

Gender Equality Policy

1. Foreword and Institutional Commitment

CIHEAM Bari recognises gender equality as a core value and a strategic lever for quality, sustainability, and innovation across its research, education, and international cooperation activities.

Since 2004, CIHEAM Bari has been actively committed to promoting women's empowerment in rural and coastal areas of the Mediterranean through cooperation projects, capacity-building initiatives, training programmes, and technical assistance. This commitment is an integral part of CIHEAM's mission and is fully aligned with the CAPMED 2025 Strategic Agenda, which includes Gender Equality among its fifteen strategic objectives.

In 2019, the Institute adopted its first Three-Year Gender Equality Plan (GEP), developed within the framework of the Horizon 2020 *Gender-SMART* project. The plan serves as an operational tool to systematically integrate a gender perspective across all organisational dimensions and governance policies.

In 2023, CIHEAM Bari initiated the process of obtaining Gender Equality Certification in accordance with the UNI PdR/125:2022 standard.

2. Reference Framework and Guiding Principles

CIHEAM Bari draws inspiration from the constitutional principles of equality and equal opportunities, the policy framework set out in the National Strategy for Gender Equality 2021–2025, the European Commission's guidelines on Gender Equality Plans, and the international standards promoted by the United Nations.

CIHEAM Bari regards its commitment to gender equality as a meaningful contribution to the achievement of the Sustainable Development Goals (SDGs) set out in the United Nations 2030 Agenda, with particular reference to Goal 5 (Gender Equality) and Goal 10 (Reduced Inequalities).

In accordance with the values enshrined in its Code of Ethics, CIHEAM Bari promotes gender equality as a cross-cutting principle underpinning its strategies, programmes, and projects. This commitment is reflected in the promotion of inclusive, equitable, and respectful working environments that value diversity in all its forms.

CIHEAM Bari's Gender Equality Policy implements the guidelines for a gender equality management system, as set out in the UNI PdR/125:2022 reference practice.

From 2025 onwards, CIHEAM Bari operates in alignment with the Diversity and Inclusion Policy approved by the CIHEAM General Secretariat in December 2024.

3. Intervention Areas and Priority Actions

CIHEAM Bari's commitment to gender equality is implemented through a set of integrated and coherent actions structured around the following areas:

- Promotion of an organisational culture through information and awareness-raising initiatives for staff, aimed at fostering inclusive behaviours and respect for gender diversity in the workplace;
- Adoption of principles of equity, transparency, and merit in human resources management across all phases of the employment life cycle, including recruitment, onboarding, role assignment, performance evaluation, remuneration, access to training, career progression, internal mobility, and termination of employment;
- Implementation of organisational policies supporting work–life balance, welfare measures, and tools to promote the psychosocial well-being of staff, with special attention to parenthood and caregiving responsibilities;
- Application of a **zero-tolerance** principle towards all forms of harassment or violence in the workplace, through reporting, listening, and protection mechanisms that ensure confidentiality, impartiality, and the safeguarding of staff;
- Development of communication and engagement activities involving staff and stakeholders, in line with the commitment to gender equality, promoting inclusive language that respects diversity and avoids gender stereotypes;
- Promotion of gender balance in conferences, panels, events, and public initiatives organised or co-organised by CIHEAM Bari;
- Integration of a gender perspective into research programmes, training content, and international cooperation projects.

4. Governance, Monitoring, and Continuous Improvement

To ensure the full implementation of this Policy, CIHEAM Bari has established a **Gender Equality Steering Committee**, responsible for strategic guidance, coordination, evaluation, and monitoring, using both process and outcome indicators.

In addition, **two Gender Equality Officers** have been appointed and are entrusted with the operational implementation of the Policy.

Bari, 27 November 2025

Biagio Di Terlizi
CIHEAM Bari's Director

