

The Gender Equality Plan of The National Agency for Scientific Research Promotion

ANPR's GEP
Updated edition*
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Horizon 2020 Project

"R&I PEERS - Pilot experiences for improving gender equality in research organisations"

(Grant Agreement number 788171)

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1. Presentation of the National Agency for scientific Research Promotion | ANPR

The National Agency for Scientific Research Promotion¹ (ANPR) is a public agency which was created in 2008 by the law N° 2008-60 dated on August the 4th, 2008 and amended by the law N° 2010-42 of 26th July 2010. ANPR is under the supervision of the Tunisian Ministry of Higher Education and Scientific Research.

ANPR has the status of scientific and technological public establishment with the administrative and financial autonomy.

Its primary mission is providing services to professionalise the management of research activities in partnership with the effective and equitable socio-economic operators. ANPR plays a crucial role in interfacing and supporting research organisations in the valorisation process of research results and technology transfer.

The missions entrusted to ANPR are:

- Contribute to the implementation of national research programs;
- Support the creation of transfer technology offices (TTO),
- Support public structures in the fields of intellectual property, promoting the research results and technology transfer;
- Contribute to the establishment and animation of research consortia,
- Financial management of research projects,
- Intermediation between research structures, companies and foreign partners
- Dissemination of mechanisms related to the valorisation of research results, technology transfer and the promotion of innovation concept;
- The exploitation of results related to scientific and technological scouting,
- Give opinion concerning the acquisition, the maintenance and the exploitation of heavy scientific equipment.

As Research Funding Organisation (RFO), ANPR works in a national context, which recognises the important historic place occupied by women in society, in general, and in the field of science, in particular.

¹ <http://www.anpr.tn/>

2. Context analysis from a gender perspective

2.1 The national context

Tunisia has always been considered as one of the most advanced Arab countries in terms of women's rights thanks to a family code promulgated in 1956, followed by the amendment of the labour codes, the penal code and nationality; these legal regulations have strengthened the rights of women in Tunisia.

In the pre-independence period (-1956), the reform movement in Tunisia has raised the issue of women's empowerment, particularly through education. Women's organization have emerged, and debates on women's position in the society developed. Women had important role in the liberation struggle and became involved in political actions.

The post-independence period (since 1956) was marked by the establishment of the foundations of the modern state and the construction of modern society. In this period, significant efforts were placed in order to improve women's position. The publication of the Personal Status Code (August 13, 1956) represents the culmination of the legal reform movement. It guaranteed the fundamental rights of women and regulated organization of relations within the family. The June 1959 constitution enshrines the principle of equality between women and men. A set of legislative acts that approve the civil and political rights of women (such as the right to vote, education and employment ...) inevitably followed.

After January 14, 2011, the elaboration of the new Constitution confirmed the will of a fringe of the society to make access the woman to an equal status in democratic rights and freedoms, ensuring the foundations of human rights in Tunisia.

There are several organizations and governmental bodies active in the field of gender equality in Tunisia. The Centre for Research, Studies, Documentation and Information on Women (CREDIF) was created in 1990. It is considered as the scientific body of the SEFF, whose mission is to encourage studies and research on the role and status of women in Tunisian society and collect data and documentation relating to the situation of women and ensure their dissemination and reporting on the evolution of the status of women in Tunisian society to inform decision-makers about strategies and action plans to implement to reduce gender gaps and achieve gender equality. Furthermore, 15 women assume the responsibilities of gender focal points in SEFF's ministerial partner departments. Effective interdepartmental collaboration is not yet institutionalized. Pilot experiments have been set up with the participation of 2-3 ministries, but they have had the duration of a program and are intended to conclude with a lack of capitalization. The Peer Council for Equal Opportunities is established in 2016 by Government Decree No. 626-2016. As advisory body, its main mission is to integrate the social gender approach into development policies and plans in Tunisia (planning, programming, evaluation and budgeting) with the aim of eradicating all forms of discrimination between women and men and achieve equality in rights and obligations. It is also empowered to give its opinion on bills relating to women's rights.

