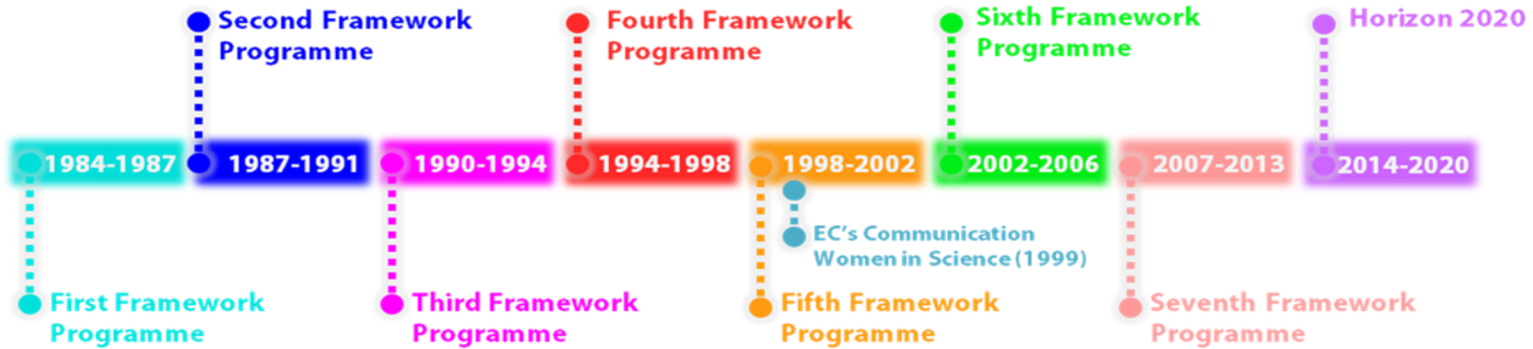


## **THE GEAR TOOL: A COMPREHENSIVE RESOURCE TO SUPPORT STRUCTURAL CHANGES IN THE ACADEMIA**

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## FROM FIXING WOMEN TO FIXING ORGANIZATIONS



In its 3<sup>rd</sup> decade, the EU policy for gendering the ERA addresses 3 dimensions:

- Gender equality in scientific careers.
- Gender balance in decision-making.
- Integration of the gender dimension in research content & teaching**

## RECENT TRENDS IN GENDERING THE ACADEMIA

- ❑ Focus on lower research intensive – “widening” - countries
- ❑ As from 2021, adopting and implementing a Gender Equality Plan (GEP) to become an **eligibility criteria** for Horizon Europe
- ❑ Horizon Europe to support research on **intersecting inequalities**
- ❑ **Updated tools** to support RPOs and RFOs in implementing change:
  - ✓ Update of the **GEAR tool** (ongoing)
  - ✓ New European knowledge and support facility (to be designed)

## STATUS QUO OF IMPLEMENTING GEPS IN EUROPE

- ❑ In the EU + UK, there are over **1700 universities and research performing organizations currently carrying out gender equality plans/ strategies**
- ❑ In various countries, this results from a **legal obligation** at the national and/or the sub-national level, which make compulsory to adopt either a gender equality strategy or a plan
- ❑ In the UK and Ireland, the **Athena-SWAN** has generated more than 500 equality strategies in over 170 universities and RPOs.

## DEFINING A GENDER EQUALITY PLAN

As defined by the European Commission, a gender equality plan consists of a set of actions aiming at:

- Conducting audits of procedures and practices to identify gender bias.
- Identifying and implementing innovative strategies to correct any bias.
- Setting targets and monitoring progress via indicators.

European Commission Communication on 'A Reinforced European Research Area Partnership for Excellence and Growth' (COM(2012) 392 final)

## AREAS OF ACTION FOR GEPS

- Organisational culture**
- Reconciliation of work and private life
- Recruitment, selection and career progression
- Leadership and decision-making
- Sexual and gender-based harassment
- Integration of a gender perspective in research and teaching**

## DEFINING A GENDER EQUALITY PLAN

A gender equality plan includes a **set of actions** with different degrees of complexity. The set of actions should articulate a **strategic view** aimed at achieving gender equality in the organisation.

A gender equality plan **is not**:

- The mere adoption of general objectives fostering gender equality.
- A broader strategy or plan including a gender dimension among others (e.g. a diversity or anti-discrimination plan).

## A SIX STEPS APPROACH

- Getting started
- Analysing and assessing the state-of-play
- Setting up a Gender Equality Plan
- Implementing a Gender Equality Plan
- Monitoring progress and evaluating a Gender Equality Plan
- What comes after?



## A KEY RESOURCE: THE GEAR TOOL

To help universities and other higher education and research organizations implementing structural change, the [European Institute of Gender Equality](#) commissioned the design of a support facility, launched in October 2016.

**GEAR** combines a **step-by-step guide** for setting-up, implementing and monitoring a Gender Equality Plan, with an updated **selection of resources and good practices** for each of the 6 GEP steps.

GEAR provides **definitions, recommendations** about whom to involve and how to tackle resistances, as well as information on the **policy background** of each of the 27 EU member states.

Navigating the GEAR tool provides an overview of whatever is needed to get started and go deeper in implementing structural change, giving access to **area-specific toolkits** and **good practices' depositories**.

In September 2020, **comprehensive update** content wise, to be followed by a complete recast aimed at **improving users' experience**.

The most recent update includes **tips and resources to integrate gender in teaching and curricula**.

## 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.



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**THANKS!**

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