



Gender Equality in Academia and Research - GEAR tool

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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.

Horizon Europe requirements: overview and guidance

WHAT? Gender Equality Plans, **WHY?** EU objectives for intersectionality and diversity, gender equality in R&I, involvement of stakeholders
Horizon Europe and Gender Equality Plans

HOW? Step-by-step guides for RPOs and RFOs and the GEAR action tool box

WHERE? Legal and policy background in EU Member States

In this section, you will find basic information on gender equality plans (GEPs), definitions of different terms used in the GEAR tool as well as about the GEAR tool itself and how it was updated.

- 1 What is a Gender Equality Plan (GEP)?
- 2 What do we mean with key terms used in the GEAR tool like gender, diversity, intersectionality or research organisations?
- 3 What stakeholders need to be engaged in a GEP?
- 4 Learn more about the GEAR tool

Search the GEAR tool

🔍 *Type here to search the GEAR tool*

Search

Example keyword searches: 'Horizon Europe, monitoring progress'

Getting started

How to strengthen gender equality policies in research and innovation at national level?

[See video](#)



Get inspired! Examples from other organisations

[Read more](#)



Gender equality plans: challenges and how to overcome them

[Read more](#)

Downloads

↳ [Gender equality plans in academia and research: roadmap to effective implementation](#)

ENGLISH 918.45 KB

↳ [Gender equality plans in academia and research: success factors and obstacles](#)

ENGLISH 885.14 KB

↳ [GEAR tool step-by-step guide](#)

ENGLISH 1.49 MB

More toolkits



Gender-sensitive communication



Gender equality training



Gender Impact Assessment