

TARGET - Taking a Reflexive approach to Gender Equality for institutional Transformation

H2020 SwafS-03-2016-2017

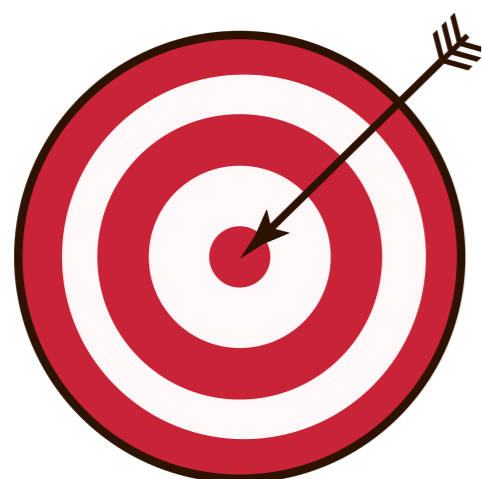
Support to research organisations to implement gender equality plans

Consortium & Roles			
IHS	Austria		Coordinator & Evaluation Gender Equality Innovating Institutions (GEIIs) • Audit • Design GEP/GES • Implement GEP/GES • Monitor & self-assess GEP/GES
ARACIS	Romania	RFO	
RPF	Cyprus	RFO	
FRRB	Italy	RFO	
ELIAMEP	Greece	RPO	
UH2C	Morocco	Uni	
UB	Serbia	Uni	
RMEI	France	Network	
NOTUS	Spain		Supporting Institutions
FGB	Italy		

Main Project Outcomes
Implementation of customised GEPs and development of a reflexive gender equality policy at six RFOs/RPOs
Establishment of a gender equality working group and a gender equality strategy (GES) within RMEI
Effective tools/guidelines for RPOs and RFOs planning to develop and implement GEPs – available for further uptake by other institutions
Initiation of a national discourse about gender equality in R&I in six countries with low engagement for gender equality in R&I.

Main Goal: Contribute to the advancement of gender equality in R&I: addressing gender bias in human resource management, decision making and R&I and HE curricula content

- Specific objectives**
- Build the institutional capacity of 7 GEIIs for a reflexive gender equality policy over 48 months.
 - In RFOs/RPOs - competences gained to **conduct a gender audit, to design, implement, monitor and self-assess a tailored GEP** - in parallel to the establishment of a **community of practice** integrating relevant institutional stakeholders (e.g. HR department, relevant strategic bodies, management).
 - In the university network - sustainable structures established for gender equality and the building up of competences and tools to develop tailor-made GESs and institutional change that enable future ERA initiatives .
 - Foster an **active reflexive learning process** within the GEIIs through **35 institutional change making workshops** each run in conjunction with a supporting institution at each stage of the GEP/GES process as well as between the GEIIs at each stage of the GEP/GES process through **5 capacity building workshops** for the development of customised GEP tools: audit, planning, monitoring and self-assessment.
 - Generate **actions for multiplier effects** through the innovative, network supported use of institutional change agents with national level leverage: reinforcing gender equality in R&I in countries relatively inactive in this field – through **national level workshops**.
 - **Design, develop, test and integrate effective tools for each stage of the GEP** (audit, planning, implementation and monitoring, evaluation) that can be customised to the specific RFO/RPO and be of use to the network and other research institutions .
 - Develop **new knowledge for institutions, practitioners and policymakers** based on a **comparative analysis** of customised GEP implementation and sustainability in order to provide a basis for effective sharing of practice and future change initiatives in both proactive and relatively inactive countries in the field of gender equality in R&I - taking into account the differences in cultural, socio-economic and political settings.



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