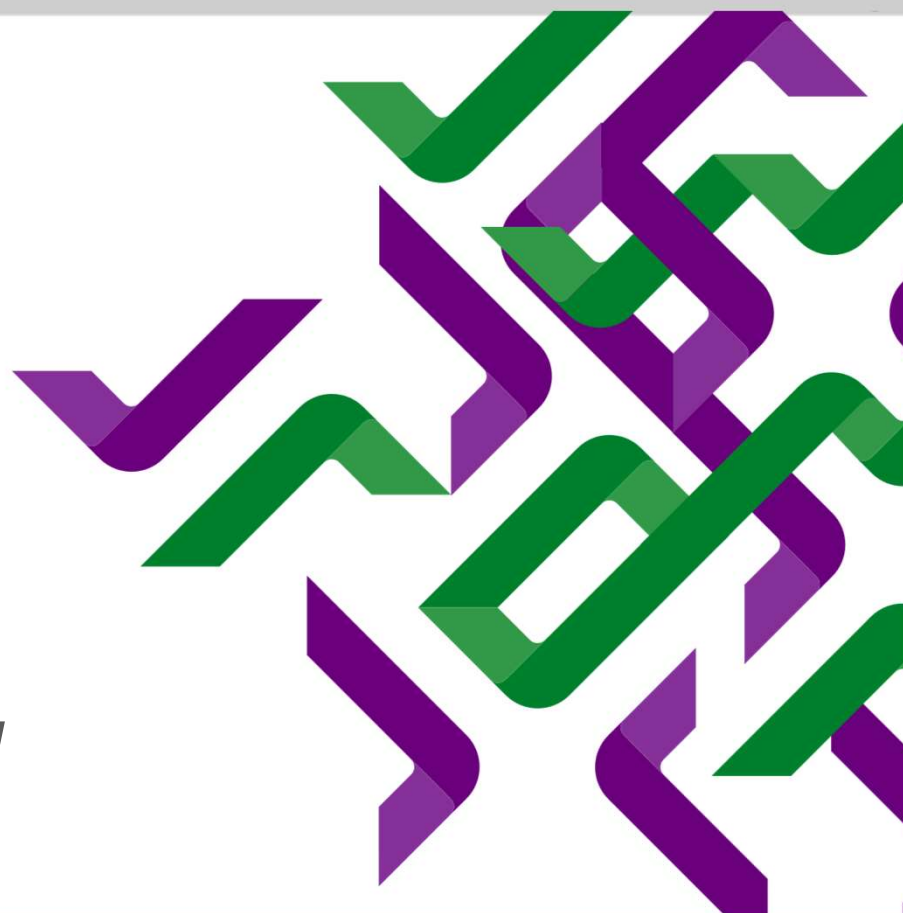




Implementation of the AGRIGEP project – achievements in a nutshell



AGRIGEP Final Conference
25/09/2025



Funded by
the European Union



PROJECT AGRIGEP

NO. 101094158

Assessment and implementation of Agriculture and
Life Sciences Universities' first Gender Equality
Plans in widening countries



EC Contribution: € 998, 237,50

Duration: 36 months

Start date: 1 January 2023

End date: 31 December 2025

www.agrigep.eu

INFO@AGRIGEP.EU

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Objective of the project

AGRIGEP - Assessment and implementation of Agriculture and Life Science Universities' first Gender Equality Plans in widening countries

