

## AGRIGEP - ASSESSMENT AND IMPLEMENTATION OF AGRICULTURE AND LIFE SCIENCES UNIVERSITIES' FIRST GENDER EQUALITY PLANS IN WIDENING COUNTRIES

### ABOUT THE AGRIGEP PROJECT

Discover the collaborative journey of change among six consortium partners; each higher education and research institution assesses their current Gender Equality Plan (GEP) implementation. Through a series of capacity-building activities, institutions strive to create a more inclusive and equitable environment. By crafting and enacting specialised GEPs for the fields of agriculture and life sciences, AGRIGEP aims to drive positive and lasting changes. Join us in this transformative initiative and be part of the journey towards a more balanced academic community.

#### COORDINATOR:

MATE – HUNGARIAN UNIVERSITY OF AGRICULTURE AND LIFE SCIENCES

EC CONTRIBUTION: € 998.237

DURATION: 36 MONTHS

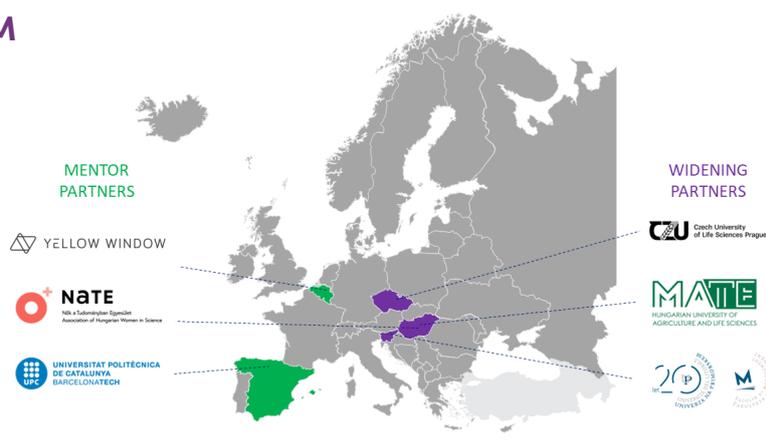
START DATE: 1 JANUARY 2023

END DATE: 31 DECEMBER 2025

### OUR GOALS:

1. Perform a responsible assessment of widening RPOs' current status on GEP implementation.
2. Improve capabilities through intensive capacity building.
3. Develop and implement agriculture and life-science targeted GEP with sectorial-specific measures and strategies.
4. Integrate GEP targets into the academic training materials of RPOs'.
5. Foster and support long-term structural changes of RPOs'.

### THE CONSORTIUM





## GENDER EQUALITY IN HIGHER EDUCATION AND RESEARCH: THE STEM FIELD AND THE AGRICULTURE

### The Needs

Gender inequality is a major barrier in the R&I area that limits the capabilities and capacities of research and education institutions. Across the EU, the development of Gender Equality Plans (GEP) intends to address the problems at Research Performing Organisations (RPOs); however, the variability in capability, capacity, and expertise hinders the efficient implementation of the institutional GEPs, especially in the widening countries. Additionally, there are specific GE issues within certain fields of study at research and education institutions. In this context, GE issues in the Science, Technology, Engineering, and Mathematics (STEM) fields are well-known, and specific action plans have been developed. Within STEM, agriculture and life-science-focused RPOs face very similar problems, but they lack sector-specific measures and mitigation plans. Furthermore, in agriculture, a large GE sector-specific imbalance exists in developing countries where a relevant proportion of RPOs' international students come from. The AGRIGEP project, with the joint efforts of six consortium partners, aims to i) perform a responsible assessment of widening RPOs' current status on GEP implementation, ii) improve capabilities through intensive capacity building, and iii) develop and implement an agriculture and life-science targeted GEP with sectorial specific measures and strategies. These results could lead to long-term institutional reforms. Additionally, this project will work to establish the inclusion of GE issues within the RPOs' educational system and the professional training of students. The realisation of these objectives and the implementation of inclusive GEPs will enhance the inclusiveness, reputation, attractiveness, and research excellence of widening country RPOs. Moreover, it will promote the transformation of institutions and advance GE within the ERA as well.



**Sources:**

1 She Figures 2021

2 UniSAFE D3.2 Report on the European Policy Baseline



## PRESENTING THE CONSORTIUM PARTNERS

We feature our partners in the upcoming newsletters. In the first newsletter, we introduce our Mentor partner UPC from Barcelona (Spain), and one of our widening partners, the CZU from Prague (Czech Republic).

