

Gender Equality in Research Performing Organizations – Strategies, Negotiating and Sustainability

June 20th, 2022.
10:00 – 13:00, Grand Hall of SANU

International Workshop
Horizon 2020 projects LeTSGEPs and MINDtheGEPs



LeTSGEPs



Organizers:
**Mathematical Institute SANU and
University of Belgrade, School of Electrical Engineering**

EU H2020 project “Leading Towards Sustainable Gender Equality Plans in research institutions” – **LeTSGEPs** – aims at connecting different Research Performing Organisations (RPOs) in the design and implementation of **Gender Equality Plans (GEPs)**. The project seeks to design actions and implement measures that will lead to systemic institutional change and address gender bias in RPOs at a very initial stage of gender equality measures implementation, thanks also to the help of the more experienced partners. As a powerful instrument of detecting factors that make gender inequality persistent within institutions, besides the GEPs, LeTSGEPs project will foster the use of **Gender Budgeting (GB)**, since budgets reflect real policy commitments.

The H2020 project “Modifying Institutions by Developing Gender Equality Plans” - **MINDtheGEPs** also focuses on GEPs development and collects data on the macro, meso, and micro levels, allowing to identify the push-and-pull factors that maintain gender imbalances, and design and monitor **GEPs** in seven European research institutions that are tailored to each specific structural and cultural context.



These projects received funding from the European Union’s Horizon 2020 Research and Innovation program under Grant Agreements n° 873072 and n° 101006543.



Venue: Grand Hall of the Serbian Academy of Sciences and Arts Palace Knez Mihailova 35, Belgrade, Serbia

Contact: letsgeps@mi.sanu.ac.rs

Please note that the meeting can be followed remotely here:

<https://zoom.us/j/9190355543?pwd=bWxYN2hTM2JxTnZ1bTNkNmRRZi9Edz09>

9:45 – 10:00 REGISTRATION OF PARTICIPANTS

10:00 – 10:10 WELCOMING ADDRESS

Prof. Dr Zoran Popović, Vice President of the Serbian Academy of Sciences and Arts

Prof. Dr Teodor Atanacković, President of the Management Board of the Mathematical Institute SANU, Member of the Serbian Academy of Sciences and Arts

Dr Zoran Ognjanović, Director of the Mathematical Institute SANU

Prof. Dr Dragan Olćan, Vice-Dean for Science, University of Belgrade - School of Electrical Engineering

Representative of the Ministry for Education, Science and Technological Development, Republic of Serbia

10:10 – 10:30 PRESENTATION OF HORIZON 2020 LETSGEPS AND MINDTHEGEPs PROJECTS – INTRODUCTION TO THE WORKSHOP

Prof. Tindara Addabo, University of Modena and Regio Emilia, Coordinator of Horizon 2020 project "LeTSGEPs"

Aleksandra Drecun, President of "Intersection", Center for Science and Innovation, Advisor for RRI at ETF, H2020 project MINDtheGEPs, and the Coordinator of H2020 project "Equals EU" for Serbia.

10:30– 11:15 HOW TO NEGOTIATE GENDER EQUALITY? STRATEGIES, QUESTIONING TECHNIQUES AND BODY LANGUAGE

Giovanna Badalassi, Research Assistant, Department of Economics Marco Biagi (UNIMORE) and Gender Budgeting Consultant, Italy

Negotiation is "a basic means of getting what you want from others" which is required in every

decision-making process, both in private life, in careers and in public roles. Power of any kind is therefore always under discussion when we negotiate, especially when debating on gender equality issues. Negotiation skills may be innate, inherited from family education, but can also be expanded thanks to training and exercise. The presentation will introduce the main negotiation techniques, with a specific attention to strategies involving the gender perspective. Questioning techniques and body language will also contribute to increase the effectiveness of negotiators supporting Gender Equality at RPOs.

