

GENDER EQUALITY POLICY

EUROPEAN MOVEMENT OF THE REPUBLIC OF NORTH MACEDONIA (EMMK)

20 of December 2024

I. Introduction and Purpose

This Gender Equality Policy is developed by the European Movement of the Republic of North Macedonia (EMMK) in accordance with the Law on Prevention and Protection against Discrimination, the Law on Equal Opportunities for Women and Men, and relevant EU directives and standards.

The purpose of this policy is to establish an institutional culture of equality, fairness, and inclusiveness by systematically integrating the principle of gender equality into all activities, projects, policies, and internal processes of EMMK. It forms part of the organization's mission to promote European values, democracy, and human rights.

II. Scope

This policy applies to:

- all employees and engaged persons (including collaborators, interns, consultants, and volunteers);
- members of governing, supervisory, and advisory bodies;
- all partners, contractors, and institutions cooperating with EMMK;
- participants in trainings, conferences, and public events organized or co-organized by EMMK.

III. Guiding Principles

1. **Equal opportunities:** every individual has equal access to employment, participation, and advancement within the organization.
2. **Non-discrimination:** EMMK does not tolerate any form of discrimination based on sex, gender, gender identity, sexual orientation, marital or family status, pregnancy, motherhood, or fatherhood.
3. **Gender mainstreaming:** gender equality is integrated into all phases of planning, implementation, monitoring, and evaluation of programs and projects.
4. **Balanced representation:** the organization encourages fair representation of women and men in all decision-making and representative bodies.
5. **Respectful work culture:** EMMK ensures a workplace environment where dignity and privacy are respected and gender stereotypes or bias are not tolerated.
6. **Zero tolerance for gender-based violence and sexual harassment.**
7. **Transparency and accountability:** regular reporting on implementation and achieved results in gender equality.

IV. Strategic Objectives

- **Institutional framework:** establishment of a functional system for gender equality within EMMK.
- **Capacity building and training:** regular trainings for staff and partners on gender equality, non-discrimination, and inclusive language.

- **Gender-responsive planning:** all EMMK programs and budgets should include gender analysis and indicators for measuring gender balance.
- **Promotion and advocacy:** public promotion of gender equality through events, publications, and participation in gender justice networks.
- **Inclusion of youth and vulnerable groups:** special support for girls and women in political, economic, and civic participation.

V. Institutional Structure and Responsibilities

- **President:** provides political support and adopts the annual Gender Equality Plan.
- **Person responsible for monitoring the gender perspective in project activities:** ensures gender mainstreaming within projects and reports on implementation.
- **Human Resources Department:** monitors gender representation and ensures non-discriminatory procedures in recruitment, promotion, and evaluation.
- **All employees and collaborators:** are obliged to respect the principles of equality and to respond when unequal treatment or discrimination is observed.

VI. Measures and Activities

1. Conduct gender analysis across organizational structures and projects.
2. Establish an internal reporting mechanism for gender-based discrimination or harassment.
3. Ensure equal access to professional development, mentoring, and training opportunities.
4. Use gender-sensitive language in all documentation, communication, and public appearances.
5. Promote equal participation of women and men in decision-making, panels, and events.
6. Develop partnerships with organizations that promote gender justice and equality.
7. Continuously align internal policies with national and EU gender equality standards.

VII. Monitoring and Reporting

- EMMK prepares an Annual Gender Equality Report summarizing gender representation, trainings conducted, challenges, and recommendations.
- The report is submitted to the Executive Board and serves as a basis for policy updates and future planning.
- The organization may also prepare thematic reports (e.g., gender balance in leadership, women's participation in public events, etc.).

VIII. Link with Other Policies

This policy is aligned with and complementary to:

- Policy on Protection from Sexual Harassment;
- Code of Conduct of EMMK;
- Anti-Corruption Policy;
- Equal Opportunities and Non-Discrimination Policy.

IX. Entry into Force and Revision

This policy enters into force upon adoption by the EMMK Executive Board.
It will be reviewed at least once every **two years** or upon significant legislative or organizational changes.

Annex: Declaration of Acceptance of the Gender Equality Policy

I, _____, hereby confirm that I have read and understood the Gender Equality Policy of the European Movement of the Republic of North Macedonia (EMMK). I commit to upholding its principles and contributing to an inclusive and equitable work environment.

Signature: _____

Date: _____

True to the original

