

Gender Equality Plan

of the Organization “Velo Schools”, 2025

Table of Contents

1. Why a Gender Equality Plan?
2. Introduction
3. Terms and Definitions
4. Objectives
5. General Policy
6. Scope and Measures
7. Indicators
8. Data
9. Conclusion
10. Organizational Structure and Team
11. Place and Date

1. Why a Gender Equality Plan?

Promoting gender equality is a fundamental condition for sustainable development, social justice, and healthier communities. For Velo Schools, equality means ensuring that children, teachers, parents, and partners—regardless of gender—have the same opportunities to participate in cycling education and sustainable mobility initiatives.

Although cycling is an activity open to everyone, gender stereotypes and imbalances can sometimes influence participation and visibility. With this Gender Equality Plan, Velo Schools reaffirms its dedication to equal opportunities, balanced representation, and respect for diversity in all organizational and educational processes. By systematically integrating gender perspectives, we strengthen our projects, empower both girls and boys, and contribute to a more inclusive society.

2. Introduction

How it started:

It all began at the end of 2018, when together with about 10 primary schools we started working on integrating the topic of cycling. Seeing the interest from the students, the teachers, and also the parents, we wished for even greater involvement. We wanted more and more children to have the chance to be included in our activities, designed both for the classroom (theory) and outside of it (practice). We are proud of the development of our cycling network and of the fact that every day the number of schools that wholeheartedly promote cycling together with their students and parents is increasing.

Who we are now:

From this beginning, Velo Schools developed into a national organization that collaborates with schools, municipalities, and local communities across North Macedonia. Our mission is to promote safe, healthy, and sustainable mobility by teaching children the skills, knowledge, and values of cycling.

We now coordinate a growing network of accredited schools and implement projects such as *RE-CYCLING*, *School Streets*, cycling fairs, and awareness campaigns for safer infrastructure. As a formal organization, Velo Schools is committed to embedding gender equality and inclusivity in all aspects of governance, team development, and project delivery.

3. Terms and Definitions

- **Gender** – socially defined roles and expectations assigned to women and men.
- **Gender Equality** – equal rights, opportunities, and responsibilities for all genders.
- **Gender Mainstreaming** – integrating gender perspectives into every policy, program, and activity.
- **Gender-Based Violence** – any form of violence or harassment linked to gender.
- **Gender-Sensitive Language** – communication that treats all genders with equal recognition and respect.

4. Objectives

- Guarantee equal opportunities for both girls and boys in Velo Schools programs.
- Ensure balanced representation of women and men in leadership, training, and decision-making.
- Promote an organizational culture of respect, inclusion, and zero tolerance for discrimination or harassment.
- Mainstream gender perspectives into all projects (e.g., *RE-CYCLING*, *School Streets*).
- Encourage the participation of girls and boys equally in technical, practical, and leadership roles.

5. General Policy

Velo Schools is an equal-opportunity organization where gender does not determine access to participation, leadership, or recognition. Our policy ensures:

- Fair recruitment and transparent decision-making.
- Safe and inclusive working and learning environments.
- Balanced gender representation in public events, communication, and decision-making structures.

- Equal encouragement for both girls and boys in technical skills such as bike maintenance and road safety.

6. Scope and Measures

- Integrate gender perspectives into all activities and projects.
- Ensure that at least **40% of both genders** are represented in boards, workshops, and events.
- Organize gender equality and inclusivity training for staff, trainers, and volunteers.
- Collect and analyze sex-disaggregated data across projects.
- Highlight success stories of both girls and boys equally in communications.
- Appoint a gender focal point to handle questions, concerns, and guidance on inclusivity.

7. Indicators

- % of female and male participants across projects.
- % of women and men in leadership and training positions.
- Number of gender equality trainings organized and participants (by gender).
- % of events and campaigns applying gender-inclusive practices.
- Feedback on inclusivity from participants of all genders.

8. Data

By 2025, the Velo Schools network includes **180 schools in 44 municipalities**. While participation is strong among both girls and boys, slight imbalances remain in technical and competitive roles. The current team of five members—three women and two men—demonstrates organizational commitment to gender-balanced leadership. This mixed-gender structure is a foundation for further inclusivity.

9. Conclusion

This Gender Equality Plan formalizes Velo Schools' vision of equality, participation, and respect. It will be **reviewed every three years** to evaluate progress and adjust actions. By giving both girls and boys equal opportunities to learn, lead, and thrive, Velo Schools strengthens not only cycling culture but also the principles of fairness and sustainable development in North Macedonia.

10. Organizational Structure and Team

Leadership:

- Jasmina Petrovska – President

Administration and Programs:

- Marina Petrovska – Administrative Officer

Creative & Communication:

- Megi Velkova – Graphic Designer

Training and Education:

- Nikola Neshkoski – Velo Trainer
- Marko Lenchevski – Velo Trainer

11. Place and Date

Skopje, 22.8.2025