

# Gender Equality in Academia and Research - GEAR tool

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### Making universities and research organisations equal for women and men

The Gender Equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.

Why change must be structural

Examples of concrete actions

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- [What is a Gender Equality Plan?](#)

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- [EU objectives for gender equality in research](#)

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- [Who is this guide for?](#)

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- [The GEAR Step-by-Step Guide](#)
  - ▣ [Step 1: Getting started](#)
  - [Step 2: Analysing and assessing the state-of-play in the institution](#)
  - [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?](#)

- GEAR action toolbox
- Who is involved in a Gender Equality Plan?
- Rationale for gender equality in research
- Basic requirements and success factors
- Obstacles and solutions
- Legislative and policy backgrounds
- Relevant insights
- Examples
- Key resources

## Introducing GEAR

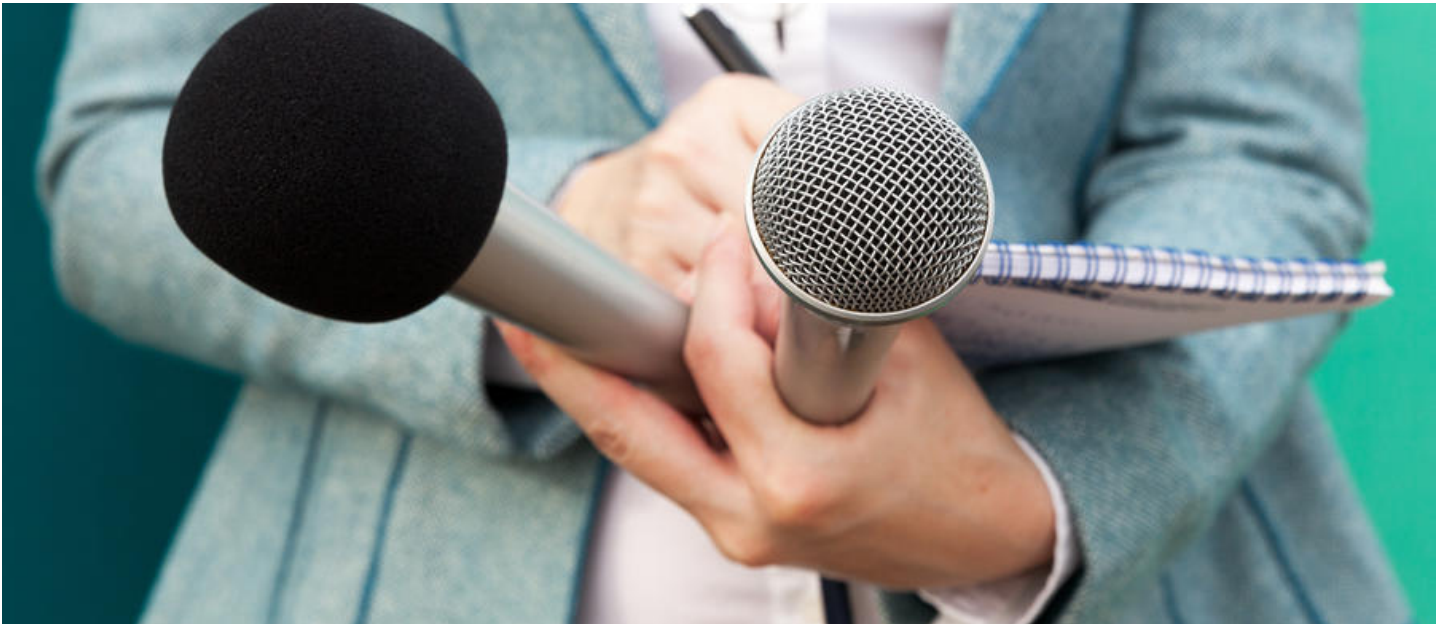
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## Downloads

-  **GEAR - The complete step-by-step guide**  
ENGLISH 747.15 KB
-  **Chapter "Structural change in the research area" in 23 EU languages**
-  **Chapter "Guide to Structural Change in Academia and Research Organisations" in 23 EU languages**
-  **Analytical paper**  
ENGLISH 2.07 MB
-  **Opinion paper**  
ENGLISH 1.87 MB

## More toolkits





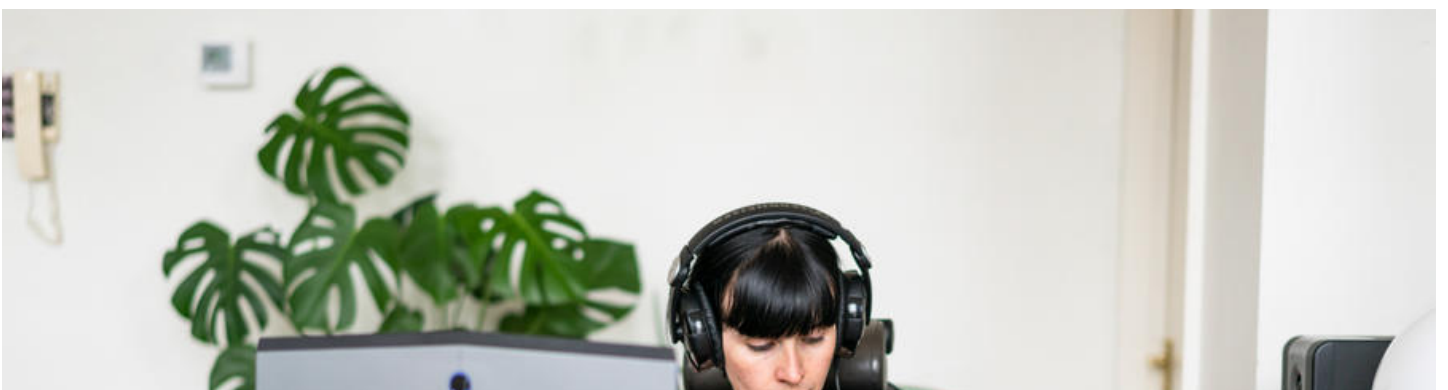
**Gender-sensitive communication**

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**Gender equality training**

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## **Work-life balance in the ICT sector**