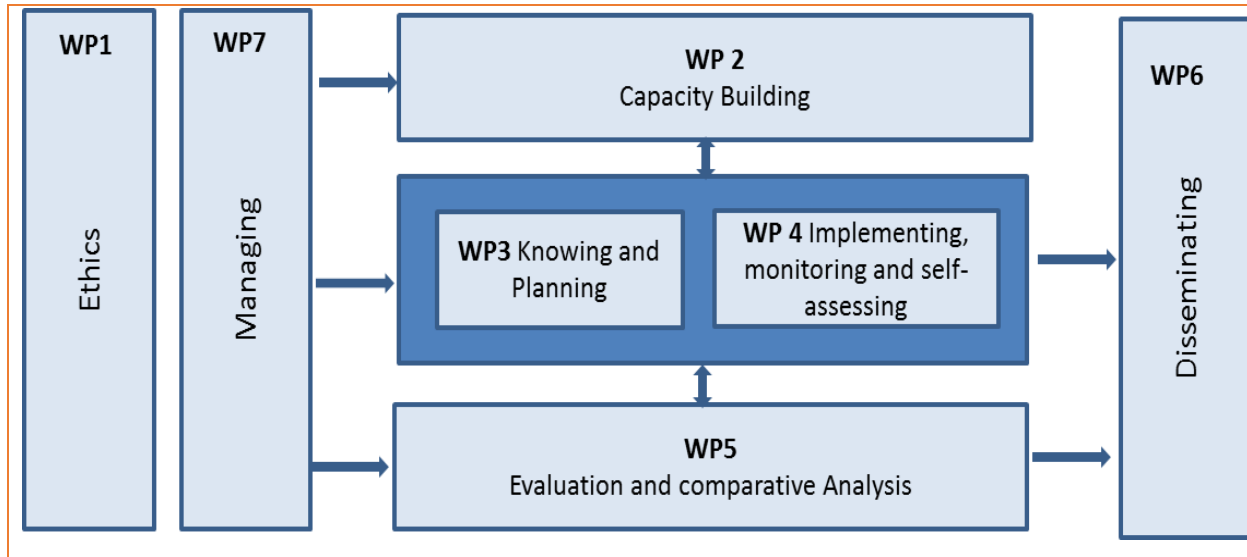


# 1 Work packages overview

## Overview on work packages and interlinks



### 1.1 WP 1 Ethics

IHS leads WP1.

This work package ensures compliance with the 'ethics requirements' of TARGET; provide the necessary information and sheet for informed consent of participants in workshops, surveys and interviewees; and ensures the central collection and proper storage of informed consent sheets in compliance with the ethics requirements.

### 1.2 WP 2 Capacity Building

NOTUS leads WP2, all partners contribute to WP2.

Capacity building workshops (CBWs) are held at project level to facilitate effective knowledge sharing between the GEIIs, the supporting partners and the pool of experts specifically concentrating on issues related to the stage of the GEP (audit, planning, implementation, monitoring, self-assessment, evaluation) throughout the duration of the project. CBWs are the basis for Institutional Workshops (IW) focusing on the development, implementation, monitoring and self-assessment of targeted GEPs.

During the first year of the project, two project level workshops are organised in order to create a common level of knowledge and shared understanding about approaches and tools to develop, implement and monitor GEPs:

- CBW1: Knowing Workshop (September 2017) to present gender analysis and gender audit approaches/experiences and the outline of the TARGET Gender Equality Audit Tool (GEAT)
- CBW2: Planning Workshop (March 2018) to present GEPs approaches/experiences and the outline of the TARGET Guidelines to Design Customised GEPs

Three project level workshops are organised in order to support the iterative process of implementing, monitoring, self-assessing and evaluating GEPs:

- CBW3: Monitoring Workshop (June 2018) to present monitoring and self-assessment approaches/experiences and the outline of the TARGET Gender Equality Monitoring Tool and Guidelines for Self-Assessment
- CBW4: Reflexivity Workshop (September 2019) to share and discuss experiences with self-assessment (Interim Evaluation of GEP Implementation). This will be combined with other targeted capacity building sessions to be decided throughout the course of the project - focusing on the exchange of good practice with other research organisations, experts and practitioners involved in gender equality issues.
- CBW5: Moving Forward Workshop (September 2020) to share and discuss results of a comparative analysis of the experiences of the GEIIs in order to agree on common lessons learned within TARGET and to discuss sustainability of gender equality action beyond the project in each GEII. This will be combined with other targeted capacity building sessions to be decided in the course of the project - focusing on the exchange of good practice with other research organisations, experts and practitioners involved in gender equality issues.

