



Equality, Diversity and Inclusion Policy

1. Introduction

1.1 MADAR aims to improve the humanitarian protection of vulnerable, displaced people in contexts of conflict in the central Maghreb region of Algeria, Morocco, and Tunisia. It is therefore committed to promoting equality, diversity and inclusion and providing an environment where all members of its community are treated with respect and dignity.

MADAR is committed to facilitating research collaborations and commissioning research projects in both the UK and the Maghreb. MADAR therefore seeks to ensure equality of opportunity across all its constituents. The UK government Equality Act (2010) informs our understanding of and commitment to protecting people from discrimination, harassment and victimization in the workplace and wider society.

As a UK Research and Innovation funded project MADAR adheres to specific equality duties that require us to eliminate unlawful discrimination, advance equality of opportunity, promote intersectional justice and foster good relations between collaborators, research partners and participants. It is also our responsibility to publish specific and measurable equality objectives (please see below) and to update our policy annually over four years (2020- 2024).

1.2 We are committed to providing equality of opportunity and support the highest standards of diversity and inclusion. And we will work to ensure that all of our collaborators, research partners and participants are treated fairly and are not subjected to unlawful discrimination on the basis of (their protected characteristic):

- race (includes: race, colour, nationality (including citizenship, refugee/displaced status)
- ethnic or national origins)
- age
- disability
- gender identity (a personal sense of one's own gender. This can correspond to or differ from the sex we are assigned at birth)
- marriage or civil partnership
- pregnancy and maternity
- religion or belief including philosophical belief and a lack of belief
- sex
- sexual orientation

2. Scope

2.1 The policy is applicable to all research partners and participants. As MADAR's research findings will contribute to reducing risk and improving protection for displaced people in the Maghreb as well as shape and influence national and regional policies and practices that stimulate and facilitate protection for displaced people in Morocco, Algeria, and Tunisia, it will be crucial that the principles of non-discrimination and equality of opportunity also apply to the way in which collaborators, research partners and participants treat each other and any other persons associated with the functions of MADAR.

2.2 This policy is non-contractual and may be updated at any time.

3. Roles and Responsibilities

3.1 MADAR has ultimate accountability for compliance with the equality obligations. The Project Manager and the Co-Applicants have overall formal responsibility for this Policy. Day to day operational responsibility for this policy and its implementation has been delegated to the Equality, Diversity and Inclusion Team.

3.2 All at MADAR, including the leadership group, project partners and participants have a responsibility to:

- read and understand this policy and the related policies (such as the safeguarding policy);
- challenge and report unacceptable behavior in a safe manner and in accordance with the policy and its procedures.

3.3 MADAR (this includes the Directors, UK and International Co-Investigators and Project Partners) have a responsibility to:

- set a good example by treating all members of the network as well as participants with dignity and respect and challenge unacceptable behavior;
- ensure all member of the team and all participants are aware of this Policy and know how to report discrimination, harassment or bullying, and that reporting incidents does not result in victimization;
- present the entire team and participants with information (or knowledge about where to find such information) about employee rights as defined within the scope of MADAR's policies' including maternity and paternity rights, etc...
- deals with complaints fairly, thoroughly, quickly and confidentially.

4. Aims of the Policy

4.1 It is MADAR's aim to promote equality of opportunity for all, through the following objectives:

- assessing the impact on equality in our policies, procedures and practices;
- having an effective data monitoring and analysis process;

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- involving Co-Investigators, Project Partners and participants as well as other stakeholders in the development and delivery of our equality, diversity and inclusion objectives;
- promoting equality, diversity and inclusion through internal and external communications;
- ensuring that the Directors, UK and International Co-investigators and Project Partners take part in equality training and in particular those who have responsibility for recruitment and selection;
- ensuring that access to the Equality, Diversity and Inclusion team is, as far as reasonably possible, accessible to all;
- ensuring that those who seek to apply to work with MADAR, are treated fairly and are judged solely on merit and by reference to their skills and abilities
- ensuring that all members of MADAR as well as all participants are provided with appropriate forums to discuss equality, diversity and inclusion issues and raise any concerns;
- ensuring that all research partners are aware of this policy and are expected to adhere to it;