In spite of all legal regulations and efforts of governmental bodies, changes in women's rights in terms of access to education and maternal health have not translated into more meaningful integration of women into economic and political activities. International indices clearly show this gap. The major inequities that are revealed in international reports concern the presence in Parliament and the occupation of ministerial positions.

The institutional mechanisms for gender mainstreaming that have been implemented since the 1990s to institutionalize the gender issue are relatively weak in terms of mandate and human and financial resources.

It is also important to underline the limited coordination between state parties and civil society which, coupled with the absence of a mapping of intervention priorities by region, locality and sector, does not favour a targeted intervention with a global and strategic vision to act effectively against inequalities.

Throughout this panorama, there is reason to recognise the emerging initiatives of coordination, networking and the search for synergies on the gender issue, such as: the UNFPA and UN-Women informal gender group, and Coalition for Women of Tunisia, launched in 2012, which brings together nearly 30 women's rights NGOs as well as a more specific Gender, Agriculture and Rural Development group initiated by FAO-Tunisia, UNDP and Canada at the service of socio-economic inclusion and the empowerment of vulnerable women in Tunisia, launched in 2022 and the new national program for gender-sensitive women entrepreneurship "Raidat", launched in the International Women's Day, on March 8, 2022.

2.2 The institutional context

Referring to 2021 statistics, 36 workers are the total workforce of the National Agency for scientific Research Promotion (ANPR):

- The gender distribution shows a predominance of women; indeed, repartition is as follow: 23 are female (63,89%) and 13 are male (36,11%)
- The distribution of workers per level for management and per gender is predominantly male for the Top level management, 7.5% are male and 5% are female.
- On the other hand, the distribution is predominantly female for middle level management: 20% are female and 12.5% are male.
- The same finding is more pronounced for the initial level management where 30% are female and only 5% are male.

3. Overall objectives of ANPR Gender Equality Plan:

The ANPR Gender Equality Plan (GEP) was developed under the Horizon 2020 European project² “**Pilot experiences for improving gender equality in research organisations - R&I PEERS**”³ (GA n°. 788171),

The R&I PEERS project targets at creating and validating **pilot experiences** aiming at disrupting the gender-based approach and those unconscious rules that limit the participation and the career of women in research and innovation in the Mediterranean Area.

The Gender Equality Plan (GEP) is a fundamental action of the above-mentioned project and a key tool for encouraging the improvement of gender balance in the organisation.

Thanks to the survey and questionnaire analysis conducted under R&I PEERS project, we identified the areas of intervention to be addressed in ANPR Gender Equality Plan, which reflects the needs and requirements of the actors involved through SMART (Specific, Measurable, Attainable, Realistic, Time-related) objectives.

The ANPR Gender Equality Plan is based on five objectives, which will be achieved through specific activities, whose effectiveness will be monitored using particular indicators. These five objectives are as follow:



² Topic : SwafS-03-2016-2017

³ <http://ripeers.eu/>

4. The structure of ANPR Gender Equality Plan:

The ANPR Gender Equality Plan intercepts the specificities of the Agency and responds to them through appropriate methods, respecting the differences and diversities that make each context unique.

As mentioned, the Gender Equality Plan is structured into 5 target areas, the GEP provides for a set of **13 strategic actions** whose actual implementation, within a specific time frame, will be monitored in progress by indicators and will be subjected to external evaluation by the members of the international Advisory Board, appointed by the European Commission.

The current GEP update version reflects modifications made after the first and second validation workshop of R&I PEERS project and it is consistent with the European Commission format and definition of a GEP.

The ANPR GEP adhere to the EC format and have been shaped on the guidelines proposed by EIGE (<https://eige.europa.eu/gender-mainstreaming/toolkits/gear/action-toolbo>).

The formal adoption of the ANPR's GEP, signed by the Director General of the ANPR, dates back to 1st March 2019.

