



Leading Towards
Sustainable Gender
Equality Plans in research
performing institutions



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To ensure Gender Equality Plans (**GEPs**) sustainability and structural transformation, LeTSGEPS fosters the integration of GEPs into the budget cycle, further enhanced by a Gender Budgeting approach (**GEP^{GB}**), which incorporates the gender perspective at all phases of the budgetary process.

The GEP^{GB} implemented by LeTSGEPS partners reflect their real policy commitments to promote Gender Equality.



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For more inspiring
initiatives, take a look at
the LeTSGEPs Handbook
available at



What?

LeTSGEPs project coordinated by the University of Modena and Reggio Emilia (Italy) fosters the design and implementation of GEPs and GEP^{GB} across six Research-Performing Organisations (RPOs) with the monitoring role played by RWTH Aachen University, Germany.

Why?

Designing actions and adopting measures addressing gender bias fostering a systemic institutional change in six RPOs moving their first steps in Gender Equality implementation.



Who?

LeTSGEPs project is coordinated by the University of Modena & Reggio Emilia
The list of six organisations that are responsible for implementing the project are:

- Mathematical Institute of the Serbian Academy of Sciences and Arts, Serbia
- University of Messina, Italy

- University of Tirana, Albania
- Max-Planck-Gesellschaft, with its Max Planck Institute for Biological Intelligence (former Max Planck Institute of Neurobiology) and the Central Gender Equality Office of the Max Planck Society, Germany
- Institut de Ciències del Mar / Agencia Estatal Consejo Superior de Investigaciones Científicas, Spain
- CY Cergy Paris Université, France

The monitoring role is played by RWTH Aachen University, Germany.

How?

- Setting up a methodological framework for sustainable and effective GEPs with integrated GEP^{GB}
- Supporting the design of GEPs across RPOs of different nature
- Effectively implementing GEPs within RPOs
- Monitoring, evaluating and improving GEPs
- Promoting participation and networking among stakeholders
- Disseminating and communicating the outcomes of the project and used methodologies



Achievements

The **LeTSGEPs implementing partners** adopted GEPs for the **first time** in their Institutions/Departments, overcoming administrative and political resistance, when they occurred. They established a **structural and systemic Gender Equality agenda** integrating GEPs and GEP^{GB}. Some shifted from early implementers to being recognised as Gender Equality pioneers within their countries.

Outputs

- **6 GEPs** with a GEP^{GB} approach, tested and revised within each partner institution
- **118 GEPs** specific measures bearing specific **Key Performance Indicators (KPIs)**
- **20 dedicated training sessions** for the partners to develop gender equality awareness and skills
- **1 monitoring platform**
- **1 International summer school** for PhD students and Early Career Researchers (ECRS) fostering the gender dimension in research and networking
- **1 open-source Handbook** and **training materials** in 6 languages
- **6 academic papers** presented at international conferences and published in Open Access
- **60 public workshops** and international conferences to share methodologies and results and enhance networking
- **421 people trained**

Impact

- **4 Newly-established Equal Opportunities Officers and Gender Equality Focal Points** across 4 Consortium partners
- Achievement of improved knowledge in Gender Equality through the use of specific indicators and a survey on gender bias, administered according to LeTSGEPs guidelines
- Enhanced gender balance across the management teams (i.e., institutional roles)
- Permanent GB integration in institutional GEPs standard within University of Modena and Reggio Emilia and implementing partners
- Integration of GEP^{GB} aspects in internal funding
- Introduction of Gender Equality and GEP^{GB} training courses
- Establishment of a protocol/procedure to address sexual and gender-based harassment

GOING FORWARD

The most striking changes achieved by each partner include:

Champions of Gender Equality Sustainable Development Goal 5 (SDG5)

Cergy Paris Université in 2023 stands out in Academic Rankings for Times Higher Education Impact Rankings and places third in France on SDG5.

Innovative Engenderment of the Internal Funds

Institut de Ciències del Mar established a new verification procedure to ensure that gender sensitivity is ensured when granting funds through internal competitive calls.

A Reference Model for Implementing GEP^{GB}

The Mathematical Institute of the Serbian Academy of Sciences and Arts is the first Serbian Research Institute that introduced a GEP, acknowledging the LeTSGEPs process and training as a reference model for other RPOs.

A New Perspective in Implementing a GEP with a GEP^{GB} Analysis

The Max-Planck-Institute for Biological Intelligence adopted a pervasive and systemic approach to GEP^{GB} in its GEP.

The First Pink Room

The University of Messina inaugurated the first Pink Room for breastfeeding, paving the way for other pink rooms to open in the other university campuses.

Teaching Gender Equality in University Curricula

GE was included for the first time in the 2023 training program of the University of Tirana and disseminated to other universities.

LeTSGEPs' partners' transformative change has a multiplier effect on other stakeholders:

- Actively support other RPOs in the drafting and designing of GEPs.
- Join national and international conferences to share LeTSGEPs' vision and experiences with Horizon 2020 Sisters Projects, other RPOs, and researchers.
- Making available open-source training materials and handbook in English and partners' languages.

Our recommendations to those organizations interested in committing to GEP and GEP^{GB}:

- **Identify** top management and dedicated staff to establish a **committee** in charge of GEPs' design.
- Actively involve internal and external **stakeholders** and provide them with continuous state-of-the-art **training**.
- Engage **decision-makers** in GEP design and implement a training strategy.
- Apply a **GB perspective to GEP** measures and integrate them into the **accountability** reporting system.
- In the implementation phase, **identify the department/sector in charge** of each action **and, within it, a person in charge**.
- **Detect** defeats **and failures** in the implementation process and discuss lessons learnt.
- Adopt **internal implementation guidelines**, including a tailored tool to ensure **day-by-day management** processes.
- Update the **gender equality indicators** by adding new guiding and evaluation principles.

Our partners



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