### **1.3 WP 3 Knowing and planning**

FGB leads WP2. Both FGB and NOTUS provide support to GEIIs. FGB provides support to ARACIS, ELIAMEP, FRRB and RPF. NOTUS supports UB, UH2C and RMEI.

Each GEII develops in collaboration with its supporting partner a tailored GEP/GES based on a comprehensive gender equality audit. The gender equality audit is expected to act as a catalyst in the GEII by activating a dialogue between the key institutional stakeholders to foster a conducive environment for the implementation, monitoring and embedding of the GEP. It also creates a deliberative forum on the benefits brought about by dealing with gender issues for both women and men.

GEIIs define a customised GEP/GES through collaboration between the TARGET team and the relevant institutional stakeholders (top-level management; HRM management; researchers/staff

with mid-level management responsibilities...). RMEI develops a GES to consolidate a gender equality working group and develop a gender equality statement.

In each GEII, the TARGET team is supported by the matched partner to aid the design of the GEP/GES. Support is provided on a continuous basis by regular contact (i.e. online discussion/sharing documents...) and facilitated in the first two institutional workshops.

#### **1.4 WP 4 Implementing, monitoring and self-assessing**

FGB leads WP4.

Each GEII implements the GEP/GES and conduct monitoring as well as self-assessment. The role of the TARGET team in each GEII will be defined in the respective GEP - as well as the role of the 'Change agent' (TARGET coordinator) and the 'Gender Equality Officer'. The matched partner provide support, namely for monitoring and self-assessment at the third and fourth institutional workshops.

#### **1.5 WP 5 Evaluation and comparative analysis**

IHS leads WP5 and is not involved in GEP/GES development and implementation.

Aim of this WP is to provide an external evaluation of the GEP/GES implementation for each GEII and to conduct a comparative analysis of GEPs, their implementation and evaluation results which will be used as a starting point for a cross-cutting discussion of lessons learned as well as contextual and cultural aspects influencing GEP implementation and its impacts.

The comparative analysis not only provides a basis for a discussion of common lessons learned and recommendations between GEIIs - it also provides the basis for a policy brief for Mediterranean countries. Additionally, it serves as a starting point to contrast experiences made in TARGET with those of other institutional change projects.

WP5 complements GEIIs' self-assessment activities by an external evaluation of GEP/GES implementation and results. The evaluation provides an interim and final evaluation report for each GEII and individual feedback in the two final institutional workshops (IW4 and IW5). The evaluation acts as a critical friend which requires identifying and pointing out "weak points" (e.g. inconsistencies, blind spots, weak program theory of interventions) of the GEP/GES and formulating recommendations to act as starting points for further development of the GEP/GES.

#### **1.6 WP 6 Disseminating**

NOTUS leads WP5.

Aim of the WP is to raise relevant stakeholders' awareness on the need/ possibility of structural change in RPOs and RFOs and to disseminate the innovative tools and state-of-the-art knowledge developed as part of the project regarding the design, implementation and monitoring of customised GEPs.

A Dissemination and Exploitation Toolkit supports dissemination activities in different project phases and after the project (including website, newsletter, social media strategy).

Planned dissemination activities include:

- national dissemination events: Each GEII implementing a GEP will initiate at least one national dissemination workshop addressing specific target groups. These workshops will focus on stakeholders relevant for a successful implementation of the GEP. To address a broader audience and to initiate a national gender equality discourse in R&I a national final conference will be organised by each GEII.
- final conference

## **1.7 WP 7 Managing**

IHS is the leader of WP7.

This work package will ensure the effective management of the project by making sure that the structures and processes defined in contractual agreements are met. The work package includes the scientific, technical, as well as the administrative and financial management of the project.