



# OME Gender Equality Plan 2023-2027

Our commitment for a more balanced and  
inclusive regional energy cooperation



Paris, 30 June 2023

**TABLE OF CONTENTS**

**Foreword**.....3

**About OME**.....4

**Methodology** .....5

**Diagnosis** .....7

**Implementation**.....9

**Monitoring**.....10

**Evaluation** .....10

## Foreword

As a not-for-profit regional energy industry association, OME's focus is to enhance dialogue and cooperation on energy by engaging with multiple stakeholders from various Mediterranean countries. Equity, solidarity and mutual trust are the main values that guide our work to enhance energy transition across the region. The gender equality is embedded in these core principles. As the importance of the gender dimension is getting recognition at policy level and in various industry fields – including energy, we proactively engage by developing a Gender Equality Plan in line with the best practices at international level.

This document is the result of a collective exercise that has involved not only the staff of OME Secretariat but also the representatives of the OME governing bodies.

The document is available on the OME website. Two official versions exist, one in English and another in French.

The GEP covers a four-year period (2023-2027) in line with my mandate as OME General Director. It will be updated annually, and will be revised after the end of the General Director's mandate.

While the OME Secretariat is composed of very highly skilled women professionals in charge of managerial position and gender equality is a reality in our organization for many years now, we are aware that in the Mediterranean region there is still a certain unbalance. The aim of this Gender Plan therefore is not only to continue promoting gender policy within our organization but also to create awareness and foster change throughout our network.

As a South Mediterranean female, I am particularly concerned by the importance of mainstreaming gender equality at all levels. I am therefore proud to sign the first Gender Equality Plan of OME for the period 2023-2027, which translates our firm commitment to operate towards a more balanced and inclusive regional energy cooperation.



Houda Ben Jannet, General Director

## About OME

OME was established in 1988 within the Ecole des Mines de Paris as an international research center on energy issues and prospects in the Euro-Mediterranean region. In 1991 it became a non-profit association of leading energy companies operating in the Mediterranean countries. The main objective of OME is to foster cooperation among its members and relevant stakeholders around energy issues in the Euro-Mediterranean area. The Association is a center of studies and information on energy in the Mediterranean region and a permanent meeting forum for its members. Since 2008, it issues a publication assessing the energy outlook for 25 Mediterranean countries and aggregates called MEP – Mediterranean Energy Perspectives. Over the last 30 years, OME has worked extensively on many relevant aspects related to electricity, gas, oil, coal, renewable energy, energy efficiency and sustainable development for both EU and non-EU Mediterranean countries. OME has a long-standing experience in coordinating research projects on energy and climate in the Euro-Mediterranean area with a large number of partners and in organising numerous events for the dissemination of the research results for various stakeholders, including the European Commission. Overall, it has been partner or coordinator of about 30 EU research projects.

OME closely cooperates with a large network of experts in industry, universities, ministries, energy agencies, international organizations. OME was also partner of the Mediterranean Renewable Energy Programme (MEDREP), the Type II Initiative launched by the Italian government in 2002. OME is also partner of the three UfM energy Platforms and serves as the Secretariat of the UfM Gas Platform. Its staff is composed of experienced engineers and economists from various Mediterranean countries, with solid analytical background on energy scenario modelling, policy and market analysis.

The organization is structured around the following main fields of work: Natural Resources and Energy Security, Electricity markets, Renewable Energy and Energy Transition, Monitoring and Modelling. The Technical Committees of OME, decide on priority projects, activities or studies to undertake, bring together representatives from members and external partners and regional stakeholders.

Relevant experience of OME staff is as follows:

- Energy modelling and scenarios
- Market analysis and technology roadmaps
- Environmental and sustainability analysis, Life Cycle Assessment
- Policy papers
- Project management
- Organisation of workshops/conferences/webinars
- Capacity building and training
- Communication and dissemination
- Networking

## Methodology

OME Gender Equality Plan builds on state-of-the-art guidelines developed at national and international levels.<sup>1</sup>

More specifically, the recommendations set by DG Research and Innovation have been followed and adapted to develop a targeted methodology through a five-step approach. Each step is shortly described below.

