

INCLUSIVE RESEARCH AND INNOVATION ECOSYSTEMS A SUSTAINABLE WAY FORWARD FOR GENDER EQUALITY

As Project Coordinator, Unimore – University of Modena and Reggio Emilia, managed the LeTSGEPs project at a double level. On the one side, we supported implementing partners in developing their Gender Equality Plans (GEP) integrated with Gender Budgeting (GB) thanks to our solid research experience in this field. On the other, we provided the organisational and administrative tasks related to the project within the Horizon Europe Framework. LeTSGEPs also contributed indirectly to further strengthen Unimore's GEP and GB strategies.



OUR MAIN ACHIEVEMENT

We supported our implementing partners in their GEP and GB process with a sound capacity-building process based on a constant knowledge transfer and training strategy. We supported the transformative change at our implementing partners, while overcoming all the practical and organisational problems related to the pandemic.

OUR ACADEMIC COMMITMENT

The innovative methodologies implemented in LeTSGEPs are the result of an intense and long-lasting research activity carried out by Unimore, with research centres dedicated to the gender impact of public policies (CAPP), the Interdepartmental Research Centre on vulnerabilities and discrimination (CRID) and a dedicated research area within the Labour, Development and Innovation PhD Programme.

During the last 4 years, Unimore has further increased its research contribution to gender equality by creating the Gender Equity Observatory in the Marco Biagi Foundation, joining the National Interest Doctorate in Gender Studies, with Gender*MoRe, a pioneering project of the Unimore University Library System aiming at building a permanent documentation centre to shed light on gender bias in academic communication and with the University start-up IDEM measuring gender equality in organisations.

Unimore offers a new teaching course dedicated to sustainability and gender budgeting and has coordinated two editions of the master's course in Gender Equality Management within the broader Gender Equality and Public Administration project funded by the Emilia Romagna Region.

In December 2023 Unimore will host "Gender, intersectionality, and the Metamorphosis of Rights: The Role of Equal Opportunities Bodies" Annual Congress of the National Conference of the Equal Opportunities Bodies of Italian Universities.

OUR MAIN OUTPUTS

We supervised the GEP design and implementation process of our implementing partners, wrote the Manual on Gender Budgeting in RPOs, assisted partners with 30 bilateral meetings, organised 24 online Consortium meetings, managed the Communication and social media activities, and submitted 51 deliverables, 21 of which with the role of authors and co-authored 4 research papers.

OUR INSTITUTIONAL GROWTH

LeTSGEPs project also strengthened the Unimore's GEP and GB Strategy. During the four years' project, we released a new GEP, establishing a new internal methodology for collecting data. We also published two GB editions empowered by a renovated reclassification process and linked to GEP^{GB}.

OUR LEGACY AND FINAL RECOMMENDATIONS

GEP integrated with GB is a process that really can trigger the transformative change in the RPOs targeting Gender Equality. To achieve this goal, a strong institutional engagement is needed, together with constant and daily dedication. Thorough knowledge of GEP^{GB} methodologies, negotiation skills, endurance and determination are essential, too. LeTSGEPs experience has confirmed that RPOs gain great advantages and increase their competitiveness with a renovated commitment to Gender Equality.