

COUNTRIES INVOLVED

-  Implementing Partner
-  Technical Partner



Coordinator



Centre de Coopération Internationale
en Recherche Agronomique pour le
Développement (CIRAD) - FRANCE

Implementing Partners



Centro de Investigaciones Científicas y
Tecnológicas de Extremadura
(CICYTEX) - SPAIN



Centro Internazionale di Alti Studi
Agronomici Mediterranei
(CIHEAM Bari) - ITALY



Agriculture and Food Development
Authority (Teagasc) - IRELAND



Universit t Wageningen (WUR) -
NETHERLANDS



Technologiko Panepistimio Kyprou
(CUT) - CYPRUS



Agence Nationale de la Recherche
(ANR) - FRANCE

Technical Partners



Yellow Window - BELGIUM



Sociologick y  stav Akademie v d
 esk  republiky (ISAS) - CZECH
REPUBLIC

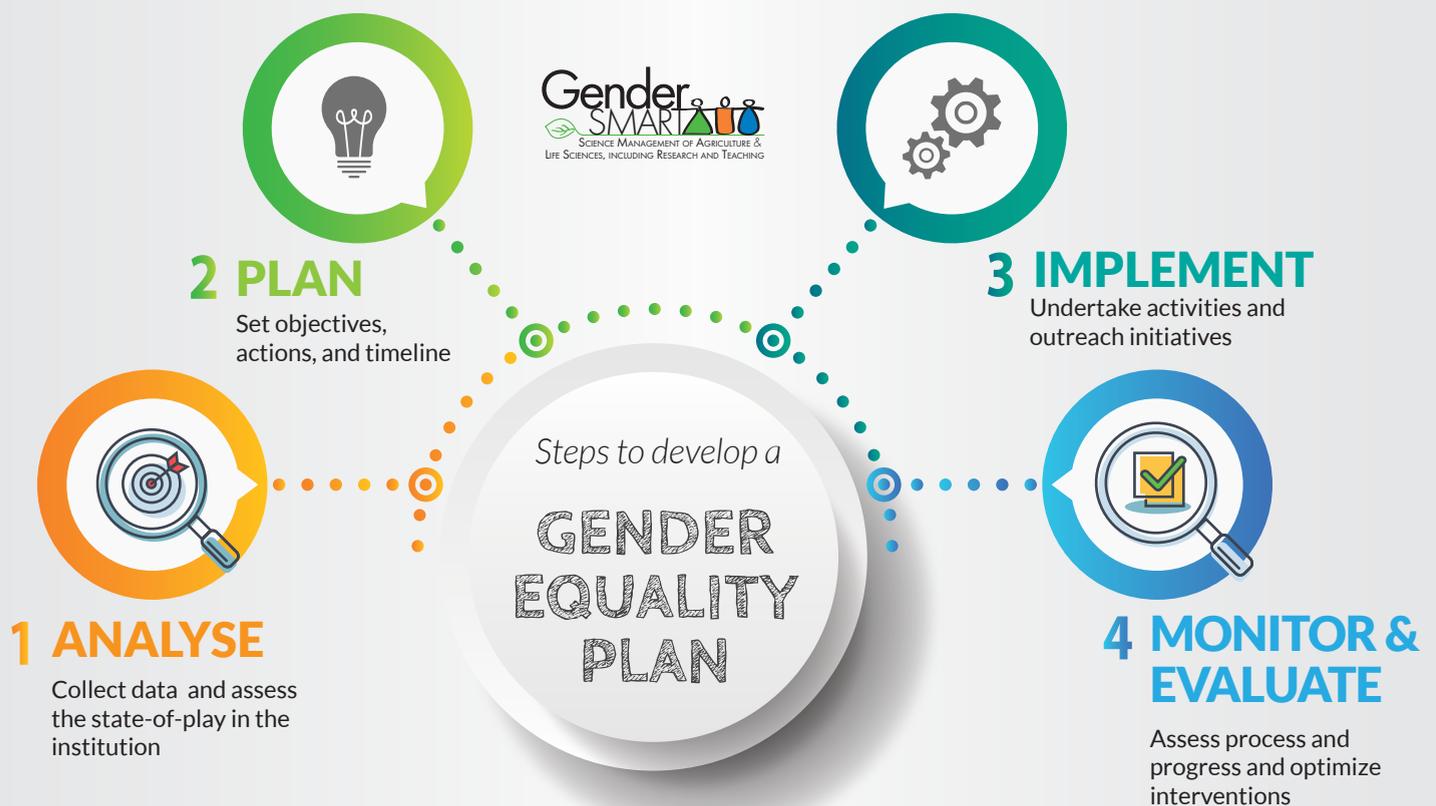


Steps to develop a Gender Equality Plan (GEP)

