

Regulation | Regulation on the Gender Equality in Academia and Research Workgroup (CiiEM)

(Preamble)

The European Institute for Gender Equality (EIGE) provides essential tools, such as GEAR (Gender Equality in Academia and Research), to support institutions in creating and implementing Gender Equality Plans (GEPs). This regulation establishes the Gender Equality in Academia and Research Workgroup (CiiEM Workgroup) to lead the implementation of a GEP at CiiEM, aligned with European guidelines and best practices.

CHAPTER I

General Provisions

ARTICLE 1

Objectives

1. To structure and implement a Gender Equality Plan (GEP) at CiiEM.
2. To promote gender equality through structural and cultural changes.
3. To ensure compliance with Horizon Europe requirements.
4. To raise awareness among the academic and research community about the importance of gender equality.

ARTICLE 2

Scope of Application

This regulation applies to all academic, administrative, and research entities within CiiEM, as well as associated stakeholders.

CHAPTER II

Composition of the Workgroup

ARTICLE 3

Members

The Workgroup shall include the following members:

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1. Coordinator: Responsible for leading the group and monitoring progress.
2. Institutional Leadership Representatives:
 - a. Management and Rectorate Representative.
 - b. Strategic Support Representatives.
3. Gender Equality Specialist
4. Human Resources Representative
5. Faculty/Researcher Representative
6. Student Representatives:
 - a. PhD Student Representative.
 - b. International PhD Student Representative.
7. International Researcher Representative

ARTICLE 4

Responsibilities of Members

1. The Coordinator shall:
 - a. Convene and chair meetings.
 - b. Monitor the progress of the GEP implementation.
2. All members shall actively participate in discussions, propose initiatives, and contribute to the Workgroup's objectives.

CHAPTER III

Workgroup Activities

ARTICLE 5

Initial Meeting

1. The initial meeting shall focus on:
 - a. Member introductions.
 - b. Alignment of immediate objectives.
 - c. Planning for the official communication and group photograph.

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ARTICLE 6

Key activities

The Workgroup shall undertake the following activities:

1. Initial Diagnosis:
 - a. Collect quantitative and qualitative data on gender equality.
 - b. Identify institutional and cultural barriers.
 - c. Conduct an internal survey for staff feedback.
2. Goal Setting:
 - a. Define general and specific objectives.
 - b. Establish key performance indicators (KPIs).
3. Development of the GEP:
 - a. Include measures on recruitment, career progression, training, and harassment prevention.
 - b. Allocate necessary resources.
4. Implementation:
 - a. Communicate the plan across the institution.
 - b. Initiate pilot projects in priority areas.
5. Monitoring and Evaluation:
 - a. Prepare semi-annual progress reports.
 - b. Adjust strategies as necessary.
6. Communication and Dissemination:
 - a. Organize awareness campaigns and institutional events.

CHAPTER IV

Expected Outcomes and Final Provisions

ARTICLE 7

Expected Outcomes

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1. Increased gender equity at all levels of CiiEM.
2. Enhanced awareness and training on gender equality.
3. A more inclusive, productive, and innovative institutional environment.

ARTICLE 8

Amendment and Review

1. This regulation shall be reviewed periodically to ensure alignment with evolving best practices and institutional needs.
2. Amendments to this regulation shall be proposed by the Workgroup and approved by CiiEM leadership.

ARTICLE 9

Entry into Force

This regulation enters into force upon its approval by the relevant institutional authority.