

Platform for Co-designing Equal Opportunities in Agriculture and Life Sciences



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Introduction

In the development and implementation of Gender Equality Plans (GEPs), mobilizing all relevant stakeholders, both directly and indirectly, is essential to foster a sense of ownership and address potential challenges (EIGE, n.d.).

This inclusive approach ensures that the GEP reflects the diverse needs of various organizational sectors (e.g. faculties, departments, disciplines) and supports bottom-up processes.

Results

GEP Stakeholder Mapping Results

Primary
Key stakeholders for GEP creation and implementation.

Secondary
Supportive stakeholders with the interest in GEP implementation and HEIs' GE capacity strengthening.

Tertiary
Potentially supportive stakeholders in GEP implementation.



Key findings

- No systematic approach to stakeholders before the exercise
- No centralised information about stakeholders, personal contacts only
- Few external stakeholders identified
- Stakeholders from the private for-profit sector are low or missing at all
- Various level of engagement of internal and external stakeholders
- Low external interest in promoting GE in academia

Conclusion

Contribution to the GEP implementation

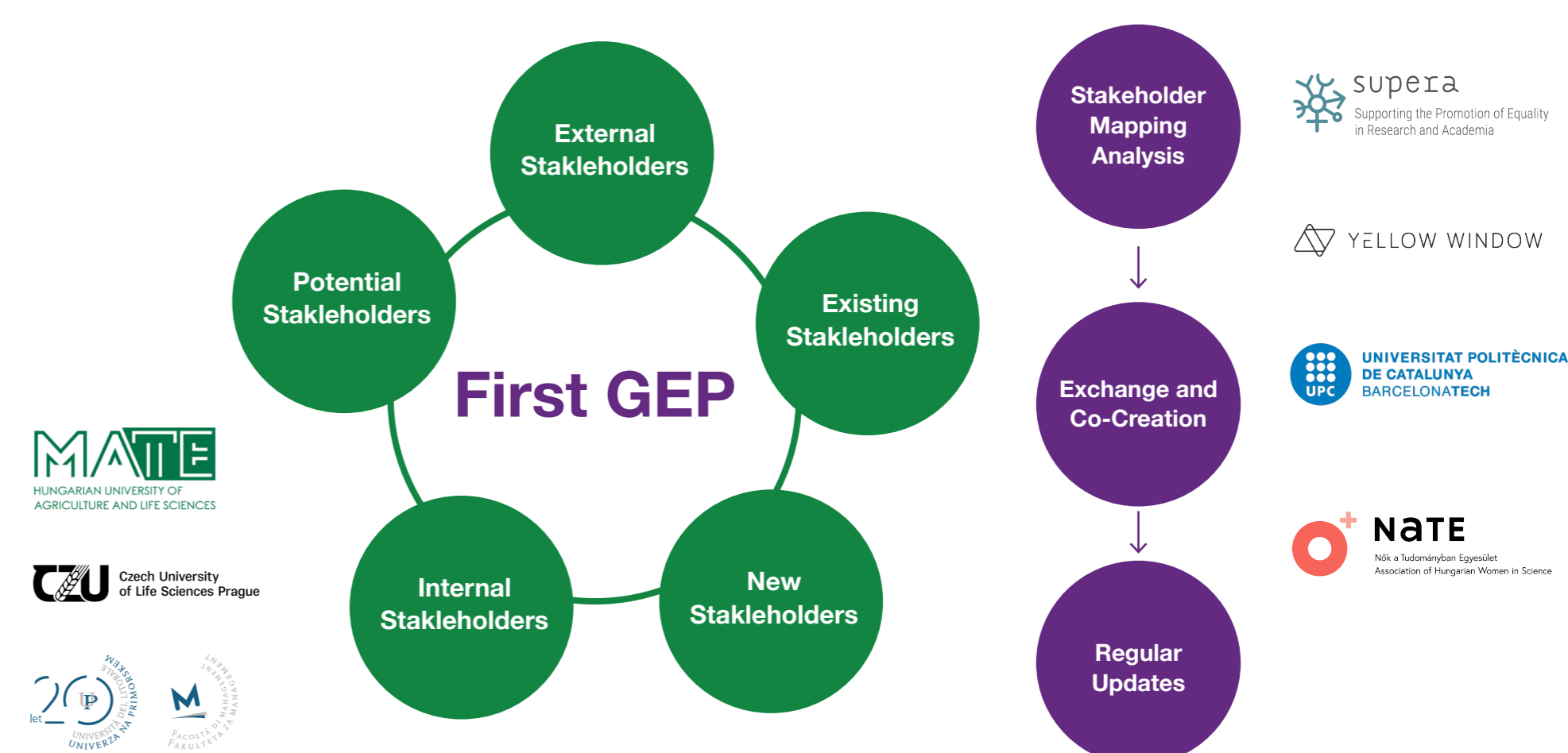
- Triggering discussion about stakeholders and their engagement
- Increasing focus on network activities
- Identifying gaps/missing stakeholders
- Opening discussion about communication and key messages towards stakeholders to get them to engage
- Joint workshop allowed findings-sharing and further discussion among universities; notes taken for internal discussions

Acknowledgement

Horizon Europe Project AGRIGEP: No. 101094158. Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.

