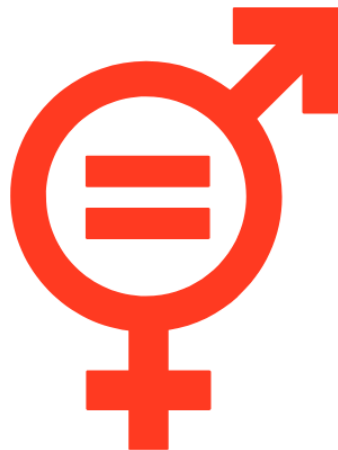




**CIHEAM
MAI CHANIA**

ACTION PLAN FOR GENDER EQUALITY

**GENDER EQUALITY PLAN OF CIHEAM
MAI CHANIA (2022-2025)**



MEDITERRANEAN AGRONOMIC INSTITUTE OF CHANIA (CIHEAM MAI Chania)

GENDER EQUALITY PLAN 2022-2025

The Mediterranean Agronomic Institute of Chania (CIHEAM MAI Chania) is the 4th constituent institute of [CIHEAM, the International Centre for Advanced Mediterranean Agronomic Studies](#), an Intergovernmental Organization which was founded in 1962 under the aegis of the OECD and the European Council, composed of 13 Member States (Albania, Algeria, Egypt, France, Greece, Italy, Lebanon, Malta, Morocco, Portugal, Spain, Tunisia and Turkey).

Since its establishment, CIHEAM and its four (4) Institutes, based in Bari (Italy), Chania (Greece), Montpellier (France) and Zaragoza (Spain), have been devoted to the development of agriculture, fisheries and sustainable food systems and to supporting the inclusive growth of rural and coastal Mediterranean territories through research, development and capacity-building activities.

CIHEAM-MAI Chania's organisational culture is based on creating both a working and a campus environment in which everyone fits in and is inspired to flourish regardless of their religion, gender, or nationality. It is the general belief of the Institute that promoting gender equality brings positive impacts with respect to various aspects in the operation of the Institute: well-being at work, social dialogue and cooperation among stakeholders, internal decision-making and career management procedures; inclusiveness and a sense of community; the quality of research and teaching; and the overall profile of the organisation in a competitive environment. CIHEAM-MAI Chania not only encourages but moreover fosters the proactive participation of all men and women in all different job positions and in all activities organised by the Institute. Gender equality is a guiding principle underpinning all the research, development, academic, and capacity-building activities of the Institute, thus promoting equal opportunities for women and men and achieving a gender balance within a gender-friendly environment, while maximising the use of talent in the economy and society.

Furthermore, the Institute has always made an effort to create a gender-friendly environment, and it also contributes to changing mind-sets and avoiding practices that may hinder gender equality which may have long-term effects in regard to countries that seem to lag behind in those issues.

Thus, following the Institute's organisational culture and the requirements set by the European Commission, the Mediterranean Agronomic Institute of Chania has developed a 4-year Gender Equality Plan (GEP) which includes four domains of intervention and a series of internal actions. The key aim of CIHEAM-MAI Chania's

GEP is to address a number of gender-related issues, to collect gendered data, to assure work-life balance, and to strengthen awareness raising.

In brief, the key areas of intervention/action in CIHEAM-MAI Chania's GEP are:

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

In order to achieve the above-mentioned goals, specific internal actions are aimed at:

- Setting up a dedicated Gender Equality Working Group
- Producing and disseminating communications material to the staff, defining CIHEAM-MAI Chania's gender-sensitive culture and policy, and editing flyers about good practices
- Collecting and sharing data on gender balance
- Conducting staff surveys to include questions on the gender-sensitive working environment and sexual/gender-based harassment
- Encouraging more gender balance in the recruitment of female researchers as candidates for coordination positions; ensuring equal representation in all levels of positions; strengthening women's participation in the teaching staff, MSc Evaluation Committee, etc
- Organising outreach activities to promote female student recruitment and to raise awareness on the economic advantages of a gender-friendly workplace
- Supporting the organisation of the student council with games/events that abolish stereotypes
- Integrating gender considerations when designing and implementing research activities
- Encouraging Masters students to choose subjects that are related to or incorporate gender issues in their surveys and final Masters research topics
- Designating a focal point for declaring gender-related incidents and complaints
- Communicating the good work CIHEAM is doing about gender and women's empowerment, both internally among staff and externally to partners and Member States
- Ensuring that quotes from both men and women are included in press releases, stories and other communication channels
- Formally institutionalizing a gender culture across CIHEAM-MAI Chania
- Integrating sex and gender considerations in professional training and job creation
- Strengthening the monitoring, reporting and communication of gender issues

For the creation of the Gender Equality Plan and its monitoring, updating and implementation throughout CIHEAM-MAI Chania's activities, a Gender Equality Group was created. The Institute's audit and equality team supports and advises the Director

in this process, organises communication activities in regard to this issue, and assists all employees and students in all questions regarding equal opportunities and gender equality. This Gender Equality Group is supported by the Headquarters of CIHEAM, the Director of CIHEAM MAI Chania, and the Heads of all the Administrative Units of the Institute.

Category	Name
Researcher	Thomai Nikoli
Researcher	Eleni Stamataki
Researcher	George Angelakis
Human Resources	Krinio Papadaki
Special Education Staff	Maria Verivaki
Researcher	Eleftherios Fakotakis
Administration	Ioannis Katsikandarakis
Students' representative	<i>Defined on an annual basis</i>

Chania, March 2022

The Director of CIHEAM MAI Chania



Dr. George Baourakis