



# CIHEAM BARI Gender Equality Plan by

## Gender-SMART CORE TEAM at CIHEAM Bari



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**December 2019 – September 2021**



## About CIHEAM

Founded in 1962, the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM) is an intergovernmental organization including 13 Mediterranean member states: Albania, Algeria, Egypt, Spain, France, Greece, Italy, Lebanon, Malta, Morocco, Portugal, Tunisia and Turkey. Its headquarters are located in Paris.

CIHEAM promotes multilateral cooperation in the Mediterranean in the fields of agriculture, food, fishery, and rural territories, aiming to respond to the needs of the States and of the agro-food actors.

CIHEAM pursues its cooperation mission through specialised training, networked research, scientific diplomacy and political partnership. Thanks to its activities, CIHEAM therefore contributes to the elaboration of a global, structural and engaging vision for development in the Mediterranean. Providing concrete solutions, sharing experiences and promoting useful knowledge are among the main objectives of each one of its actions.

Around 175 permanent officials and hundreds of consultants regularly work within the 5 headquarters of the Organisation: the 4 Mediterranean Agronomic Institutes (MAI) based in Bari (Italy), Chania (Greece), Montpellier (France) and Zaragoza (Spain), the General Secretariat located in Paris (France).

CIHEAM Bari is the Italian office of CIHEAM.



## About Gender-SMART

Gender-SMART is a community of 7 European **‘Research Performing Organisations (RPO) and Research Funding Organizations (RFO)’**, operating in the broadly framed field of research in food, agriculture and life sciences, supported by two technical partners. This community has committed to the three following operational objectives:

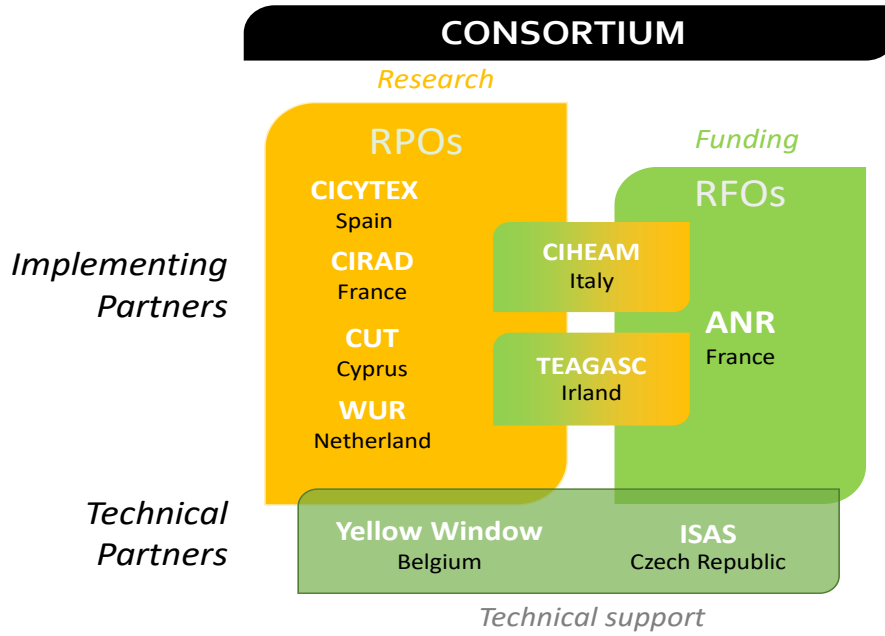
**1. Seven Gender Equality Plans (GEP) are actively implemented.** These GEPs are designed around four common challenges:

- Building a Gender Equality Culture;
- Developing Equal Career Support Measures;
- Reshaping Decision-Making and Governance;
- Integrating Gender in Funding, Research and Teaching.

**2. Change is steered beyond the project’s timeline.** It will be ensured that GEP transformative strategies and actions:

- ✓ Are **co-designed** with the participation of the internal target audiences, to create awareness, consent and ownership.
- ✓ Are made **easily visible and accessible** to the internal target audiences and to a broader community.
- ✓ Benefit from the **public commitment of the top management**.
- ✓ Are **integrated and institutionalized** to the greatest possible extent in the existing procedures, schemes, strategic documents, and institutional frameworks of the partners.