Methods

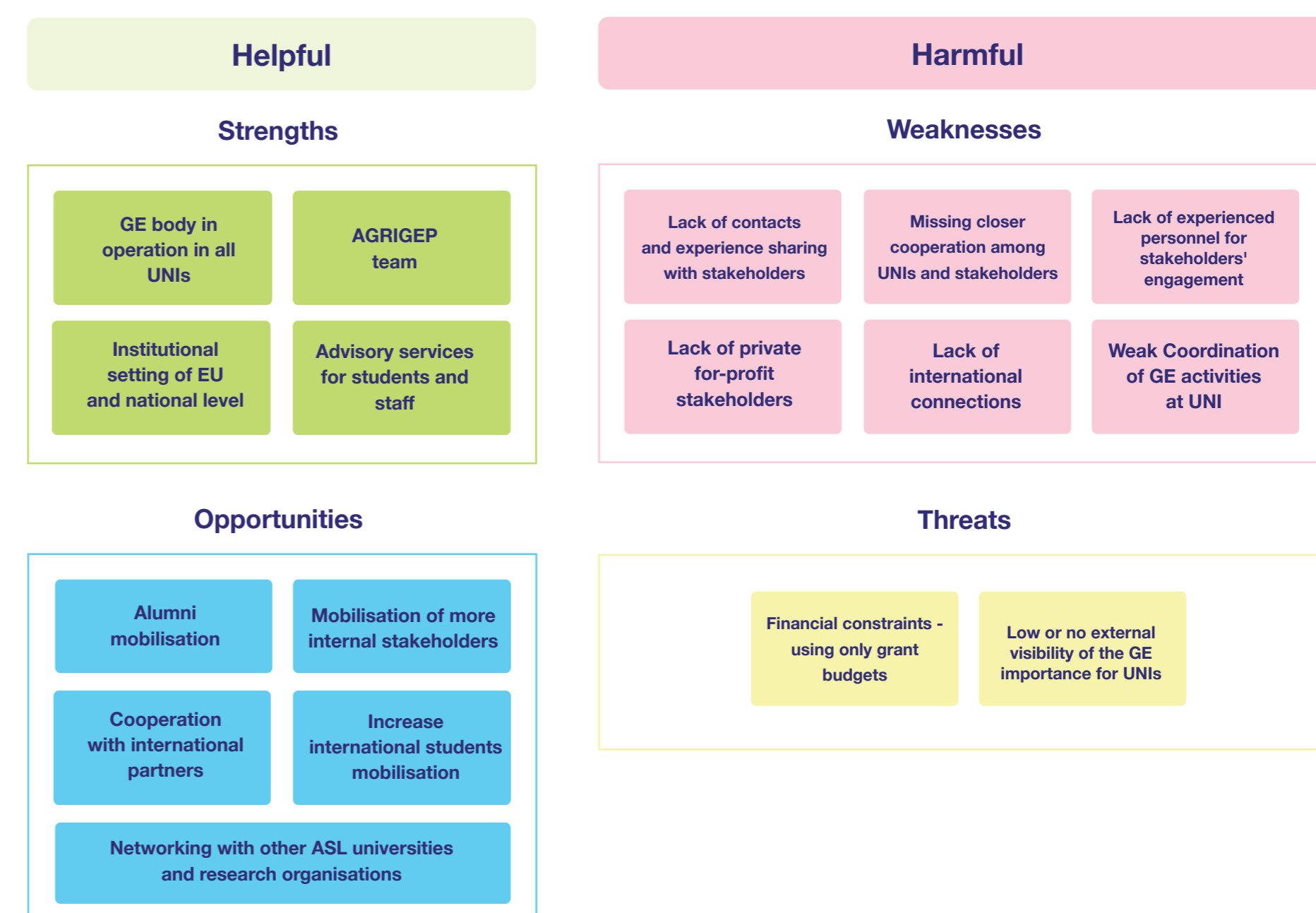
In the AGRIGEP project, we stemmed from Freeman's (1980) definition of "stakeholder" to include any individual or group that can influence or be influenced by a university's GEP.



We adapted the Stakeholder Mapping exercise from the H2020 SUPERA project (No. 787829).

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SWOT Stakeholder Mapping Result



Concluding messages for further steps

- Identifying stakeholders' interest
- Developing comprehensive strategy for stakeholders' engagement
- Approaching actively to stakeholders' engagement
- Communicating GE(P) externally incl. visual outcomes
- Monitoring, evaluation and regular updating of stakeholder maps

References

1. EIGE. Gender Equality in Academia and Research - GEAR tool.
2. Freeman, R. E. (2010). Strategic management: A stakeholder approach. Cambridge university press.