### Developing a GEP

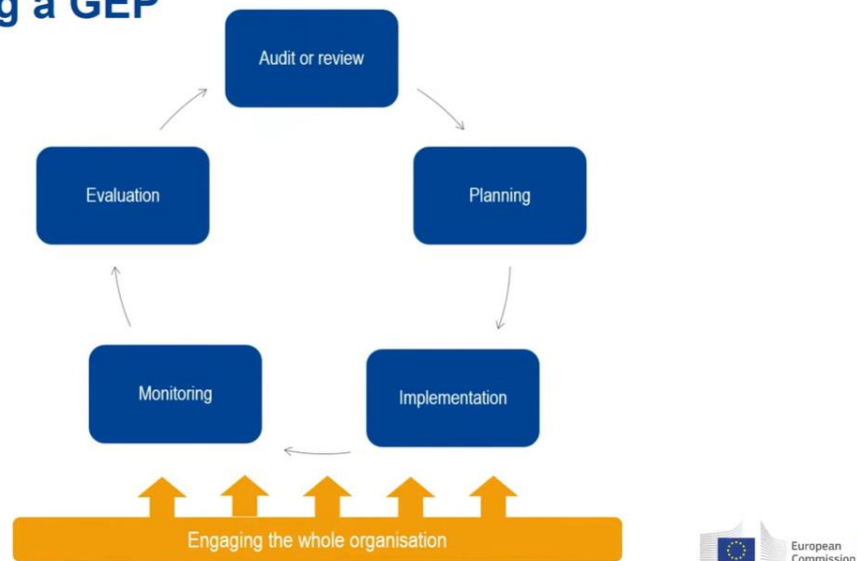


Figure 1 : EC methodology to develop a GEP

- 1) **Audit:** At first, an assessment was conducted to collect information on gender data, as well as on the gender practices followed (for instance, gender policy, use of gender-neutral language). The audit was conducted with the support of a short questionnaire under the form of closed-ended questions (mainly Yes/No options). The questionnaire was submitted to OME staff as well as to the Chairs of OME's Technical Committees. Some suggestions on how to further improve gender policy were collected as optional forms. The questionnaire was developed in May 2023 and the audit was conducted in June 2023.
- 2) **Design and implementation:** The results of the assessment led to identification of a series of actions to incorporate the gender dimension in all focus areas, products and activity type. Clear allocation of role and responsibilities as reflected in the current document will allow mainstreaming of gender dimension in all decision-making processes and structures.
- 3) **Monitoring and Evaluation:** Appropriate procedures in order to monitor progress and suggest mitigation measures, and specific deadlines for appraisal have been defined.

<sup>1</sup> The EC DG Research and Innovation 'Horizon Europe Guidance on Gender Equality Plans' issued in 2021 has represented a valuable source of inspiration to develop the current manuscript. An analysis of available GEP issued by research organisations, Universities, think tanks in France and other European countries has been made to build on best practices and tailor an appropriate methodology.

The four mandatory process-related requirements to comply with the EC GEP eligibility criterion have been respected, as the current plan has the current features:

- Publicly available : OME GEP has been signed by the General Director, endorsed by the senior management and can be accessed through OME website (<http://www.ome.org>).
- Dedicated resources: a gender focal point has been appointed, and measures have been identified to integrate the gender equality perspective in the OME governance
- Data collection and monitoring: an audit has been conducted where disaggregated data have been collected as regards OME Secretariat staff, composition of Committees and other relevant representing bodies. Appropriate measures for monitoring and evaluation have been identified.
- Training: awareness-raising and training actions on gender equality will be conducted to mainstream gender equality approaches by engaging the whole membership

In addition to the four mandatory principles, the GEP covers other areas such as work-life balance, gender balance in leadership, gender equality in recruitment, integration of gender dimension into research.

## Diagnosis

Following the methodology described, a review of current state-of-the art was conducted in order to have a baseline and define specific targets over reasonable time horizons.

### OME Secretariat organisational chart

The OME Secretariat is a small and lean organization, composed of eight people with a level of seniority (>10 years at OME on average). The entire staff as a minimum education level of Master degree. Three members of the staff have a PhD (Dr. Karbuz, Dr. Ben Jannet and Dr. Menichetti). The General Director, Dr. Ben Jannet, is a female, and two division directors (Ms. Guarrera and Dr. Menichetti) are also female. Overall, 50% of OME staff are women, with very high representativeness of female staff in managerial positions.

