



Mediterranean Institute for  
Nature and Anthropos

## **Gender Equality Plan**

## Overview

MedINA is an environmental organisation that works with local communities to protect their natural and cultural heritage and foster their prosperity. The values that guide our work are: (i) *commitment* to our mission aspiring to make the world a better place for all, (ii) *diversity* of species, ecosystems, cultures, and opinions, (iii) *collaboration* as a driver for change, (iv) *passion and creativity* for our work.

These values are reflected in our workplace as well as in our line of work, especially regarding research and education. The organisation fosters an inclusive work environment, supporting a sustainable work-life balance for the employees, promoting gender balance and equality at all levels. Furthermore, the organisation aims to counteract any form of potential discrimination or harassment.

A designated Gender Equality Team (GET) has been established to propose and monitor measures in line with the organisation's gender equality goals, as outlined in the Gender Equality Plan (GEP) at hand. The GET is comprised of three members: the executive director, the head of development, and a designated member of staff, who have together prepared the organisation's GEP.

The GEP contains measures and indicators to monitor the achievement of MedINA's gender equality goals. These indicators will be evaluated at the end of each year to track progress and adapt the defined measures.

## Measures to promote gender equality

MedINA will implement and monitor the following gender equality measures:

### 1. Work-life balance and organisational culture

- Provide flexibility of working hours and work location, to allow employees effectively address personal and family-related issues during the working day.
- Organise informal internal networking and recreation opportunities on a regular basis, where employees feel comfortable to bring family / relatives and friends.
- Organise weekly staff meetings, where (i) all employees may communicate specific needs to the management, and (ii) the management may share updates on strategic developments and engage employees to define ongoing strategic directions.

## 2. Gender balance in leadership and decision-making

- Track the share of men and women in key decision-making roles and record employees' feedback on potential gender biases.

## 3. Gender equality in recruitment and career progression

- Strengthen transparency and meritocracy in recruiting processes to enable qualified candidates to compete for job positions, and ensure no gender discrimination in employees' salaries.
- Include gender balance among key objectives in the organisation's strategic and operational plans.

## 4. Integration of the gender dimension into research and teaching content

- Promote gender equality in all educational material produced by the organisation.
- Ensure all community-based research is inclusive and non-gender discriminating.

## 5. Measures against gender-based violence including sexual harassment

- Raise awareness between the team for specific issues related to gender-based violence, including sexual harassment.
- Support confidential reporting of potential issues to the Gender Equality Team.

## Indicators and monitoring

The Gender Equality Team (GET) has been tasked to: (i) raise awareness on gender equality issues at all levels, and (ii) monitor the gender equality indicators identified in Table 1 below on an annual basis. The GET is composed by three members: the executive director, the head of development, and a designated member of staff.

An employee survey on gender equality will be conducted at the end of each year to monitor progress on the selected indicators and to collect qualitative responses by MedINA's staff on issues that potentially need to be addressed. The GET will share the survey results with all employees in a dedicated staff meeting after the survey has been completed.

**Table 1: Indicators and parameters to measure progress on gender equality at MedINA**

Key areas	Indicators	Parameters
<b>1. Work-life balance and organisational culture</b>	<ul style="list-style-type: none"> <li>Employee satisfaction regarding work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Number of employees “satisfied” or “not satisfied” according to annual survey results</li> </ul>
<b>2. Gender balance in leadership and decision-making</b>	<ul style="list-style-type: none"> <li>Employee satisfaction regarding gender balance in leadership and decision-making</li> <li>Representation of men and women on key decision-making roles</li> </ul>	<ul style="list-style-type: none"> <li>Number of employees “satisfied” or “not satisfied” according to annual survey results</li> <li>Share of women and men in key decision-making roles</li> </ul>
<b>3. Gender equality in recruitment and career progression</b>	<ul style="list-style-type: none"> <li>Gender equality in employment</li> <li>Gender equality in salaries</li> <li>Perception of employees of their gender potentially influencing their career progression or salary</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of female and male employees</li> <li>Mean salary for female and male employees</li> <li>Share of female and male employees feeling that their gender has sometimes influenced their career progression or salary, according to annual survey results</li> </ul>
<b>4. Integration of the gender dimension into research and teaching content</b>	<ul style="list-style-type: none"> <li>Educational material incorporating gender dimension</li> <li>Non-discriminating community-based research</li> </ul>	<ul style="list-style-type: none"> <li>Share of material that addresses gender dimension</li> <li>Share of female and male participants in local community surveys and recordings</li> </ul>
<b>5. Measures against gender-based violence, including sexual harassment</b>	<ul style="list-style-type: none"> <li>Employee complaints of gender-based violence or sexual harassment</li> </ul>	<ul style="list-style-type: none"> <li>Number of employees having experienced sexual harassment, or other forms of gender-based violence at the organisation</li> </ul>