

POST-CONFLICT
RESEARCH
CENTER



CENTAR ZA
POSTKONFLIKTNA
ISTRAŽIVANJA

Gender Equality Plan (GEP) 2026-2030

Publication Date: April 2026

Introduction and objectives

Post-Conflict Research Center (PCRC) is a women-led, peacebuilding organization and research center dedicated to fostering a culture of peace and preventing violent conflict in the Western Balkans by creating, implementing, and supporting evidence-based, multidisciplinary, and innovative approaches to peace education, creative multimedia, conflict prevention, post-conflict research, human rights, and transitional justice.

As a women-led organization, PCRC recognises the importance of promoting gender equality and intersectional inclusion as core values underpinning its mission and activities. Through this Gender Equality Plan, PCRC aims to ensure that both its internal structures and external actions contribute to the objectives of Horizon Europe (2021-2027), and ultimately to the advancement of more just, inclusive, and peaceful societies in the Western Balkans.

Publication and official approval

This plan is published on our website, signed by the top management of the organization.

Dedicated resources

To ensure effective implementation, PCRC commits to:

- Consulting an independent expert on Gender Equality to assist with developing a structural framework focused on widespread gender equity and equality within the organization,

- Continuing to ensure consistent data collection and reporting for all of PCRC's research,
- Involving all team members in programming related to gender equality.

Monitoring and Data Collection

PCRC commits to collect, analyse, and conduct reporting as needed on sex and/or gender disaggregated data related to:

- Employees
- Interns and Fellows
- Projects and Activities.

Training and Awareness

PCRC commits to strengthening staff competence and awareness through:

- Mandatory annual training on gender equality and unconscious bias for all staff, including using training resources from the UN, the World Bank, and the International Training Centre,
- Optional additional courses and/or internal and external programming on diversity, intersectional identities, and inclusive environments.

Review and Continuous Improvement

This plan will be reviewed annually during PCRC's strategic planning period.

Approved and signed by:

Velma Šarić

Founder and President



Sarajevo, April 10, 2026