5. Implementation

- 5.1. All at MADAR share responsibility for the successful application of this policy, whilst specific responsibility of its implementation and distribution falls to the Equality, Diversity and Inclusion Team.
- 5.2. MADAR will seek to ensure that the Directors, UK and International Co-Investigators, Project Partners, managers, project administrators, participants and any other group identified as stakeholders will have equal access to the full range of facilities and that adjustments to working and research practices are considered wherever reasonably practicable in order to accommodate a diverse community.
- 5.3. Any member of MADAR and any participant who believes that they may have been the victim of discrimination, harassment, bullying or victimisation shall have protection under the safeguarding policy.
- 5.4. This policy will be made widely available to all members of MADAR as well as all participants in order that they are aware of their entitlements and responsibilities with regard to equality, diversity and inclusion.

6. Reporting

- 6.1 At MADAR, our intention is not to criminalize our stakeholders in the first instance but rather our goal is to hold each other accountable to the highest standards and practices in line with our equality, diversity and inclusion objectives. Please refer to the safeguarding policy.

7. Complaints

- 7.1 Any cases of discrimination, harassment, bullying or victimization will be taken very seriously by MADAR. Any member of MADAR found guilty of unlawful discrimination or harassment will be subject to disciplinary action. Appropriate action will be taken where possible as outlined in the safeguarding policy.

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- 7.2 Team members or participants who make a complaint of discrimination have the right to do so without fear of victimization, and the Equality, Diversity and Inclusion team at MADAR will make every effort to ensure that any complaints are dealt with promptly and fairly.
- 7.3 Members of the public should address their complaint to the Equality, Diversity and Inclusion team in the first instance. Contact information can be obtained from the MADAR [website](#).
- 7.4 The Equality, Diversity and Inclusion Team are available to help with enquiries relating to discrimination, harassment, bullying or victimization. Informal complaints can be made anonymously to the Equality, Diversity and Inclusion Team.

8. Internal Monitoring and Auditing

- 8.1 Monitoring will take place both through the Annual Performance Review (APR) process and reporting to the Equality, Diversity and Inclusion Team. The diversity of researchers, artists, practitioners who will be commissioned to support MADAR and the beneficiaries of any work developed by MADAR and project partners will be monitored as part of the annual reporting. The aim of MADAR is to ensure access to all in an atmosphere of growth, justice and respect.

9. Communication and dissemination

- 9.1 The EDI policy will be accessible to stakeholders via the website and associated dissemination channels (e.g. social media, blog posts, creative outputs and exhibition).
- 9.2 MADAR's EDI team reviews and evaluates the policy every September during the four years of its activities.

10. Further Information

Country Specific further information and support is available below:

UK

UK Equality Act 2010:

<<https://www.gov.uk/guidance/equality-act-2010-guidance>> [Accessed 21 September 2020]

Amnesty.org. 2020 United Kingdom. [online] Available at:

<<https://www.amnesty.org.uk/>> [Accessed 21 September 2020]

Equality and Human Rights Commission:

<<https://www.equalityhumanrights.com/en>> [Accessed 21 September 2020]

Equality, Diversity and Inclusion at UKRI:

<<https://www.ukri.org/about-us/equality-diversity-and-inclusion>> [Accessed 21 September 2020]

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Tunisia

Amnesty.org. 2020. *Tunisia*. [online] Available at: <<https://www.amnesty.org/en/countries/middle-east-and-north-africa/tunisia>> [Accessed 17 August 2020].

Bali moune, Mina. 2012. *The Making of Gender Equality in Tunisia and Implications for Development*. Washington, DC: World Bank. © World Bank. <<https://openknowledge.worldbank.org/handle/10986/9228>> License: CC BY 3.0 IGO. [Accessed 17 August 2020]

Code du Statut Personnel, *Article 23 Act of 1956* <<http://www.jurisitetunisie.com/tunisie/codes/csp/Csp1030.htm>> [Accessed 17 August 2020]

European Parliament Directorate General for Internal Policies, 2012. *Gender Equality Policy In Tunisia*. POLICY DEPARTMENT C: CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS. [online] Brussels. Available at: <[https://www.europarl.europa.eu/RegData/etudes/note/join/2012/462502/IPOL-FEMM_NT\(2012\)462502_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/note/join/2012/462502/IPOL-FEMM_NT(2012)462502_EN.pdf)> [Accessed 17 August 2020].

