GENDER EQUALITY PLAN (GEP)

Centre for Climate and Environmental Research (CCER)

Version: 1.0

1. Executive Statement

The Centre for Climate and Environmental Research (CCER) is committed to creating an inclusive, equitable, respectful, and diverse workplace and research environment where every individual, regardless of gender, has equal opportunities to participate, contribute, lead, and thrive.

Recognizing that climate change disproportionately affects women and marginalized communities, CCER acknowledges that gender equality is not only a human rights obligation but also a prerequisite for achieving excellence in climate research, innovation, education, and sustainable development.

This Gender Equality Plan (GEP) provides the institutional framework for integrating gender equality across governance, human resources, research, education, partnerships, and organizational culture.

2. Purpose

The Gender Equality Plan aims to:

- Promote equal opportunities for all genders.
- Eliminate discrimination, harassment, and gender-based violence.
- Increase women's participation in leadership positions.
- Mainstream gender considerations into climate research and education.
- Support work-life balance.
- Ensure fair recruitment, promotion, remuneration, and professional development.
- Foster an inclusive organizational culture.

3. Scope

This policy applies to:

- Employees
- Faculty Members
- Researchers
- Visiting Scholars
- Consultants

- Interns
- Students
- Volunteers
- Project Staff
- Governing Board
- External collaborators working under CCER projects

4. Guiding Principles

CCER commits to the following principles:

- Equality
- Inclusion
- Diversity
- Respect
- Non-discrimination
- Transparency
- Accountability
- Zero tolerance for harassment
- Equal access to opportunities
- Human dignity

5. Policy Objectives

The Centre will work towards:

Objective 1

Ensure equal opportunities in recruitment, employment, promotion, and leadership.

Objective 2

Increase women's representation in scientific leadership and decision-making.

Objective 3

Integrate gender perspectives into research design and project implementation.

Objective 4

Promote work-life balance.

Objective 5

Develop institutional capacity on gender equality.

Objective 6

Create a respectful and harassment-free workplace.

Objective 7

Collect gender-disaggregated institutional data for evidence-based decision-making.

6. Institutional Commitment

CCER commits to:

- Equal pay for equal work.
- Merit-based recruitment.
- Fair promotion processes.
- Equal access to professional development.
- Flexible working arrangements where appropriate.
- Gender-sensitive workplace policies.
- Gender-responsive budgeting.
- Inclusive decision-making.

7. Governance Structure

Director CCER

Responsible for:

- Overall implementation of the Gender Equality Plan.
- Annual review.
- Resource allocation.
- Policy approval.

Gender Equality Committee

A Gender Equality Committee shall be established comprising:

- Director (Chair)
- HR Representative
- Research Representative
- Academic Representative
- Female Staff Representative
- External Gender Expert (where feasible)

Responsibilities include:

- Monitoring implementation
- Reviewing complaints
- Organizing awareness programmes
- Preparing annual reports
- Monitoring gender indicators

8. Recruitment and Career Development

CCER shall ensure:

- Gender-neutral job descriptions.
- Equal opportunity advertisements.
- Transparent recruitment procedures.
- Balanced interview panels whenever possible.
- Merit-based selection.
- Equal access to promotions.
- Equal remuneration for equal work.

Special efforts shall be made to encourage qualified women to apply for scientific and leadership positions.

9. Leadership and Decision-Making

CCER will:

- Promote women's participation in leadership.
- Encourage women researchers to lead projects.
- Support mentoring programmes.
- Include women in committees and advisory boards.
- Monitor gender balance in governance.

Target:

At least **40% representation of women** in institutional committees wherever feasible.

10. Work-Life Balance

CCER supports:

- Flexible working hours (where operationally feasible)
- Hybrid working arrangements

- Maternity leave
- Paternity leave
- Family responsibilities
- Childcare support (where possible)
- Safe working environment

Meetings should be scheduled considering family responsibilities whenever possible.

11. Prevention of Harassment

CCER maintains zero tolerance towards:

- Sexual harassment
- Gender discrimination
- Bullying
- Intimidation
- Retaliation
- Workplace violence

Complaints shall be handled confidentially through an established grievance mechanism.

No retaliation shall be permitted against complainants.