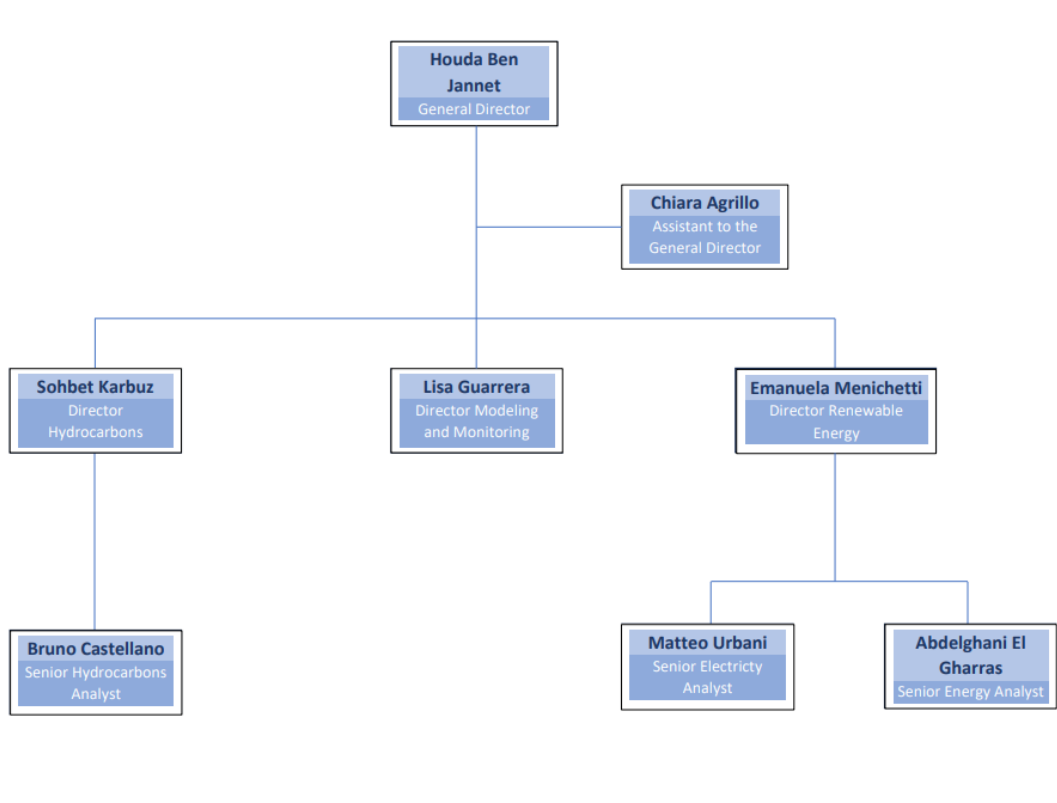


Figure 2 : OME Secretariat Organisational chart

### OME Technical Committees

The composition of OME's Technical Committees in terms of membership (excluding OME staff) is provided in Table 1.

Table 1 : Gender balance in OME Technical Committees

|   | Total number of delegates | Of which: Women | Secretary | Chair | Vice-chair |
|---|---------------------------|-----------------|-----------|-------|------------|
| <b>Energy Inv. Needs &amp; Financing of Infrastructures</b> | 40                        | 38%             | Man       | Man   | Woman      |
| <b>Hydrocarbons &amp; Energy Security</b>                   | 36                        | 30%             | Man       | Man   | Woman      |
| <b>Energy Transition</b>                                    | 25                        | 30%             | Woman     | Man   | Man        |
| <b>Strategy Int'l. Coop.</b>                                | 35                        | 30%             | Woman     | Man   | Woman      |

### **MEP Advisory Board**

To guarantee research excellence and unbiased information, since 2021 OME has established an External Advisory Board, composed of reputed experts in the energy field, from several organisations and various Mediterranean countries. Out of the ten AB members, five are women (50%). Gender equality is one of the mandatory criteria of the Advisory composition.



## **Implementation**

Based on the audit results as presented in the previous sections, a set of actions to further promote gender equality have been identified and planned.

### **Gender Focal Point**

To mainstream Gender Equality aspects, as a first step a gender focal point has been nominated. Dr. Emanuela Menichetti, Director of the Renewable Energy and Electricity Division, was appointed for this position, in recognition of her previous experience as the Gender Focal Point of the Energy Branch at the United Nations Environment Programme Division of Technology, Industry and Economics.

