

Gender Equality Plan

1. Commitment

The European Policy Centre (CEP) as a non-governmental, non-profit, independent think tank operating on the basis of the Law on Associations ("Official Gazette of the RS", No. 51/2009 and 99/2011) in the areas of EU law, EU affairs, economics, and public administration reform. CEP's team works with a shared vision of improving the policymaking environment in Serbia by rendering it more evidence-based, open and inclusive, and more substantially EU-accession-driven.

CEP is committed to a work environment in which all individuals are treated with respect and dignity and gender equality is among the fundamental values of the organisation. Implementation of the gender equality principles benefits CEP as a think tank by improving the quality and relevance of its research and advocacy, attracting and retaining more talent, and ensuring that everyone can maximise their potential. By adopting and publishing the Gender Equality Plan (GEP), CEP has committed, both at the organizational level and the work it performs, to promoting the gender equality through the sustainable transformation of organisational processes, cultures and structures that produce and sustain gender imbalances and inequalities.

CEP designed this GEP objectives:

1. To improve the quality and impact of research and innovation by helping to ensure it is reflective of and relevant to the whole of society;
2. To create better working environment that enable good quality research and learning and help maximise the potential and talents of all staff and experts;
3. To attract and retain talent by ensuring that all staff can be confident that their abilities will be valued and recognised fairly and appropriately.

2. Strategic areas of CEP's GEP

- 1) Organisational culture of gender equality
- 2) Gender equality in policy research
- 3) Gender equality in training
- 4) Harmony between personal life and professional commitment

3. Scope of the GEP

Work-life balance and organisational culture

- CEP ensures parental leave for its staff, including the possibility of fixed-term contracts extension, as well as promotion of paternity leave.

- CEP has allowed for flexible working time arrangements as well as remote working.
- CEP supports its staff in caring responsibilities, including childcare and care for other dependants (e.g. people with disabilities, elderly relatives) by allowing flexible working time arrangement and result-oriented work delivery.
- CEP has established sound workload management procedures, including the control of task distribution by Programme and Project Managers.
- CEP takes care of its staff by investing in their reintegration after career breaks and maternity/paternity leaves, including active mentoring and support.

Gender equality in recruitment and career progression

- At CEP, each individual has the right to work and progress in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices, including harassment.
- The codes of conduct for recruitment and promotion at CEP contribute to increasing transparency and help to avoid unconscious biases.

Integration of the gender dimension into research content

- CEP approaches policy research in a manner that also considers efficiency and effectiveness, equal opportunities and gender equality, social inclusion, anti-discrimination, and sustainable development. We seek to embed these concepts in all of our research and analytical activities.
- CEP organises public events/conferences where the panels are gender balanced and strives for equal representation in all other external and internal activities.

Measures against gender-based violence including sexual harassment

- CEP has developed and adopted the Prevention of Sexual Exploitation, Abuse and Harassment (PSEA-H) Policy that is essential annex to the GEP.

4. Data collection and monitoring

The GEP implementation officer at CEP will monitor the implementation of GEP and produce annual reports. Reports should be submitted to the CEP Governing board and distributed to all employees.

5. Gender Equality Plan

Goal	Indicator	Measure
Facilitating organisational culture of gender equality and diversity	Maintenance of a desirable state of gender equality in all spheres of action of CEP	<ul style="list-style-type: none"> • Gathering gender disaggregated data on CEP staff • Systematic monitoring of the implementation of GEP

Goal	Indicator	Measure
		<ul style="list-style-type: none"> Using gender-sensitive language and visual representations in all documents
Sustain employment and career advancement system sensitive to gender equality	Equal gender distribution among newly employed staff, and among recently promoted staff	<ul style="list-style-type: none"> Respecting gender diversity in the hiring process and selection of committees' members Supervising hiring and promotion processes through data analysis
Enhance gender equality in policy research and integrate gender perspective	<p>An increased number of women who publish.</p> <p>Increased transfer of gender equality related knowledge through research projects.</p>	<ul style="list-style-type: none"> Tracking and analyzing gender assorted data Development of protocols/guidelines for gender mainstreaming in research Adequate support for women employees during pregnancy and early motherhood, and the like Producing tailor-made trainings for CSOs, institutions and other target groups taking into account gender diversity
A work environment that enables employees to balance their professional and personal duties and responsibilities	Improved index of employee satisfaction with their work environment	<ul style="list-style-type: none"> Designing and implementing practices that neutralise the impact of repetitive work and workplace stress on mental health Improving communicational practices and teamwork Preserving flexible working hours and flexible working conditions

In Belgrade,

19 December 2022

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