



Gender Equality Policy Dutch Olive Oil Institute

1. Commitment

The Dutch Olive Oil Institute is committed to promoting gender equality and equal opportunities in all its activities, including research, education, training, and collaboration with partners in the international olive oil sector.

The institute recognises that diversity and equal participation contribute to better scientific, educational, and professional outcomes. Therefore, all organisational activities are carried out in accordance with the principles of fairness, inclusivity, and non-discrimination.

2. Equal Opportunities in Recruitment and Participation

Recruitment, collaboration, and participation in projects and training programmes are based solely on competence, professional expertise, and merit, regardless of gender, ethnicity, nationality, age, or background.

The institute actively encourages balanced participation of women and men in:

- Research activities
- Sensory panels and expert groups
- Educational programmes
- Leadership and project management roles

3. Gender Balance in Leadership and Expertise

The Dutch Olive Oil Institute aims to maintain balanced gender representation within its organisational structure and project teams. Women and men are equally encouraged to take leadership roles in research, training, and project coordination.

The current organisational structure reflects this commitment through the presence of both male and female experts in key roles within the institute.



4. Inclusive Working Environment

The institute strives to maintain a respectful and inclusive working environment where all staff members, researchers, and collaborators are treated with dignity.

Discrimination, harassment, or exclusion based on gender or any other personal characteristic is not tolerated. The organisation promotes open dialogue, mutual respect, and collaboration among all participants.

5. Gender Equality in Education and Knowledge Transfer

Through its educational and training activities, the Dutch Olive Oil Institute contributes to equal access to knowledge and professional development within the olive oil sector.

Training programmes, workshops, and international collaborations aim to encourage participation from diverse groups and promote equal opportunities for professionals entering the sector.

6. Monitoring and Continuous Improvement

The institute periodically reviews its organisational practices to ensure that gender equality principles are maintained. When participating in international research or education projects, gender balance and inclusivity are considered in team composition, training participation, and dissemination activities.

The Dutch Olive Oil Institute remains committed to continuously improving its policies to support equal opportunities within the olive oil sector.

Organisation: Olijfolie Instituut B.V. / Dutch Olive Oil Institute

Latest update: 18-02-2026

Contact: info@olijfolieinstituut.nl