The gender focal point is not a full-time position. An estimated effort of 5-10% of Dr. Menichetti's yearly working hours will be allocated to support gender mainstreaming in OME areas of activities, by advocating, advising and supporting professional staff and monitoring and reporting on progress - if necessary through the support from consultants or external specialists. Dissemination of information and competence development, through training and seminars, is also part of her work as gender focal point. To make sure that this will not result in a stand-alone exercise, periodic reporting is foreseen. In particular, Dr. Menichetti will report on her activities as gender focal point and raise any relevant issue at staff meetings as much as needed. This will enhance dialogue and engagement with senior management.

Although it is strongly recommended to have a team or a dedicated unit working on the gender dimension, the relatively small structure of the OME Secretariat, and its lean organization make the identification of a focal point enough to guarantee the implementation of actions, at least in the first instance.

### **Include gender analysis in OME work**

OME main research products can be classified into two broad categories: i) internal studies for OME members only and ii) external research.

As far as external research is concerned, OME is participating in several EU projects. As such, it adheres to the EU Horizon Europe principles to set gender equality as a cross-cutting issue. The current GEP is a prerequisite to be eligible under Horizon Europe funding calls. Project managers are made responsible for respecting Horizon Europe principles and applying current GEP measures in the implementation of EU research projects.

Regarding internal studies, OME will make sure that a gender-neutral language is used in all studies and publications. Attention will also be paid to a gender-sensitive choice of images when preparing public relations material. A gender focus in energy analysis will be applied. In addition, some specific "products" will have a gender-oriented approach, for instance:

- The OME flagship publication Mediterranean Energy Perspectives (MEP) will include a gender analysis perspective, also in relation to energy access, energy poverty and energy infrastructure, taking into account the UN Women work and available guidelines.
- A webinar on job creation and gender in the energy field is included in the 2023 Programme of Work, and will be organized in the third quarter of 2023. It will help collect relevant data on women involvement in various areas of the energy industry around the Mediterranean as well as to raise awareness on women empowerment across OME membership.

Division Directors are responsible for the accurate implementation of current GEP principles and recommended actions in the execution of their division's work. They will report on an annual basis to the General Director, in coordination with the gender focal point.

### **Nr. of female speakers at OME events**

Even before the establishment of GEP, OME has been following a gender balance approach while developing its events. This GEP reiterates the importance of having enough representativeness from women participants, and a balanced distribution in terms of roles (speaker, panelist, moderator). A minimum threshold of 50% is targeted for women representation.

### **Nr. of female delegates at OME Committees**

OME recognizes that the current level of female representatives at Technical Committees is relatively low and needs to be increased. In particular, a more balanced gender distribution is sought for Chair and Vice-Chair positions. Although the appointment of Committee delegates is beyond OME responsibility and pertains to OME members, efforts will be made to further raise awareness on this important point, for institutional and cultural change. It is foreseen that at the next renewal of Committee compositions in 2024, a share of at least 30% will have to be reached in terms of women delegates, and that at least one woman representative will be appointed as a Chair/Vice Chair in each Committee.

### **Equal opportunities and non-discrimination policy in recruiting**

OME is an equal opportunity employer. As such, it does not discriminate anyone based on race, gender, ethnicity, religion, disability, sexual orientation, marital or parental status. This approach is followed during the various stages of recruitment, for all categories of staff in each category and grade, as well as for short-term assignments, consultants, interns and other temporary staff.

Since Covid19 pandemic, OME has established teleworking measures, which have remained after the end of the sanitary crisis as an opportunity offered to employees for better work-life balance.

### **Monitoring**

The GEP will be evaluated every year. Progress against target will be assessed, and corrective measures will be proposed for immediate implementation. Monitoring responsibility stays with the General Director, who will report to the OME Executive Committee and General Assembly.

The preparatory work will be performed by the gender focal point in cooperation with the General Director. It will be based on the use of several instruments collection of information, using appropriate methods and techniques suited to the nature of the measures.

### **Evaluation**

The GEP will be evaluated every year.

Updated versions will be produced after each objective deadline (e.g. 2026 as regards increased women participation in OME Committees and leadership role).

A new GEP will be developed at the end of 2027.