12. Gender Equality in Research

Researchers shall:

- Consider sex and gender dimensions in research where scientifically relevant.
- Promote gender-sensitive methodologies.
- Ensure equitable participation of women in research activities.
- Report gender-disaggregated data whenever possible.
- Address gender impacts within climate adaptation and mitigation research.

Priority shall be given to research themes including:

- Climate Change and Gender
- Women's Climate Leadership
- Gender-responsive Adaptation
- Gender and Disaster Risk Reduction
- Climate Finance and Gender
- Women-led Nature-Based Solutions

13. Education and Capacity Building

CCER shall organize annual training on:

- Gender equality
- Unconscious bias
- Inclusive leadership
- Prevention of harassment
- Gender-responsive climate policy
- Gender mainstreaming in research proposals

Training shall be mandatory for new employees.

14. Inclusive Research Environment

CCER shall promote:

- Respectful communication
- Inclusive conferences
- Gender-balanced speakers
- Equal access to laboratories
- Equal access to fieldwork opportunities
- Equal authorship recognition

15. Gender-Sensitive Communication

CCER shall:

- Use gender-inclusive language.
- Avoid stereotypes.
- Ensure balanced visual representation.
- Promote visibility of women scientists.

16. Monitoring and Evaluation

The following indicators shall be monitored annually:

Human Resources

- Percentage of women employees
- Percentage of women researchers
- Women in leadership positions
- Recruitment by gender

- Promotions by gender
- Staff turnover by gender

Research

- Women Principal Investigators
- Gender-focused research projects
- Gender-responsive publications
- Gender-sensitive project proposals

Training

- Number of gender trainings
- Staff participation
- Female participation

Governance

- Gender composition of committees
- Gender balance in advisory boards
- Decision-making participation

17. Key Performance Indicators (KPIs)

Indicator	Baseline	Target
Women Employees	To be determined	Minimum 40%
Women Researchers	TBD	Minimum 40%
Women in Leadership	TBD	Minimum 35%
Annual Gender Training	0	Minimum 2
Staff Trained	0	100%
Gender Integrated Projects	TBD	100% applicable projects
Gender-disaggregated Data	Partial	100%

18. Implementation Timeline

Year 1

- Establish Gender Committee
- Approve GEP
- Conduct gender assessment
- Staff training

- Develop baseline indicators

Year 2

- Integrate gender into research proposals
- Leadership mentoring
- Annual reporting
- Policy review

Year 3

- External evaluation
- Revise targets
- Strengthen international partnerships
- Publish Gender Equality Report

19. Responsibilities

Position	Responsibility
Director	Overall oversight
HR	Recruitment, training, monitoring
Gender Committee	Implementation and reporting
Research Leads	Gender mainstreaming in projects
Academic Coordinator	Gender-sensitive curriculum
All Staff	Compliance with GEP

20. Reporting

CCER shall publish an annual Gender Equality Progress Report including:

- Gender statistics
- Achievements
- Challenges
- Actions taken
- Future priorities

The report shall be reviewed by senior management.

21. Review

The Gender Equality Plan shall be reviewed every **two years**, or earlier if required by institutional priorities or donor requirements.

22. Alignment with International Frameworks

This Gender Equality Plan aligns with:

- Sustainable Development Goal (SDG) 5 – Gender Equality
- SDG 10 – Reduced Inequalities
- SDG 13 – Climate Action
- UNESCO Recommendation on Science and Scientific Researchers
- Horizon Europe Gender Equality Plan Requirements
- UN Women Gender Equality Principles
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Beijing Declaration and Platform for Action
- Pakistan's National Climate Change Policy
- Pakistan National Gender Policy Framework

23. Conclusion

The Centre for Climate and Environmental Research (CCER) recognizes that gender equality is fundamental to scientific excellence, innovation, and sustainable development. Through this Gender Equality Plan, CCER commits to embedding equality, diversity, and inclusion into its governance, research, education, and operations, ensuring that all individuals have equitable opportunities to contribute to climate action and environmental sustainability. By fostering an inclusive institutional culture and integrating gender-responsive approaches into research and policymaking, CCER aims to strengthen its impact locally, nationally, and internationally while advancing the Sustainable Development Goals and supporting Pakistan's climate resilience agenda.