**3. Lessons learnt and good practices are disseminated within and beyond the Academic world and Europe** – Gender-SMART adopts a holistic approach combined with a field-specific dimension, the articulation of a sound theoretical framework with more practical knowledge, addressing gender equality as a matter of scientific excellence, as well as a strong commitment to sustainability and openness.





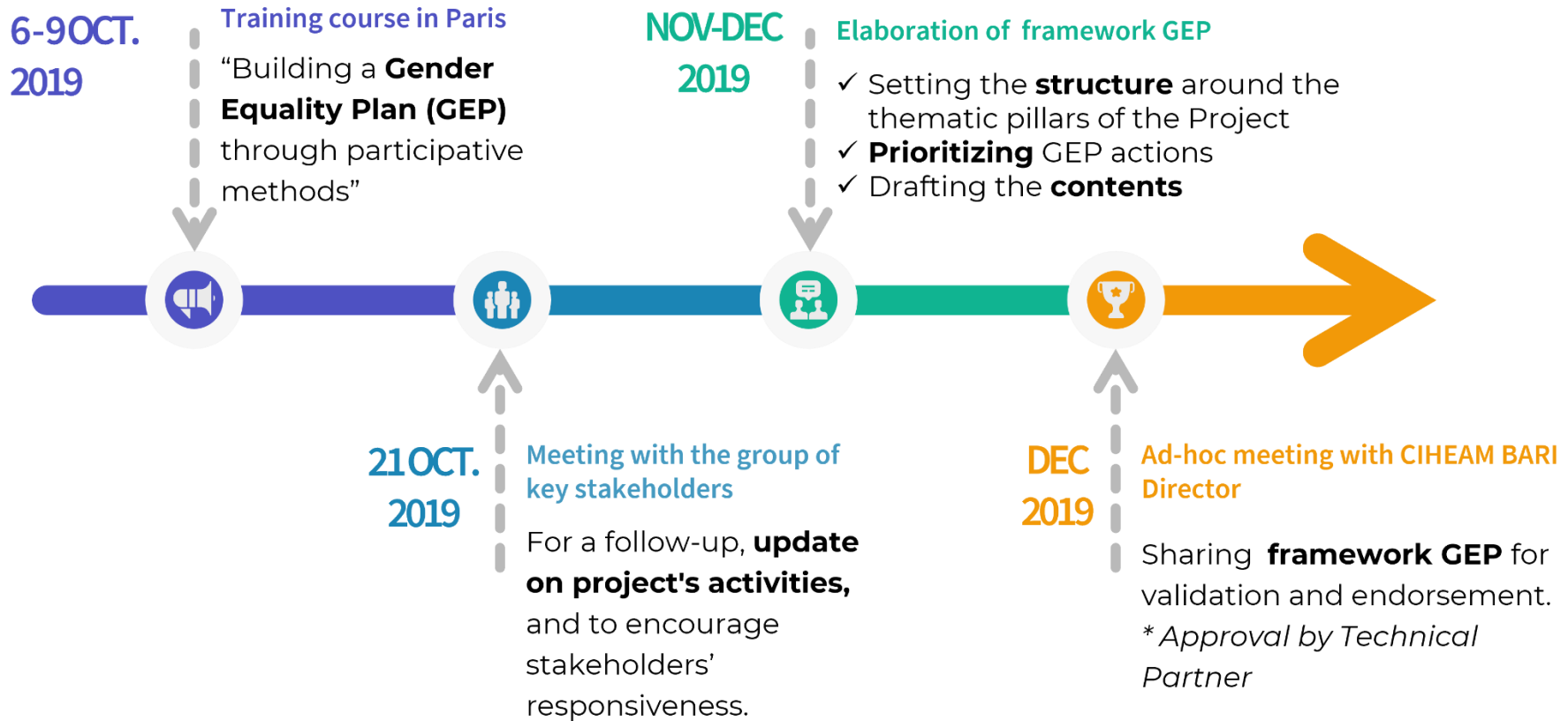
**CIHEAM BARI Gender Equality Plan framework** is developed around the 4 Key

