

FiBL Europe

GENDER EQUALITY PLAN (GEP)

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I. Introduction

I.1 Preamble

Ensuring equal opportunities for people who are of different genders or sexual orientations, have physical, mental or psychological disabilities, are of different ethnic backgrounds, hold different religious, cultural or democratic political convictions, are of different ages or have a different social status is part of FiBL Europe's self-image. Equality of opportunity through gender equality is also a basic prerequisite for FiBL Europe's successful and widely recognized work and, therefore, an integral part of FiBL Europe's development. FiBL Europe currently has a small and international team of less than 10 employees, more than half of them are women.

FiBL Europe strives to adequately implement gender equality and diversity management in all the above-mentioned areas. The present version of the Gender Equality Plan (GEP) sets out the principles, guidelines and measures for the equality of people of different genders. Where considered necessary, further chapters on gender equality in the other areas are being developed on an ongoing basis and the mission statement is being updated.

I.2 Political/legal Framework

The goal of achieving gender equality is an integral part of the institutional strategy of FiBL Europe. With this Gender Equality Plan, FiBL Europe supports and promotes the statutory rights to equal opportunities of all FiBL Europe employees in accordance with

applicable national laws on gender equality as well as with the European Gender Equality Strategy for 2020-2025. The latter is set out by the European Commission's broader commitment to equality across all EU policies to

- a) foster equality in scientific careers;
- b) ensure gender balance in decision-making processes and bodies;
- c) integrate the gender dimension in research and innovation content;
- d) implement measures against sexual misconduct, gender-based violence and sexual harassment

FiBL Europe adopts the latter as overall aims in this Gender Equality Plan (GEP) and the following specific objectives will be taken:

- AIM I: Improve work-life balance and organisational culture
- AIM II: Stimulate gender balance in leadership and decision-making
- AIM III: Enhance gender equality in recruitment and career progression
- AIM IV: Alter perceptions by integrating gender dimension into research and teaching content
- AIM V: Training and capacity-building
- AIM V: Promote measures against gender-based violence including sexual harassment
- AIM VI: Raise gender awareness and engagement with stakeholders

1.3 Scope

The Gender Equality Plan is a public living document approved by the management of FiBL Europe. It is in alignment with its national legal requirements under the Gender Law of 10 March 2007.

2. Gender Equality Plan

AIM I: Work-life balance and organisational culture

a) Work-life balance and organisational culture

Reconciling family and career is an essential component of equality. FiBL Europe strives - whenever possible - to offer all employees working conditions that enable them to have both a professional career and fulfil private responsibilities (e.g teleworking, financial child aid care, parental leave, part-time employment). FiBL Europe, therefore, supports internal initiatives and strategies that help to achieve a balance between career and family.

Part-time employees and employees working in teleworking positions must not be discriminated. A delay in the professional career resulting from family-related leave must be taken into account appropriately in the event of upgrading. Part-time

employment shall not have a negative effect on the assessment.

All employees, especially those with supervisory and management duties, are obliged to promote equality and the compatibility of family and work in their areas of responsibility.

b) Gender-sensitive language

Deploying language in a way that addresses all genders or identities in an equally visible and appreciative manner is not always readable and accepted. Gender-sensitive language that takes equal account of people of different genders and does not discriminate against them is to be implemented in all written and oral statements by staff. FiBL Europe follows the guidelines on gender-inclusive language by the [United Nations](#).

AIM II: Gender balance in leadership and decision-making

FiBL Europe is committed to gender balance in decision-making and at leadership level. The increase of the recruitment of female group leaders where an unbalanced female ratio applies, is pursued by policy strategies targeting search for suitable applicants, direct invitations to apply, and by using appropriate networks.

In all management and coordination functions of FiBL Europe as a whole equal gender representation shall be sought when new appointments are made. The visibility of FiBL Europe women employees is to be further promoted internally and externally. This applies, for example, to all kinds of printed and digital publications, media inquiries, representation on committees and events.

FiBL Europe shall seek to close the gaps in the participation of women in leadership positions by encouraging the proportion of women in advisory boards, networking initiatives and boards in research projects.

AIM III: Gender equality in recruitment and career progression

Job advertisements shall be formulated in a gender-neutral manner and with a view to maintaining equal opportunities. In the pre-selection for the interview, it must be ensured that all persons belonging to the underrepresented gender and meeting the requirements of the position are invited.