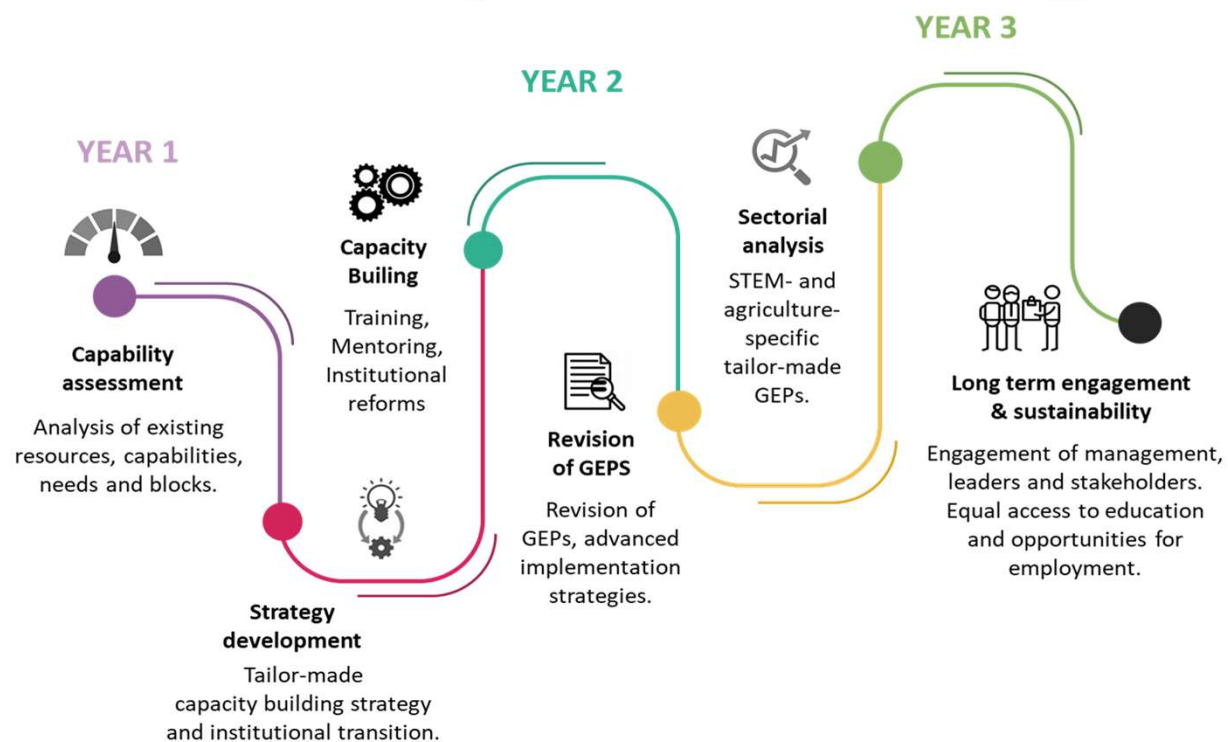
*„The main objective of the AGRIGEP project is to **perform a comprehensive assessment** of the RPOs' current status on GEP implementation. Once the assessment is completed, based on the identified gaps, an **intensive capacity building through training and mentoring** will be completed. As a result, **inclusive GEPs will be developed and implemented that are representative of the individual needs of the respective RPOs** and will lead to the establishment of long-term institutional reforms. Additionally, this project aims to integrate GE issues into the RPOs' educational system and the professional training of students.*

The needs behind the project

SPECIFIC NEEDS

- Knowledge gaps in GE, including intersectionality;
- Lack of experience in GEP implementation at RPOs;
- Lack of best practices which could be applied during the implementation;
- Incomplete or lacking monitoring systems to evaluate progress in the field of GE;
- Weak or non-existent GEP network;
- Lack of sectorial information on GEP in the agriculture and life sciences field;
- Few advisory organisations at the national level on GEP in widening countries.

The roadmap to achieve our goals





- **Deliverables and Milestones:** 18 Deliverables & 10 Milestones
- **Skills and knowledge transfer:** 17 capacity building trainings and mentoring sessions, participatory trainings and webinars
- **Summer School, on-site visits, and coaching** by mentors
- **Self-assessment and monitoring tools**
- **Capacity and sustainability assessments**
- **Data collection and monitoring tools**

Strengthened the RPOs' abilities and capacities to


- Drive organisational change
- Embed GE sustainably within the sectoral framework
- ensure continuous development and improvement

