

Gender & Diversity in Research and the Workplace



**Policy number:
HR-POL-05-2018**

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General Objective

The overall objectives of this Policy are to strengthen:

- Integration of gender and social inclusiveness in CIMMYT's research and innovation for development.
- Gender equality and diversity in CIMMYT as an attractive and stimulating modern workplace.

Equality and inclusion are core values at CIMMYT, independent of people's gender, sex, age, disability, religion, ethnicity or sexual orientation. CIMMYT places people-centered solutions at the heart of its research and is committed to systematically examining and addressing women's as well as men's roles, needs, interests, experiences and resources to ensure that they benefit equally from CIMMYT's research for development (R4D).

CIMMYT recognizes that integration of gender considerations in its R4D is important for the success of our work, because:

- All agricultural development interventions interact with social relations of gender, which constitute a key aspect of the social context and affect what results can be achieved, how, and for whom.
- Ensuring **appropriate** attention to gender issues can increase the impact of agricultural R4D.
- Gender equality is a development goal and a means to meeting the challenge of reducing poverty and promoting sustainable development and good governance.
- Integration of gender considerations, both in research and in the workplace, is a requirement from many of our key donors.

Workplace gender equality improves the performance of the organization and enhances its ability to attract talent and develop and retain staff. Through this Policy, CIMMYT commits itself to applying principles of gender equity and equality both in its R4D and in the workplace.

Scope

All CIMMYT staff are CIMMYT ambassadors and expected to adhere to CIMMYT's gender and social inclusiveness values and policies in their work. This Policy furthermore applies to research associates, consultants and student fellows, as well as all CIMMYT contractors and sub-grantees implementing resources or receiving financial or technical support provided by CIMMYT.

Policies

Gender in CIMMYT's Research for Development (R4D)

1. CIMMYT strives for gender and socially inclusive outcomes and impacts of its research for development.
2. CIMMYT pro-actively integrates gender and social inclusiveness in its theories of change, research priorities and overall research portfolio.
3. CIMMYT research integrates gender and social inclusiveness considerations into:
 - 3.1. Research design and budgeting, i.e. full costing related to gender integration, including operations and staffing.
 - 3.2. Research implementation, particularly for activities involving or of consequence for human beneficiaries.
 - 3.3. Research monitoring, evaluation and learning, including sex-disaggregated data collection and analysis.
4. CIMMYT expects staff to acquire and practice the gender competencies necessary for the fulfillment of their respective role and function in the institution.
5. Capacity development activities that form part of CIMMYT's research for development projects must endeavor to equally include both men and women.

Gender in the workplace

6. CIMMYT strives for scientific excellence through a gender equal and socially inclusive workplace.
7. CIMMYT aims for a corporate target of 40:40:20 (40% female, 40% male, 20% either) representation at the professional and higher levels.
8. Gender-based harassment and discrimination in the workplace is not tolerated, with violations managed under CIMMYT's Progressive Discipline Policy.
9. CIMMYT applies progressive gender parity measures in its competitive recruitment processes (staff selection, advancement, and grants). We are committed to taking proactive steps in particular to actively support, coach and change the organizational culture and mindset towards fully embedded gender inclusion.
10. CIMMYT's recruitment procedure is gender aware.
 - 10.1. Language use in job descriptions and vacancy announcements, as well as the composition of interview panels, is gender aware.
 - 10.2. Proactive advertisement measures are taken to increase visibility of job opportunities among both women and men.
11. CIMMYT management supports the advancement of professional women and men through:
 - 11.1. Measures ensuring equal opportunity for career advancement and expansion of responsibility, thereby promoting professional development and increasing female staff's exposure, visibility and experience at all levels.
 - 11.2. Capacity development, mentorship arrangements, participation in conferences, workshops and other similar events.
12. Performance reviews are informed by principles that enhance CIMMYT's move towards an inclusive and collaborative work culture.
13. CIMMYT is committed to fostering and promoting work-life balance.
14. CIMMYT's commitment to gender diversity and equality is reflected in the content, language, and visual imagery of its communications, paying attention to make them gender aware.