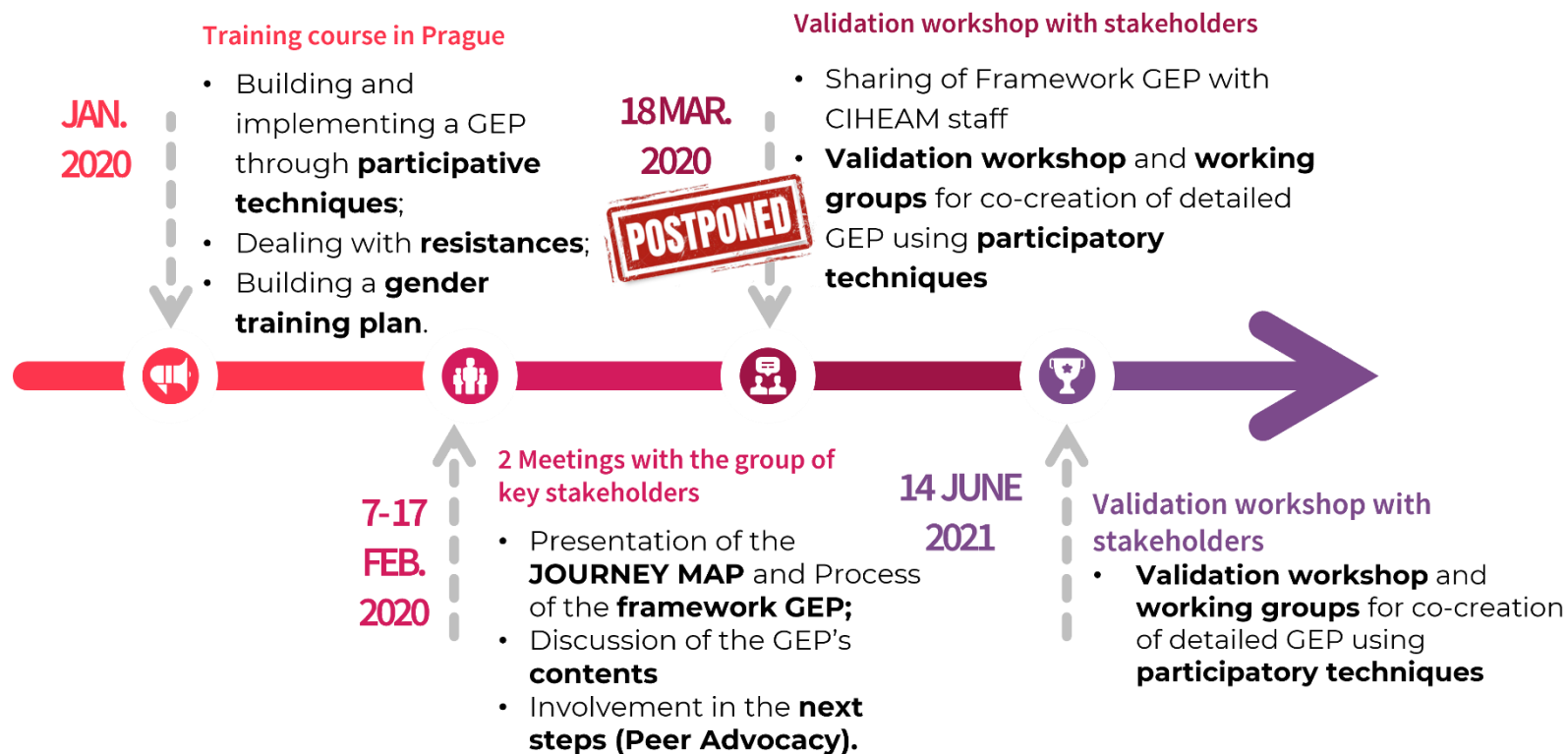
Areas:

- \* Building a Gender Equality Culture
- \* Recruitment, Career Management and Work-Life Balance
- \* Reshaping Decision-Making and Governance
- \* Integration of Gender in Funding, Research and Teaching