Key area 1:	Key area 2:	Key area 3:	Key area 4:	Key area 5:
Integration of the gender dimension into research and teaching content	Work-life balance and organisational culture	Gender equality in recruitment and career progression	Gender balance in leadership and decision-making	Measures against gender-based violence including sexual harassment
04 actions	05 actions	02 actions	01 actions	01 actions

Key Area	Action	State of the action	Description of the action	Indicators	Threshold of the indicator	Person in Charge + role in ANPR	Start date	End date
1.Integration of the gender dimension into research and teaching content	Action 1.1: [SUS] Regular trainings for mentors	Running	Regular (annual or twice a year) trainings for mentors would secure sustainability of the measures and on the long run reduce resistance on mentors' side (since often they believe that they are doing enough to teach their colleagues) and raise their awareness of the need of continuous acquiring of new mentoring skills and competence development. It's to favour a widespread gender competence at all levels of the organization with provision of mentoring training to Senior staff.	01 training on Women and R&I career 03 beneficiaries (02 females and 01 male)	Very satisfactory	Prof. ABDELLY* Mrs. CHARRAD**	2019	
				Participation in workshops on Gender dimension in "EU R&I Days-EC" 01 beneficiary	Satisfactory		2019	
				Participation in a Workshop on Promotion of Women Role 01 beneficiary	Satisfactory		2019	
	Action 1.2: [SUS] Organisation and participation in events on relevance of gender dimension in Research area	Done + Running (planned events)	This action is contributing to raising awareness of importance of GE dimension among R&I stakeholders	05 events organized / participated in:	Very satisfactory	Prof. ABDELLY* Mrs. CHARRAD** Mrs. Massabi*** Mrs. Ben Moussa****		
				Stand on GE organised in Fair (HL event with DG RTD-EC) + 200 visitors	Very satisfactory		2019	

				02 workshops merged and organized as part of one (01) workshop in 2019 15 participants	10 females: Unsatisfactory 5 males: Satisfactory		2019	
				ANPR GEP presented in H2020 SWAFS infoday +30 participants	Very satisfactory		2020	
				01 online workshop organised in Researchers Night +500 participants	Very satisfactory		2020	
				Participation in international Woman Day + 100 participants	Very satisfactory		2022	
	Action 1.3: Establishing a Women in Science Excellence Prize (Award)	Postponed because of COVID 19	This measure directly contributes to better visibility of research and achievements done by women and raising general societal awareness of women contribution to science in the national and regional historical perspective.	Number of Prizes attributed /Number of Women researchers awarded	Ad-hoc Committee	2022	
	Action 1.4: [SUS] Establishing a social media channel/a brochure/a series of podcasts... promoting achievements of female Tunisian researchers	Done	This action directly contributes to better visibility of research and achievements done by women	Facebook Group launched "Success Stories of Tunisian Females in Research & Innovation": https://www.facebook.com/groups/22521465741488	Very satisfactory	Prof. ABDELLY* Mrs. CHARRAD** Mrs. Massabi*** Mrs. Ben Moussa****	2020	

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				Facebook Followers: 283	Very satisfactory			
				01 Roll-Up produced	Very satisfactory		2019	
				500 flyers distributed	Very satisfactory		2019	
2. Work-life balance and organisational culture	Action 2.1: [SUS] Establishing a Committee for equal opportunities	Done	This measure would assure continuous and sustainable addressing of issues related to gender equality in ANPR. It would also serve as a mediator between employees and Top management in matters related to equal opportunities and contribute to raising awareness of importance of GE and equal treatment.	Committee for equal opportunities established	Very satisfactory	Prof. ABDELLY* Mrs. CHARRAD**	2020	
	Action 2.2: Analysis of language of ANPR's documents and official communication and detecting areas where the use of gender sensitive language could be improved	running	This strategy will provide evidence for actions envisioned to improve use of gender sensitive language and enable detection of most important areas and appropriate strategies. It will also contribute to awareness raising and facilitate their support and engagement	Analysis report realized (not yet)	Unsatisfactory	Prof. ABDELLY* Mrs. CHARRAD** Mrs. Massabi*** Mrs. Ben Moussa****	2022	
	Action 2.3: [SUS] Improvement of official documents and communication practices at ANPR (Toolkit for employees...)	postponed	The analysis of actual communication practices at ANPR would improve practices of official communication and document writing. This measure would entail engagement of stakeholders in various levels of ANPR's structure and contribute to raising awareness of importance of GE.	Periodic checking of documents realized New practices and a Toolkit adopted	Prof. ABDELLY* Mrs. CHARRAD** Mrs. Massabi*** Mrs. Ben Moussa****	2022	