### UPC - Universitat Politècnica de Catalunya BarcelonaTech



**UNIVERSITAT POLITÈCNICA  
DE CATALUNYA  
BARCELONATECH**

UPC is a public institution of research and higher education in the fields of engineering, architecture, sciences and technology. The university offers more than 66 diploma and degree courses, 81 MSc courses and 45 PhD Programmes among its 9 campuses. Every year, UPC hosts more than 6,000 bachelor's and master's students and more than 500 doctoral students (academic year 2018-2019) with a high graduate employment rate: 93% of its graduates are employed. The UPC has a specialised unit that is dedicated to the contractual, legal, and financial aspects of European Research projects called the International Projects Unit (UPI). Under the Horizon 2020 programme (2014-2020), the UPC was granted 243 projects, of which it has coordinated 66 (13 of them are funded by the European Research Council). The UPC also has 53 projects (of which it coordinates 9) funded by other European programmes. Regarding the current Horizon Europe Programme, UPC has been awarded 13 projects, significantly, 2 as a coordinator and 2 ERC Starting Grants, with a total funding of 9.76 million. Since 2013 the UPC has endorsed the European Commission's European Charter and Code for Researchers, two documents, addressed to researchers as well as research employers and funders in both the public and private sectors, are key elements in the EU's policy to boost researchers' careers. Moreover, in the context of the Human Resources Strategy for Researchers (HRS4R), which supports the Charter, the UPC obtained (in July 2017) an official acknowledgment for HR Excellence in Research and was granted the certified logo of the program by the European Commission. With reference to the GE Policy, UPC is currently working on the implementation of its Fourth Gender Equal Opportunities Plan (2022-2026) through the Equal Opportunities Office, which was created in 2007. From 2017 to 2021 the UPC was involved in the GEECCO project (Gender Equality in Engineering through Communication and Commitment), which aimed to reduce gender inequality in European research institutions working in STEM fields.



associate professor,  
Department of Mathematics UPC  
AGRIGEP Team Lead at UPC

#### DR. MARTA PEÑA

“Our UPC team is deeply committed to the AGRIGEP project and has high expectations for its results. Through collaboration with our consortium partners, we aim to collectively promote gender equality in STEM fields. By sharing our experiences and knowledge gained at UPC, we hope to support other institutions in their journey towards achieving gender equality. A key expectation is our commitment to adopting a bottom-up approach, which we believe will be instrumental in promoting gender equality. Our vision extends to supporting educators to integrate a gender perspective into their teaching and research. We look forward to the positive impact this project can have in promoting inclusion and gender equality in European education.”





## CZU - Czech University of Life Sciences



CZU is a leading educational and research centre in the Czech Republic. It encompasses more than one hundred years of tradition with the newest technologies, progressive science, and research activities in agriculture, forestry, bioeconomy and biotechnologies, landscape architecture, environment, food, wood sciences, economics and business, management, ICT, rural development, mechanical engineering, and pedagogy. CZU offers 296 accredited study programmes at BSc, MSc and PhD levels taught in Czech and 154 taught in English. The University is a member of the EuroLeague for Life Sciences (ELLS), Union of Forest Research Organisations (IUFRO), Interuniversity Consortium for Agricultural and Related Sciences in Europe (ICA), Conference of Deans and Directors of European Forestry Faculties and Schools (ConDDFFES) and many other alliances. Under the Horizon 2020 programme, CZU was granted 18 projects (2 as a coordinator). Up to now, CZU has been awarded 25 projects from the Horizon Europe programme, 4 as coordinator, 1 ERC Consolidator grants and 1 MSCA. In 2021, CZU was awarded the HR Excellence in Research (HR Award) by the European Commission. The CZU adheres to the rules set out in the Charter and the Code in the area of recruitment and employment of their staff. CZU also adopted the GEP in 2021 which expresses the CZU commitment to address gender mainstreaming and equal gender opportunities in a systematic and long-term manner, which was published on its website. Transparent and equal access to employees is one of the important elements of strategic human resources management which is covered by CZU's 2021+ Strategic Plan for Educational, Creative and Other Activities, where GE is one of the specific objectives. In addition to participating in the project as a mentored partner, CZU is responsible for the communication and dissemination activities of the project as WP2 leader.



Vice-dean for Development,  
Faculty of Tropical AgriSciences (FTA);  
Senior researcher,  
Department of Sustainable Technology,  
FTA, CZU  
AGRIGEP Team Lead at CZU

### DR. JANA MAZANCOVÁ

“Our expectations from the AGRIGEP project are mainly related to learning from sharing the best practices and experience of mentors – UPC, Yellow Window and NaTE on how they overcome challenges, barriers and resistance on the pathway towards gender equality and safe environments. Then, we look forward to capacity building of GE agent of change at CZU. Further, we appreciate the planned joint revision of the GEP to ensure that all categories of stakeholders have been involved and that the CZU GEP addresses prime challenges. And finally, we expect that the AGRIGEP project activities will enhance overall awareness and discussion on gender, gender equality and related issues in academia and research.”





