

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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Integrating gender in research and education content
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
Greece
Croatia
Hungary
Ireland
Italy
Lithuania
Luxembourg
Latvia
Malta
Netherlands
Poland
Portugal
Romania
Sweden
Slovenia
Slovakia
United Kingdom