

## Programme draft

**ERIK, 2025-2026**

### Module 1: Foundation of Gender Equality in the EU context

**Format:** Online (self-directed study and workshops) and a physical workshop to sum up at the end

**Duration:** 3rd November 2025 – 30th April 2026

**Schedule Notes:** Winter break from 22nd December 2025 – 3rd January 2026

**Coordinator:** CSU and NARD in Moldova, ASUE and NUACA in Armenia

**Objective:** Establish a solid understanding of the EU's gender equality framework and Gender Equality Plans (GEPs) in Horizon Europe, preparing participants for practical application.

#### Session A: Introduction to Gender Equality in the EU Context

**Duration:** 40 hours (self-directed study and online, November 2025 – January 2026)

**Objective:** Build foundational knowledge of EU gender equality policies and frameworks.

**Responsible partner:** CSU (lead), supported by all partners

#### Topics & Schedule:

- 7th November 2025 (4 hr): EU gender equality framework, justice and fundamental rights.
- 14th November 2025 (4 hr): Gender equality as a pillar of democratic governance.
- 21st November 2025 (4 hr): Key EU policies (i.e. Gender Equality Strategy 2020-2025 and Gender Action Plan III).
- 28th November 2025 (4 hr): Gender equality in research and innovation (Horizon Europe focus).
- 1st December 2025 – 30th January 2026 (32 hr: 8hr self-study, 16hr work on assignments and workshop 8hr): Group project on mapping gender equality in participants' countries.

**Activities:** Review EU gender equality documents (provided resources); Group exercise: Assess gender equality frameworks in participants' national governance systems; Case study analysis: EU policy implementations (successes and challenges).

#### Session B: Why Gender Equality Matters

**Duration:** 6 hours (online workshops with coaching, February – March 2026)

**Objective:** Study the importance of gender equality on governance and EU integration.

**Responsible partner:** NARD (lead), supported by all partners

#### Topics & Schedule:

- 11th February 2026 (2 hr): Recap of Session A; the role of gender equality in strengthening democracy and EU integration.
- 4th March 2026 (4 hr, coaching): Case studies on overcoming barriers to gender equality.

**Activities:** Group discussion: Explore how gender equality strengthens governance; Interactive session: Analyse case studies to identify success factors and obstacles.

#### Session C: Understanding Gender Equality Plans (GEPs) with a special focus on Horizon Europe (HE)

**Duration:** 8 hours (online workshops with coaching, March – April 2026) and a physical meeting at the end to sum up Module 1.

**Objective:** Equip participants with knowledge of GEPs and their practical application in HE.

**Responsible partner:** LiU (lead), all partners

#### Topics & Schedule:

- 18th March 2026 (4 hr): Definition, role and components of GEPs (e.g. recruitment, leadership, work-life balance).
- 25th March 2026 (2 hr, coaching): Guidelines for developing and monitoring GEPs.
- 31st March 2026 (1 hr): Embedding gender equality in organisational culture.
- 14th April 2026 (1 hr): Leadership's role in driving GEP success.

**Activities:** Workshops: Draft a sample GEP tailored to Horizon Europe standards. Lessons learnt and sum up; Case study: Analyse effective GEPs (e.g. LiU, IMGW); Group reflection: Evaluate current GEP practices and identify improvements.

### Module 2: Integrating Gender into Governance and Leadership

**Format:** Face-to-face summer school with different activities at LiU in Sweden

**Duration:** 15th – 19th June 2026 (5 days, 40 hours in total)

**Coordinator:** LiU, supported by IMGW

**Objective:** Provide hands-on training to integrate gender equality into governance, leadership, and decision-making through practical strategies and tools. Poland's approach and experience.

**Day 1: Gender-Responsive Governance**

**Duration:** 8 hr

**Objective:** Understand the role of policymakers in advancing gender equality.

**Activities:** Guest Lecture: Swedish Gender Equality Agency on government strategies for inclusivity; Workshop: Map gender inequalities in governance structures; Round-table: Discuss challenges and solutions, referencing GAP III.

**Day 2: Strategy and Action Planning for Gender Equality**

**Duration:** 8 hr

**Objective:** Develop actionable gender equality plans aligned with EU standards.

**Activities:** Workshop: Develop a governance action plan with clear goals, timelines and outcomes; Discussion: Align plans with EU Gender Equality Strategy and GAP III.

**Day 3: Advancing Gender in Leadership**

**Duration:** 8 hr

**Objective:** Identify and address gender gaps in leadership roles.

**Activities:** Lectures: Forum for Gender Studies (LiU) on inclusive policies; HR Gender Equality team (LiU) on best equal opportunities practices; Group discussion: Analyse leadership gender gaps in participants' contexts.

**Day 4: Inclusive Leadership Practices**

**Duration:** 4 hr

**Objective:** Overcome barriers to women's leadership and promote equity.

**Activities:** Lecture: HR Gender Equality team (LiU) on mentoring, training, and bias mitigation strategies; Discussion: Explore professional development and unconscious bias solutions.

**Day 5: Refining Gender Equality Plans**

**Duration:** 8 hr

**Objective:** Improve skills in GEP development and implementation.

**Activities:** Lecture: HR Gender Equality team (LiU) on GEP components and monitoring lessons; Workshop: Refine a sample GEP for a hypothetical institution. Summary of Module 2.

**Module 3: Monitoring and Reporting on Gender Equality**

**Format:** Online (self-directed study and workshops) and physical meeting to sum up Module 3.

**Duration:** 1st October 2026 – 20th November 2026

**Coordinator:** ASUE and NUACA in Armenia, CSU and NARD in Moldova

**Objective:** Build capacity (expertis) to monitor, evaluate and report on gender equality initiatives, ensuring accountability and continuous improvement.

**Session A: Tools for Monitoring Gender Equality**

**Duration:** 16 (self-study) +8 (coaching)+16 hours (online workshop, October 2026)

**Objective:** Learn methods to track and assess gender equality progress.

**Activities:** Study monitoring frameworks and tools (e.g. EU guidelines and gender mainstreaming, GEAR tool from the European Institute for Gender Equality, Swedish Gender Equality Agency practices and Poland's National Action Plan); Analyse sample reports (e.g. LiU, IMGW) for practical insights.

**Session B: Reporting and Evaluation**

**Duration:** 10 hours (online workshops, November 2026)

**Objective:** Develop skills to produce impactful gender equality reports.

**Activities:** Workshop: Draft a monitoring report based on Session A findings; Group discussion: Share evaluation strategies and lessons learned; Final reflection: Key takeaways and how to apply learning in the workplace. Physical workshop for the partners at the end to sum up Module 3 and the entire training programme. Lessons learnt and next steps.