.2.3 Promoting gender-neutral language

The person in charge of gender equality should promote the use of gender-neutral language in all forms of communication.

2.2.4 Responsibilities

The main responsibilities of the person in charge of gender equality should be: running training sessions, maintaining records and information systems, advising about the effects of discrimination on grounds of age, disability, gender, race, religion and sexual orientation, and acting as an advocate for and presenting the needs of members of ethnic minority groups and other sensitive groups, interpreting and ensuring compliance with legislation, preparing and delivering presentations and raising awareness of equality issues and promoting change.

2.2.5 Areas of intervention

To recognize what are important weaknesses related to gender equality in UPS and to identify areas of intervention the Gender Equality Team should carry out the following steps:

- Detailed review of international, national and UPS's policies, practices, initiatives on gender equality
- Collecting and analyzing gender-related quantitative data about UPS and its members
- Collecting and analyzing gender-related quantitative data on gender equality issues by conducting surveys among UPS members and collaborators
- Formal and informal discussions, talks and interviews with UPS members and collaborators

2.3 Goals, measures and fields of action

The fields of action, measures and goals are broken down in time in the following in order to be able to evaluate the achievement of goals better.

2.3 Designing UPS change toward gender equality

Goals	Measures	Responsibility
Establish and operate the Gender Equality Team supporting change in gender equality area	The person in charge of gender equality establishes and engages in gender equality actions with the support of the Gender Equality Team	UPS President UPS Management Board
Ensure gender equality as an integral part of UPS's ethics policy	External ethical committee should monitor gender equality in the ethics policy	UPS President UPS Management Board
Include gender equality issues in some UPS regulatory documents affecting gender equality	Revision of UPS's regulatory documents	UPS President UPS Management Board
Design and maintain continuous gender equality monitoring based on indicators-procedures, data collection, tools, and methods	Design gender equality monitoring Perform monitoring of established gender equality indicators	UPS President UPS Management Board The person in charge of gender equality
Raise awareness of all UPS bodies and staff about the importance of the results from gender equality monitoring	Awareness initiatives on monitoring data carried out A significant number of participants	UPS President UPS Management Board
Stimulate better gender balance in UPS where it is destroyed	Organize stimulation initiatives Cover different unbalanced areas	UPS President UPS Management Board The person in charge of gender equality
Analyze career progression of members from a gender equality perspective	Perform analysis of UPS documents	UPS President UPS Management Board The person in charge of gender equality

2.4 Building gender-related capacities

Goals	Measures	Responsibility
Build knowledge about gender equality through various initiatives	Organize capacity-building initiatives Cover different sensitive groups Involve all employees, collaborators, and patients	UPS President UPS Management Board The person in charge of gender equality

Study and raise awareness of supporting options in career and professional development	Study awareness on career supporting options Organize initiatives on career supporting options	UPS President UPS Management Board The person in charge of gender equality
Raise awareness on the use of gender-sensitive language in professional communication	Organize initiatives on the use of gender-sensitive language Cover different groups	UPS President UPS Management Board The person in charge of gender equality
Communicate and analyze on equal treatment relating to gender among UPS members	Perform analysis on gender equality among staff Communicate on analysis on equal treatment Involve as many participants as possible	UPS President UPS Management Board The person in charge of gender equality

2.5 Establishing a gender-sensitive culture at UPS

Goals	Measures	Responsibility
Focusing members on the importance of gender equality culture (by organizing and participating in trainings, publishing promotional and information material)	Organize initiatives on the importance of gender equality culture Use different methods and techniques	UPS President UPS Management Board The person in charge of gender equality
Raise awareness of different forms of gender-based harassment and society's stereotypes	Organize awareness initiatives on gender-based stereotypes and behaviors Cover different groups	UPS President UPS Management Board The person in charge of gender equality
Analyze and communicate the hidden gender inequality issues	Study hidden gender inequality issues Communicate hidden gender inequality issues Involve as many participants as possible	UPS President UPS Management Board The person in charge of gender equality
Promote professional role models	Collect the examples of role models Organize initiatives to popularize them	UPS President UPS Management Board The person in charge of gender equality
Promote understanding of current trends in changing the roles of women and men in family life and a culture of equal family responsibilities among members	Organize initiatives to promote understanding of new family roles Encourage men to take parental leave on equal terms Increase the availability of	UPS President UPS Management Board The person in charge of gender equality

	childcare at important events	
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2.6 Establishing and promoting work-life balance

Goals	Measures	Responsibility
Propagate measures supporting the balance between work and private life laid down by national, international laws and UPS's regulations	Collect regulatory measures supporting work-life balance Use different methods to popularize them	UPS President UPS Management Board The person in charge of gender equality
Analyze satisfaction of members with personal development and work-life balance	Communicate about personal development Communicate about work-life balance Involve as many participants as possible	UPS President UPS Management Board The person in charge of gender equality
Organize courses, trainings, discussions and mentoring programs on work-life balance	Conduct trainings and guidance activities on work-life balance and time management Involve as many participants as possible	UPS President UPS Management Board The person in charge of gender equality

2.7 Gender dimension in research and education

Goals	Measures	Responsibility
Optimal health status and wellbeing for men and women	Provide optimal health status and wellbeing for men and women Cover different groups	UPS President UPS Management Board The person in charge of gender equality
Equal participation and empowerment of men and women in relation to their health	Promote the equal participation of men and women in the exercise of their rights to health care Cover different groups	UPS President UPS Management Board The person in charge of gender equality
Study, communicate and stimulate gender balance in research project participation	Organize initiatives on gender balance in research projects participation Cover different types of projects	UPS President UPS Management Board The person in charge of gender equality
Provide project management useful showcases	Collect project management showcases and success stories and analyze them	UPS President UPS Management Board The person in charge of gender equality


Carry out a gender-sensitive expert evaluation of training courses and materials related to research, and education	Perform gender-sensitive evaluation of training courses Organize the appropriate number of evaluated courses	UPS President UPS Management Board The person in charge of gender equality
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2.8 Evaluation

The evaluation of the measures and goals of the Plan will illustrate the achieved goals, as well as the new challenges.

The compatibility of work and family should be continuously improved. The Plan should provide support in all matters related to parental leave, childcare, reimbursement of childcare costs, etc.

The visibility of gender equality work on equal opportunities should be continuously revised. The UPS website should serve both as a repository and as a basis for discussion. The person in charge of gender equality should be involved in many important organizational and strategic meetings which promote the visibility of gender equality work.


 Savo Pilipovic
 UPS President

