



Tunisian Republic
Ministry of Higher Education and Scientific Research

National Agency for Scientific Research Promotion



H2020 project

**Pilot experiences for improving gender equality
in research organisations : R-I PEERS**



R&I PEERS



Ensemble...
pour plus de valeur à la Recherche et l'Innovation **en Tunisie**

Pilot experiences for improving gender equality in research organisations (R-I PEERS)

Call: H2020-SwafS-2016-17
(Science with and for Society)

Topic: SwafS-03-2016-2017

Type of action: CSA
(Coordination and support action)

Budget: 2 029 351,251euro
(ANPR:113.750,000 euro)

Period: 2018-2022

Pilot experiences for improving gender equality in research organisations (R-I PEERS)

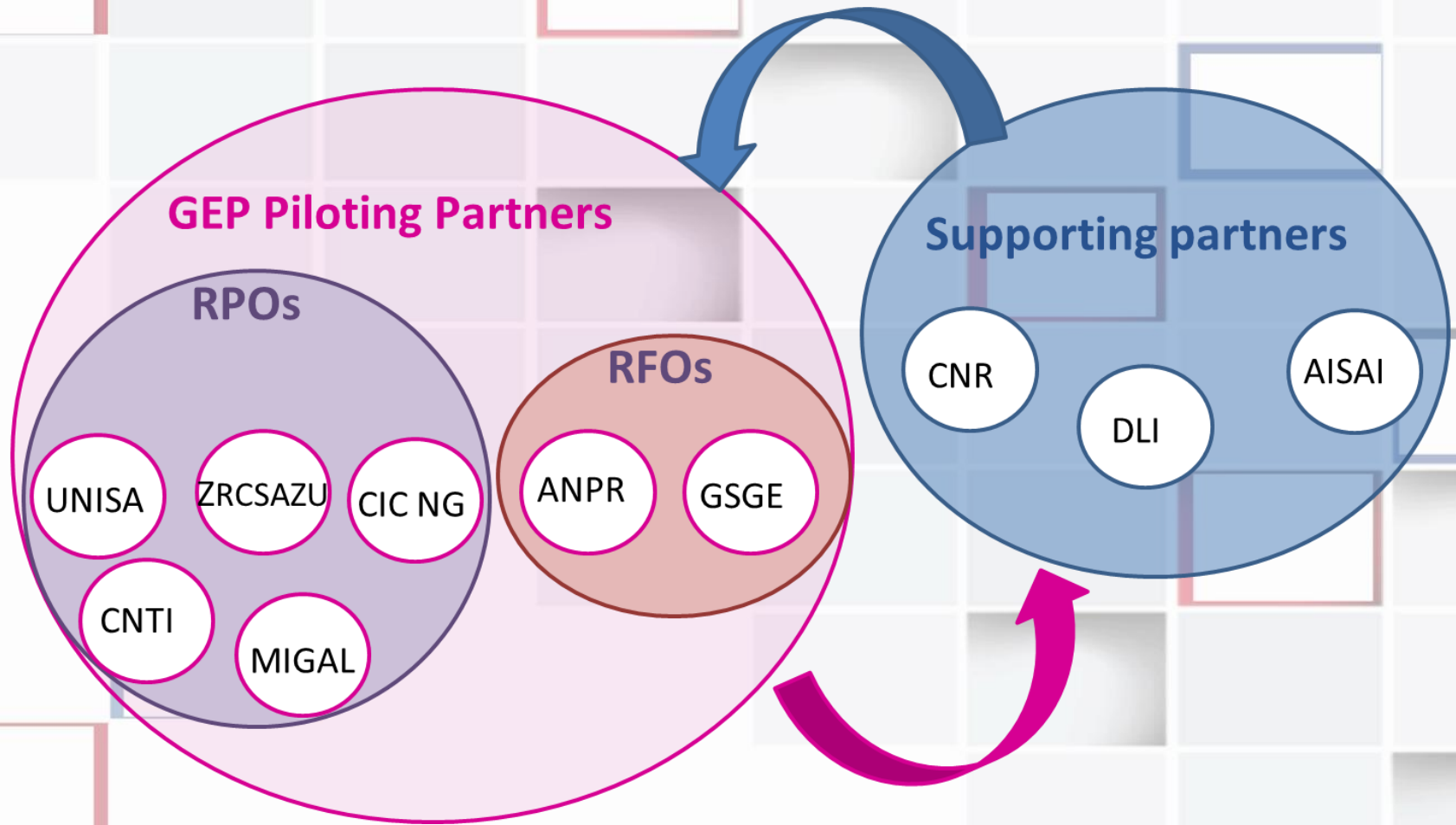
Objective:

The R&I PEERS project targets at creating and validating **pilot experiences** aiming at disrupting the gender-based approach and those unconscious rules that limit the **participation** and the **career of women in research and innovation in the Mediterranean Area.**

