

The GEAR tool is the result of the cooperation between EIGE and the European Commission's Directorate-General for Research and Innovation, to reinforce gender mainstreaming in research.

GEAR

Gender Equality in Academia and Research



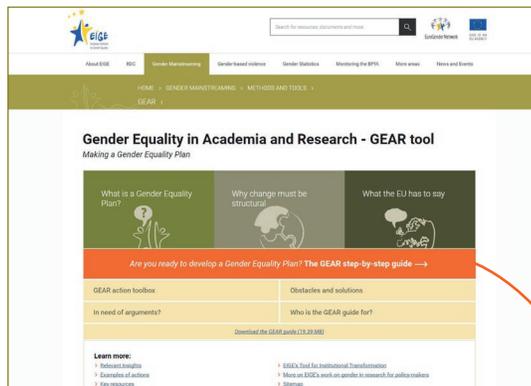
www.eige.europa.eu



© European Institute for Gender Equality, 2016

An online resource aimed at working toward gender equality
in your research or higher education institution

The **GEAR** tool has been designed to cover the whole process of reinforcing gender equality in academia and research



The main page shows the relevant context and supporting material of the guide.



The guide outlines the necessary steps to ensure a successful implementation of your Gender Equality Plan.

The **GEAR** tool's step-by-step guide explains not only the process, but also offers inspirational examples

The guide is a roadmap to implement a successful gender equality plan. Each step provides actionable information and includes videos, infographics and examples to support you through the process.



Four other sections cover important information necessary throughout the process:



**ACTION
TOOLBOX**



**WHO IS
INVOLVED?**



RATIONALE



**SUCCESS
FACTORS**

- **The Action Toolbox** contains useful tips, instruments and examples for each of the areas that can be addressed in a gender equality plan.
- All stakeholders need to be mobilised for developing and implementing a Gender Equality Plan. In **Who Is Involved?** find out what can be expected from different categories of staff and students.
- **Rationale for Gender Equality** lists the many benefits you can look forward to following successful implementation of a Gender Equality Plan. Here you can also find speaking notes to support you with convincing arguments.
- To ensure success, certain factors need to be satisfied. Find them in **Requirements & Success Factors**, covering both organisational issues and issues related to the process of the Gender Equality Plan.

The GEAR tool can be accessed at: www.eige.europa.eu/gender-mainstreaming/tools-methods/GEAR