

BCSP gender equality work plan

Area	Baseline	Goals	Indicators	Milestones	Actions	Responsible	Deadlines
BCSP GE work plan	Gender work plan draft	Identify biases in BCSP that prevent gender equality and greater diversity and formulate recommendations	Number and type of biases in BCSP that prevent gender equality and greater diversity Number and type of policy interventions	Gender analysis and finalized GE work plan	BCSP Director/Deputy Director selects a gender expert	BCSP Team and internal gender expert	By mid-December 2022 By the end of 2023, the first report on the GEP implementation
Governance	Women are less represented in all governing bodies. Since 1997, the Managerial Board is run by men.	A more gender-balanced and diverse Managerial Board, General Assembly, and International Advisory Committee (IAC)	An equal number of men and women are nominated for positions in these bodies. Governing bodies are led by women.	Gender balance in all BCSP governance structures More diversity in International Advisory Committee	BCSP Managerial Board elects more women as members, including a woman as president The President of the IAC nominates women from diverse backgrounds	Presidents of the Managerial Board and the IAC	In January 2023, Gorana Odanovic is appointed as the president of the Managerial Board
Management	All managerial positions are held by men, except for finance and office management	Increase the representation of women in leadership positions and participation in decision-making, especially among mid-level management staff	An equal number of men and women are nominated for leadership and mid-level managerial positions. Women are informed, invited to participate and consulted in the decision-making process	Gender balance in the management structure	BCSP director and deputy director encourage and include women in the leadership pipeline BCSP top management regularly consults women before making decisions Initiating a women caucus=all women in the organisation	BCSP top management (BCSP Director, BCSP Deputy Director)	By October 2022, a mid-level management has been established that includes two women out of a total of three members
Gender Roles and Jobs	Occupational segregation, i.e. women are mostly represented in administrative, financial, legal, communication, and analytical jobs, while men dominate in management	Gender diversification of work occupations and sectors	Number of occupations and sectors held by women and men or the percentages of women in the workforce of certain sectors.	More men perform administrative, financial, legal, communication, and analytical duties	BCSP director applies affirmative measures when hiring on traditionally female-dominated jobs	BCSP director	By the end of 2023, more women are promoted to managerial positions, while more men are engaged in administrative jobs
Recruitment, Selection and Career Development	Equal representation of women and men was achieved. In the past 3 years, 7 men and 5	Women and men are equally promoted to senior positions Formal and informal	Recruitment procedures; balanced employment through public competition and headhunting; % of women in	Gender analysis identifies barriers in recruitment and career development to increasing diversity	Gender expert conducts regular discussions with the staff and prepares an annual analysis	BCSP director, internal gender expert	By the end of 2023, more women are promoted to senior positions

	women have been employed, while 3 women and one man left BCSP. Most candidates are headhunted. Four men and three women are promoted in higher positions.	obstacles for the recruitment and career development of women and men are removed	selection panel or panel with knowledge of GE (In)formal mentoring programme Participation of women and men in specialised programmes/training Number of women and men promoted to senior positions Awards and benefits are equally distributed between men and women	Recommendations to BCSP top managers Developed (in)formal mentoring programme	identifying barriers in recruitment and career development and gives recommendations		
Research and Teaching Content	There was one gender project, while some researches include gender perspective (e.g. BDM, Chinese investments)	Incorporate gender analysis throughout the entire research cycle. Fundraising for new projects that include gender	Gender equality and diversity included in the research design (research team, sources: interviews, focus group participants, the topic of the research) Number of workshops and/or lectures on gender equality and diversity for different stakeholders (external) Number of gender-related project proposals	Gender analysis of existing researches The educational programme that is gender sensitive (topics, lecturers, target groups) Two gender-related project proposals per year	BCSP researchers consult a gender expert when developing a research design BCSP fundraising team develops project proposals BCSP research director develops educational programs for the Youth Academy in cooperation with a gender expert	BCSP director, research director, researchers, internal gender expert	By the end of 2023, gender analysis is incorporated into all research projects. In 2023, there are at least two new gender-related projects Gender is included in educational curricula for a young generation of women and men from different backgrounds
Training	Most BCSP staff have not received gender training	Increase gender sensitivity and raise awareness among all BCSP team members. All BCSP team receive gender-based training	Training curriculum on gender equality, diversity and unconscious biased for staff and decision-makers Number of employees participated in gender training Gender coaching programme for BCSP top management	Identified training needs and selected trainers/coach	BCSP staff, with internal gender expert identifies training needs and conducts annual gender training and education with the support of external trainers	BCSP director and deputy director, internal gender expert	By the end of 2023, all BCSP employees have participated in at least one training session on gender issues
Publications and Content	There is a significant number of publications about gender and security	BCSP publications are authored by team members of all genders equally	Number of publications by male, female, and non-binary authors in the BCSP annually	Gender-balanced authorship list	Research Director, together with researchers, identifies research topics and ensures that gender issues are	Research Director and BCSP researchers	By the end of 2023, the number of publications written by women has

