

# Gender Equality in Academia and Research

## WHY

Why is gender equality important for research and innovation (R & I)? Why do I need to develop and implement a gender equality plan (GEP) in my organisation?

If you want to find out more about the reasons for promoting gender equality and its potential benefits, read the relevant parts of this section of the gender equality in academia and research (GEAR) tool.

- 1 What is the **GEP eligibility criterion** in Horizon Europe about?
- 2 How does the **European Commission promote gender equality** in R & I?
- 3 Why do we need **structural change to promote gender equality** in R & I?
- 4 What are the **benefits** of engaging with gender equality work?

For a brief overview, watch the informative video produced by the EU-funded project 'Gender equality in the European research area community to innovate policy implementation' (GENDERACTION) on why we need gender equality actions.

If you are interested in further information on what a GEP actually is, see the 'What' chapter. Otherwise, click below to continue to the next section about the **GEP eligibility criterion in Horizon Europe**.

If you are interested in the legal and policy framework of your country on gender equality in R & I, see the relevant country note in the '**Where**' chapter.