Scientific publication

Social Inclusion
2025 • Volume 13 • Article 10086
<https://doi.org/10.17645/si.10086>



ARTICLE

Open Access Journal 

Gender Equality Barriers in Agriculture and Life Sciences in Central European Universities

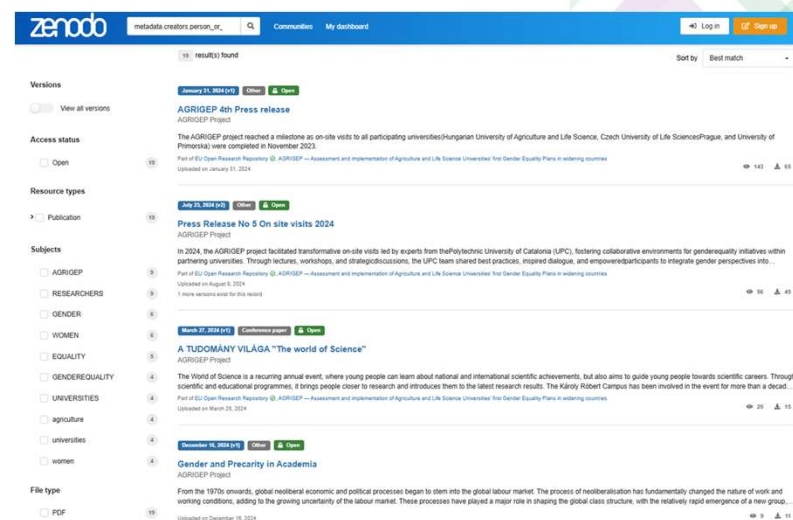
Veronika Paksi ^{1,2} , Katalin Tardos ^{1,3} , Judit Takács ¹ , Csilla Judit Suhajda ⁴ , Jana Mazancová ⁵ , Štefan Bojnec ⁶ , and Julianna Kobilák ⁴ 

Manuscripts

- *Enablers of GEP strategy implementation in ALS*
- *Systematic Review of GE in ALS*
- *Results of an inter-university survey to identify the relevant needs, knowledge, attitudes and skills of international students about GE in the sector.*

Book chapter

Lut Mergaert & Marcela Linková: "Gender mainstreaming and training and expertise". in Research Handbook on Gender Mainstreaming (accepted)



Traning materials

The related Deliverable report D4.1 acknowledges that other simultaneous projects have also produced resources; however, differences in target audiences, timelines, and available resources distinguish the approach and outcomes of each initiative.

The materials, which were developed in English, were translated by each RPO into their national languages (Hungarian, Czech, and Slovenian) to support their wider use.

Gender in Teaching

Gender in Research

Gender Based Violence

Gender in Teaching

English

[GDTeaching_transformativeTraining_syllabusTemplate](#)

[GDTeaching_transformativeTraining_Activity2_checklist](#)

[GDTeaching_shortTraining_Activity2_checkList](#)

[AGRIGEP_GenderInTeaching_webinar](#)

[AGRIGEP_GenderInTeaching_shortTraining](#)

Czech

Hungarian

Slovenian

➤ 3 topics:

- Gender in Teaching
- Gender in Research
- GBV

➤ in 4 languages:

- English
- Slovenian
- Czech
- Hungarian



Networking

Joint webinar series of sister projects

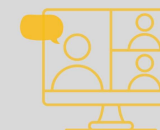
- **Effective Crisis Communication Management:** Navigating Gender-Based Violence in Higher Education – hosted by GENDERSAFE
- **Stakeholder Mapping and Engagement for GEP Implementation:** Experiences from CEE Universities – hosted by AGRIGEP
- **Embedding Inclusivity in Communication:** The Power of Words and Visuals - hosted by SUPPORTER
- **The Impact of Anti-Gender Discourses and Politics on Academic and Research Organisations** - hosted by NEXUS
- **Gender Budgeting:** A Practical Application – hosted by BUDGET IT
- **Relevance of Monitoring for Effective Gender Equality Policy Implementation in ERA** - hosted by GenderAction +
- **Advancing Gender Equality in STEAM Higher Education:** Exploring Challenges, Opportunities, and Institutional Strategies - hosted by STREAM IT
- **Revisiting AI Research and Teaching:** Integrating Gender and Intersectional Perspectives - hosted by NEXUS



