



EUROPEAN ALLIANCE ON AGRICULTURAL  
KNOWLEDGE FOR DEVELOPMENT

# **Gender Equality Plan for Agrinatura 2022-2026**

**Contents**

Introduction .....3

Analysis of the Status Quo.....3

    Gender Equality-Related Statistics (Baseline): .....3

    Gender Equality-Related Policies & Procedures .....3

    Gender Equality-Related Legislation:.....4

GEP Objectives.....4

    Objective 1.1 – Dissemination of the GEP.....4

    Objective 1.2 – Annual GEP Review .....5

    Objective 1.3 – Annual Collection, Analysis, and Reporting of Gender Data .....5

Key Components of Agrinatura's Gender Equality Plan.....5

## INTRODUCTION

The law of the European Union (EU) states the fundamental principle of gender equality as one of the elements on which the whole EU project is funded. Although the European Community Treaty (EEC), signed in Rome on the 25th of March 1957, recognized a germinal form of equality, it is only with the Treaty of Lisbon, signed on the 1st of December 2009, that equality between men and women was recognized as a crucial value of the EU (art. 2 of the Treaty of the EU).

Moreover, among the objectives regarding the job industry in the Europe 2020 strategy plan, three engines of growth (intelligent, sustainable and inclusive) have been located, according to which it is expected the possibility to take positive action for the achievement of an overall employment rate of 75% for men and women aged 20-64 years old. In fact, the increase in the employment rate among women represents an important indicator for the socioeconomic development of a country. The concrete application of such principle, for what concerns planning and executing European Investment and Structural funds, is represented by article 7 of the European Community Regulation 1303/2013 which is focused on the horizontal principle for the “Promotion or equality between men and women and non-discrimination.

Agrinatura is committed to promoting gender equality and fostering an inclusive, diverse, and equitable environment within our organisation. This Gender Equality Plan (GEP) outlines our objectives and actions to reduce gender inequalities and enhance gender diversity in all aspects of our work.

Agrinatura is also aware of its role in contributing to national and international gender equality policy goals. We acknowledge that gender mainstreaming is a valuable method to achieve these objectives. In line with this, Agrinatura will work towards gender mainstreaming in our activities and operations.

## ANALYSIS OF THE STATUS QUO

### **Gender Equality-Related Statistics (Baseline):**

Gather data that reflects the current gender distribution within Agrinatura. This should include information on employees, students, and leadership positions (data to update).

### **Gender Equality-Related Policies & Procedures**

Agrinatura currently has several policies and procedures in place to address gender equality:

**Maternity and Paternity Leave Policy:** Agrinatura offers maternity and paternity leave that provides job-protected leave after childbirth or the adoption of a child. Both maternity and paternity leave are accompanied by salary supplements to promote gender equality.

**Sick Leave Policy:** Agrinatura provides generous sick pay to employees regardless of gender, promoting employee health and well-being.

**Flexible Working Policy:** Agrinatura encourages flexible working arrangements, particularly for working parents, to enhance female participation in the workforce. This policy also ensures equal opportunities for career progression for both office and remote workers.

Prevention of Gender-Based Violence and Harassment Policy: Agrinatura has a policy in place that explicitly states its commitment to maintaining a safe, respectful, and equal work and study environment. The policy outlines procedures for reporting and addressing incidents of gender-based violence and harassment.

### **Gender Equality-Related Legislation:**

Agrinatura complies with various national and international legislations and commitments.

#### National legislation

Employment Equality Acts 1998 to 2015, prohibit discrimination in a wide range of employment and employment-related areas including recruitment and promotion, equal pay, working conditions, training or experience, dismissal and harassment including sexual harassment and victimisation.

- Equal Status Acts 2000-2015, which prohibit discrimination on nine grounds including gender, and apply to students/staff attending Irish higher education institutions (HEIs);
- Institutes of Technology Act 2006 and the Universities Act 1997, which require HEIs to develop and implement equality policies, including gender equality.

#### International Legislation

Agrinatura follows:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): CEDAW is the international bill of rights for women to advocate for women's rights and gender equality in areas such as education, employment, and political participation.
- Sustainable Development Goals (SDGs): While not a law in itself, the SDGs include Goal 5, which focuses on achieving gender equality and empowering all women and girls. NGOs can use the SDGs as a framework for their gender equality initiatives and track progress toward these goals.

## **GEP OBJECTIVES**

### **Objective 1.1 – Dissemination of the GEP**

Description: Conduct an organization-wide workshop to communicate the GEP, and review the objectives, and responsible parties. Publish the GEP as a public document.

Responsibility: Agrinatura GEP Working Group

Targets: Workshop and document dissemination to be completed by GEP team.

Monitoring: Confirm the workshop's completion and document dissemination

### **Objective 1.2 – Annual GEP Review**

Description: Review the GEP annually each September and report the progress to the public.

Responsibility: Agrinatura EDI Committee

Targets: Review confirmed and logged annually, and annual public report on GEP progress

Monitoring: Confirm annual review is undertaken and the public report is issued

### **Objective 1.3 – Annual Collection, Analysis, and Reporting of Gender Data**

Description: Collect and analyse gender data on Agrinatura personnel annually. Develop a Gender Equality Report and make it available to the public.

Responsibility: Agrinatura EDI Committee

Targets: Gender Report to be completed each year by the end of August and publicly available

Monitoring: Confirm annual Gender Equality Report is delivered and made public.

## **KEY COMPONENTS OF AGRINATURA'S GENDER EQUALITY PLAN**

- **Dissemination of the GEP:** Agrinatura will conduct an organisation-wide workshop to communicate the GEP and make it publicly available. This workshop will help raise awareness and understanding of our gender equality goals and strategies.
- **Annual GEP Review:** Agrinatura will review the GEP annually to assess progress and identify areas for improvement. The results of the review will be made publicly available to ensure transparency and accountability.
- **Annual Collection and Analysis of Gender Data:** We will collect, analyse, and report gender data on Agrinatura personnel annually. This data will inform our Gender Equality Report, which will be published for public scrutiny.
- **Allocation of Resources:** Agrinatura will allocate the necessary resources to implement the GEP, including funding for dedicated positions or Gender Equality Teams. This resource allocation will support the design, implementation, and monitoring of gender equality initiatives.
- **Training and Capacity-building:** Agrinatura is committed to providing training and capacity-building programs that address gender equality and unconscious gender biases. These activities will include workshops and communication initiatives to raise awareness and promote gender competence.
- **Monitoring and Reporting.** Agrinatura is committed to a rigorous monitoring process. We will collect and analyse gender data annually to assess progress. The data will inform our Gender Equality Report, which will be made publicly available. Additionally, the annual review of the GEP will be conducted and the Analysis of the Status Quo

SIGNED for and on behalf of Agrinatura.

By: Stephen Onakuse, President of Agrinatura

Signature:

A handwritten signature in blue ink, appearing to read 'Stephen Onakuse', with a stylized flourish at the end.

Date: [15/10/2023]

Contact:

Agrinatura Committee

Email: [secretariat@agrinatura-eu.eu](mailto:secretariat@agrinatura-eu.eu)

Address: AGRINATURA Association Secretariat

Centre for Sustainable Livelihood (CSL)

Department of Food Business and Development

University College Cork, Ireland

Phone: +353 (0) 21 490 315

Website: <https://agrinatura-eu.eu/>