



# EQUAL4EUROPE

GENDER EQUALITY PLANS

## Final institutional report on current GE situation

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D2.3

Authors



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## ABBREVIATIONS AND ACRONYMS

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## EXECUTIVE SUMMARY

State purpose of this Deliverable and summarize:

- a. Institutional characteristics of the school
- b. Scope and methodology of the assessment
- c. Main findings
- d. Areas of intervention
- e. SMART Objectives



## 1. CONTEXT CHARACTERIZATION

Include general information about the location of the school, number and location of campuses, as in the Initial Inst. Report.

### 1.1 INSTITUTIONAL CHARACTERISTICS

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Include information about the mission and vision, the programs offered (with more detail about AHMSSBL programs in the case of universities), the number of academic and non-academic staff working full-time (and Faculty working part-time), and the number of students.

### 1.2 ECONOMIC SITUATION

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Include information about the economic situation of the country where the school operates, before and during COVID-19

### 1.3 RELEVANT NATIONAL AND LOCAL LEGISLATION AND POLICIES

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Include information about the legislation and policies on gender equality.

### 1.4 GENDER EQUALITY IN ACADEMIA IN (YOUR COUNTRY)

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Include information about gender equality in academia in your country (education, leaky pipeline, etc.).

## 2. SCOPE AND METHODOLOGY OF THE ASSESSMENT

### 2.1 GENERAL AND SPECIFIC OBJECTIVES OF THE ASSESSMENT

This assessment aimed at identifying and evaluating the situation of gender equality at (your School) during year 2019. Specifically, its objectives were:

1. To describe the composition of each school, by gender
2. To evaluate standardized performance indicators on gender equality in recruitment, retention, and career progression of female academics.
3. To examine gender mainstreaming in research, decision making bodies and policies that support gender equality in the School
4. To analyze the perceptions and experiences of stakeholders at the school: Faculty, staff, and students.

The outcomes of this assessment will be used as a starting point for the design of a tailored gender equality plan for the School.

### 2.2 METHODOLOGY

Include information about general methodology and data sources. Include a section on Ethics.

#### 2.2.1 TARGET GROUPS INCLUDED IN THE ASSESSMENT

In addition to the Faculties and Target groups, describe how you organized faculty ranks in your institution into three (or more) categories to allow for comparison among institutions

#### 2.2.2 INSTRUMENTS

Include information about the instruments used (GEI, surveys) to conduct the assessment and a brief description of qualitative data, if applicable.

#### 2.2.3 SURVEY SAMPLE

Describe your samples for the Faculty, staff and student surveys. Present response rates and explain how does the sample represents the distribution of the population at your school.

#### 2.2.4 DATA ANALYSIS

Describe the quantitative or qualitative data analysis you undertook.

## 3. RESULTS OF THE ASSESSMENT

This section will be divided into four parts, according to the 4 objectives of the assessment:

1. Composition of the school by gender
2. Recruitment, career progression and retention of female researchers
3. Gender mainstreaming in research, decision making bodies and policy
4. Perceptions and experiences of staff and students at the school

### 3.1 COMPOSITION OF THE SCHOOL, BY GENDER

#### 3.1.1 STAFF

##### 3.1.1.1 FACULTY

##### 3.1.1.2 POSTDOCS

#### 3.1.2 PHD STUDENTS

#### 3.1.3 MASTER, MBA AND EXECUTIVE EDUCATION

### 3.2 RECRUITMENT, CAREER PROGRESSION AND RETENTION

#### 3.2.1 RECRUITMENT

#### 3.2.2 CAREER PROGRESSION

#### 3.2.3 RETENTION

#### 3.2.4 ACADEMIC SPEAKERS

#### 3.2.5 VISITING PROFESSORS

### **3.3 GENDER MAINSTREAMING IN RESEARCH, DECISION MAKING BODIES AND POLICY**

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#### **3.3.1 INTEGRATION OF THE GENDER DIMENSION IN RESEARCH AND INNOVATION**

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#### **3.3.2 DECISION MAKING BODIES**

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#### **3.3.3 POLICIES ON GENDER EQUALITY, EQUITY AND INCLUSION**

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### **3.4 PERCEPTIONS AND EXPERIENCES OF STAFF AND STUDENTS**

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#### **3.4.1 RESULTS FACULTY**

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#### **3.4.2 RESULTS ADMINISTRATIVE STAFF**

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#### **3.4.3 RESULTS STUDENTS**

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### **3.5 CONCLUSIONS RESULTS OF THE ASSESSMENT**

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## 4. RECOMMENDATIONS FOR INTERVENTION

### 4.1 OVERVIEW OF THE MAIN AREAS OF INTERVENTION

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### 4.2 PRIORITIZATION OF AREAS OF INTERVENTION FOR (YOUR INSTITUTION)

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### 4.3 SMART OBJECTIVES FOR (YOUR INSTITUTION)

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### 4.4 ENGAGEMENT OF STAKEHOLDERS AT (YOUR INSTITUTION)

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## 5. CONCLUSIONS

Summarize main points from the assessment and next steps.

## APPENDIXES



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