Gender Equality in Academia and Research - GEAR tool

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.

Why change must be structural

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 languages
Select language

Chapter "Guide to Structural Change in Academia and Research Organisations" in 23 EU languages
Select language

Analytical paper
ENGLISH 2.07 MB

Opinion paper
ENGLISH 1.87 MB
More toolkits

Gender equality training

Institutional transformation
Gender impact assessment

SEE ALL TOOLKITS →