



FEMISE

FORUM EUROMÉDITERRANÉEN DES
INSTITUTS DE SCIENCES ÉCONOMIQUES



FEMISE GENDER EQUALITY PLAN (GEP)

Version submitted to the Board 2026

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PURPOSE AND COMMITMENT

FEMISE is committed to promoting gender equality, equal opportunities, diversity, and an inclusive organisational culture across its governance, operations, research activities, and partnerships. This Gender Equality Plan (GEP) aims to strengthen institutional practices and align FEMISE with European standards and eligibility requirements for EU-funded programmes, including Horizon Europe.

- Promote gender equality within the organisation and its network activities
- Ensure inclusive participation in research, governance, and events
- Align FEMISE with EU funding eligibility requirements (notably Horizon Europe)
- Strengthen diversity, fairness, and institutional credibility in Euro-Mediterranean policy work

This GEP applies to:

- FEMISE governance bodies (General Assembly, Board, Secretariat)
- Staff and seconded personnel
- Research teams and affiliated experts
- Events, publications, and project implementation

GUIDING PRINCIPLES

FEMISE commits to:

- Equal opportunities for women and men in all roles
- Merit-based but inclusive recruitment and participation
- Zero tolerance for discrimination, harassment, or bias
- Work-life balance and flexible participation where possible
- Transparency in selection and governance processes

PRACTICAL MEASURES

Publication & Institutional Commitment

This GEP will be:

- Formally adopted by FEMISE management and governance bodies;
- Published on the FEMISE website;
- Endorsed by FEMISE leadership as part of its institutional strategy and operational framework.

Dedicated Resources

FEMISE will dedicate appropriate human and operational resources for the implementation of this GEP, including:

- Assigning oversight responsibility to the FEMISE General Manager and Secretariat;
- Integrating gender considerations into project development and implementation processes;
- Mobilising internal and external gender expertise when relevant and feasible.
- Promoting awareness campaigns and training when necessary

Given FEMISE's network-based and project-driven structure, implementation will follow a proportional and operationally flexible approach.

Data Collection and Monitoring

FEMISE will progressively establish a simple annual monitoring mechanism based on gender disaggregated data, including where relevant:

- Governance representation;
- Staff and expert participation;
- Project leadership and coordination roles;
- Participation in events, panels, and research activities.

An annual internal review will be conducted using selected indicators to monitor progress and identify areas for improvement.

GENDER DIAGNOSIS (BASELINE SNAPSHOT)

FEMISE will maintain a simple annual gender tracking system covering:

- % women/men in governance bodies (Board, Presidency roles)
- % women/men among researchers and experts
- % women/men in leadership roles in projects
- Participation rates in FEMISE events (speakers, chairs, moderators)
- Recruitment and selection gender balance

Baseline to be established in Year 1 and updated annually.

STRATEGIC FOCUS AREAS & MEASURES

- Work-Life Balance and Organisational Culture, including promoting equal participation through flexible and hybrid models and refusing any kind of discrimination against women.
- Gender Balance in Leadership and Decision-Making, particularly in decision making and governance level.
- Gender Equality in Recruitment and Career Progression. Providing equal opportunities and fair process based on on merits.
- Ensure the Integration of the Gender Dimension into Research and Policy Activities, whenever possible.

ACTIONS & MEASURES

Governance & Leadership

- Encourage balanced gender representation in Board nominations
- Monitor gender composition of leadership roles annually

Recruitment & Participation

- Use gender-neutral language in calls and recruitment
- Encourage applications from underrepresented gender groups
- Ensure balanced shortlists where possible

Research & Events

- Track gender balance of speakers, authors, and experts
- Ensure gender diversity in panels and conference moderation
- Promote gender-sensitive research topics where relevant

Organisational Culture

- Adopt basic code of conduct for staff and collaborators
- Provide clear reporting channel for discrimination or harassment

MONITORING & INDICATORS (KPIs)

FEMISE will track annually:

% women in Board / governance roles
% women representing a FEMISE Member institute
% women among experts/researchers engaged
% women with a FEMISE publication: Research papers or Policy briefs
% women speakers at FEMISE events
% gender-balanced operational team
Number of gender-related research outputs (authors) or policy briefs

GOVERNANCE & RESPONSIBILITY

- Overall responsibility: FEMISE General Manager
- Operational follow-up: FEMISE Secretariat
- Annual review: FEMISE Board
- Data collection: project and programme officers

IMPLEMENTATION TIMELINE

Phase	Action
Year 1	Adoption of GEP + baseline data collection
Year 2	First monitoring report + adjustments
Year 3	Integration into all project proposals
Year 4	External review / update of GEP

IMPLEMENTATION PROGRESS YEAR 1 – PROGRESS

Indicator	Target	2025/26	Description /reference
% women in Board / governance roles	25	25%	Number of Females in FEMISE Board
% women representing a	25	25%	Number of Female Focal points in
% women among experts/researchers	40%	47% & 56 %	% of women submitting a proposal
% women with a FEMISE publication:	40%	43% & 50 %	% of women with a publication
% women speakers at FEMISE events	30%	34%	FEMISE annual conference 2024
% gender-balanced operational team	50%	100%	FEMISE Staff are all females
Number of gender-related research	30%	20%	Explicit topics consist of almost 20% of

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