

Center for Economic Analyses – CEA

Gender and equality plan

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WE ARE MAKING A DIFFERENCE

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Center for Economic Analyses' (CEA) policies on gender equality

General policy

CEA shall be an equal opportunity workplace where all employees regardless of age, gender, religious or other beliefs, ethnicity, disabilities, identity or sexual orientation are able to prosper and progress professionally.

CEA shall in planning and decision making consider the effects on equality and diversity. The gender equality work is also an important part of the efforts for continuous efforts to improve CEA's work environment and should be included as an integrated part of the daily operations.

The work to promote equal rights and opportunities shall take place in cooperation with the employees and collaborators. No one at CEA should feel discriminated and we shall facilitate a balance between work and free time for the employees.

Employment and parenthood

CEA shall facilitate for all employees to combine work with family life and encourage all parents to make use of their right to parental leave.

Prevention of harassment

Harassment is defined as unwanted behavior based on gender, or unwanted behavior of sexual nature that violates the employee's integrity in the work situation. At CEA there is zero tolerance against any forms of sexual harassment or harassment based on gender, ethnicity or religion.

Recruitment

Assessments based on skills and experience shall form the basis for recruitment and promotion. A gender balance is to be pursued with the aim of both genders being represented equally to the degree possible.

Salaries

Salaries are based on general criteria such as roles and responsibilities within CEA and knowledge and experience relevant to CEA. The salary revision process shall be equal for all employees regardless of gender or other traits. Each staff category will be evaluated on its own criteria and what is expected from each category can be found in each staff category's job description.

Actions to maintain and improve gender equality

There will be an annual working survey at CEA that is to be followed up with actions for improved working environment. In addition to those actions, the team continuously works to help secure equal opportunities for all staff.

Monitoring of the equality status

Objectives: CEA will monitor the status of equality as well as the status of the equality in the annual reports.

Thus will be implemented through surveys, equality report and other materials.

CEA statistics will be drafted to enable regular, comprehensive term evaluation of the actual equality situation. Both quantitative and qualitative data are required on the equality situation.

Realization of the objectives of the Equality Plan

- The management will develop monitoring methods for equality status;
- The equality Plan will be revised every strategic planning period;
- Gender-based statistics will be examined in the annual reports and will be discussed;

Data protection issues will be considered in drawing up the gender and equality statistics.

Management Board

President
Marjan Nikolov

