



Leading Towards
Sustainable Gender
Equality Plans in
research institutions



LeTSGEPs

Few of the top positions in academia are occupied by women, and women still experience slow career progression: across research institutions, **gender imbalances** still persist in contrast with EU Gender Equality Strategy 2020-2025. To tackle these issues, it is important to define concrete objectives and adopt measures on **individual, cultural** and **structural** levels.

Structural changes in particular ensure **lasting** and **sustainable** effects. **Gender Equality Plans** (GEPs) can play a key role in achieving gender equality in higher education and research organizations.

What are Gender Equality Plans ?

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However, Gender Equality Plans cannot reach their full potential without the use of **Gender Budgeting** (GB): gender-based assessment of budgets, that incorporate a gender perspective at all levels of the budgetary process in order to promote gender equality. Budgets reflect real policy commitments and ensure the sustainability of measures.

What is LeTSGEPs?

LeTSGEPs (**Leading Towards Sustainable Gender Equality Plans in research institutions**) will support the **design** and **implementation** of Gender Equality Plans and Gender Budgeting in six RPOs.

- Mathematical Institute of the Serbian Academy of Sciences and Arts (MISANU), Serbia
- University of Messina (UNIME), Italy
- University of Tirana (UT), Albania
- Institut de Ciències del Mar (ICM) Agencia Estatal Consejo Superior de Investigaciones Científicas (CSIC), Spain
- Cergy Paris Université (CY), France
- Max-Planck-Gesellschaft (MPG), Germany

The general objective of LeTSGEPs is to implement institutional changes through Gender Equality Plans. The project is coordinated by Università degli Studi di Modena e Reggio Emilia (UNIMORE) a leading Italian university with established experience in Gender Budgeting; RWTH Aachen University is in charge of monitoring and evaluating the project.

LeTSGEPs specific objectives:

- Setting a methodological framework for sustainable and effective Gender Equality Plans with Gender Budgeting
- Planning Gender Equality Plans in a heterogeneous set of Research Performing Organisations
- Implementing Gender Equality Plans within Research Performing Organisations
- Monitoring, evaluating and improving Gender Equality Plans
- Promoting participation and networking
- Disseminating and communicating the outcomes of the project



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