

WP5 – Sectorial Analysis and Strategy Development

OBJECTIVES

- Perform a sectorial assessment and define needs and blocks which might hinder the efficient implementation of GEPs in agriculture and life-science universities.
- Develop strategies that could efficiently enhance the inclusiveness and implementation of GEPs.
- Will make agriculture GE issues part of the training of international students to foster decreasing gender inequality in the agricultural field of developing countries.

METHODOLOGY

- **Literature review** (Systematic literature review–2,763 records screened, 32 analysed in depth to identify barriers, enablers, and sectoral challenges in gender equality.)
- **Analysis of previous EU projects** – Comparative desk research of project deliverables and good practices (e.g. GENERA, Gender-SMART, CALIPER) to extract transferable tools and lessons.
- **Content analysis of GEPs**–78 Central and Eastern European universities' GEPs reviewed through quantitative and qualitative coding to explore barriers and enablers to GE and ALS/STEM specificities.
- **Secondary analysis** – Evaluation of the Baseline capability (self-)assessment for conducting change (D3.1)
- **Focus groups** – 9 discussions were conducted in the AGRIGEP universities to explore perceptions about GE, and ALS/STEM specificities.
- **Strategic planning methodology** - structured process and toolkit that helps organizations define long-term goals, analyze their environment, set key directions, and determine the means necessary for implementation.
- **2 rounds of Bilateral meetings** for the tailor-made mentoring for GEP2.0 revisions. Participants: NaTE and universities individually (CZU, MATE, UP) (6 bilateral meetings)
- **Workshops** to discuss Draft GEP2.0s, Detailed Checklist for GEP2.0
- **Repository of possible GEP actions** developed by NaTE
- **International student survey** – 210 respondents across MATE, CZU, and UP assessed on knowledge, attitudes, and skills regarding Women in Agriculture, feeding into training design.
- **Training design** – Development of an online training and course structures, including participatory case studies, surveys, and interactive workshops.

TASKS

- T5.1 Agriculture- and life science-related sectorial analysis: Identify the needs and blocks M13-18 (NaTE)
- T5.2 Sector-specific strategies and measures M19-30 (MATE)
- T5.3 Revision of institutional GEP implementation according to sectorial needs M25-36 (NaTE)
- T5.4 International students training in sectorial GEP issues M13-36 (MATE)

HIGHLIGHTS AND OUTCOMES

- Clear identification of sector-specific barriers (e.g. fieldwork, laboratory work, summer internship, international student, recruitment in male-dominated fields) and enablers (mentoring, flexible policies) and stakeholder suggestions.
- Evidence-based recommendations for sector-tailored Gender Equality Plans (GEP 2.0) at MATE, CZU, and UP.
- Methodological guide for the systematic review of equal opportunities plans
- The end of the project, the first GEP of partner universities will be revised and modified (GEP2.0) according to sectoral needs, including intersectionality and diversity approaches more explicitly.
- The new GEP2.0s are expert-based and living documents, based on all the knowledge, capability and capacity building, as well as empirical work and results of Agrigep project of the 3 years.
- **Publication:** Paksi, V. – Tardos, K. – Takács, J. – Suhajda, CS.J. – Mazancová, J – Bojnec, S. – Kobilák, J. (2025) Gender Equality Barriers in Agriculture and Life Sciences in Central European Universities. *Social Inclusion*, 13, Article 10086. <https://doi.org/10.17645/si.10086>
- Validated stakeholder engagement frameworks and strategic planning models to embed GE into institutional strategies.
- Consolidated survey results, online training and training modules empowering students as “Women in Agriculture agents.”
- An inter-university survey with 210 international students directly informed the design of an online training and course materials on Women in Agriculture.

IMPACTS

- Clear understanding of barriers and enablers in agriculture and life sciences.
- Practical guidance for revising and improving institutional GEPs.
- Training materials that raise awareness among international students.
- Stronger cooperation between partner universities and mentors.
- Useful resources (guides, checklists, repository) that can be applied beyond the project.