

# Gender Equality in Academia and Research: GEAR Tool



Institutional change is a strategy aimed at removing the obstacles to gender equality that are inherent in the research system itself, and at adapting institutional practices. Within an institutional change approach, the focus is on the organisation.

Research organisations and higher education institutions are invited to implement institutional change relating to human resources management, funding, decision-making and research programmes. The main objectives of institutional change are to enhance women's representation and retention at all levels of their scientific careers and to promote the integration of the gender dimension in research and innovation content.

## Further information

[GEAR tool on EIGE's Gender Mainstreaming platform](#)



[Promoting gender equality in academia and research institutions: Main findings](#)



[European research needs both women and men: Press release](#)



[Integrating gender equality into academia and research organisations: Analytical paper](#)



[Positive impact of gender mainstreaming in academia and research institutions: Opinion paper](#)



[GEAR tool chapter "Guide to Structural Change in Academia and Research Organisations" translated into 23 EU languages](#)



[GEAR tool chapter "Structural change in the research area" translated into 23 EU languages](#)



[EIGE's Gender Mainstreaming platform](#)



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## Downloads



**Gender Equality in Academia and Research: GEAR Tool**

EN (PDF, 747.15 KB)

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## Metadata

**AREAS:** Gender Mainstreaming

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**PUBLISHER:** EIGE

**ISBN:** 978-92-9493-637-0

**DOI:** 10.2839/272753