

# Gender Equality in Academia and Research

## Examples of actions

### Structures to support gender equality work

Dedicated organisational arrangements tasked with gender equality work (unit, office, network, service, etc.).

- [GenderNet](#)
- [Gender Balance Committee](#)
- [Gender and Diversity Controlling](#)
- [Gender Project Manager](#)
- [WiSER \(Centre for Women in Science and Engineering Research\)](#)

### Awareness-raising and competence development

Generating sensitivity for gender (in-)equality and developing competence to engage with gender equality issues.

- [Compulsory awareness-raising session for B.A. students](#)
- [A practice to award and ensure greater visibility for women researchers](#)
- [School of drafting and management for European projects](#)
- [Gender Sensitive PhD Supervisor Toolkit](#)
- [Overcoming bias in personnel selection procedures](#)
- [Gender certification: a road to change?](#)

### Engaging stakeholders

Building alliances and bringing on board stakeholders to engage in partnerships for gender equality work.

- [National connections at Fraunhofer Gesellschaft: the National Committee](#)

## Organisational culture and work-life balance

The organisational culture and work-life balance are key factors that contribute to creating an enabling environment for both women and men to have fulfilling careers in the research sector.

- [Teaching-free period when returning from parental leave](#)
- [Family-leave without consequences for the academic career](#)
- [Maternity Cover Fund and Return to Work policy](#)

## Recruitment, selection and career progression support

Recruitment, selection and career progression support measures aim at ensuring that women and men get equal chances to develop and advance their scientific careers.

- [Women represented in all rounds of applications](#)
- [Age limit extension in calls for female researchers with children under 10](#)
- [Stimulating personal development to improve women academics' positions](#)
- [Participatory approach towards a Career Development Plan](#)
- [Cascade Model at Helmholtz Centre Potsdam \(GFZ\)](#)
- [High-profile tenure-track positions for top female scientists](#)

## Leadership and decision-making

The leadership of the institution and its decision-making bodies need to be gender balanced for the organisation to truly live up to its values. Decision-making itself has to be gender-sensitive.

- [Election procedure for the Board](#)
- [Gender-integrated Leadership Programme \(AKKA\)](#)
- [Elections for the University's Council](#)

## Combatting sexual and gender-based harassment

The fields of research and higher education are not immune to sexual and gender-based harassment. Actions are needed to put an end to this behaviour.

- [Protocol for preventing and tackling sexual harassment and gender-based violence](#)

## **Integrating gender in research and education content**

Making research and education gender-sensitive by integrating the gender dimension and eliminating gender bias.

- [Gender lectureship: a model for mainstreaming in higher education](#)
- [Guides for mainstreaming gender in university teaching](#)

## **Analytical measures, targets, indicators, monitoring and evaluation**

Collecting, assessing, reviewing, analysing numbers, data, procedures and practices, to enable optimal planning and implementation of gender equality work.

- [A survey to know your institution](#)
- [Gender Equality Report: Monitoring progress towards gender equality in the university](#)
- [Gender Report](#)
- [Gender Mainstreaming in the Quality Assurance Process of University Degrees](#)

## **Incentives to promote gender equality**

Inciting actors to integrate gender equality in their work by rewarding good initiatives.

- [Encouraging gender equality activities at the grassroots level across the university](#)
- [Introducing a gender perspective in research content and teaching](#)