30 October 2024, 11:00 – 12:30 CEST

Series of webinars coordinated by AGRIGEP
Stakeholder mapping and engagement for GEP
implementation: Experiences from CEE universities

offered by AGRIGEP



Speakers:
Julianna Kobolák (MATE)
Štefan Bojnec (UP)
Jana Mazancová (CZU)
Maria Sanguillano (Smart Venice)
Ester Cois (Univ. of Cagliari)

Online via Zoom



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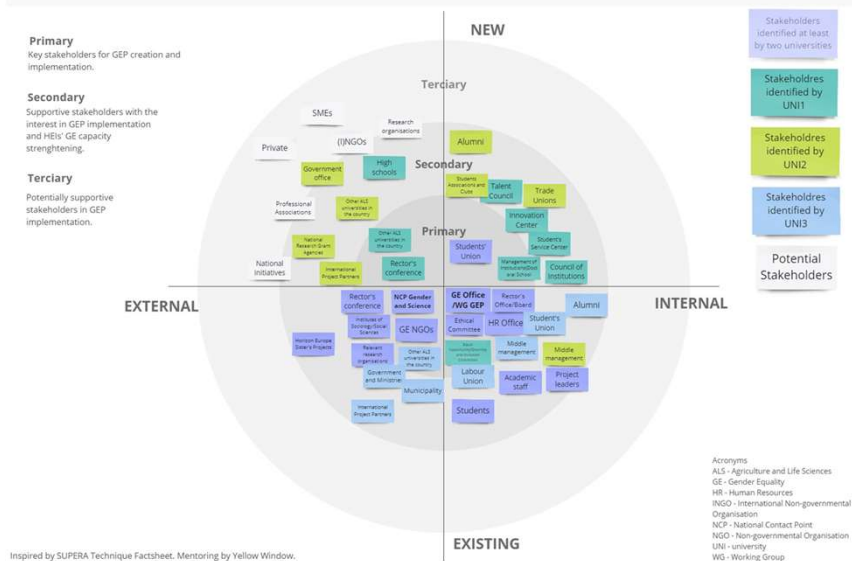


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Stakeholder mapping



GEP Stakeholder Mapping Results



Inspired by SUPERA Technique Factsheet. Mentoring by Yellow Window.



STRENGTHS:

AGRIGEP Team

GE body in operation in all RPOs

Institutional settings at EU and National Level

Advisory Services for students and staff

SWOT STAKEHOLDER MAPPING

WEAKNESSES:

Weak coordination of GE activities at RPOs

Lack of contacts and experience sharing with stakeholders

Missing closer cooperation among RPOs and stakeholders

Lack of international connections

Lack of private for-profit stakeholders

OPPORTUNITIES:

