

# Gender Equality in Academia and Research

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## 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**

- Structures to support gender equality work
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- Analytical measures, monitoring and evaluation
- Incentives to promote gender equality

## **LEGISLATIVE AND POLICY BACKGROUNDS**

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

- [Estonia](#)
- [Spain](#)
- [Finland](#)
- [France](#)
- [Greece](#)
- [Croatia](#)
- [Hungary](#)
- [Ireland](#)
- [Italy](#)
- [Lithuania](#)
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- [Netherlands](#)
- [Poland](#)
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- [Romania](#)
- [Sweden](#)
- [Slovenia](#)
- [Slovakia](#)
- [United Kingdom](#)