

## Gender Equality in Academia and Research -GEAR tool

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# Making universities and research organisations equal for women and men

The Gender Equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.

Examples of concrete actions

#### Contents

- Back to toolkit page
- What is a Gender Equality Plan?
- EU objectives for gender equality in research
- Why change must be structural
- Who is this guide for?
- The GEAR Step-by-Step Guide
  - ┏ Step 1: Getting started
    - Step 2: Analysing and assessing the state-of-play in the institution
    - 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?

GEAR action toolbox	
Who is involved in a Gender Equality Plan?	
Rationale for gender equality in research	
Basic requirements and success factors	
Obstacles and solutions	
Legislative and policy backgrounds	
Relevant insights	
Examples	
Key resources	

## **Introducing GEAR**

#### **Downloads**

GEAR - The complete step-by-step guide English 747.15 KB

Chapter "Structural change in the research area" in 23 EU languagesSelect language



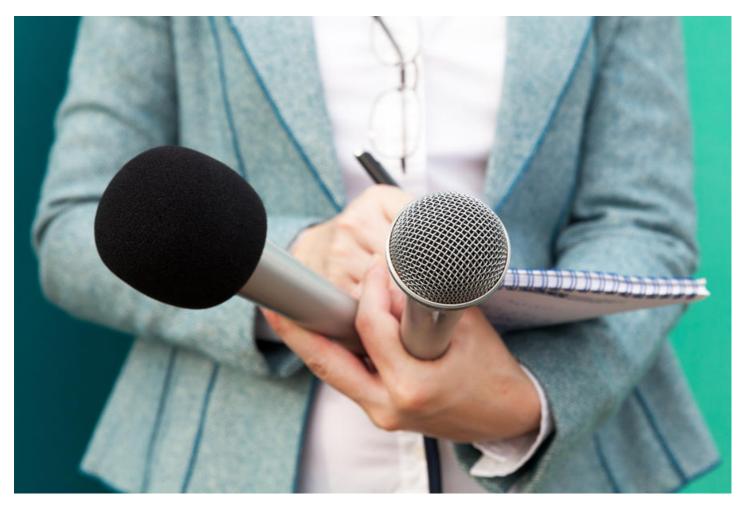
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Analytical paper English 2.07 MB

Opinion paper English 1.87 MB

#### More toolkits



#### Gender-sensitive communication



#### Gender equality training

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