Networking with other ALS universities and research organisations

Mobilising more internal stakeholders

Cooperation with international partners

Alumni mobilisation

International students mobilisation

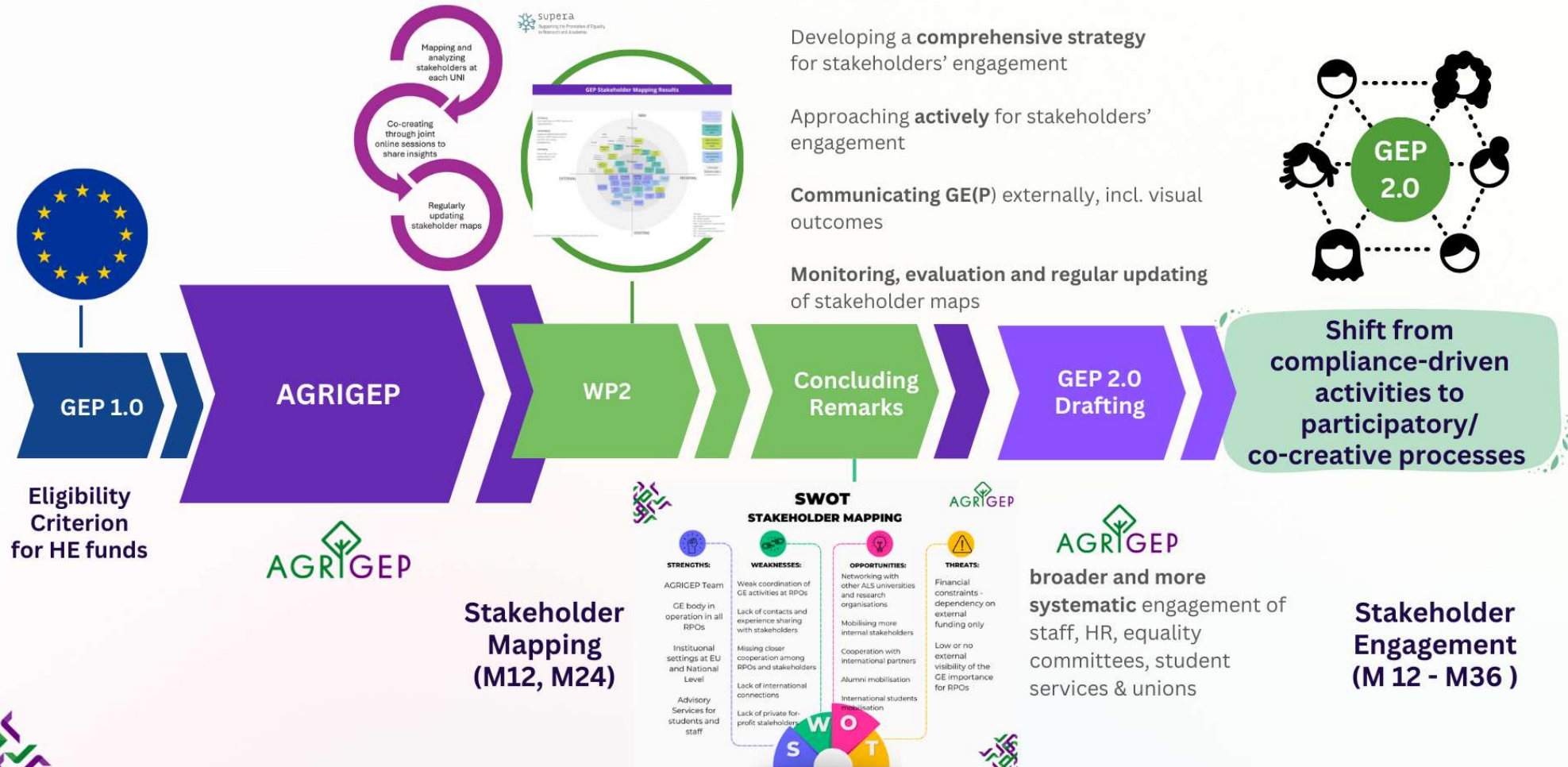
THREATS:

Financial constraints - dependency on external funding only

Low or no external visibility of the GE importance for RPOs



Evolution of Stakeholder Engagement at RPOs





Policy briefs and roundtables

Policy Brief 1



Implementing Gender Equality Plans (GEPs) in Higher Education and Research in Widening Countries: The case of Agriculture & Life Sciences

D1.5: Policy Brief 1 - revised



1. Objectives of the document

This policy brief reviews and analyses the challenges faced by Higher Education Institutions (HEIs) and Research Performing Organisations (RPOs) involved in the AGRIGEP project, all located in Central and Eastern European Countries (CEECs) designated as "widening countries" in the context of European Union's research policies. Identified challenges might be similar to those experienced by other universities from widening countries during the development and implementation of their first Gender Equality Plan (GEP). Our aim here was to review the main difficulties or hindrances encountered by our institutions, mobilise the literature to understand their background, and share experiences on how to address them. We particularly focus on STEM fields (Science, Technology, Engineering, and Mathematics) in general and, more specifically, on the subsectors of agriculture and related life sciences that are strongly represented in the AGRIGEP project.

