



CIHEAM

International Center for Advanced
Mediterranean Agronomic Studies

ACTION PLAN FOR GENDER EQUALITY

**CIHEAM GENERAL SECRETARIAT
(2022-2025)**

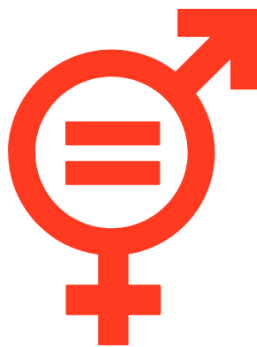


Table of contents

FOREWORD2

PRESENTATION OF THE CIHEAM, FIELDS OF ACTION & SECTORS OF INTERVENTION3

GENDER EQUALITY PLAN OF THE GENERAL SECRETARIAT OF THE CIHEAM4

1. Building and supporting a gender equality culture within the CIHEAM and with its partners4

 Actions, Deliverables or Indicators5

2. Gender Equality sensitive governance6

 Actions, Deliverables or Indicators6

3. Human resources management committed to gender equality in careers7

 Actions, Deliverables or Indicators8

4. Building gender-sensitive Mediterranean partnerships8

 Actions, Deliverables or indicators9

CONCLUSION.....11

FOREWORD

As a Mediterranean organisation working for more productive, sustainable, resilient and equitable food systems, and for a coastal and rural development that leaves no one behind, the integration of a gender approach in our activities is essential not only to progress towards greater equality and equity but also to build an enabling environment for shared growth in the region.

In line with the SDGs and following the priorities of the European Union, the CIHEAM strives to reduce inequalities and strengthen the place of women through management policies and strategies that are sensitive to gender, to contribute to creating more opportunities for women in agriculture, fisheries and in Mediterranean food systems and to mainstream gender in its research dynamics for development.

Presenting the Equality Plan of the General Secretariat, this document is the result of an internal diagnosis that was carried out in 2022, in parallel with the implementation process of Gender Equality Plans in the 4 CIHEAM Institutes: CIHEAM Bari (Italy), CIHEAM Chania (Greece), CIHEAM Montpellier (France), CIHEAM Zaragoza (Spain). The document identifies a series of actions to progress simultaneously in various areas such as human resources, communication or governance, and presents monitoring and evaluation instruments upon which the General Secretariat will rely to implement this plan.

This GEP opens up institutional space to mainstream gender issues in partnerships and activities of the CIHEAM supporting agriculture and rural development in member countries, but also implies taking the lead with regard to a corporate commitment of the 5 bodies of the CIHEAM, mainstreaming gender as a corporate value and federating gender equality dynamics within all institutes through common actions and sharing of experience.

Through its GEP, the CIHEAM is aligning to its code of ethics, in particular, Article 6 concerning mutual respect which stipulates that any discrimination related to gender, and sexual and moral harassment are prohibited, and also committing to use three powerful transformative tools that are at the core of its mandate - Higher education and Research, Cooperation and Political Dialogue - to promote gender equality and women empowerment, and consequently contributing to positive change in Mediterranean societies.

Plácido Plaza Lopez, Secretary General of the CIHEAM

PRESENTATION OF THE CIHEAM, FIELD OF ACTIONS & SECTORS OF INTERVENTION

Established in 1962, the **International Centre for Advanced Mediterranean Agronomic Studies** (CIHEAM) is an intergovernmental organisation devoted to sustainable agriculture, food and nutritional security, and to the development of rural and coastal territories.

Composed of **13 Member States** (Albania, Algeria, Egypt, France, Greece, Italy, Lebanon, Malta, Morocco, Portugal, Spain, Tunisia and Turkey), the CIHEAM operates through its **4 Institutes** CIHEAM Bari (Italy), CIHEAM Chania (Greece), CIHEAM Montpellier (France) and CIHEAM Zaragoza (Spain) and the **General Secretariat** based in Paris.

The CIHEAM is a major actor of multilateral cooperation in the fields of agriculture, food, fisheries and rural areas. Its missions revolve around 4 main objectives:

1. **Protecting the planet by fighting against all forms of waste** (resources natural resources, knowledge and knowledge, food)
2. **Enhancing food and nutrition security through sustainable agriculture and food**
3. **Contributing to inclusive development by investing in territories and populations of the most vulnerable**
4. **Preventing risks and building resilience**

In 2016, the Ministers of Agriculture of CIHEAM member states have adopted a new strategic action plan, the **CIHEAM Action Plan for the Mediterranean (CAPMED 2025)**, which guides the contribution of the CIHEAM to the implementation of SDGs in the Mediterranean region and identifies the following priority fields of action:

- Sustainability of Mediterranean food systems
- Women empowerment and socio-economic inclusion
- Youth empowerment and socio-economic inclusion
- Sustainable management of coastal zones and fisheries in the Mediterranean.

