

Gender Equality in Academia and Research

WHAT IS A GENDER EQUALITY PLAN (GEP)

- Definition of a Gender Equality Plan
- In need of inspiration? Examples of Gender Equality Plans

EU OBJECTIVES FOR GENDER EQUALITY IN RESEARCH

- Institutional change in research and higher education institutions

WHY CHANGE MUST BE STRUCTURAL

- Research and higher education institutions as gendered settings
- Unconscious or implicit gender bias
- Masculine image of science
- Women in research and higher education institutions: the numbers are improving, but why so slow?
- Gender-blind and gender-biased research

WHO IS THIS GUIDE FOR?

- What can you find in this online tool?

GEAR STEP-BY-STEP GUIDE

- **How to set up and implement a Gender Equality Plan**
 - [Step 1. Getting started](#)
 - [Step 2. Analysing and assessing the gender equality state-of-play](#)
 - [Step 3. Setting up a Gender Equality Plan](#)
 - [Step 4. Implementing a Gender Equality Plan](#)

- [Step 5. Monitoring progress and evaluating a Gender Equality Plan](#)
- [Step 6. What comes after the Gender Equality Plan?](#)
- **[Who is involved in a Gender Equality Plan](#)**
 - Structure to support gender equality work
 - Top Executives
 - Managers
 - Research and/or Teaching staff
 - Human Resources
 - Students
- **[Rationale for gender equality in research](#)**
 - Compliance with regulations
 - Creating better work environments
 - Attracting & retaining talents
 - Economic benefits
 - Excellence and research quality
 - Effectiveness and efficiency of the research
 - A leverage for organisational change
- **[Speaking Notes](#)**
 - Top Executives
 - Managers
 - Human Resources Management
 - Researchers
 - Social Partners
- **[Basic requirements and success factors for realising a gender equality plan](#)**
 - Impact drivers at organisational level
 - Impact drivers at process level
- **[Relevant insights](#)**

- Context-sensitive implementation and mutual learning
- “What do you mean by gender equality?”
- Fixing it all
- Building on existing resources
- From the top-down, from the bottom-up, and from the outside
- The timing of change
- Continuously evolving plans
- The dynamic planning of sustainability

ACTION TOOLBOX

- Structures to support gender equality work
- Awareness-raising and competence development
- Engaging stakeholders
- Organisational culture and work-life balance
- Recruitment, selection and career progression support
- Leadership and decision-making
- Combatting sexual and gender-based harassment
- Integrating gender in research and education content
- Analytical measures, targets, indicators, monitoring and evaluation
- Incentives to promote gender equality

OBSTACLES AND SOLUTIONS

- Resistance
- Lack of understanding
- Commitment to merit and/or excellence
- Gender equality work is not required
- Lack of autonomy
- Lack of resources

- Lack of authority
- Lack of data
- Lack of engagement
- Absence of historical background
- Sustainability and resilience

EXAMPLES OF ACTIONS

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- Combatting sexual and gender-based harassment
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- Analytical measures, monitoring and evaluation
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LEGISLATIVE AND POLICY BACKGROUNDS

- [Austria](#)
- [Belgium](#)
- [Bulgaria](#)
- [Cyprus](#)
- [Czech Republic](#)
- [Germany](#)
- [Denmark](#)
- [Estonia](#)
- [Spain](#)

- [Finland](#)
- [France](#)
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