



GENDER EQUALITY PLAN

The Center of Modern Knowledge (Centar modernih znanja – CMZ) is a non-profit association established for an indefinite period of time, in which citizens voluntarily join in order to support the construction of a civil and democratic society. It brings together scientists and professionals of various profiles, who are dedicated to lifelong learning. The mission of the Center of Modern Knowledge is to achieve the highest possible level of education and social equality, which is reflected in equal opportunities and outcomes for all citizens of Bosnia and Herzegovina. The board of directors consists of 5 members, of which 40% are women and 60% are men.

The commitment to gender equality and the fight against discrimination is firmly rooted in the management approach of the Center for Modern Knowledge and is implemented through all activity projects. Throughout its work, from year 2016. until today, CMZ consciously works on equal engagement of both sexes, but also pays special attention to the engagement of marginalized people, as well as projects aimed at meeting their needs. The vision and program goals stated in the Statute unambiguously describe the foundation of the organization's values and moderation towards an inclusive work environment.

The Center of Modern Knowledge is committed to fostering an environment of equality and inclusivity where all individuals, regardless of gender, have equal opportunities for growth, development, and advancement. This Gender Equality Plan outlines our strategies and actions to promote gender equality within our organization.

On the following pages, we present our Gender Equality Plan (GEP) in more detail. On behalf of the Center for Modern Knowledge, I hereby confirm our continuous commitment to work to ensure gender equality through all our program and project activities.

Nebojša Macanović

President

Dedicated resources

The Center of Modern Knowledge actively and purposefully works on equality and anti-discrimination, which are essential components of this organization's efforts to ensure good working conditions in practice. The responsibility for this work is delegated to all members of the organization, and above all to the board of directors. The executive leadership team will publicly endorse and support gender equality initiatives and integrate gender equality into the organization's mission and values. They have the constant task of paying special attention to gender equality when implementing project activities. In most of the reports that are created after the implementation of the project activities, the ratio of men and women who participated in the project is stated in absolute figures and in percentages. Also, CMZ has implemented a number of initiatives for training and supporting members at all levels of the organization to create an inclusive work environment, but also to spread the idea of gender equality, and to include all members of marginalized groups in all project activities. Most of the initiatives have been successful and will continue in the future.

Data collection and monitoring

In Bosnia and Herzegovina, there is no legal obligation for citizens' associations to formally monitor, measure and report on gender equality within their organizations and the activities they carry out. However, regardless of this, the Center of Modern Knowledge, through its mission and program tasks, is dedicated to gender equality, the inclusion of marginalized groups and the constant raising of the level of education and social equality, which is reflected in equal opportunities and outcomes for all citizens of Bosnia and Herzegovina. As part of these activities, various projects are implemented in which grant providers insist on measuring and monitoring equal representation of the sexes. CMZ has many routines for addressing issues of gender equality and inclusion, and they are also formalized through most project reports, given that this is a condition of grant providers. These reports provide a reliable source of gender-disaggregated data and year-by-year tracking of initiatives implemented to promote equality and inclusion. Reports that do not have the status of confidentiality can be submitted upon request.

Training: awareness/training on gender equality and unconscious gender bias for staff and decision makers

The Center of Modern Knowledge, as part of the education it organizes, offers all students and staff access to a wide range of training workshops, opportunities for improvement, and participation in the traditional scientific conference held every year, which deals with human rights through the prism of social deviations. Organization implemented gender-neutral language in job descriptions and advertisements to attract diverse applicants and establish clear criteria for selection and promotion based on merit and skills rather than gender. Monitor and analyze recruitment and selection processes to ensure fairness and equal opportunities for all genders.

Through its program activities, CMZ has organized various training workshops that contribute to an inclusive work environment. In a spectrum of training on topics such as graduate student supervision, people and project management, recruitment best practices and leadership training; each of these workshops includes discussions related to diversity and gender dimensions. Individual researchers can be provided with mentoring groups where career advice can be obtained in addition to career development, and professional development services for various fields. As part of the process of induction into the project, all new employees attend an individual human resources meeting where the CMZ culture is presented and the emphasis on anti-discrimination in all forms is emphasized. In addition, on-boarding implies that group seminars are arranged where CMZ culture is represented by senior management, through which the importance of gender equality is communicated. Through cooperation with the Ministry of Health and Social Protection, CMZ had the opportunity to organize workshops aimed at improving gender balance in the business community. These workshops provided an opportunity for the staff of the Center of Modern Knowledge to gain knowledge and inspiration about the best practices for achieving gender balance in the work environment, but also in society in general. These activities also provided an opportunity for CMZ to share its successes with other participating institutions, and to learn from their experiences.

Additional thematic areas, addressed via concrete measures

Work-Life Balance:

CMZ offers flexible work arrangements, such as telecommuting and flexible hours, to accommodate employees' diverse needs and responsibilities outside of work. Provide parental leave and support programs for both men and women to promote work-life balance and equal caregiving responsibilities.

Harassment and Discrimination Prevention:

The Center of Modern Knowledge established a zero-tolerance policy for harassment and discrimination based on gender or any other protected characteristic. Organization implements clear procedures for reporting and addressing incidents of harassment or discrimination, ensuring confidentiality and support for victims.

Monitoring and Evaluation:

CMZ regularly monitors and evaluate the effectiveness of gender equality initiatives through surveys, focus groups, and key performance indicators. Review and update the Gender Equality Plan periodically to address emerging issues and incorporate best practices. The Center of Modern Knowledge is dedicated to creating an inclusive and equitable workplace where all individuals are empowered to thrive. Through the implementation of this Gender Equality Plan, we reaffirm our commitment to promoting gender equality and fostering a culture of respect, fairness, and opportunity for all.