Following the requests of the Delegations of CIHEAM Member States, initiatives have been developed to lead the implementation of actions in these priority areas, among which a crosscutting framework for action in the fields of gender, empowerment and social inclusion of women in the activities of the CIHEAM. For this purpose, a dedicated corporate working group has been established including representatives of the 4 institutes of CIHEAM and the General Secretariat.

A dedicated Corporate Working Group (GEWE)

The objective of the Gender Equality and Women's Empowerment (GEWE) Working Group is to identify and develop targeted activities aimed at contributing to greater gender equality and women empowerment relying mainly on knowledge production and sharing, communication, training and capacity building activities and through the development of institutional synergies and partnerships.

GENDER EQUALITY PLAN OF THE GENERAL SECRETARIAT OF THE CIHEAM

Over the past years, the CIHEAM has developed and implemented several activities to promote gender equality and support women empowerment and socio-economic inclusion, both through the General Secretariat and the Institutes. The CIHEAM Secretariat has developed partnerships and joint activities with different international and regional organisations on the subject, and actively participates in different dialogue platforms on gender equality and women empowerment. Capitalizing on these actions, the CIHEAM has begun to build an approach aimed at systematizing gender mainstreaming in order to assess its practices, identify, implement corrective actions if necessary and improving the gender-responsiveness of the CIHEAM's policies.

The Gender Equality Plan of the General Secretariat has been developed internally through a participative process, including all the activities of the General secretariat, and was presented and discussed within the WEGE working group. This plan revolves around 4 main axes:

- Building and supporting a gender equality culture within the CIHEAM and with its partners;
- Gender Equality sensitive governance;
- Human resources management committed to gender equality and women's careers;
- Building gender-sensitive Mediterranean partnerships.

1. Building and supporting a gender equality culture within the CIHEAM and with its partners

Language and communication play an essential role in the construction of stereotypes, representations and behaviours. For this reason, the language in which official messages, press releases, social media content, publications and statements are formulated engages the image of the organisation and can become a strong instrument of change towards more equality. Therefore, the adoption of non-discriminatory, non-stereotyped communication and awareness-raising are essential tools for disseminating the fundamental values and declarations of the CIHEAM.

Also, all communications of the CIHEAM must portray women and girls, men and boys equitably and fairly adopt a gender-sensitive communication through the different communication channels: website, press releases, internal notes for staff members, public speeches and interventions, annual reports... This will allow the CIHEAM to create a gender-sensitive culture and raise awareness of staff, students and organisation-wide on gender concepts and norms, thus contributing to the transformation of attitudes and behaviours related to gender inequality and the exclusion of women not only internally but also with the partners and the public.

In order to achieve these objectives, the following actions were programmed for the following 4 years.

Actions, Deliverables or Indicators

Actions	Deliverables/Indicators
1.1 Disseminate the GEP of the CIHEAM General Secretariat	<ul style="list-style-type: none"> - Publication of the GEP of the CIHEAM GS - Internal and external dissemination of the GS GEP through appropriate media (leaflets, infographics, communication material, information delivered at international and national events)
1.2 Use of gender-sensitive language and images in institutional communication	<ul style="list-style-type: none"> - Guide on the use of French/English gender-sensitive language - Training on gender sensitive and inclusive communication
1.3 Strengthen communication about the CIHEAM's Gender Equality approach through the website and other communication channels	<ul style="list-style-type: none"> - Gender dedicated sections and pages on the website of the CIHEAM - Online Publication of the GS GEP and of the 4 Institutes' GEPs - CIHEAM Background Report on GEPs
1.4 Conduct awareness-raising campaigns, to explain the GEP basics (gender equality, equal opportunities, women empowerment, gender stereotypes...) also jointly with the CIHEAM's Institutes	Issue communication material for the staff of the CIHEAM's GS and Institutes, Students and ALUMNI (newsletters, internal communication on a regular basis, "welcome student pack" etc.)
1.5 Develop a gender-sensitive CIHEAM publication policy	<ul style="list-style-type: none"> - Encouraging the participation of female contributors (30 to 50% minimum female contributors) - Parity in the steering committees of the CIHEAM Corporate publications (Watch Letters, Mediterra, others...) - Including gender issues in calls for contributions (Ex.: Watch Letters, Mediterra, others etc.)
1.6 Organise online/face-to-face thematic events to raise awareness on Gender issues and promote Gender inclusion	-Organising communication actions, workshops or training on international days (Science, Food, Water, Climate Change, IWD, Rural women's day, etc.) - GS jointly with the Institutes of the CIHEAM - highlighting the main issues, good practices, recommendations, possibly involving external partners...