Policy Brief 2

Will highlight the used practices, solutions which supported the implementation of GEP strategies.

Policy Roundtable in Koper, Slovenia



Policy Roundtable at MATE in Hungary



Final Conference

AGRIGEP FINAL CONFERENCE

Rooting Sustainable Change: Inclusive Gender Equality Plans in Agriculture and Life Sciences Universities in Central and Eastern Europe

Date: 25 September 2025

Venue: Czech University of Life Sciences Prague (CZU), Faculty of Economics and Management (PEF), Room D107, Kamýcká 129, 165 21, Praha – Suchbát

Format: Hybrid

Conference Aims

The AGRIGEP Final Conference aims to reflect on and synthesize the experiences gained during the implementation of Gender Equality Plans (GEPs) in agricultural and life sciences higher education institutions (HEIs) across Central and Eastern Europe. As a culmination of the three-year project, the event brings together educators, policymakers, researchers, students, and practitioners to identify persisting challenges and explore future pathways for sustainable institutional transformation.

10.50 Policy Round Table: Advancing Gender Equality in Academia for Sustainability, Excellence, Competitiveness and Economic Growth in Europe

Moderator:

Maxime Forest, Gender and Policy Design Expert, Yellow Window, Senior Lecturer and Research Associate at Sciences Po (OFCE, Urban School)

Speakers:

Adéla Gjuríčová, Director of the Institute of Contemporary History of the Czech Academy of Sciences, Vice-Chair of the Research, Development and Innovation Council of the Czech Government

Katalin Tardos, Senior Researcher of the HUN-REN Centre for Social Sciences, Institute for Sociology, Hungary

Hana Tenglerová, Policy Officer, DG Research & Innovation, Unit D4 – Democracy, Equality & Culture – Gender Sector

Gita Zadnikar, Policy Officer, Slovenian Ministry of Higher Education, Science and Innovation

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Development of GEP2.0

Systematic work through continuous mentoring, capacity building evaluation, and strategy building:

- D10 Baseline capability assessments for conducting change
 - D11 Sustainability assessment and prospects
 - D12 Mid-term monitoring and capability assessment
 - D15 Report on GE enablers and barriers in the fields of agriculture and life sciences.
 - D16 Sectorial-specific strategy on GEP development
-
- ✓ Focus group interviews, literature review, and analysis of previous projects' results
 - ✓ Several internal meetings with stakeholders
 - ✓ Mentoring sessions, including on-site visits
 - ✓ Dedicated GEP development workshops (3 at each RPO)
 - ✓ Multi-round GEP text development with mentors

A purple diamond-shaped logo with the text "GEP2.0" in white, tilted at an angle.

Progress towards impacts

- **Enhance the reputation, attractiveness, inclusiveness, and research excellence of less advanced institutions as a result of implementing inclusive gender equality plans**
 - Better understanding of the GE environment at the institutions
 - GEP working group and local allies facilitating GE
 - Institutionalisation and strategic perspective
 - New GEP2.0

- **Transform institutions to advance inclusive GE within the European Research Area (ERA).**
 - GEP2.0 supporting the transformation
 - Monitoring system
 - AGRIGEP members became part of the international GE network

Thank you for your attention!



<https://agrigep.eu/>

MATE
HUNGARIAN UNIVERSITY OF
AGRICULTURE AND LIFE SCIENCES

CZU Czech University
of Life Sciences Prague



UPC UNIVERSITAT POLITÈCNICA
DE CATALUNYA
BARCELONATECH

 YELLOW WINDOW

NATE
Nők a Tudományban Egyesület
Association of Hungarian Women in Science

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