In the application procedures, every effort shall be made to attract suitable applications from persons of the underrepresented sex. To this end, special measures such as advertising via (women's) networks, research in databases and, above all, high dissemination of the advertisement are to be undertaken.

AIM III: Integrating the gender dimension in research and innovation content

a. Addressing gender dimension in research projects and data collection

While the percentage of women working in the agricultural sector has slowly increased over the last years, EU wide data (EUROSTAT 2016) shows that on average only 29% of farms in the EU are managed by women (EC 2021¹). FiBL Europe is committed to ensure an integrated and inclusive approach to research and innovation and to contribute to gender equality and gender mainstreaming. Within FiBL Europe's ongoing activities and projects gender equality will be addressed at both managerial and operational aspects:

- **Managerial:** FiBL Europe project management structures will ensure equal participation of men and women, including decision-making roles, project coordination and financial management. FiBL Europe aims at having project Advisory Boards with a balanced participation of men and women.
- **Operational:** FiBL Europe promotes equal opportunities and a balanced participation of women and men at all levels in the working teams. In line with the Horizon Europe agenda to promote gender equality, FiBL Europe will implement a gender-neutral policy, proactively seeking diverse human resources and implementing fair compensation practices.

FiBL Europe is aware of the above-mentioned gender imbalance in the agricultural sector. It will ensure adequate participation and equality of men and women in undertaking project tasks and by explicitly addressing and monitoring gender in the participatory data collection. To reach this objective, where applicable, the relevance of gender will be considered in research questions and methods. Efforts will be made to integrate gender balance) in FiBL Europe's research activities.

b. Invitation of female colloquium speakers

In order to make the voices of women in the agricultural sector more heard, FiBL Europe commits to support female speakers.

AIM IV: Training and capacity-building

In order to address unconscious gender bias among staff, leaders and decision-makers, FiBL Europe shall encourage targeted training and capacity building offers at the suggestion of the Equal Opportunities Officer and the management of FiBL Europe.

The teaching of gender and diversity competence is thus also an integral part of personnel development offers.

Dedicated trainings for the advancement of women in the development of their careers shall be as well promoted. Yet, activities will not be limited to this but will address all staff members. This will create an inclusive environment for the benefit of all staff members.

¹ https://ec.europa.eu/info/news/females-field-more-women-managing-farms-across-europe-2021-mar-08_en

AIM V: Measures against sexual misconduct, gender-based violence and sexual harassment

Appropriate policy guidelines shall be taken to inform on protocol for preventing and monitor, report and take action about potential cases of sexual misconduct.

Concrete measures aim at building an atmosphere based on mutual respect, prevention measures, and protection of the potential victims of harassment, ensuring the privacy of the reportees.

AIM VI: Inclusiveness and diversity

FiBL Europe considers diversity and inclusiveness not only in terms of gender, but also in terms of internationality and other diversity factors, such as cultural and social background, physical, mental or psychological disabilities etc.

3. Monitoring

FiBL Europe commits itself to periodical monitoring and reporting of the implementation of the Gender Equality Plan, according to national requirements. It may draft reports indicating the relevant key figures, the implementation carried out in the previous year and the gender equality measures planned for the current year. Focus will be given to both quantitative (e.g. number of female candidates, horizontal gender segregation, gender pay gap) and qualitative (e.g. work conditions, gender sensitivity) indicators.

4. Gender Equality Officer

The Gender Equality Plan will be collaboratively implemented by a Gender Equality Officer as well as the management of FiBL Europe.

While the management will guide on strategic questions of equality, the Equality Opportunity Officer will be concerned with the development of the concrete activities and tasks.

5. Resources

The design, implementation and monitoring of the Gender Equality Plan requires dedicated resources. FiBL Europe is aware of the necessary resources and committed to provide them to an adequate level. The actual extend needed will be continuously monitored by the Management and Gender Equality Officer and adapted when necessary.

The dedicated resources include:

- Working Time of the Gender Equality Officer
- Costs for trainings of the Gender Equality Officer
- Trainings for staff and awareness. All staff members are entitled to follow the internal trainings, workshops and gender awareness activities.
- Other additional costs: external trainers, materials, etc.

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