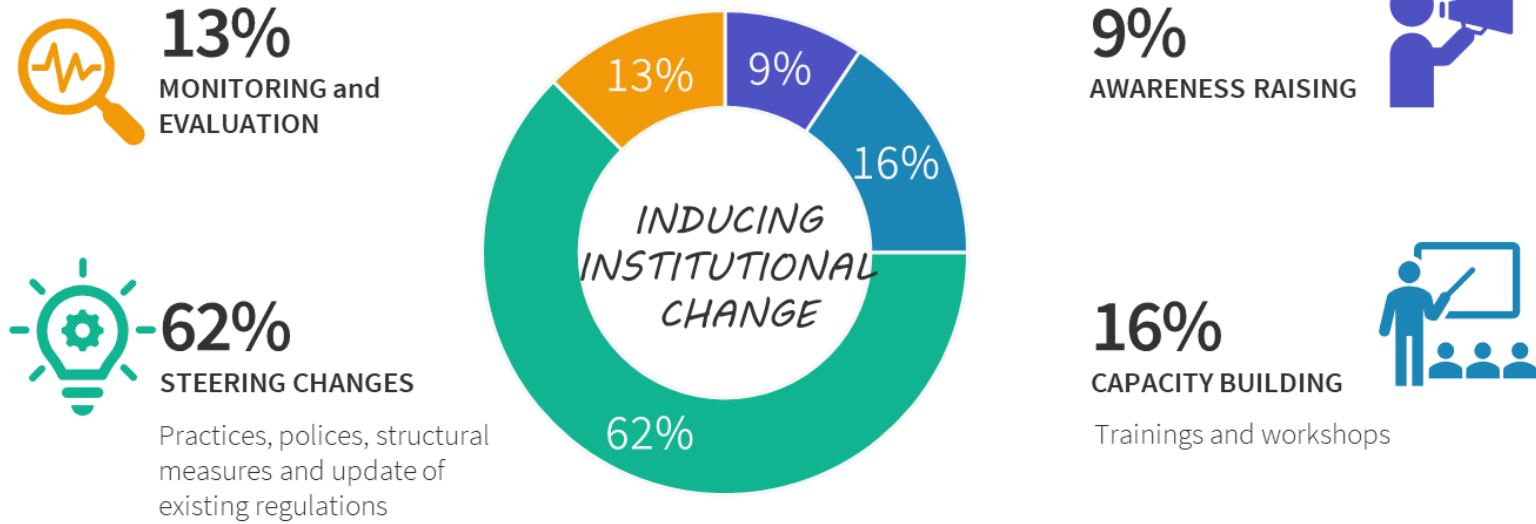
## TIMELINE FOR DEFINITION AND APPROVAL OF GEP AT CIHEAM BARI







## ACTIONS in CIHEAM Bari's GEP





KEY AREAS	Objectives	Typology	Number	Planned actions	Responsibilities	Timeline	Targets	Indicators
KA1 - Building a Gender Equality Culture	Define gender equality values	Awareness raising	1	<b>Raising awareness campaign on CIHEAM Bari corporate core values</b> and statements that reflect the Organization's commitment to equality at all levels (through the use of the institutional website, social media, communication during conferences and events within our organization, highlighting corporate core values and statements in CIHEAM Bari's policies, texts and internal documents)	<ul style="list-style-type: none"> <li>Gender-SMART core team</li> <li>Communication Unit</li> </ul>	<ul style="list-style-type: none"> <li><b>Start: MARCH 2021</b></li> <li>Periodicity: Throughout the project duration and beyond. Some actions could be recurring over a long period of time</li> </ul>	<ul style="list-style-type: none"> <li>Permanent staff</li> <li>Non-Permanent staff</li> <li>Students</li> <li>Alumni</li> </ul>	<ul style="list-style-type: none"> <li>Greater visibility and dissemination of corporate core values.</li> <li>Stakeholders are increasingly aware of corporate core values and statements.</li> <li>Creation of slogans that reflect corporate core values and statements.</li> </ul>
		Steering change	2	<b>Gender sensitive communication.</b> Use of Gender-sensitive language and images in institutional communication	<ul style="list-style-type: none"> <li>Gender-SMART core team</li> <li>Communication Unit</li> </ul>	<ul style="list-style-type: none"> <li><b>Start: DECEMBER 2020</b></li> <li>Periodicity: Throughout the project duration and beyond. Some actions could be recurring over a long period of time.</li> </ul>	<ul style="list-style-type: none"> <li>Permanent staff</li> <li>Non-Permanent staff</li> <li>Wide public</li> <li>Alumni</li> </ul>	<ul style="list-style-type: none"> <li>Events and training on gender-sensitive and inclusive communication</li> <li>Guide on the use of Italian gender sensitive language</li> </ul>
		Steering change	3	<b>Strengthening communication about CIHEAM Bari's Gender Equality policy</b> through its institutional media (website, social media), leaflets and other communication material, information delivered during conferences and events at national and international level	<ul style="list-style-type: none"> <li>Director</li> <li>Gender-SMART core team</li> <li>Communication Unit</li> <li>Alumni Association</li> <li>Education and Training office</li> </ul>	<ul style="list-style-type: none"> <li><b>Start: MAY 2021</b></li> <li>Periodicity: Throughout the project duration and beyond. Some actions could be recurring over a long period of time.</li> </ul>	<ul style="list-style-type: none"> <li>Wide public</li> <li>External stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>CIHEAM Bari's official communication channels</li> <li>Promote and share core values, principles and beliefs</li> <li>Gender equality policy section on CIHEAM Bari's website</li> <li>Use of Gender-sensitive language and images</li> <li>Documentary films/videos on "Life and career of CIHEAM Bari's women alumni who have succeeded in their scientific career"</li> </ul>
		Steering change	4	<b>Integrate core values and statements</b> , properly communicated and disseminated, within CIHEAM Bari's daily life.	<ul style="list-style-type: none"> <li>Director</li> </ul>	<ul style="list-style-type: none"> <li><b>Start: NOVEMBER 2021</b></li> <li>Periodicity: Throughout the project duration and beyond. Progresses shall be monitored over a long period of time.</li> </ul>	<ul style="list-style-type: none"> <li>Permanent staff</li> <li>Non-Permanent staff</li> <li>Students</li> </ul>	<ul style="list-style-type: none"> <li>Participation in trainings on Gender equality core values ownership</li> <li>Specific guidelines for the integration of core values and statements in working schemes and procedures</li> <li>Monitoring progress over time by ad hoc questionnaires</li> </ul>