1.7 Prevent and combat gender-based discrimination, violence, moral or sexual harassment as provided for in the code of Ethics.

Appointment of a contact person in the committee of Ethics at the GS (Helpdesk/Advisory service)

2. Gender Equality sensitive governance

Gender equality and women empowerment is a high priority area for all member countries of the CIHEAM who encourage the Organisation to support and promote equality between men and women not only through gender mainstreaming in activities of the CIHEAM but also through the application of gender equality principals at the governance and decision-making levels. To date, women are 4 times less represented in the CIHEAM Governing Board¹. Since the establishment of the CIHEAM, there has never been a woman president of the GB, Secretary General or Director of a CIHEAM institute. On the other hand, the CIHEAM Advisory Board² was chaired twice by women in the period between 2017 and 2022. Furthermore, the CIHEAM GS and in the Institutes there is a growing number of women occupying high and senior positions. The Delegates of the Member States also encourage more synergies and exchange of good practices between institutes, taking the corporate working group on Gender Equality and Women empowerment as an opportunity to optimise resources, pool existing expertise and coordinate common actions towards gender mainstreaming, spreading gender equality culture and building capacities on this subject.

Actions, Deliverables or Indicators

In order to assess the gaps, understand the existing obstacles and reduce inequalities in terms of access to decision-making processes, the General Secretariat has identified the following actions:

Actions	Deliverable/Indicators
2.1 Support adherence to GEP practices	Appointment of a focal point in the GS responsible for monitoring GEP implementation
2.2 Plan GEP follow-up meeting within GS staff	Number of meetings to oversee GEP implementation
2.3 Use gender-sensitive language and integrate gender-sensitive statements into official documents to reflect the commitments of the CIHEAM to gender equality	Regulations, Statutory Instruments, MoU Short note or guidelines to use gender-neutral language

¹ The Governing Board is the governing body CIHEAM Twice a year, the CIHEAM brings together the 13 Member States to adopt the budget and strategic orientations

² The Advisory Board of the CIHEAM is composed of Mediterranean personalities from research and higher education to support the CIHEAM in its activities

2.4 Organise training on GEP-related initiatives with CIHEAM's corporate working groups	Number of trainings in GE <ul style="list-style-type: none"> - Gender Equality and Women's empowerment - Human Resources - Research and Education - Doctoral Platform - Communication
2.5 Encourage women to candidate in elections of the personnel committee at the GS	30 to 50% minimum women
2.6 Formalize mechanisms to achieve gender balance in Category A and B positions at GS (raising awareness)	40 to 50% minimum women
2.7 Prepare a policy note to sensitize and urge CIHEAM Member States to commit to better gender parity in decision-making bodies (Governing Board and Advisory Committee)	30 to 50% minimum women
2.8 Prepare a policy note to sensitize CIHEAM Member States to commit to greater gender parity in support bodies (Board of Auditors, Ethics Committee, Legal Advisor)	30 to 50% minimum women or one mandate out of two (Legal Adviser)
2.9 Prepare a policy note to sensitize and urge CIHEAM Member States to commit to better parity in management positions of GS, and Institutes as well as for the Presidency of the GB and the members of the Bureau	30 to 50% minimum women
2.10 Allocation of a specific budget line to support GE actions	Gender budgeting

3. Human resources management committed to gender equality in careers

The CIHEAM is committed to creating the working conditions and culture that allows men and women to have equally fulfilling careers, to combat vertical segregation and to address both women's and men's realities to improve the work-life balance. In order to achieve these commitments, a diagnosis of gender equality in human resources management at the CIHEAM has been conducted within the CIHEAM in General and at the General Secretariat particularly to compare the recruitment process, evolution of career and salaries between men and women.

This diagnosis has led to a series of discussions about which actions to implement in order to improve gender equality in the Human resources of the CIHEAM, especially at the General

secretariat. These actions include first tools of monitoring and reporting, measures to facilitate equal access to leadership and management positions, measures for a better work-life balance, such as improving flexible working arrangements, parental leave, nursing time regulations, discrimination and abuse of authority (see the table below).

