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gender equality to unlock
research potential

Policy Recommendations for Strengthening

GENDER EQUALITY

in the European Research Area & Member States

01



Remove Barriers for Women in Research

Gender Balance in Leadership: Ensure equal representation in decision-making roles.

Work & Life Balance: Encourage family reconciliation policies to support career development.

Address Gender Discrimination: Create national frameworks to support victims of gender-based violence.

02



Integrate Gender Perspectives in Research

Gender in STEM & Innovation: Include gender perspectives in STEM, AI, and ICT fields.

Tackle Societal Challenges: Apply gender analysis to issues like climate change, poverty, and health

03



Strengthen Support for Gender Equality Plans

EU Support: Expand EU Framework Programs to fund Gender Equality Plans (GEPs)

National Incentives: Governments to provide support and resources, especially for institutions new to GEPs.

04

Enhance Guidelines for Gender Equality Plans Development

Standardized Tools: Utilize resources like the ATHENA toolkit, GEAR Tool, and Horizon Europe guidelines.

Continuous Improvement: Encourage ongoing refinement of GEPs to achieve lasting impact.



05



Establish National Support Centres

Resource Centres for Gender Equality: National centres to assist institutions in developing Gender Equality Plans



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Develop Sex/Gender Analysis Indicators

EU Frameworks: Guide policymakers to create consistent gender performance metrics.

National Indicators: Define minimum indicators to compare gender equality across institutions.

07

Increase Gender Training and Awareness

Target Audiences:

Tailor training and awareness campaigns to policymakers, researchers, and management at all levels.

08



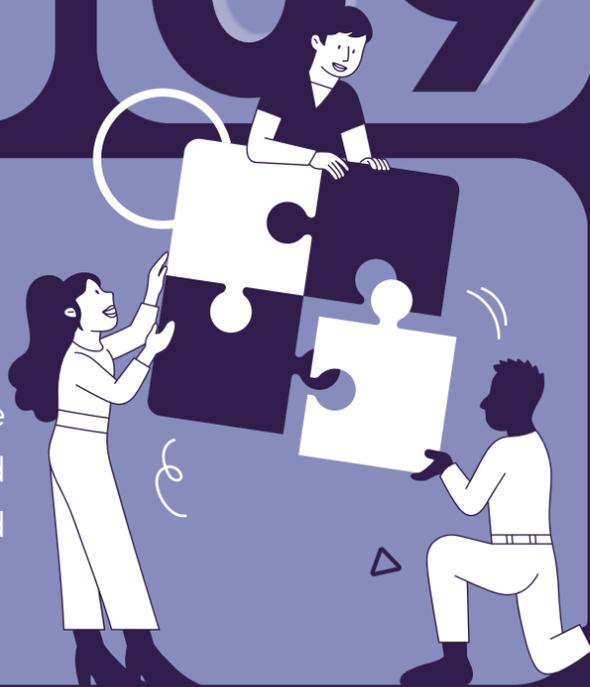
Engage Women's Organisations

Stakeholder Participation: Include women's organizations in designing and monitoring gender equality actions.

09

Promote International Collaboration

Best Practice Sharing: Encourage collaboration between experienced and less experienced organizations within and beyond the EU.



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