



Mediterranean
Action Plan
Barcelona
Convention



Plan Bleu Gender Equality Plan (GEP)

Institutional Commitment and Action Plan

Preamble and Institutional Commitment

As a French NGO with a UN mandate (a Regional Activity Centre of the United Nations Environment Programme's Mediterranean Action Plan - UNEP/MAP), Plan Bleu is dedicated to fostering sustainable development across the Mediterranean. We recognize that sustainable development cannot be achieved without social equity. Equality between women and men is a fundamental human right and a necessary foundation for a peaceful, prosperous, and sustainable Mediterranean region.

Plan Bleu formally adopted its initial Action Plan on Gender Equality in 2022. This updated Gender Equality Plan (GEP) reaffirms our structural commitment to addressing gender disparities, both within our internal organizational culture and externally through our research, scientific production, and environmental policy support.

1. Publication and Official Endorsement

This Gender Equality Plan is a public document, published on the official Plan Bleu website (www.planbleu.org), and actively communicated to all staff and partners. It is formally endorsed by the Director of Plan Bleu, ensuring high-level institutional accountability.

2. Dedicated Resources

Plan Bleu commits dedicated human and financial resources to implement, monitor, and evaluate this GEP. The Human Resources department oversees the execution of this plan, ensuring that regular training, data collection, and gender-inclusive recruitment processes are adequately funded and staffed.

3. Data Collection and Monitoring

Plan Bleu commits to transparently reporting sex/gender-disaggregated data on an annual basis within our Activity Reports. To monitor our progress, we continuously track the following key indicators:

- Percentage of women in the overall workforce (e.g., representing 9.8 out of 16.8 Full-Time Equivalents in 2024).
- Percentage of men among interns.
- Percentage of women in the management team (established in 2021).
- Percentage of women among ex-officio members in the General Assembly.
- Percentage of women members of the Board.

4. Training and Awareness

Plan Bleu actively engages in capacity building and awareness-raising activities on gender equality and unconscious gender biases for its staff, management, and associated experts. As a recent example of this commitment, parts of the Plan Bleu team organized and delivered training sessions specifically on gender-sensitive approaches for participatory methods in the frame of the gender training series of the GEF MedProgramme. Furthermore, parts of the Plan Bleu team attended all of the other training sessions organized as part of this series, ensuring continuous internal awareness and skill development.

Strategic Areas of Action

Axis 1: Work-Life Balance and Organizational Culture

Plan Bleu aims to foster a healthy balance between professional and private life. Its Human Resources policy specifically facilitates flexibility, including remote work arrangements, to ensure an inclusive environment that supports employees with caregiving responsibilities. A respectful organizational culture is enhanced through continuous awareness-raising and active social dialogue:

- **Team Sensitization Sessions:** One to two times per year, dedicated discussion and awareness-raising sessions are integrated into general staff meetings. These sessions focus on professional best practices, ethical behavior, and codes of conduct, applicable both within Plan Bleu's offices and during external professional missions and representation abroad.
- **Active Role of the Social and Economic Committee (CSE):** In compliance with occupational health and safety regulations, Plan Bleu's CSE plays a highly vigilant and proactive role in monitoring employee well-being. The CSE is regularly consulted on matters of health, safety, and working conditions, actively contributing to workplace risk assessments and the implementation of preventative safety measures.

Axis 2: Gender Balance in Leadership and Decision-Making

Plan Bleu is committed to maintaining and improving gender parity in strategic roles. Following a recent restructuring, Plan Bleu is led by a single director who receives operational authority from the Board (11 people, representatives of legal entities and natural persons) to manage the association's day-to-day affairs. The association's legal representative is its president. Nonetheless, Plan Bleu monitors and actively encourages the representation of women within its governance structures.

Axis 3: Gender Equality in Recruitment and Career Progression

Plan Bleu guarantees equal opportunities in hiring and career advancement. Its recruitment processes rely on gender-neutral job descriptions and unbiased selection criteria to ensure that all candidates are evaluated solely on their competencies and professional merits.

Axis 4: Integration of the Gender Dimension into Research and Policy

As an interface between science and policy, Plan Bleu integrates gender analysis into its core environmental activities. Recognizing that climate change disproportionately affects women, we proactively incorporate gender-sensitive methodologies into our work. Notable examples include:

- Conducting **Gender-sensitive Climate Risk Assessments** in vulnerable Mediterranean coastal zones, such as the Bay of Kotor (Montenegro) and Tangier-Tetouan-Al Hoceima (Morocco).
- Deploying the **Climagine** participatory foresight methodology, ensuring the active inclusion and leadership of women in local decision-making and sustainable coastal management.
- Publishing targeted socio-economic research, such as studies on the intersection of female labor force participation and energy subsidies in the Mediterranean.

Axis 5: Measures Against Gender-Based Violence and Sexual Harassment

To guarantee a safe, respectful, and supportive working environment free from any form of discrimination or violence, Plan Bleu has appointed a Sexist and Sexual Harassment Referent (RHSS) from within its staff. This designated team member has received specialized training to listen to, advise, and guide employees facing situations of sexism, harassment, or gender-based violence. The referent also acts as a key liaison for the management, advising on preventive measures and ensuring that internal reporting and support procedures are strictly and confidentially followed.



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Endorsement and Signatures

This Gender Equality Plan is formally adopted and integrated into the overarching operational strategy of Plan Bleu.

Marseille, France

Date: 21th August 2026

Antoine Lafitte

Director, Plan Bleu

A handwritten signature in blue ink, appearing to read "Lafitte", written over a faint, stylized graphic element that resembles a triangle or a stylized letter 'A'.