Actions, Deliverables or Indicators

<i>Actions</i>	<i>Deliverables/Indicator</i>
<i>3.1 Collect and share gender-disaggregated data in the areas of recruitment, remuneration, career management, training and work-life balance at GS/Institutes to identify existing gender gaps</i>	Gender Report on a regular basis
<i>3.2 Develop a gender-sensitive approach to recruitment</i>	Inclusive statements in the vacancy notice Gender-balance in pre-selection of candidates Gender-balanced selection committee
<i>3.3 Put in place mechanisms that contribute to a better work-life balance</i>	- Staff survey on working environment and work-life balance - Formalized arrangements for flexible work - Standards for better planning working meetings (time and mode) to balance professional and personal life - Appropriate scheduling for missions abroad
<i>3.4 Commit to work-life balance and professional equality, including in the choice of service providers</i>	Contract in priority with service providers that share commitments on work-life balance, non-discrimination and gender equality etc.

4. Building gender-sensitive Mediterranean partnerships

Within its mandate, the CIHEAM aims at contributing to the promotion of gender equality in rural and agricultural areas on the Mediterranean and international agenda , particularly in the context of the EU Gender Action Plan 2021-2025 as well as the 2030 Agenda for Sustainable Development (“2030 Agenda”), by leading a specific policy dialogue on the subject with governments and concerned stakeholders at national level (CIHEAM Member States) in addition to its contribution to the dialogues led by other international and regional organisations.

Indeed, on many occasions, the Secretary General and the senior management have highlighted gender aspects the rural and agricultural sectors and numerous articles and publications on the CIHEAM website and the newsletter of the CIHEAM have contributed to shed light on challenges faced by women and girls in the agricultural sector and in rural areas and the shortfall to their socio-economic inclusion.

The main objective of the policy dialogue would be to contribute to building an enabling environment for gender equality in CIHEAM member countries through reform advocacy in areas where there is legislation or policy that act as a constraint to the access of women to employment, resources, finance assets and/or services.

This is more likely to be carried out in dialogue with national Ministries of Agriculture, but also in partnership with concerned national stakeholders such as universities and civil society organisations, and eventually partnerships with other regional and international organisations. Furthermore, capacity building activities in these fields could be undertaken in a variety of ways including (i) Facilitation of exchange visits between national and regional government ministries agencies, and /or rural and agricultural organisations; (ii) Education and trainings, (iii) Exchange of good practices.

On the other hand, discussions within the corporate working group show an interest to strengthen collaboration between the CIHEAM institutes, and to mutualize their expertise and resources, for the integration of the gender dimension in research projects and teaching, the development, implementation of methods and models to integrate gender variables in research, and eventually to consider gender specific research to fill knowledge gaps.

Within the working group, the CIHEAM will define and agree every year on activities that will be jointly implemented using both headquarters and institutes resources and expertise, from joint research, courses and trainings, events and advocacy meetings, dialogue meetings to joint cooperation projects.

Actions, Deliverables or indicators

<i>Actions</i>	Deliverables/Indicators
<i>4.1 Influence and advance on the issue of gender equality, women empowerment in Mediterranean food systems, agriculture and rural areas</i>	<ul style="list-style-type: none"> - Take the lead on a Mediterranean policy agenda for gender equality and women empowerment in the agricultural sector and rural areas, and create the conditions for a Mediterranean dialogue on gender issues and women empowerment; - Ensure a regular, active and inclusive presence on existing platforms of dialogue on gender issues operating at regional and global level, in cooperation with other organisations.

4.2 Contribute to the production and sharing of knowledge on gender equality and gender mainstreaming

Publication of a general overview on gender equality and women empowerment issues in the Mediterranean region focusing on the agricultural sector and rural areas, to be updated on a regular basis.

4.3 Working with the CIHEAM institutes on gender equality and inclusion of women

Establishment of a dedicated working group composed of focal points from the CIHEAM's GS and institutes designing and implementing corporate activities on gender equality and gender mainstreaming in rural development across the Mediterranean.

CONCLUSION

In accordance with all that has been mentioned in this document, the General Secretariat of the CIHEAM is committed to build an organisation free from inequalities between men and women, to establish a gender-safe environment and to provide the means and resources to monitor and achieve the objectives set in this document.

The inclusion of explicit gender equality objectives and indicators at the planning stage strengthens accountability in terms of the progress made on gender equality issues, so a measurement framework will be integrated for regular monitoring and evaluation through both quantitative and qualitative data, in order to understand the impact of this plan and its implementation, and to assess the gaps and areas that require improvement or to determine the gender aspects that need to be integrated into monitoring and evaluation systems.

To this end, data will be collected, presented and analysed in a sex-disaggregated manner on an annual basis. A report analysing the progress, the persistent inequalities, and the risks will be produced on a regular basis.

