

Gender mainstreaming

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If you want to learn how gender equality relates to your area of work, you have come to the right place. In this section we highlight gender challenges in 21 policy areas, ranging from fisheries to culture. We also give recommendations on how to best address these challenges. We have developed many practical tools to help you integrate a gender perspective into all stages of policymaking and strategic planning. Our step-by-step toolkits will guide you through the process. Feel free to use them to make your organisation more gender-sensitive.



Featured



How to make universities and research organisations equal for women and men

IGE has released an updated version of its Gender Equality in Academia and Research (GEAR) online tool. The practical tool guides organisations through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.



How to promote gender equality through public procurement

Our new practical toolkit supports contracting authorities, including EU institutions, bodies and agencies, in implementing gender-responsive public procurement across the different stages of the procurement cycle.

Gender mainstreaming publications

What is gender-responsive public procurement?

GRPP is procurement that promotes gender equality through the goods, services or works being purchased. This means that buyers and suppliers examine the impact of all

contracted activities on women's and men's needs, interests and concerns, and design and deliver contracts in a way that reduces gender inequalities (%).

GRPP can help to:

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| <p>Increase the number of women in procurement</p> | <p>Reduce the number of women who leave procurement</p> | <p>Improve working conditions</p> | <p>Address gender pay inequalities</p> |
| <p>Improve working conditions and the sharing of information, resources, networks and skills</p> | <p>Advance a gender culture and gender equality in the work environment</p> | <p>Promote gender equality in work</p> | <p>Address the gender pay gap</p> |

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Gender-responsive public procurement: the key to fair and efficient public spending in the EU →



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Gender-responsive Public Procurement in the EU: Report →

Efforts towards gender equality are more likely to succeed and contribute to effective change. The success factors discussed below can help to promote gender equality through institutional change in R & I settings.

Some common obstacles that are encountered when implementing gender equality plans (GEPs) in R & I organisations. Watch a video by the EU-funded project GENDERACTION to learn about the main success factors for effective GEPs.

Success factors

✓ Promote support for and collaboration on the gender equality plan within and outside the organisation

Awareness raising and capacity building

- enhance knowledge and its transfer among employees within the organisation;
- ensure a common understanding of what promoting gender equality through institutional change means.

- increase commitment to and the potential impact of gender equality measures through participatory approaches;
- helps to achieve sustainable, institution-wide change;
- ensures that the process is transparent, within and outside the institution.

Senior management and leadership support

- provides legitimacy to gender equality work;
- counteracts opposition/resistance to initiatives promoting gender equality;
- facilitates the availability and mobilisation of human and financial resources within the institution;

External networks to enable exchanges on gender equality

- increase learning opportunities and sharing of experiences;
- build support, motivation and solidarity among gender equality practitioners.

EMPLOYMENT, RESEARCH

Gender equality plans in academia and research: success factors and obstacles →

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