	written by women	BCSP publications include more gender equality and diversity issues	Number of publications that include gender equality and diversity issues	Gender included in BCSP publications	included in BCSP publications		increased by 30 percent
Events	BCSP considers the equal representation of women and men when organizing events	BCSP events are known for being gender balanced and diverse Gender topics are discussed at BCSP events	Number of male/female/non-binary participants Number of male/female/non-binary moderators and speakers Number of gender-related topics	Gender parity in the number of participants each year Gender parity in the number of moderators and speakers each year	BCSP team develops conference agendas taking into account the gender equality principle	Project and Advocacy Manager, Communication Officer, Office/Event Manager	By mid-2023 the statistics show improvements in all events
Media	Disproportionate representation of women and men in the media	Increase the visibility of women researchers in the media Increase the visibility of women, peace and security and other gender-related topics in the media	Number of men and women as interlocutors of foreign and domestic media Gender balance among the BCSP speakers at public events Number of articles, op-eds written by women in foreign and domestic media Number of articles and reportages on women, peace and security	Gender-sensitive communication strategy + monitoring of the representation of men and women in the media, and events; monitoring the aspects of gender in various materials and statistics, gender-disaggregated press clipping	The communication Officer, in consultation with the BCSP director, liaises women researchers with journalists and the media	BCSP director, Communication Officer	By mid-2023, mainstream gender in the communication strategy By the end of 2023 statistics show an increase in the visibility of female researchers in domestic and international media The topic of WPS is covered in the domestic media and the number of articles increased
Measures against discrimination, GBV and sexual harassment at work	There are some procedures and mechanisms in place.	Establish a culture of zero tolerance towards sexual harassment and gender-based violence Strengthen measures and mechanisms against gender-based discrimination, GBV and sexual harassment at work Promote assertive behavior and communication	Code of Conduct and other workplace policies Number of complaints about discrimination, GBV submitted to the gender officer (within Managerial Board) Number of educational programmes about sexual and gender-based harassment Number of educational training on assertive behavior and communication	Created an open, inclusive and respectful working environment that is comfortable for everyone	BCSP director and legal expert update existing procedures if necessary and organise training sessions on GBV and discrimination The gender officer conducts annual interviews or a focus group with employees to discuss gender-related issues	BCSP director, legal expert and gender officer (within Managerial Board)	Internal written policies and mechanisms, such as gender officers, are in place By the end of 2023, organise at least one seminar on assertive communication, gender-based violence and other topics

			Use of gender-sensitive language				
Dedicated Resources	BCSP has sufficient resources for the implementation of the plan	Dedicated funds and expertise in gender equality to implement the plan	Type of cost and share of money allocated for the GE work plan implementation Expertise in gender equality and number of BCSP team engaged in the implementation of the plan	Costs assessment	Gender expert, in cooperation with the BCSP director and financial manager, conducts costs assessment	BCSP director, financial manager, internal gender expert	In 2023, funds are allocated to implement the plan

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