## EXTERNAL EXPERT ADVISORY BOARD (EEAB)

At the proposal phase, the creation of an external panel of experts to support the effective implementation of the project and maximise its impact was already envisaged. We contacted some experts who provided their support for the submission. After receiving the positive decision of the EC the feedback of the experts was very positive and they raised their willingness to support our project. Now we are pleased to introduce the External Expert Advisory Board (EEAB) of AGRIGEP project, a gemium of experts who will guide us on our 36 months journey:



**Dr. Marcela Linková**, who is the head of the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences. She holds a doctorate in sociology from Charles University in Prague. Her research focuses on gender and research, specifically on the sociology of gendered organisations and institutional change, gender-based violence in academia, governance of research, and public policies for gender equality in R&I. She is the Member State Co-Chair of the ERA Forum subgroup on inclusive gender equality.



**Dr. Beáta Nagy**, who is a professor of sociology at the Corvinus University of Budapest, President of the Hungarian Sociological Association and director of the Centre for Gender and Culture at Corvinus. She is a board member of the European Consortium for Sociological Research. Her previous research dealt with work-life balance, gender and executive search, women's advancement in academic life, and intensive motherhood during the pandemic.



**Dr Dimitris Tsalts**, who is Associate Professor at the Department of Agricultural Sciences, Biotechnology and Food Science at Cyprus University of Technology. He has done his studies and worked in Greece, UK, USA and Cyprus before joining CUT.

## WHAT HAS HAPPENED IN THE PROJECT SO FAR?

### EVENTS OF AGRIGEP

#### AGRIGEP Kick-off meeting, 28/02/2023-01/03/202

The project had its official start on January 1st, 2023, and had the kick-off meeting on February 28th - 1st March in Gödöllő, Hungary; hosted by MATE, the Project Coordinator. The meeting was opened by the AGRIGEP Coordinator Institution where the Project Officer (REA) and the Policy officer from the European Commission attended the meeting online. The partners presented their organisations, their teams, and their expertise.



#### Girls' Day at MATE, Hungary 27/04/2023

On Girls' Day - four campuses of MATE opened their doors to girls who are about to choose a career, among the best technology companies, research institutes, and universities in the country. Through a diverse program at each Campus, the students could learn the beauty of the agricultural higher education areas and immerse themselves into the life of university students. Girls' Day is a nationwide program series that promotes (supports) girls' entry into STEM subjects in higher education.





### Awareness raising event at MATE, Hungary 24/05/2023

MATE organized its first awareness-raising event on national language for university employees and students. The event was held on-site (hybrid mode) and included a roundtable discussion on a topic that wasn't just focused on women, but rather inclusive of all genders. Participants were able to learn about the experiences of women researchers in STEM fields through a diverse program. They gained insight into the purpose of GEP and how a well-crafted plan can promote equality. Additionally, the AGRIGEP project was introduced by the coordinator.



### 1st meeting with sister projects

Four ambitious projects were selected for funding by the ERA under the HORIZON-WIDERA-2022-ERA-01-81 call. We organised our first joint meeting with our sister project on 11th of July to discuss the opportunities for collaboration, joint events, information sharing, and training. The fourth project, NEXUS, started on the 1st of September, joining us later during the year.

**BUDGET** 

 **NEXUS**

 **SUPPORTER**

### European Sustainable Development Week

Thousands of events take place across Europe every year during the European Sustainable Development Week: conferences, exhibitions, workshops, seminars, film screenings, community meetings, open days and many other activities. The aim is one: to show that we care about the future of the world we live in.



### KÁN University Days on the Kaposvár Campus of MATE

This year's KÁN University Days 2023 closed with a successful programme. Besides the professional events of the exhibition organised by the Hungarian University of Agricultural and Life Sciences and the Hungarian Agricultural Ltd., the public programmes were also very important this time, attracting many families during the 3 days of the exhibition. Our AGRIGEP project was also presented at the exhibition.



**Presentation at the Rector's Day at the University of Primorska** Dr. Štefan Bojnec and Dr. Patricia Blatnik presented the project and related questions at the University of Primorska (UP) Rector's Day, Connecting Through Rector's Day at UP, on 18 October. The focus of presentation was on promoting gender equality at the UP. The event provided the opportunity to exchange issues and experiences on gender equality and to contribute to the search for solutions regarding the Gender Equality Plan for UP for the 2021-2027 period.



**In-person meetings of the mentoring and widening partners** Maxime Forest from Yellow Window visited together three partners' institutions. First at CZU, Czech republic, the second onsite visit took place at MATE, Hungary and the last one happened at UP, Slovenia. During the onsite mentoring and coaching activities, YW had the opportunity to interact with staff at the campuses, give interesting lectures and get to meet stakeholders.