The **gender-mainstreaming cycle**, included in the Gender Equality in Academia and Research GEAR tool, edited by the European Institute for Gender Equality (**EIGE**), inspired the guidelines prepared by Gender-SMART for the development of the GEPs within the consortium's Institutions.

The cycle highlights the 4 steps to develop a GEP, how to put it in motion and how to live up to it.

Gender-SMART implementing Partners have adopted EIGE's GEP structure tailor-made to their specific context.



Source: European Institute for Gender Equality, 2016



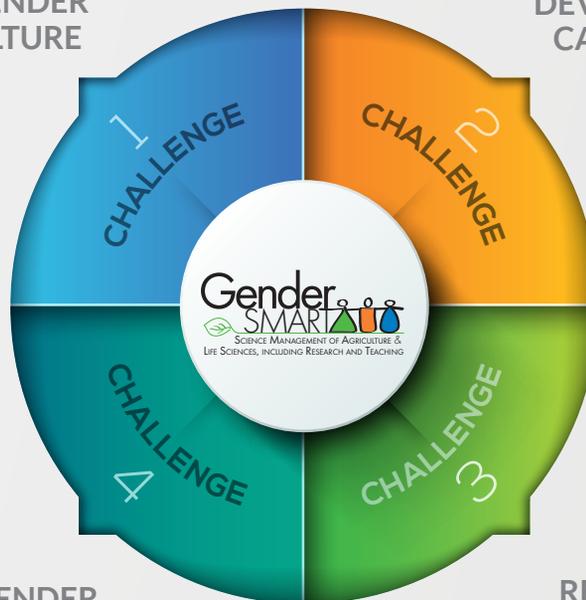
GEPS' challenges in Gender-SMART's consortium partners

CHALLENGES

Shared challenges have been identified by partners. They will be tackled as part of a global process of institutional change engaging the organisation as a whole.