KEY AREAS	Objectives	Typology	Number	Planned actions	Responsibilities	Timeline	Targets	Indicators
KA2 - Recruitment, career advancement and Work-life Balance	Promotion of gender sensitive recruitment and career advancement processes	Steering change	5	<b>Elaboration of a Vademecum</b> for more Gender-sensitive recruitment procedures also including indications about transparency, confidentiality and integrity	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> </ul>	• DECEMBER 2020	<ul style="list-style-type: none"> <li>• Evaluation Committee members</li> <li>• Admin staff</li> </ul>	Positive GE actions in recruitment processes
		Steering change	6	<b>Reaching Gender balance in evaluation committee</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> </ul>	• DECEMBER 2021	<ul style="list-style-type: none"> <li>• Evaluation committee members</li> </ul>	50% of evaluation committee members are women
		Awareness raising	7	Organising initiatives/events to <b>increase visibility of Gender balance in scientific fields</b>	<ul style="list-style-type: none"> <li>• Gender -SMART Core Team</li> <li>• Alumni</li> <li>• Education and training office</li> </ul>	• JANUARY 2021	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> <li>• Students</li> </ul>	Periodical checks of women researchers in the scientific fields
		Steering change	8	Development of <b>ToR to adjust workload to the rank</b> inside the organization, define and regulate career advancement and responsibilities accordingly	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Admin division</li> </ul>	• JUNE 2022	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Survey to check feedback from permanent and non-permanent staff/researchers on ToR implementation
		Capacity building	9	Design of <b>gender-sensitive career support policies</b> for permanent and non-permanent staff	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> </ul>	• DECEMBER 2020/2021/2022	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of annual ad hoc trainings to improve visibility, self-confidence and negotiating skills
		Steering change	10	Formalizing <b>mentoring practices</b> for newly-recruited staff and interns	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> </ul>	• JUNE 2021	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	<ul style="list-style-type: none"> <li>• Collection of specific mentoring practices</li> <li>• Number of mentored newly-recruited staff and interns</li> </ul>
	Promotion of work and personal life integration	Steering change	11	Signing <b>agreements for special fares</b> with providers of family care, child care, summer camps etc.	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> <li>• Staff Association</li> </ul>	• NOVEMBER 2021	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of signed agreements facilitating work and personal life integration
		Steering change	12	<b>Encouragement to men</b> researchers and staff members to <b>take parental leave</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> </ul>	• NOVEMBER 2022	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of men on parental leave on a 3-year basis
		Steering change	13	Elaboration of standards for a <b>better planning of working meetings</b> to balance work/personal life needs	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> </ul>	• JUNE 2021	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Monthly check of work meetings' timing
		Steering change	14	Availability of <b>structured arrangements on flexible working time</b> (from part-time to remote working)	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Admin division</li> </ul>	• DECEMBER 2021	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of permanent and non-permanent researchers and staff members on flexible work