### Researchers' night 2023

The Researchers' Night took place on September 29, 2023, at Károly Róbert Campus, which is one of the campuses of the Hungarian University of Agriculture and Life Sciences. Our AGRIGEP Horizon Europe project was also presented



### 4th Multidisciplinary Conference for Young Researchers (MCYR)

Agrigep project has been presented at MCYR conference organised on October 5th at Czech University of Life Sciences Prague (CZU). Topic of conference was: Empowering Young Researchers for Multidisciplinary Exploration



## SECTORAL GEP KNOWLEDGE-SHARING NETWORK

As part of the activities of AGRIGEP project, a free-of-charge, open knowledge-sharing network will be established to help with the exchange of good practices, share information and knowledge, and enhance cooperation between the RPOs and their stakeholders. Most of the RPOs are developing and implementing their first GEP in widening countries (mainly within the Eastern-European region) therefore, newcomers in the GE field with the lack of established GE-network or missing stakeholder connections. The major aim is to support for reinforce RPO's networking in the area of GE and inclusiveness, especially with already existing Communities of Practice.

**Follow our newsletter and social media channels to learn more about our activities. Be part of this new network by joining it and supporting our goals!**

## UPCOMING EVENTS WITHIN AGRIGEP

### EVENT

Women in Agriculture higher education and research - career routes of emblematic women in the agriculture field - webinar and round table discussion series.

Rural Women's Day

International Day for the Elimination of Violence Against Women

AGRIGEP Awareness Raising events

International Day for the Elimination of Violence Against Women - local events and social media campaign with sister projects

'Women in Science' national annual campaigns

Day of Women and Girls in Science

Hungarian Girls' Day

Researcher's Night 2024

### TIME AND PLACE

Hungary,  
16 November 2023 Live stream

Hungary, Czech Republic, Slovenia,  
15 October 2023

Hungary, Czech Republic, Slovenia, Spain, Belgium,  
25 November 2023

Czech Republic, Slovenia  
autumn, 2023

24 November - 16 December, 2024

Hungary, Czech Republic, Slovenia, Spain,  
spring time 2024

11 February 2024

Hungary, spring time 2024

Hungary, Czech Republic, Slovenia, Spain, Belgium,  
27 September 2024

## UPCOMING INTERNATIONAL EVENTS

### Unesco campaign, International Day for the Elimination of Violence against Women; November 25

Five years ago, the #MeToo movement, founded by activist Tarana Burke in 2006, exploded and sparked global mobilization creating a moment of urgency in preventing and responding to violence against women and girls



### 4th International Conference on Gender Studies and Sexuality; March 14-16, 2024, Berlin, Germany

The topics of gender equality and representation, socio-political and cultural understanding, legislative and social efforts to combat discriminatory practices, and dozens of other subjects will be discussed on the conference. 4th International Conference on Gender Studies and Sexuality (icgss.org)

### 2nd World Conference on Gender Equality on 14-16 June 2024 in Nice, France

This academic Gender Equality Conference will bring together leading researchers, scholars, and scientists in the field, as well as members of non-profit and government organizations. They will examine some of the most pressing challenges in the field both from micro and macro perspectives.

2nd World Conference on Gender Equality – Nice (geconf.org)

### 20th Gender and Education Association Conference; Port Macquarie, Australia; 17 - 20 June 2024

The conference will bring together education practitioners from all levels and backgrounds to increase diversity and inclusion in education, improving equal opportunities for all.

GEA Conference 2024 – 20th Gender and Education Association Conference (csu.domains)

## PUBLICATIONS

A special issue is under preparation by the researchers of the Centre for Social Sciences, (Hungarian Academy of Sciences Centre of Excellence) – who are the members of our project partner, the Association of Hungarian Women in Science (NaTE) as well – in the journal of Social Inclusion. The title of the Issue is Gender Equality Plans in European Research Performing Organisations. We will report on the progress of this special issue in our coming newsletters.

## HOW TO REACH US

AGRIGEP Coordination Office: for more information about AGRIGEP project, please contact the coordination team from Hungarian University of Agriculture and Life Sciences (MATE) **OR CHECK OUR AGRIGEP PROJECT WEBSITE**

**Julianna Kobolak, PhD**

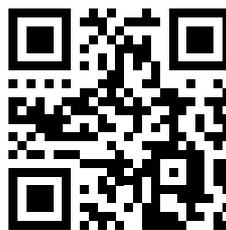
Project Coordinator

Email: [info@agrigepeu](mailto:info@agrigepeu)

**Mónika Kocsis-Kiss**

Project Manager

Website: [agrigepeu](http://agrigepeu)



[agrigepeu](http://agrigepeu)



Stay tuned and sign up  
for our Newsletter: **LINK**