

# Gender Equality in Academia and Research - GEAR tool

## Gender Equality in Academia and Research - GEAR tool 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.

Horizon Europe requirements: overview and guidance

**WHAT?** Gender Equality Plans, intersectionality and diversity, involvement of stakeholders

**WHY?** EU objectives for gender equality in R&I, Horizon Europe and Gender Equality Plans

**HOW?** Step-by-step guides for RPOs and RFOs and the GEAR action tool box

**WHERE?** Legal and policy background in EU Member States

In this section, you will find basic information on gender equality plans (GEPs), definitions of different terms used in the GEAR tool as well as about the GEAR tool itself and how it was updated.

- 1 What is a Gender Equality Plan (GEP)?
- 2 What do we mean with key terms used in the GEAR tool like gender, diversity, intersectionality or research organisations?
- 3 What stakeholders need to be engaged in a GEP?
- 4 Learn more about the GEAR tool

## Search the GEAR tool



Example keyword searches: 'Horizon Europe, monitoring progress'

## Getting started

How to strengthen gender equality policies in research and innovation at national level?

See  
video



Get inspired! Examples from other organisations

Read more



[Gender equality plans: challenges and how to overcome them](#)

[Read more](#)

## Downloads

[Gender equality plans in academia and research: roadmap to effective implementation](#)

ENGLISH 918.45 KB

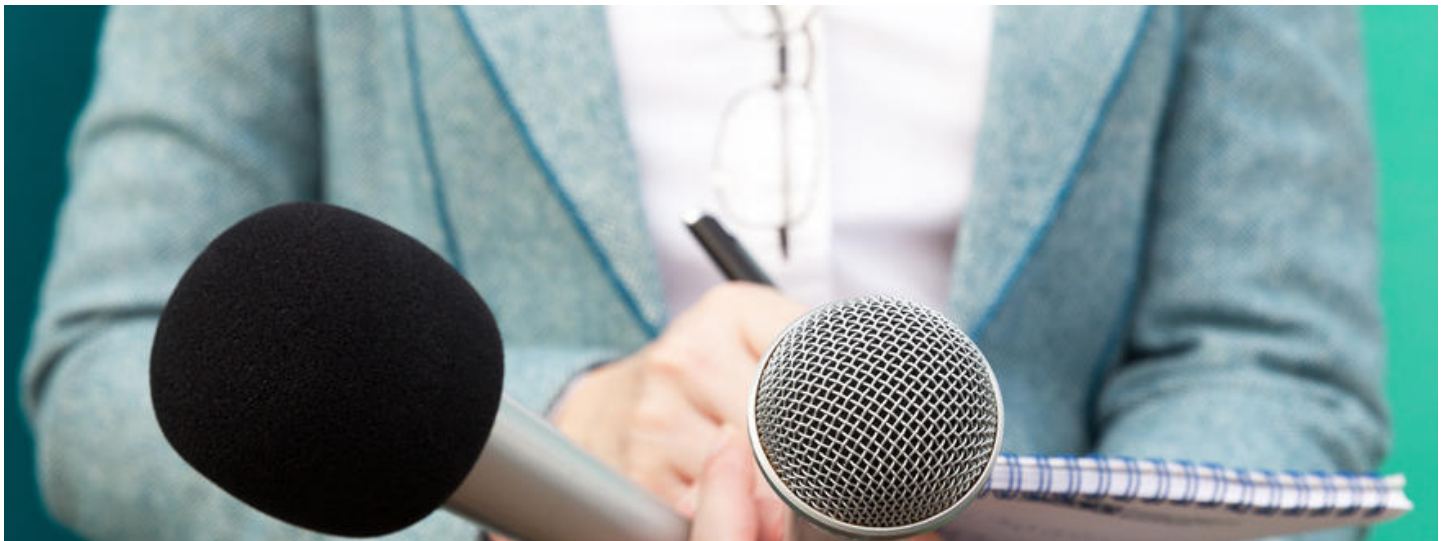
[Gender equality plans in academia and research: success factors and obstacles](#)

ENGLISH 885.14 KB

[GEAR tool step-by-step guide](#)

ENGLISH 1.49 MB

## More toolkits







gender-sensitive communication



gender equality training



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## Gender Impact Assessment