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Policy Recommendations for Promoting

GENDER EQUALITY

in the Research Performing and Funding Organisations

01

Engage Leadership and Foster Inclusivity

Actively involve top management in the Gender Equality Plan (GEP) process. Ensure transparency and inclusivity to form a well-rounded working group. Promote multidisciplinary and multi-sectoral knowledge exchange for GEP design and follow-up.
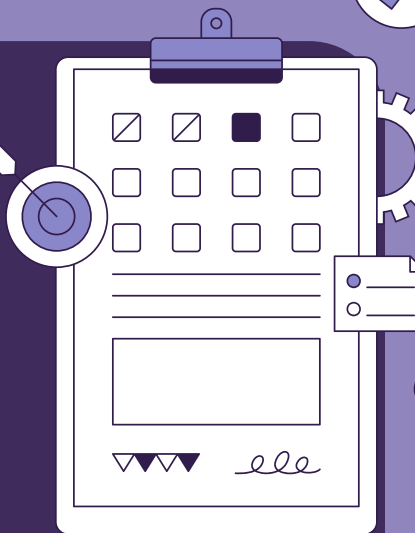
02

Assign Clear Responsibilities

Designate a specific person for each GEP action. Clearly identify responsible individuals internally to streamline implementation and monitoring processes.

03

Define Deadlines & Metrics

Establish actions with clear deadlines and key performance indicators (KPIs) to ensure the effective implementation and evaluation of GEP goals.

04

Promote Stakeholder Participation

Encourage stakeholder involvement from the initial design phases of the GEP. Collect feedback during implementation to revise or add new actions for subsequent GEP editions.

05

Integrate Gender Budgeting

Incorporate gender budgeting measures into the institution's reporting framework. This approach highlights financial commitment and effectiveness in promoting gender equality.

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06 Provide Training on Gender Equality

Allocate resources for training sessions on gender equality, gender budgeting, and GEPs. Motivated and well-trained staff are essential for effective implementation.

07 Support Mutual Learning

Facilitate bilateral meetings and learning events for institutions with varying levels of GEP experience. Sharing insights strengthens GEP design and approval processes.
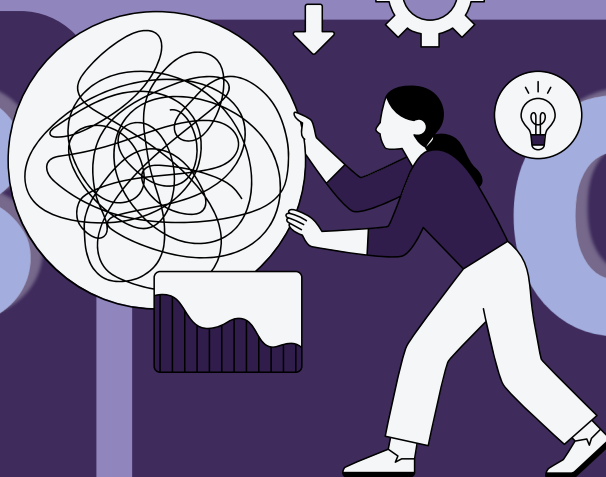
08 Use Tailored Management Tools

Adopt tools like ATHENA's GEPVISION dashboard to monitor GEP actions through indicators. Such tools ensure continuity and progress in implementing transformative changes.

09 Acknowledge Challenges

Openly recognize and address weaknesses, defeats, and failures encountered during GEP implementation. Learning from challenges supports meaningful, transformative change.
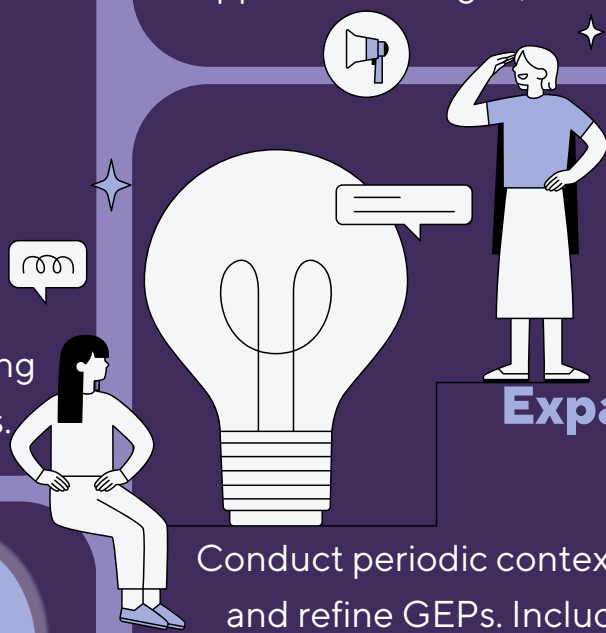
10 Expand Context Analysis

Conduct periodic context analyses to adapt and refine GEPs. Include new dimensions, such as activity distribution and its career impact, to better address emerging needs.

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