KEY AREAS	Objectives	Typology	Number	Planned actions	Responsibilities	Timeline	Targets	Indicators
KA3 - Reshaping decision-making and governance	Promotion of policies, structures to support GE	Steering change	15	<b>Appointment of key actors</b> responsible for promoting respect of GE procedures and practices in the workplace (with a proactive and advisory role)	<ul style="list-style-type: none"> <li>• Director</li> <li>• Gender-SMART Core Team</li> </ul>	• JUNE 2021	• Representatives of permanent and non-permanent staff /researchers	3-month brainstorming with actors appointed to oversee compliance with GE policies and structures
	Promotion of GE in the institutional culture, processes and practices	Steering change	16	<b>Adjustment/update of CIHEAM Bari's texts and documents</b> from a Gender point of view	<ul style="list-style-type: none"> <li>• Gender-SMART Core Team</li> <li>• Communication unit</li> <li>• Language services unit</li> </ul>	• JUNE 2021	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Gender-sensitive language and images in institutional documents
		Monitoring and Evaluation	17	Routine gathering and update of <b>quantitative and qualitative gender-disaggregated data</b> , possibly in a digital format, for the yearly elaboration of a Gender report or for other data collections	<ul style="list-style-type: none"> <li>• Gender-SMART Core Team</li> <li>• Admin division</li> <li>• Education and training office</li> <li>• Documentation Centre</li> <li>• HR office</li> </ul>	• OCTOBER/DECEMBER 2021	<ul style="list-style-type: none"> <li>• Key actors</li> <li>• Decision-makers</li> </ul>	Annual Gender Report
		Monitoring and Evaluation	18	Planning of <b>GEP follow-up meetings</b> with Governance and Admin division key actors to take ownership of GEP, to strengthen its potential and maximize its impact	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Admin division</li> <li>• Gender-SMART Core Team</li> </ul>	• JUNE 2021	<ul style="list-style-type: none"> <li>• Key actors</li> <li>• Decision-makers</li> </ul>	Number of meetings to oversee GEP implementation
		Capacity building	19	Promotion of <b>training in gender sensitive policies</b> at all levels	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> </ul>	• SEPTEMBER 2020 / END PROJECT	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of trainings in GE
		Steering change	20	Formalisation of processes for <b>access of women to decision-making</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender- SMART Core Team</li> </ul>	• DECEMBER 2022	• Researchers and staff members	Percentage of women appointed in leading positions in the flowchart
		Steering change	21	Allocation of a <b>specific budget line</b> to attract and train expertise on <b>gender+ equality</b> .	<ul style="list-style-type: none"> <li>• Director</li> <li>• Admin division</li> <li>• Gender-SMART Core Team</li> </ul>	• NOVEMBER 2021	• Researchers and staff members	Gender budgeting
		Steering change	22	Encouraging initiatives for <b>GE representation and counselling</b>	<ul style="list-style-type: none"> <li>• Director</li> <li>• HR office</li> <li>• Gender-SMART Core Team</li> </ul>	• JANUARY 2022	<ul style="list-style-type: none"> <li>• Permanent staff</li> <li>• Non-permanent staff</li> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Equal opportunities Committee established
		Monitoring and Evaluation	23	<b>Inclusion of Gender relevant activities in the 2nd semester progress report submitted to CIHEAM Bari's Governing Board</b>	<ul style="list-style-type: none"> <li>• Director</li> </ul>	• DECEMBER 2020/2021/2022	• CIHEAM Bari corporate bodies	Formal report on gender+ equality progress

