



CREDI

Centre for Development Evaluation and Social Science Research

GENDER EQUALITY PLAN

2023-2026

APRIL, 2023

Introduction

The Centre for Development Evaluation and Social Science Research (CREDI) is an open research infrastructure founded in 2016 with the aim of strengthening the culture of policy-making based on evidence from academic research in BiH and the Western Balkans region. From its establishment, CREDI respects all values of academic integrity in carrying out all its activities. As an employer, CREDI provides equal opportunities to all persons, regardless of their gender, and promotes gender equality at all levels in the organization as well as in research.

As a signatory to the UN Women Empowerment principles, CREDI has already recognised the importance of gender equality in its operations. Therefore, it strives to create an environment in which all persons are treated equally and where basic rights and freedoms are respected, regardless of workplace classification, sex or gender, ethnicity, religion, family and social status, or nationality.

The CREDI Gender Equality Plan 2023–2026 was prepared through a participatory approach, where all team members had the opportunity to discuss the draft plan, which was then adopted by the management. The plan was created following the recommendations contained in the Horizon Europe Guidance on Gender Equality Plans¹, as well as recommendations and procedures developed by the European Commission.

This Gender Equality Plan (GEP) aims to systematise the efforts of CREDI to enhance gender equality and consolidate institutional support for gender equality initiatives. The GEP outlines specific goals to achieve and actions to be taken in key areas of gender equality, including, but not limited to, supporting a gender-inclusive working environment, achieving gender equality in recruitment and career progression, strengthening the gender dimension in research, maintaining a work environment free of gender-based violence and sexual harassment, as well as monitoring and updating practises to achieve gender equality. The GEP is not a static document, therefore its goals and directions of action will be updated based on regular monitoring and the findings of periodic progress reports.

¹ European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

Baseline assessment

The gender balance of the CREDI team is achieved at all levels, according to data on employees collected at the end of 2022 (see Table 1). The internal staff includes 7 women and 3 men. Most of the employees are in research positions, out of which 6 are women and 2 are men. The administrative team has 2 staff members, out of whom 1 is a woman and 1 is a man. Based on the available data, no vertical or horizontal gender segregation was observed in CREDI.

Table 1: CREDI team by gender (2022)

Indicator	Women	Men
Staff members (total)	7	3
Management	1	1
Researchers	6	2
Research assistance	1	0
Researchers with PhD.	2	2
Administrative team	1	1

Source: CREDI internal documentation

In addition to the internal staff employed by CREDI, it often employs external consultants, researchers, and presenters. It plans to suggest policies or measures aiming to promote and ensure gender equality in the engagement of external associates through the implementation of GEP. In its operations, CREDI does not follow any strict rules regarding flexible work arrangements or ensuring work-life balance; instead, it uses already established rules within the Labour Act and other relevant legislation. We also intend to continuously work with our employees on adopting and communicating gender-neutral and gender-inclusive language and to regularly monitor cases of gender discrimination in communication.

Objectives and actions

Objective 1: Supporting the gender-inclusive working environment and work-life balance

Objective	Action	Timeline
1.1 Improve monitoring indicators	Develop a set of indicators to monitor the gender equality	2023-2024
	Collect indicators and analyse them in two progress reports	2024 and 2026
1.2 Support the work-life balance	Conduct a set of individuals meetings with employees and at least one group meeting to explore work-life balance needs of employees	2024
	Revise practices and set up policies to address work-life balance needs of employees	2024
1.3 Improve gender neutral/inclusive language and communication	Conduct training to employees on how to use gender neutral/inclusive language	2023
	Monitor usage of gender neutral/inclusive language in the team and all communication outputs produced (e.g. reports, briefs, news)	Continuously

Objective 2: Ensuring gender balance in leadership and decision-making roles and career progression

Objective	Action	Timeline
2.1 Ensure gender equality in recruitment and evaluation of employees	Review the consistency of recruitment procedures and career progression and evaluation rules with gender equality principles	2023-2024
	Continuously instruct members of recruitment and evaluation committees in gender equality principles	Continuously
	Develop policies and measures aiming to promote and ensure gender equality in the engagement of external associates	2025
2.2 Support the gender equal career progression	Continuously maintain internal discussions on the career prospects of the employees	Continuously
	Provide incentives for career progression of employees (e.g. support for training, providing scholarships)	Continuously

Objective 3: Strengthening gender dimension in research

Objective	Action	Timeline
3.1 Creation of internal online resources for implementing research with gender dimension	Collect publications, materials and resources that integrate gender perspective in research	2023
	Develop Research Questions Database embedding gender dimension to encourage researchers produce more gender analysis	2024
3.2 Incorporate analytical focus on gender equality into research projects applications and outputs	Organize a workshop on implementation of methods to ensure that gender equality dimension is considered when writing project applications and outputs	2024

Objective 4: Strengthening policies and measures against gender-based violence including sexual harassment

Objective	Action	Timeline
4.1 Familiarizing employees with the phenomenon of gender-based violence, including sexual harassment in the workplace	Organize a gender equality training for CREDI employees	2024
4.2 Establishing notification channels regarding sexism and gender harassment	Establish a separate form for anonymous reporting of cases of gender-based violence and sexual harassment in the workplace	2023
	Run an anonymous survey on sexism and gender harassment in the workplace	2025

Monitoring and updating of the Gender Equality Plan

This Gender Equality Plan is subject to regular evaluation and review in order to ensure continued relevance of the CREDI procedures and to detect any changes needed. Therefore, the plan goes under the periodic review every four years based on the results of two progress reports envisaged to be completed by the end of 2024 and 2026.

In Sarajevo, 20.04.2023.



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