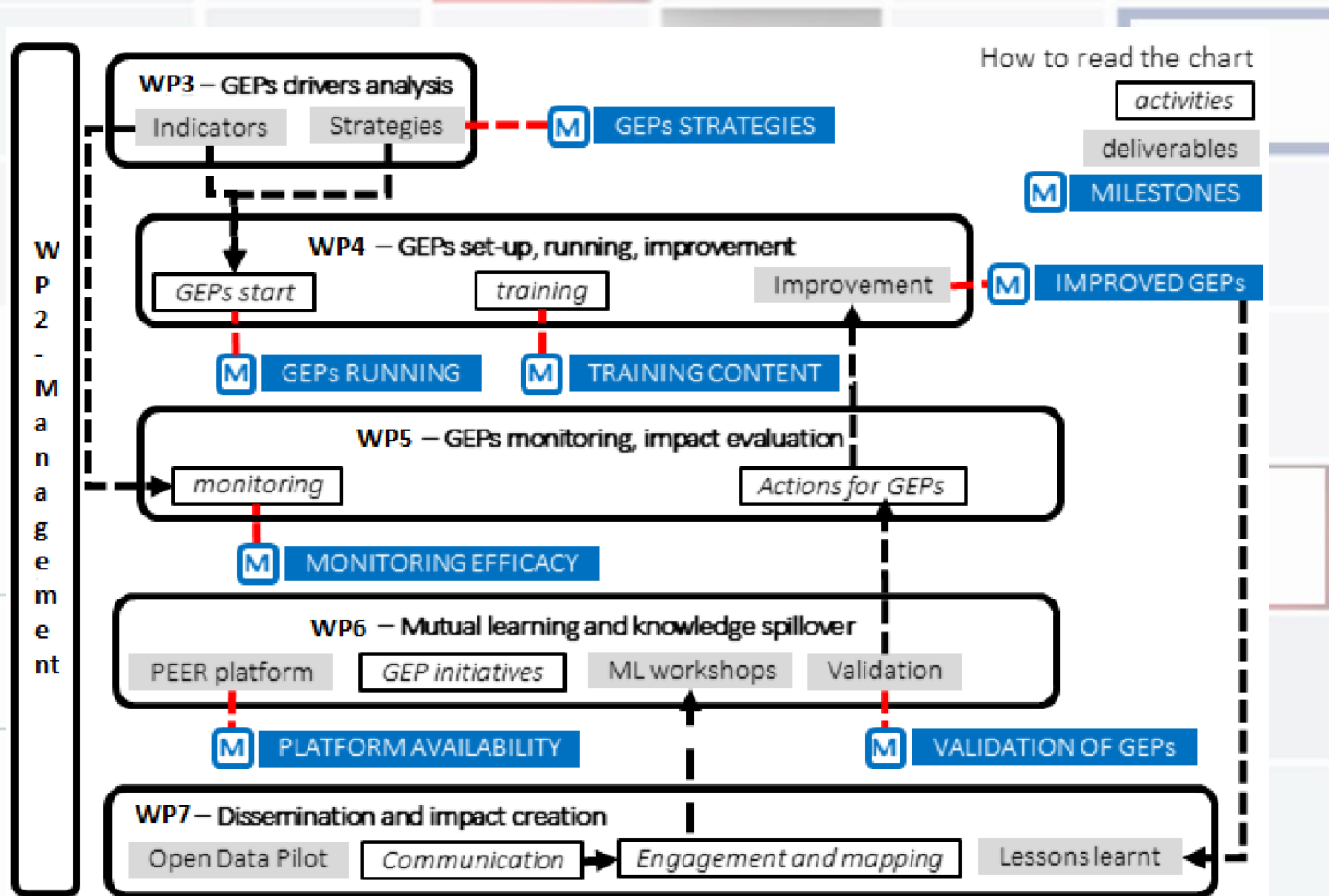
Pilot experiences for improving gender equality in research organisations (R-I PEERS)

List of participants

#	Participant Legal Name	Country
1	UNIVERSITA DEGLI STUDI DI SALERNO	Italy
2	CYPRUS NEUROSCIENCE AND TECHNOLOGY INSTITUTE	Cyprus
3	CONSIGLIO NAZIONALE DELLE RICERCHE	Italy
4	Confindustria Salerno	Italy
5	Asociacion - Centro de Investigacion Cooperativa en Nanociencias - CIC NANOGUNE	Spain
6	MIGAL GALILEE RESEARCH INSTITUTE LTD	Israel
7	Digital Leadership Institute	Belgium
8	ZNANSTVENORAZISKOVALNI CENTER SLOVENSKE AKADEMIJE ZNANOSTI IN UMETNOSTI	Slovenia
9	AGENCE NATIONALE DE LA PROMOTION DE LA RECHERCHE SCIENTIFIQUE	Tunisia
10	General Secretariat for Gender Equality	Greece