KEY AREAS	Objectives	Typology	Number	Planned actions	Responsibilities	Timeline	Targets	Indicators
KA4 - Integration of gender in research and education	Promotion of gender dimension in research	Awareness raising	24	<b>Awareness raising campaign</b> about opportunities for women to lead projects	<ul style="list-style-type: none"> <li>• Head of research</li> <li>• Gender- SMART Core Team</li> </ul>	• <b>JUNE 2021</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of women as project leaders
		Monitoring and Evaluation	25	Monitoring of <b>gender disaggregated data</b> on allocation of resources, number of publications, projects, patent applications, apps	<ul style="list-style-type: none"> <li>• HR office</li> <li>• Admin division</li> <li>• Documentation centre</li> <li>• Head of research</li> <li>• Gender- SMART Core Team</li> </ul>	• <b>DECEMBER 2020</b>	<ul style="list-style-type: none"> <li>• Senior managers</li> <li>• Decision- makers</li> </ul>	Annual Gender Report
		Capacity building	26	Development, implementation and <b>communication of methods and models</b> to integrate gender variables in research	<ul style="list-style-type: none"> <li>• Head of Cooperation office</li> <li>• Head of research</li> <li>• Communication Office</li> <li>• Gender-SMART Core Team</li> </ul>	• <b>JUNE 2021</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> <li>• Teaching staff</li> </ul>	Participation in trainings on integrating gender analysis methods by gender and research field
		Capacity building	27	Offer of <b>awareness-raising seminars</b> on the economic, social and innovation value of a gender perspective in research	<ul style="list-style-type: none"> <li>• Head of international cooperation office</li> <li>• Head of research</li> <li>• Gender-SMART Core Team</li> </ul>	• <b>MAY 2021</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> <li>• Teaching staff</li> <li>• Students</li> </ul>	Participation in seminars on integrating gender perspective into research by gender and research field
		Steering change	28	Institutional recognition of <b>Master of Science theses</b> that take <b>gender dimension</b> into account (e.g. prizes for MSc thesis) in collaboration with regional authorities/private companies	<ul style="list-style-type: none"> <li>• Head of research</li> </ul>	• <b>OCTOBER 2021</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> <li>• Students</li> </ul>	Establishment of an award for the best thesis integrating gender dimension
		Steering change	29	Promotion of a <b>multidisciplinary network of researchers</b> interested in gender issues	<ul style="list-style-type: none"> <li>• Head of research</li> <li>• Head of international cooperation office</li> </ul>	• <b>MARCH 2022</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> <li>• Cooperation officers</li> <li>• Students</li> </ul>	Network of research on gender issues
		Steering change	30	Promoting <b>women researchers' mobility</b> by formalized policies	<ul style="list-style-type: none"> <li>• Head of research</li> <li>• Head of International cooperation office</li> </ul>	• <b>JUNE 2021</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> </ul>	Number of female researchers involved in international projects abroad
	Promotion of gender perspective integration in teaching programmes	Capacity building	31	Organization of <b>seminars</b> on the integration of gender equality in teaching programmes	<ul style="list-style-type: none"> <li>• Head of research</li> <li>• Education office</li> <li>• Gender-SMART Core Team</li> <li>• International cooperation office</li> </ul>	• <b>MAY 2021</b>	<ul style="list-style-type: none"> <li>• Permanent researchers</li> <li>• Non-permanent researchers</li> <li>• Teaching staff</li> <li>• Students</li> </ul>	Training seminars on the integration of gender in teaching programmes
		Steering change	32	Availability of <b>specific modules</b> for students on GE and soft skills	<ul style="list-style-type: none"> <li>• Scientific coordinators of MSc programmes and officers in charge of advanced short courses</li> <li>• Education office</li> <li>• Gender-SMART Core Team</li> </ul>	• <b>JUNE 2021</b>	<ul style="list-style-type: none"> <li>• Students</li> </ul>	Gender variables in teaching modules per research field