TUNIS INTENATIONAL CENTRE FOR ENVIRONMENTAL TECHNOLOGIES

Gender Equality Plan (GEP)

CITET Gender Equality Plan

Period of validity: 2026 – 2028 (biennial plan, subject to revision)

Approved by: CITET General Management

Status: public document, published on CITET's institutional portal (www.citet.nat.tn)

Contact point: CITET's Human Resources Department

1. Context and Purpose of the Document

The Tunis International Centre for Environmental Technologies (CITET) is a Tunisian public, non-administrative institution whose mission is to support environmental transition and sustainable development in Tunisia and the region, through applied research, technology transfer, training, technical assistance and international cooperation.

Convinced that equality between women and men is an essential condition for responsible, high-performing and sustainable institutional governance, CITET's General Management has decided to adopt this Gender Equality Plan (GEP). This voluntary initiative is a natural extension of CITET's Corporate Social Responsibility (CSR) policy and of its commitment to human rights, good governance and sustainable development, through its support for the United Nations Global Compact and its ten principles in the areas of human rights, labor rights, the environment, and the fight against corruption.

This Plan sets out the principles, governance, resources, monitoring arrangements and training actions through which CITET promotes equality between women and men within the institution, as well as in its relations with its partners, trainees and the beneficiaries of its activities. It is structured around four core pillars — institutional commitment, governance and dedicated resources, monitoring and reporting, and training and awareness-raising —

2. Institutional Commitment to Human Rights and Gender Equality

CITET explicitly and unreservedly affirms its commitment to the respect of fundamental human rights and to equality between women and men, across all its institutional, scientific and operational dimensions. This commitment builds on:

- the United Nations Universal Declaration of Human Rights (1948);
- the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), ratified by Tunisia;
- the Tunisian Constitution, which enshrines in Article 21 the equality of citizens, women and men, in rights and duties, and in Article 46 the State's commitment to guarantee equal opportunities between women and men;
- the Tunisian Labour Code and the legal texts governing the civil service and public institutions, which prohibit any discrimination on the basis of sex;
- CITET's own institutional values of integrity, non-discrimination and respect for human dignity, as set out in its CSR policy and the company's statement regarding its commitment to the United Nations Global Compact..

CITET is committed to guaranteeing, to all its staff, partners, trainees and the beneficiaries of its activities, an environment free from any form of discrimination, harassment or gender-based violence, and to actively promoting equal opportunities in access to employment, training, promotion, decision-making and remuneration.

3. Grounding in CITET's CSR Policy and Commitment to the United Nations Global Compact

This GEP is not a stand-alone instrument: it is embedded within the broader framework of CITET's Corporate Social Responsibility (CSR) policy, which reflects the institution's commitment to integrating social, environmental and ethical considerations across its operations and its relationships with stakeholders.

In this respect, CITET reaffirms, as part of its CSR policy, its declaration of commitment to the United Nations Global Compact, and in particular to the following principles, directly related to gender equality and human rights:

- Principle 1: businesses should support and respect the protection of internationally proclaimed human rights;
- Principle 2: businesses should make sure they are not complicit in human rights abuses;
- Principle 6: businesses should uphold the elimination of discrimination in respect of employment and occupation, including on the grounds of sex.

This articulation between the GEP and CITET's CSR policy / Global Compact commitment ensures the coherence, credibility and sustainability of CITET's gender equality commitment, placing it at the heart of the institution's own governance and strategy.

4. Governance and Dedicated Resources

The effective implementation of this GEP relies on clearly identified governance and on the allocation of dedicated human and financial resources, as decided by CITET's General Management:

- Appointment of CITET's Human Resources Department, responsible for steering, monitoring and reporting on the GEP and this in connection with the publication of CITET's social report;
- Allocation, within CITET's annual budget, of a dedicated budget line for the implementation of the training, awareness-raising, and monitoring activities planned by the GEP;
- Integration of the GEP into CITET's human resources management tools (recruitment, evaluation, promotion, career management and staff training procedures)

5. Data Collection, Monitoring and Reporting

As part of its human resources management policy, CITET has put in place a structured mechanism for the collection of sex-disaggregated data and the monitoring of quantitative and qualitative indicators.

Official gender-equality reporting is carried out on a biennial basis, through CITET's Social Report, a consolidated document which reports, every two years, on the situation of staff in terms of headcount, recruitment, remuneration, training and promotion, disaggregated by sex. This biennial Social Report constitutes the operational, human-resources-level translation of CITET's CSR policy and of its declaration of commitment to the United Nations Global Compact.

In order to ensure the reliability and continuity of monitoring between two editions of the Social Report, an internal annual collection of sex-disaggregated data is also carried out by the Human Resources Department. This feeds into the biennial Social Report and allows any unfavourable trend requiring corrective action to be identified before the biennial deadline.

Monitoring indicator	Data source	2026 baseline	2028 target
Staff breakdown by sex and professional category (managerial / non-managerial)	Biennial Social Report / annual HR monitoring	60% women 50% managerial women	60% women 50% managerial women
Proportion of women in management and leadership positions	Biennial Social Report	66% women	66% women
Proportion of women and men among new recruits	Recruitment records	50%	50%
Pay gap for equivalent position and seniority	Human Resources Department	No gap	No gap
Training participation rate, disaggregated by sex	Training records	70%	Balanced participation
Internal promotion rate, disaggregated by sex	Human Resources Department	72%	Equitable progression

The monitoring indicators adopted by CITET, presented in the table below, will be updated with each edition of the Social Report and may be supplemented according to the needs and priorities identified by General Management.

6. Training and Awareness-Raising

CITET, through the Human Resources department, implements a training and awareness-raising programme for all its staff, covering in particular gender equality.

Training / awareness-raising topic	Target audience	Frequency	Associated indicator
Awareness-raising on gender equality and human rights	All staff	Biennial (aligned with the Social Report)	Participation rate by sex
Induction for new staff: an introduction to the GEP and our CSR policy	New recruits	With every integration	Coverage rate of new recruits

This programme is included in CITET's annual training plan, and participation is monitored, disaggregated by sex and staff category, as part of the monitoring mechanism described in Section 5.

7. Publication, Review and Endorsement

This GEP is published on CITET's institutional portal and communicated to all staff as well as to the institution's partners and stakeholders, following formal endorsement by General Management.

The GEP is reviewed biennially, on the occasion of each new edition of CITET's Social Report, allowing the indicators to be updated, progress to be assessed, and the Plan's actions to be adjusted in light of results achieved and of changes in the institutional context.

Any significant change in applicable national regulation, or any major finding arising from the internal annual monitoring, may warrant an earlier revision of this document.

On behalf of CITET General Management

Name and position: _____

Date: 07 OCT 2026

Signature and official stamp: _____

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