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	Action 2.4: [SUS] Regular analysis of Employees needs/requirements (questionnaire)		This strategy would engage a large number of stakeholders and provide DMB members with an insight in actual needs of employees.	analysis incorporated into report offering insight into extent of use of available services and presented to DMB	satisfactory	Prof. ABDELLY* Mrs. CHARRAD**	2020	
	Action 2.5: [SUS] Improving working policies and condition to make them sensitive to special needs of employees and their families	running	Availability of structured supports inside ANPR for employees and their families, such as: pregnant women facilities, flexible working hours, remote working, respect of Ramadan hours, children-friendly facilities, child-care, family-members with special needs, elder family- members... These measures would establish a friendly and supportive institutional culture at the ANPR.	Specific facilities /conditions are available:		Prof. ABDELLY* Mrs. CHARRAD**		
				A pilot experiment for increasing the flexible working hours started on March 23, 2020 for all the personnel within the framework of the general containment because of COVID-19	Very satisfactory	Mrs. Massabi*** Mrs. Ben Moussa****	2020	2021
			A Well-being Space is being installed and equipped			2022	
3. Gender equality in recruitment and career progression	Action 3.1: [SUS] Yearly statistic indicators of career paths of employees	Running	Regular collection of statistical indicators provides an evidence-grounded basis for actions envisioned to increase career advancement opportunities for career employees. Presented to decision-making bodies' members, this statistic	01 Annual statistics report	Very satisfactory (1 per year)	Prof. ABDELLY* Mrs. CHARRAD**	2019 2022	2022

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			would contribute to awareness raising and facilitate their support and engagement.	Statistics (number of employees segregated by gender and junior/senior position)	New indicator (2022)			
	Action 3.2: [SUS] Gathering regularly gender disaggregated statistics on committees, councils, commissions and other decision-making bodies (Recruitment, promotion, technical committees, etc.)	Done	Regular collection of statistical indicators provides evidence-grounded basis for raising awareness of gender equality within ANPR and helps preventing widening of the gender gap. This strategy would contribute to Integrate the gender dimension into the ANPR culture work and to apply it in daily process. Analysis of these data in a dedicated Report so as to monitor gender and diversity state of art in ANPR.	Disaggregated statistics realised	Very satisfactory Participants: M<=F	ANPR Equal opportunities Committee	2021	
4. Gender balance in leadership and decision-making	Action 4.1: [SUS] Organisation and/or participation in events on gender bias in decision making bodies	done	This strategy would assure sustainable maintenance of balance in decision-making bodies, raise awareness of biases in decision making practices and foster competence development.	Participation in a HL meeting is organized with representatives of Ministry of Women 06 participants	Satisfactory	ANPR DMB	2019	
				Participation in a HL Workshop: GE dimension is integrated in the National Development plan 26 participants	Very satisfactory		2022	

5. Measures against gender-based violence including sexual harassment	Action 5.1: [SUS] Establishing channels to report anonymously disrespectful behavior, abuse and sexual harassment	Done	Following the response of survey respondents, 63% of whom find this measure important, these measures should be realized in the framework of activities of the group for equal opportunities	Channels for reporting established and functional	Very satisfactory	ANPR Equal opportunities Committee	2021	
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Since the ANPR is the first institution within The Ministry of Higher Education and Scientific Research, which is developing an Institutional Gender Equality Plan, ANPR is solicited to share its GEP experience with Universities, Higher Education Institutions (HEI), Research Centers... especially with the new requirements in submitting of project proposals under Horizon Europe Programme (FP9).

The ANPR's GEP is an innovation in the practices of Tunisian public administration, in general, and in the Ministry of Higher Education and Scientific Research institutions, in particular. The progress of its implementation, raises many challenges which would inspire other structures under the same ministry and far beyond!

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