

# GENDER EQUALITY PLAN

## EUCOR – THE EUROPEAN CAMPUS



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## 1. Background

### 1.1. About Eucor – The European Campus EGTC

Eucor – The European Campus is a **trilateral alliance of five universities** in the Upper Rhine region connecting Germany, France and Switzerland. Its members are the universities of Basel, Freiburg, Haute-Alsace, Strasbourg and the Karlsruhe Institute of Technology (KIT). Together, these institutions crystallise the skills of some 17,000 researchers, 9,900 doctoral candidates and 120,000 students in an economically strong and research intensive region in the heart of Europe..

Eucor – The European Campus is the first **European Grouping of Territorial Cooperation** (EGTC) established by higher education institutions. This enables the universities to develop **a joint strategy in research and teaching** and to create overarching structures for science in the Upper Rhine region.

In the **Eucor Strategy 2030**, the trilateral alliance is setting itself several objectives, notably in the field of **research**, q (sustainability, personalized health, quantum sciences and technologies, and European identities).

In addition, **the EGTC coordinates two doctoral training programmes**: QUSTEC – Quantum Science and Technologies at the European Campus, and EURIdoc – Eucor Upper Rhine Immunology. In the context of QUSTEC, 37 early-stage researchers benefit from outstanding training opportunities within the field of quantum science and technology in a highly international, interdisciplinary and intersectoral setting. EURIdoc, on the other hand, designates an interdisciplinary doctoral programme in the Upper Rhine region in the field of immunology and includes 23 doctoral positions for young scientists from all over the world.

Furthermore, Eucor – The European Campus supervises the **Seed Money scheme** which aims to provide **initial financial support for innovative cross-border projects** within the five member universities. It consists of an annual call for projects divided into two funding streams: “Teaching” and “Research, Innovation and Transfer”. Seed money is currently endowed with 300,000 euros per year. The maximum funding for any project amounts to 60,000 euros. Since the first call for projects in 2017, 57 projects have been awarded funding. The first projects were completed in 2019.

## 1.2. The European context

The **representation of women** in research within the European Union shows significant gender disparities.

According to the [2021 edition of She Figures by the European Commission](#), the number of bachelor graduates compared to the number of bachelor entrants across all fields of study is higher for women than for men. In other words, women are still more likely than men to graduate from **bachelor studies**.

However, the report points out that women are less likely to continue on to **doctoral studies** compared to men. Although women represented 48.1% of doctoral graduates at the European level in 2018, they were still under-represented in certain fields such as information and communication technologies (ICT) and engineering, manufacturing & construction. Moreover, they still continue to be under-represented among doctoral graduates in the fields of science, technology, engineering and mathematics (STEM), despite some progress.

In 2018, women made up around one-third (32.8%) of the total population of **researchers** at the European level. The European Commission's report thus indicates that a gender gap persists in the participation of women researchers compared to men researchers, despite the fact that, between 2010 and 2018, the number of women researchers grew more rapidly (3.9%) than the number of men researchers (3.3%).

Even in the distribution of women and men **researchers across the main economic sectors**, some disparities persist. According to the She Figures 2021 report, women represent 42.8% of researchers in the higher education sector (HES), 43.9% in the government sector (GOV) and only 20.9% in the business enterprise sector (BES).

The development of a Gender Equality Plan (GEP) for Eucor – The European Campus is essential to address these inequities **at every university career stage** by implementing specific measures aimed at encouraging the participation of all genders, supporting their professional development and fostering a more inclusive and equitable working environment.

## 2. Principal objectives for Eucor – The European Campus regarding gender equality

### 2.1. The specific link between the EGTC and the five member universities

The EGTC is working hand-in-hand with the five member universities. This connection takes several shapes, including the implementation of the so-called Strategy 2030, which sets the goals that must be achieved by the trinational alliance. Eucor – The European Campus also monitors and supports the funding requests of all member universities for cross-border and trinational projects that support innovative academic and research activities in the Upper Rhine region.

Through the Eucor's Gender Equality Plan, which combines the GEPs of the member universities, stakeholders from the member universities (students, PhD candidates, teaching staff and researchers) can **rely on the gender equality measures established by their respective universities**. Each Eucor university has its own set of policies and initiatives aimed at promoting gender equality and providing a robust support system for their members.

In order to better promote equality for all genders, **the Gender Equality Plan (GEP) of the EGTC therefore unites the existing GEPs of the five Eucor universities**. By recognizing the diverse and specific approaches each university takes towards gender equality, Eucor's GEP harmonizes and integrates these independent plans to create a cohesive and comprehensive strategy that addresses all gender disparities across the entire network.

### 2.2. Concrete actions of the EGTC regarding gender equality

The Eucor EGTC has established a comprehensive Gender Equality Plan that aligns with the **four process-related GEP building-blocks** implemented by the Horizon Europe programme. These blocks are:

- The publication of a formal document on the Eucor EGTC website (<https://www.eucor-uni.org/en/about-us/documents-publications-and-videos>)
- The dedication of resources provided by the five Eucor universities
- The collection and monitoring of data provided by the five Eucor universities
- The provision of trainings on gender equality and unconscious gender biases for staff to be implemented by the five Eucor universities

To better facilitate awareness and accessibility, Eucor has implemented concrete measures, such as the **distribution of a fact sheet that consolidates all relevant**

**contacts into a single document**, thus making the contact information of designated gender equality representatives at each of the five universities directly accessible. This fact sheet can be **distributed at all Eucor activities**, including summer schools, student meetings, and staff exchanges, to ensure that participants across various activities have the opportunity to access vital information regarding gender equality support. By centralising this information, Eucor is making it easier for individuals to reach out for assistance and guidance on gender equality issues within their respective institutions. The fact sheet is available **exclusively in digital form** to avoid excessive paper printing and to allow regular updating. It is accessible by scanning a QR code, or via a link in information emails prior to events.

[\[ACCESS TO THE FACT SHEET HERE\]](#)

Moreover, Eucor is committed to ensuring that employment opportunities are open to everyone and therefore emphasizes **inclusivity in its recruitment practices**. This principle guides Eucor's goal of implementing a fair and equitable hiring process that welcomes candidates from all backgrounds.

Eucor is also **clear in its communication that it promotes equal rights for all genders**. Gender-sensitive language is used throughout all online and offline media in all three languages of Eucor (English, French and German) as well as visual language. In addition, wherever possible, a deliberate focus is placed on female role models.

### 3. Gender equality plans of the five Eucor universities

To ensure transparency and accessibility, the structure of Eucor's GEP can be seen in a **table summarizing the gender equality plans from all five universities**.

This table provides a clear overview of each university's commitments and initiatives and thus serves as the **reference document for Eucor's overarching equality strategy and GEP for all genders**. By relying on the established frameworks of its member universities, Eucor – The European Campus is committed to fostering an inclusive and equitable academic environment for all.

[ACCESS TO THE TABLE HERE: [SHORT VERSION](#) AND [COMPLETE VERSION](#)]