



INSTITUT EUROPÉEN  
D'ÉTUDES  
DU DÉVELOPPEMENT

# Gender Equality Plan 2022-2026

***Approved by the IEED's General Assembly  
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Siège social : 8, allée du Mail, 92360 Meudon la Forêt  
RNA : W923005640 Siret : 87986357900014  
<http://ieedveloppement.org> [contact@ieedveloppement.org](mailto:contact@ieedveloppement.org)  
Téléphone : +33(0)6 35 39 63 00



# Introduction

## **IEED The Gender Equality Plan (GEP) 2022-2026 voté par l'Assemblée Générale de l'IEED, procès-verbal du 23 mai 2022.**

The Gender Equality Plan (GEP) is integral to the IEED actions. It helps to develop the structural diversity at the institute. And it stimulates and promotes a positive workspace climate. The IEED GEP actions have a critical double function: the first focuses on the inclusive work environment development at the institute. And the second function is focused on stimulating positive gender-balanced interest in the field of research. IEED actions contribute to disseminating the results of gender-related issues via the institute's activities: webinars, conferences, researchers' mobilities, exchanges, etc. It helps prioritise and enhance the gender balance matter in institutional sustainability development.

IEED aims at:

- the promotion of gender equality in research and higher education and access to the higher education
- the access for more women to decision-making positions
- the attention to gender equality in recruitment and career progression
- the integration of the gender dimension into teaching content and research activities
- the measures against gender-based violence

*The IEED's GEP focuses on 5 main priorities :*

1. Work environment: gender balance
2. Management: gender balance
3. Career development/ recruitment
4. Gender-based violence and harassment
5. Promotion of gender dimension development in research

The GEP action is all the more important for the culturally diverse IEED goals to come up with evidence-based advice for governments, universities, and policy-makers. The IEED's activity is closely connected with European strategies and programs, as the UN global policies of SDGs.



# Actions

The IEED has officially begun developing a Gender Equality Plan (GEP) from 2022 to 2026. As a small organisation, the IEED has the advantage of being able to transmit values and communicate them effectively and efficiently. This simplifies the approach to gender-sensitive development within the institute. The GEP's priorities and goals are integrated into daily work, and management ensures the plan aligns with the defined strategy. Regular training and discussions will be proposed to create a gender-balanced work environment, and the flexible working space system aims to reduce gender inequalities. The focus will be on gender parity and pay equity in management and monitoring the progress of women's careers in recruitment and development. To prevent gender violence and harassment, the IEED will pay close attention to written complaints and communication among members and regularly organise discussions on gender issues. Additionally, the promotion of the gender dimension in research will also be emphasised. The plan will be evaluated annually, with a comprehensive analysis of the results taking place in 2027 before updating the GEP. All actions and measures will consider the institute's size and capabilities.

- To promote a gender-balanced work environment, regular training and discussions will be implemented. The flexible working space system will also be implemented to reduce gender inequalities.
- Our focus on the gender balance in management will centre on achieving parity and pay equity.
- We will actively monitor and support women's recruitment and career development progress.
- To prevent gender violence and harassment, we will take written complaints seriously and maintain open communication within the institute. Regular discussions regarding gender issues will also be organised.
- We will also prioritise and promote the integration of a gender dimension in our members' research.



# 1. Work environment: gender balance

KEY AREAS	GOALS	ACTIONS	TIMELINE					RESPONSIBLE	INDICATORS
			2022	2023	2024	2025	2026		
Work environment : gender balance	Development and maintenance of the positive culture within the IEED concerning the employees of different gender	Training, discussions about diversity and gender equality, Flexible working space system	X					Management of IEED	Organisation's composition, gender policy



## 2. Management : gender balance

KEY AREAS	GOALS	ACTIONS	TIMELINE					RESPONSIBLE	INDICATORS
			2022	2023	2024	2025	2026		
Management: gender balance	Encourage and delegate more women to access decision-making positions and promote their leadership	Recruit more women for leadership roles, Pay equity, Focusing on gender parity	x					Management of IEED	Gender data



## 3. Career development/ recruitment

KEY AREAS	GOALS	ACTIONS	TIMELINE					RESPONSIBLE	INDICATORS
			2022	2023	2024	2025	2026		
Career development/ recruitment	Gender balance in career development, gender-balanced composition in key work groups	Monitoring of the women progress career, Focusing on gender balance in the process of recruitment						Management of IEED	Gender database



## 4. Gender based violence and harassment

KEY AREAS	GOALS	ACTIONS	TIMELINE					RESPONSIBLE	INDICATORS
			2022	2023	2024	2025	2026		
Gender-based violence and harassment	Creation of a positive work space climate without gender-based violence, harassment, and gender stereotypes	Monitoring the formal complaints, Training dedicated to gender issues, Communication, Promotion of discussions on the topic of gender-based violence	X					Management of IEED	Data of formal harassment complaints



## 5. Promotion of gender dimension development at research

KEY AREAS	GOALS	ACTIONS	TIMELINE					RESPONSIBLE	INDICATORS
			2022 2026	2023	2024	2025			
Promotion of gender dimension development at research	Empowering the gender dimension in research expansion and progress. More inclusive research result	Training, focus on the research platforms dedicated to the gender matter, Promotion of the research on the gender issue						Management of IEED	Data of the inclusive research results





## Sources

- Horizon Europe guidance on gender equality plans ([Horizon Europe guidance on gender equality plans - Publications Office of the EU](#))
- A Union of Equality: Gender Equality Strategy 2020-2025, from the European Commission ([Gender Equality Strategy](#))
- Gender equality plan of the University of Bologna ([Gender equality plan 2021-2024 — University of Bologna](#))
- Gender Equality in Academia and Research - GEAR tool ([Gender Equality in Academia and Research - GEAR tool | EIGE](#))
- Commission of gender equality in the public sector (<https://www.genderequalitycommission.vic.gov.au/>)
- Ministry of Europe and Foreign Affairs ([France's international strategy for gender equality \(2018-2022\) - Ministry for Europe and Foreign Affairs](#))
- UK Research and innovation (<https://www.ukri.org/publications/ukri-gender-equality-plan/> )