BUILDING A GENDER
EQUALITY CULTURE

DEVELOPING EQUAL
CAREER SUPPORT
MEASURES



INTEGRATING GENDER
IN FUNDING, RESEARCH
AND TEACHING

RESHAPING
DECISION-MAKING AND
GOVERNANCE



GEP's key areas and actions in Gender-SMART's consortium partners

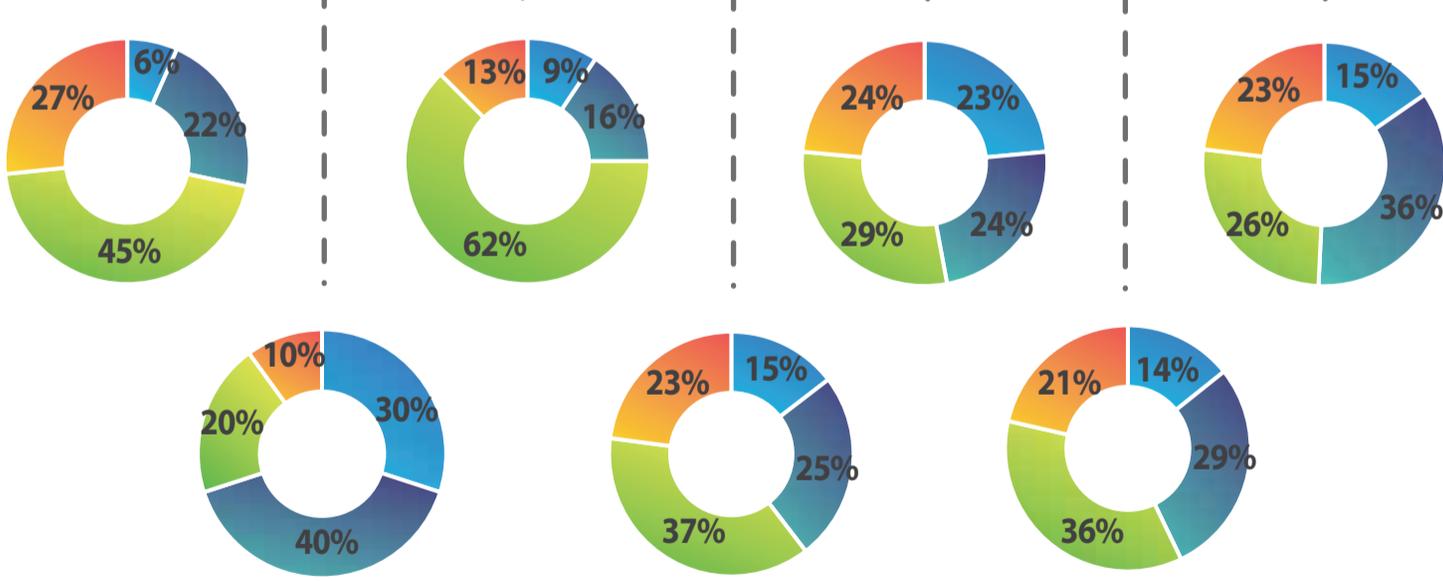
KEY AREAS and ACTIONS

The implementing partners have built their GEPs around several key areas. They will be addressed in their complex, multi-layered dimensions through a holistic set of **ACTIONS**, adapted to the missions, structure and functioning of the Research Performing Organizations (RPOs) and Research Funding Organizations (RFOs) that are involved in the project.



CIRAD Centre de Coopération Internationale en Recherche Agronomique pour le Développement (CIRAD) - FRANCE	CYCITEX Centro de Investigaciones Científicas y Tecnológicas de Extremadura (CICYTEX) - SPAIN	CIHEAM BARI Centro Internazionale di Alti Studi Agronomici Meridionali (CIHEAM Bari) - ITALY	TEAGASC Agriculture and Food Development Authority (Teagasc) - Ireland	WAGENINGEN Universit�t Wageningen (WUR) - Netherlands	CUT Technologio K�prou (CUT) - Cyprus	ANR Agence Nationale de la Recherche (ANR) France

KEY AREAS ADDRESSED 7	KEY AREAS ADDRESSED 6	KEY AREAS ADDRESSED 4	KEY AREAS ADDRESSED 4	KEY AREAS ADDRESSED 7	KEY AREAS ADDRESSED 4	KEY AREAS ADDRESSED 3
ACTIONS 47	ACTIONS 19	ACTIONS 32	ACTIONS 47	ACTIONS 26	ACTIONS 14	ACTIONS 65



TYPES of ACTIONS

AWARENESS RAISING	CAPACITY BUILDING	STEERING CHANGE	MONITORING AND EVALUATION



Core values in Gender-SMART's consortium partners

Drawing upon the **gender audit** performed within each Partner Organization, **CORE VALUES** have been developed with a view to being fully disseminated and integrated in daily routines and procedures.

CORE VALUES
CIRAD



- » Daring
- » Trust
- » Diversity
- » Equity
- » Openess
- » Sharing
- » Respect

CORE VALUES
CICYTEX



- » Visibility
- » Parity
- » Equality

CORE VALUES
CIHEAM Bari



- » Equal access to leadership opportunities
- » Championing change for more gender inclusiveness
- » Broad-mindedness

CORE VALUES
TEAGASC



- » No barriers
- » Active inclusion
- » Equal Opportunities

CORE VALUES
WUR



- » Diversity, inclusion and equal opportunities
- » SDGs # 5 and # 10

CORE VALUES
CUT



- » Education
- » Awareness
- » Inclusive
- » Gender Mainstreaming
- » Democratic (decision making representation)

CORE VALUES
ANR



- » Quality
- » Equity
- » Transparency