Algeria

Amnesty.org. 2020. *Algeria*. [online] Available at: <<https://www.amnesty.org/en/countries/middle-east-and-north-africa/algeria/report-algeria/>> [Accessed 17 August 2020].

Freedom House, *Women's Rights in the Middle East and North Africa 2010 - Algeria*, 3 March 2010, available at: <https://www.refworld.org/docid/4b99012676.html> [Accessed 17 August 2020]

Minority Rights Group. 2020. *Algeria - Minority Rights Group*. [online] Available at: <<https://minorityrights.org/country/algeria/>> [Accessed 17 August 2020].

Morocco

Amnesty.org. 2020. *Morocco and Western Sahara*. [online] Available at: <<https://www.amnesty.org/en/countries/middle-east-and-north-africa/morocco-and-western-sahara/morocco-and-western-sahara/>> [Accessed 17 August 2020].

Code la famille Act of 2016

<<http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/Code%20de%20la%20Famille.pdf>> [Accessed 17 August 2020].

Minority Rights Group. 2020. *Morocco - Minority Rights Group*. [online] Available at: <<https://minorityrights.org/country/morocco/>> [Accessed 17 August 2020].

Morocco World News. 2020. '*Chnou Bghiti Nti*': A Campaign for Gender Equality in Morocco. [online] Available at:

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<<https://www.morocoworldnews.com/2020/03/295601/chnou-bghiti-nti-a-campaign-for-gender-equality-in-morocco/>> [Accessed 17 August 2020].

Middle East Eye. 2020. #Masaktach, the Moroccan #metoo.

[online] Available at : <<https://www.middleeasteye.net/fr/opinion-fr/masaktach-le-metoo-marocain>> [Accessed 07 September 2020].

MENA Wide References

European Committee of the Regions, 2017. *Women's Empowerment in The Mediterranean Region*. Commission for Citizenship, Governance, Institutional and External Affairs. [online] European Union. Available at: <<https://cor.europa.eu/en/engage/studies/Documents/Women%E2%80%99s%20Empowerment.pdf>> [Accessed 17 August 2020].

Genderiyya. 2016. *About Gender Wiki*. [online] Available at: <https://genderiyya.xyz/wiki/Project:About_Gender_Wiki> [Accessed 17 August 2020].

Gherbi, H., Adair, P., Benhaddad, A., Medjoub, R. and Hammouda, N., 2019. *Gender Inequalities on The Labour Market In North Africa: Issues, Estimates And Benchmarking Of Inclusiveness*. FEMISE 2018 Internal Competition: 4th round. [online] FEMISE. Available at: <http://www.femise.org/wp-content/uploads/2019/09/FEM-44-04-Final-report-FEMISE-2019-revised_September-21_Clean.pdf> [Accessed 17 August 2020].

Pubdocs.worldbank.org. 2020. *THE SOCIAL INCLUSION ASSESSMENT TOOL*. [online] Available at: <<http://pubdocs.worldbank.org/en/478071540591164260/SiAT-Logo-web.pdf>> [Accessed 17 August 2020].

Tayebi, H. and Lobah, J., (Ed.), 2019. *Dynamics of Inclusion and Exclusion in The MENA Region: Minorities, Subalternity, And Resistance*. [ebook] Morocco: Hanns Seidel Foundation. Available at: <http://www.hssma.org/admin_files_de/Publication_Dynamics_of_Inclusion_and_Exclusion_2019.pdf> [Accessed 17 August 2020].

2020. *Global Gender Gap Report*. [online] Cologny Geneva: World Economic Forum. Available at: <http://www3.weforum.org/docs/WEF_GGGR_2020.pdf> [Accessed 17 August 2020].