

CENTRE FOR ECONOMIC ANALYSIS (CenEA)
Gender Equality Plan

Szczecin/Stockholm, 20.03.2026

The Centre for Economic Analysis (CenEA) is an independent, non-profit research institute based in Szczecin, Poland. Our work focuses on evidence-based economic research in public policy, demography, labour markets, and inequality. CenEA collaborates with national and international academic and policy institutions and disseminates research results through academic publications, policy briefs, working papers, and analytical reports.

CenEA's mission includes contributing to debates on social and economic inequality, including gender inequality. Our active participation in the Forum for Research on Eastern Europe and Emerging Economies (FREE Network) and the leading role in the FROGEE initiative (Forum on Gender Economics in Eastern Europe) plays a central role in advancing research on gender equality in the region. CenEA regularly organises academic and policy events, conferences and workshops, focused specifically on gender equality.

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1. GEP – Introduction

Horizon Europe (HE) 2021-2027 aims to achieve gender equality in research and innovation as part of the European Commission's broader gender equality strategy. The latest edition of the Horizon program has introduced the Gender Equality Plan, with the aim to promote greater gender equality in research and innovation. CenEA supports the goals of the Horizon Europe 2021–2027 framework to promote gender equality in research institutions. As an organization committed to scientific integrity, transparency, and fairness, CenEA recognises that equal opportunities and inclusion are essential to the quality of research, as well as to individual and institutional development.

This Gender Equality Plan (GEP) is based on an overview of CenEA's internal management and research practices and has been adopted by CenEA's Management Board on 20.03.2026. The GEP builds on the general employment regulations as presented in CenEA's Employment Guidelines (latest version updated on 20.03.2026) including specifically Annex 1 ("Equal treatment at work"), and establishes a framework for:

- Ensuring equal treatment and opportunities regardless of gender or family status
- Preventing discrimination, bias, and inequality within the Foundation
- Integrating gender perspectives into research and public activities
- Strengthening work-life balance practices for all staff

The CenEA Board will oversee implementation and annual evaluation of the GEP starting in 2026. CenEA's Management Board aims to create a working environment where everyone is treated equally and fairly, without stereotypes, prejudice, or violence. As an institution, we want to raise awareness of gender inequality in the labour market and influence public policy on this issue.

2. Diagnosis

As of March 2026, CenEA employs 4 staff members, including senior and junior researchers. 50% are women. Leadership positions—Director and Board—are predominantly held by men.

Salary structures are based on qualifications and experience. No systematic gender pay gap has been identified, but continued monitoring is recommended. Understanding the important role of continued training for successful development of staff at all levels of seniority, and the crucial role of direct interaction of researchers for this purpose, CenEA supports flexible work arrangements and a limited degree of remote work with the objective to help employees reconcile work, family responsibilities and individual development. We aim to remove barriers to work-life balance and support arrangements such as care leave or days off for childcare for both men and women.

We use gender-inclusive language in our communications and job descriptions. Employees can decide how they prefer to be identified on our website, their email footer, social media, etc. We ensure job vacancies are publicly accessible and transparent and strive to ensure that female and male CenEA experts have equal access to appearances in the media and during conferences.

We actively integrate gender-related issues into our research content, workshops and conferences. Over the past few years, the Forum for Research on Gender Equality (FROGEE) has been a key programme in our academic and policy activities. Academic and policy analyses and projects at CenEA covering such areas as labour market activity, earnings and fiscal policies often have a strong gender equality focus.

CenEA has not provided specific training on preventing and opposing gender-based violence, although gender equality sessions, discussions relating to the origins of unequal treatment and ways to ensure equality constitute a regular element of meetings and events organised within the framework of the FREE Network. Gender-related research is already central to CenEA's agenda, particularly through the FROGEE program.

3. Objectives and Planned Activities

To create an institutional environment that fosters gender equality in research and enables the objectives of the European strategy for gender equality, the following summary outlines our planned actions. The actions will be implemented in coordination with CenEA's founding institution, the Stockholm Institute for Transition Economics and supervised by the Board of CenEA. Proposed indicators will allow for ongoing monitoring and modification of activities annually.

a) Raising awareness of gender equality and discrimination

Action: Organize a training session in 2026 within the FREE Network Institutes to raise awareness on discrimination (based on gender, gender identity, and sexual orientation), harassment, and bullying.

Indicator: By the end of 2026, 100% of CenEA staff will have undergone training.

b) Supporting career development of female researchers

Action: Host mentoring meetings to encourage knowledge-sharing between experienced female researchers, junior researchers and PhD students at FREE Network events.

Indicator: Female researchers from CenEA will participate in regular (at least two per year) meetings organised in cooperation with other FREE Network Institutes.

c) Ensuring equal access to public appearances in media, conferences and workshops
Action: Monitoring of presentations and media appearances by CenEA staff; supporting junior female staff in development of presentation skills at workshops and conferences.
Indicator: Regular research skills training for junior staff of an average of at least 4 hours per month, including research seminars, lectures and presentation skills training.

d) Ensure gender balance in debates and events
Action: Ensure the participation of female experts and researchers in debates and conferences organised by CenEA.
Indicator: CenEA event will only take place with female participation. At major conferences organised by the CenEA, we shall strive to ensure that the proportion of women among presenters will be at least 40%.

e) Maintaining gender balance in the workforce
Action: Monitor recruitment in terms of applicant gender.
Indicator: CenEA will strive to ensure that the proportion of the dominant gender in the workforce will not exceed 65%.

f) Maintaining flexible working hours with the potential for remote working to reconcile work and family responsibilities
Action: Maintain the current flexible working model with potential for remote work in situations justified by personal conditions and family responsibilities.
Indicator: The current working model will not be withdrawn.

4. GEP Governance and Communication

Implementation responsibility lies with the Director and the Board of CenEA. The Director will coordinate data collection, staff consultation, and reporting with the employees, the Board and representatives from the Stockholm Institute of Transition Economics. The Board will commit sufficient personnel and financial resources to ensure effective implementation of the GEP, and will annually review the planned actions and indicators to suit the subsequent development stages of the Centre.

The Gender Equality Plan will be published on CenEA's website and made available to all employees and partners.

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CenEA's Gender Equality Plan has been approved by the Board of CenEA at the Board Meeting on 20.03.2026.