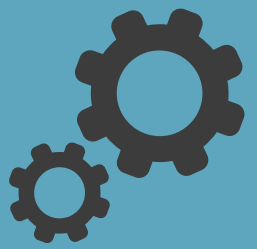


## WP1 PROJECT MANAGEMENT

A group of activities that ensure the effective coordination and flow of information among the project partners.



## WP2 IDENTIFICATION & EVALUATION OF GENDER ISSUES

Design of the research tools, collection of primary data and conducting of 6 institutional diagnosis with regards to Gender Equality issues at each partner institution. Analysis and compilation of all data to a comparative report including SMART objectives for the coming 5 years.



## WP3 WOMEN IN RESEARCH ORGANISATIONS & CAREER PROSPECTS

Focus groups with women professionals and key actors at each partner institution to investigate the factors, skills and policy programs needed for women to advance their careers in research organisations.

Collection of best practices from similar initiatives and establishment of a framework for tracking the adoption of gender equality policy and the success of such interventions.

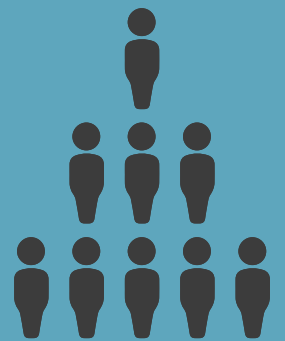
Conducting of gender impact assessment of existing HR policies and development of policy recommendations to induce change.



## WP4 IMPROVING THE GENDER BALANCE IN DECISION-MAKING BODIES

Organisation of engagement sessions with various levels of management and workshops at the academic institutions focusing on the promotion of structural, organisational and cultural changes.

Conducting gender impact assessment at decision-making level and collection of best practices from similar initiatives. Adjustment of the best practices to AHMSSBL Universities for the development policy recommendations.



## WP5 GENDER IN RESEARCH

Raising awareness about gender in research including; participation of women in research and gender dimension of research by organising workshops and training for researchers and PhD students.

Collection of best practices on gender sensitive research and elaboration of case studies to promote the inclusion of the gender dimension in students' and PHD curricula.



## WP6 GENERATING & IMPLEMENTING GENDER EQUALITY PLANS

Design, development and data driven pilot implementation of a customised gender equality plan (GEP) for each partner institution.

Development and promotion of the Gender Equality Officer position through specialised trainings for implementing and monitoring the GEPs.



## WP7 ASSESSMENT OF GENDER EQUALITY PLANS

Development and implementation of an impartial assessment methodology for assessing the application of the GEPs in AHMSSBL institutions. Development of a cross - university database to assess progress and collect best practices.

Use of the Business School Impact System (EFMD label) to perform an impact assessment of the GEPs at sociological level.



## WP8 SUSTAINABILITY, DISSEMINATION & EXPLOITATION

A group of activities that help raise awareness about Gender Equality and disseminate information inside and outside the consortium and provide actionable information and tools collected or produced by the project.