WORKPACKAGES CONNECTIONS



Progress of activities 2/2

GANTT CHART		May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
WP1	Ethics requirements																								
WP2	Management																								
T2.1	Administrative and financial management																								
T2.2	Consortium and review meetings																								
T2.3	Quality assessment, reporting and innovation management																								
WP3	Evaluation of drivers for GEPs implementation																								
T3.1	Deep analysis of Country GEP guidelines																								
T3.2	Complete definition of GE improvement strategies																								
T3.3	Definition of the monitoring indicators																								
WP4	GEPs set-up, running and improvement																								
T4.1	Refining of GEPs and monitoring kick-off																								
T4.2	Training to GEP partners																								
T4.3	Improvement of running GEPs																								
WP5	GEPs monitoring and impact evaluation																								
T5.1	Periodic monitoring of GEPs impact																								
T5.2	Outline actions for GEPs improvement																								
WP6	Mutual learning and knowledge spillover																								
T6.1	Peer Community Platform Management																								
T6.2	Analysis of existing GEPs, gender policies and other best practices																								
T6.3	Mutual learning workshops with other GEPs initiatives																								
T6.4	Strategies validation and consultation workshops																								
WP7	Dissemination and impact creation																								
T7.1	Open data pilot implementation																								
T7.2	Communication campaign																								
T7.3	Experts and stakeholders engagement, cases mapping																								
T7.4	RRI validation check																								
T7.5	Lessons learnt and recommendations for RPO and RFO																								
T7.6	Exploitation and Sustainability Planning and Observatory set up																								

D1.1, D1.2, D1.3

D3.1, D3.2, D3.3

D6.1, D6.2

D7.1, D7.2, D7.11

Thanks to all partners collaborating in the activities and preparation of deliverables!



Pilot experiences for improving gender equality in research organisations (R-I PEERS)

Partners	Expertise	Role & Responsibility	GEPs governance and added value brought
	promote scientific innovation and spur economic growth.		Transferring knowledge of gender equality issue from the <i>agro-food</i> sector.
7-Digital Leadership Institute	DLI is a recognised world leader in promoting greater participation of girls and women in strategic, innovative ESTEAM (entrepreneurship, science, technology, engineering, arts and mathematics) sectors, through four areas of activity: Education and Skills Development: Innovation and Entrepreneurship: Support Advocacy and Awareness Building: Research and Consultancy.	<ul style="list-style-type: none"> Communication and networking (WP5 leader) Community and stakeholders engagement (WP4) GEPs definition (WP1) and strategies (WP4) 	<ul style="list-style-type: none"> Analysis of gender gap in technology-oriented domains, and skill-gap evaluation. link with international initiatives improvement of GEPs and long-term viability of their application to marketable research content
8-ZRC SAZU	The Research Centre of the Slovenian Academy of Sciences and Arts has extensive competences in scientific, analytical, and synthetic multidisciplinary or interdisciplinary approach, extensive knowledge in compiling databases, designing thematic map. Notably, ZRC SAZU is a partner of the GARCIA project, focused on academic gender gap analysis	<ul style="list-style-type: none"> Evaluation of GEPs drivers (WP1 leader) Analysis of GEPS (WP2) Analysis of best practices (WP4) 	<ul style="list-style-type: none"> RPO Pilot. GEP Piloting in Slovenia. Link with GARCIA project and toolkit deployment. Understanding of <i>Academic and Research sector</i>
9-The National Agency for the advancement of scientific research	the ANPR is a governmental agency whose primary mission is providing services to professionalize the management of research activities in partnership with the effective and equitable socio-economic operators. It plays a crucial role in interfacing and supporting the implementation of the valorization process and	<ul style="list-style-type: none"> Analysis of country guidelines (WP1) GEP running (WP2) Mutual learning (WP4) Dissemination and networking (WP5) 	<ul style="list-style-type: none"> RFO Pilot. GEP Piloting in Tunisia Understanding of gender equality issue in sub-Mediterranean countries Link with policy makers

Role in the project

As **GEP piloting organisation**, ANPR will participate in the following activities:

- GEP strategies and indicators definition (**WP1**)
- GEP set-up, training and improvement (**WP2**)
- GEP monitoring and evaluation (**WP3**)
- Participate in the mutual learning workshops (**T4.3**)
- Participate in the validation workshops (**T4.4**)

Moreover, due to its role of **RFO**, ANPR will perform the following activities:

- Participate in events and organising local events (**T5.2**) in Tunisia and in the larger **Maghreb Region**.
- Participate in the case mapping and stakeholder engagement (**T5.3**) in Tunisia and in the larger **Maghreb Region**
- Providing insights about **Med-African Area** on lessons learnt (**T5.5**)

ANPR's Gender-Equality Plan

GEP Area

1.1 Mentoring

1.2 Raising awareness of gender bias in decision-making bodies

1.3 Raising awareness of importance of gender perspective in research content and curricula and promoting female academics' research

1.4 Improving gender-sensitive language in organisation's documents

1.5 Work-life balance

1.6 Raising awareness of gender equality within organisation



Tunisia



Thank you for your
attention.

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ANPR
Agence Nationale de la Promotion
de la Recherche scientifique

ANPR

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