11:15 – 11:45 **COFFEE BREAK**

11:45 – 13:45 **EFFECTIVENESS AND SUSTAINABILITY IN YOUR GENDER
EQUALITY STRATEGY THROUGH GENDER EQUALITY PLANS**

Dr. Ulla Weber, Central Gender Equality Officer at the Max-Planck Society, Germany
and

Corinna Pusch, LeTSGEPs Project Manager at the Max Planck Society

The LeTSGEPs standards ensure the completeness, the institutional fit and the sustainability of your Gender Equality Plan (GEP). This workshop provides an overview of the GEP-process from stocktaking to measure-design, implementation and evaluation and gives concrete good practice examples for each step. The requirements for GEPs as eligibility criterion for Horizon Europe-funding will be specifically considered. Opportunities for exchange with stakeholders from Serbian research performing organizations will be a part of the event as well as chances to discuss with representatives from European research performing organizations having already performed the GEP-creation process.

13:45 – 13:50 **CONCLUDING REMARKS**

SPEAKERS



Dr. Ulla Weber is the Central Gender Equality Officer of the Max Planck Society. She is responsible for the organization-wide gender equality monitoring. In her work, she faces the strategic goal of advancing gender equality work through professionalization. Her work focuses on the challenge of combining a high gender equality standard with the freedom of research demanded in a high-performance scientific organization. Based on her many years of experience in gender research and gender equality policy, she is aware of the outstanding suitability of gender equality plans as a central monitoring tool for decentralized, diverse and well-tailored gender equality strategies. Before joining the Max Planck Society in 2012, Weber worked from 2002 to 2012 at the Technical University of Munich and before that at the Technical University of Berlin.

Weber is Chair of the executive board of TOTAL EQUALITY Deutschland e.V. and spokesperson of the Alliance of Gender Equality Officers of non-university research organizations (AGbAF)



Corinna Pusch is part of the Central Gender Equality Office of Max Planck Society (MPG), Germany, and LeTSGEPs project manager for MPG. With experience in gender equality work in different German institutions and a background in women's rights activism, her main fields of interest are intersectional approaches to gender equality, prevention and intervention in cases of sexualized violence and gender monitoring.



Giovanna Badalassi, economics degree, is an independent researcher, expert in public policies assessment, mainly on gender budgeting and gender mainstreaming strategies.

She was one of the first experts to work on gender budgeting in Italy, starting from 2002. Since then she has been working on about 30 gender budgeting projects in territorial institutions like for example: the Piedmont and Liguria Regions, the Provinces of Milan, Turin, Genoa, Florence, Bologna, Alessandria, Prato, the Municipalities of Genoa, Siena, Rimini, Aosta, Arezzo.

This experience on the territories led her to work on European Projects focused on gender budgeting and to cooperate with research centres like INAPP, the Italian National Institute for Public Policy Analysis, both on national Gender Budgeting initiatives and on the Gender Budgeting Report of INAPP itself.

Since 2005 she has been collaborating with the University of Modena and Reggio Emilia (Unimore), Department of Economics Marco Biagi for the development of Gender Budgeting methodology. With Unimore she published several gender budgeting reports of Local administrations in Emilia Romagna Region, she was co-author of scientific publications on this topic and president of an academic spin-off. At present she is experimenting the gender budgeting methodology for Universities and Research Performing Organizations within the LeTSGEPs- Horizon project, led by Unimore.

She is the co-founder of the blog www.ladynamics.it for the dissemination of care and feminist economy.

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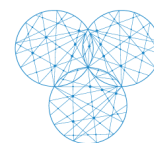
Funded by the
European Union



LeTSGEPs



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LeTSGEPs Leading Towards Sustainable Gender Equality Plans in research performing organisations.

This project received funding from the European Union's Horizon 2020 Research and Innovation program under Grant Agreement n° 873072

MINDtheGEPs Modifying Institutions by Developing Gender Equality Plans.

This project received funding from the European Union's Horizon 2020 Research and Innovation program under Grant Agreement n° 101006543