



GENDER EQUALITY POLICY

The Innovation Fund of the Republic of Serbia (hereinafter: the Fund) is a state organization specialized in providing support to innovation activity and managing financial resources to encourage the development of innovation. The Fund has a mandate to provide and manage financial resources with the aim of implementing support programs to encourage innovation activities and strengthen the capacity of the subjects of the national innovation system, in accordance with national innovation policies.

In its operations, the Fund adheres to the fundamental values of integrity, transparency and accountability, and equally encourages the full development of the human personality and the promotion of basic human rights and freedoms. In that sense, the promotion of gender equality is an important component in building these values, their sustainability and ensuring equal opportunities that the Fund guarantees in all spheres of its activity. The principles of gender equality and anti-discrimination policies have been implicit values in its work since the establishment of the Fund.

In its commitment to gender equality policy, the Fund relies on the international and national legal framework governing this area.

We implement our commitment to gender equality policy by applying the following principles:

- Promoting gender diversity among employees, with a strong emphasis on greater participation of women in decision-making bodies and decision-making processes, in accordance with institutional, national and other regulatory frameworks. In this regard, the Fund organizes annual workshops in order to raise the culture of gender sensitivity.
- Business atmosphere in which cooperation, trust, partnerships and high ethical standards, as well as the involvement of employees in creating and improving business processes and services, are the basis for achieving results. In this regard, it is exceptional to establish a balanced relationship between professional and work obligations, so that employees can reach their full potential.
- Raising the visibility of gender equality and awareness of the importance and benefits of adequate gender balance at all levels.
- By establishing institutional capacities for the identification of relevant information, the Fund continuously collects data on the gender structure of both employees and beneficiaries of the Fund's services.
- Prohibition of sexual and other harassment.

The Fund will undertake all necessary activities to achieve and maintain a higher level of gender equality at all levels and in all areas of work.

Director


Ivan Rakonjac

