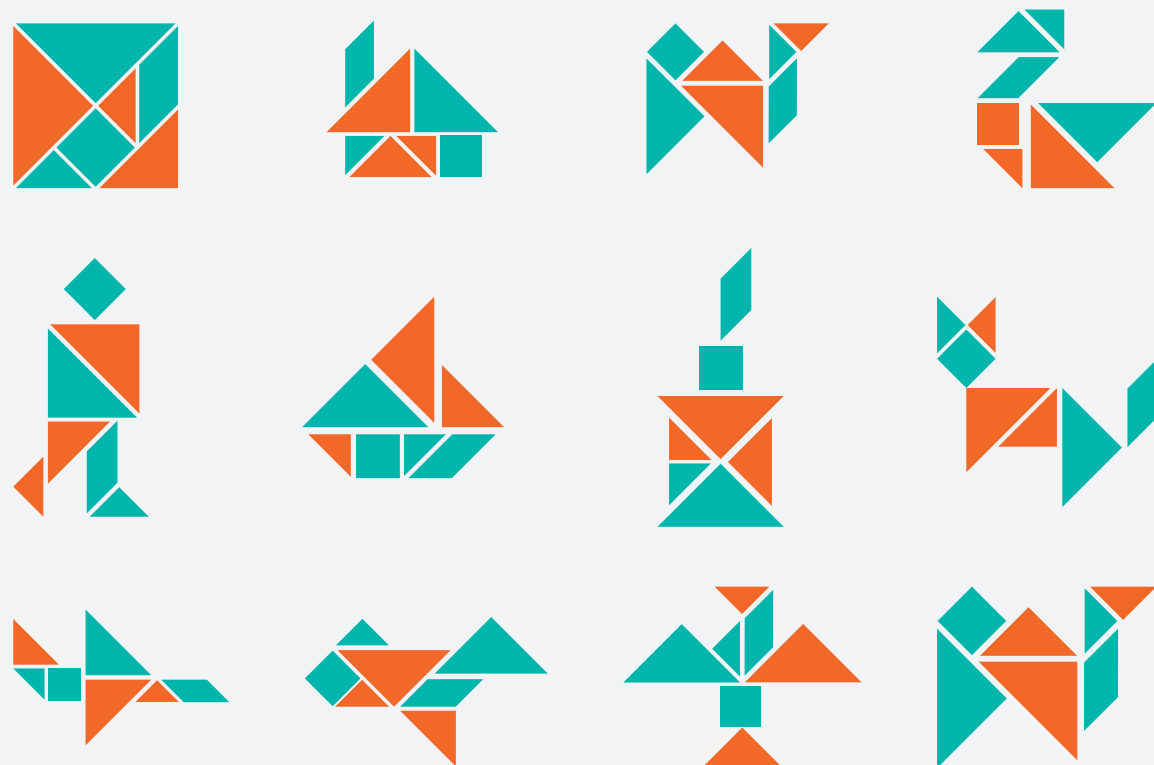




Leading Towards
Sustainable Gender
Equality Plans in
research institutions



What are Gender Equality Plans ?

Gender Equality Plans are plans that include gender as a key criterion to integrate a gender dimension into policy. These plans can serve as a monitoring tool for Gender Equality.

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?

Gender Equality Plans are plans that include **gender as a key criteria** as a way to integrate a gender dimension into policy. These plans can serve as a monitoring tool for Gender Equality.

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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Our partners



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