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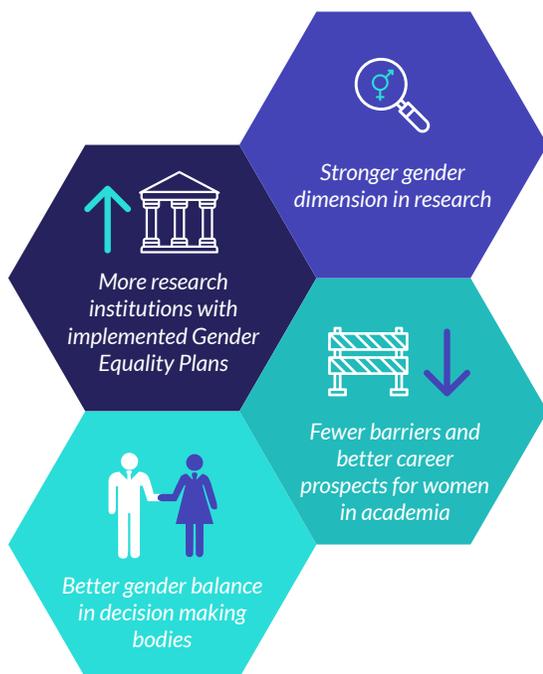


SUPPORTING AND
IMPLEMENTING PLANS FOR
GENDER EQUALITY
IN ACADEMIA AND RESEARCH



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In line with European Research Area's central Gender Equality objectives, we support the implementation of Gender Equality Plans (GEPs) and initiate institutional change in nine Research Performing Organizations in Europe by focusing on **support, learning, practice, collaboration and sustainability**.



YOUR INSTITUTION CAN BENEFIT FROM JOINING THE INITIATIVE AND DEVELOPING YOUR OWN TAILORED GEP:

Continuous Learning:

- Introducing GEP on the agenda facilitates discussions on the gender equality topic and helps tackling explicit and implicit bias and gender stereotypes within the organization;
- GEP implementation ensures a systematic consideration of GE work and promotes its visibility, increasing sensitization to the topic;

Working conditions:

- Your organization will be better aligned with national and EU regulations related to employment practices;
- Improved work-life balance as a result of non-discriminatory and gender-aware regulations will further reduce stress and increase individual performance;

Recruitment practice:

- GEP implementation enhances the chances to attract the best employees by ensuring access to career paths regardless of gender, background, or individual circumstances;
- GEPs encourage the development of transparent hiring, retention and promotion strategies enabling creation of diverse teams with better performance and productivity;
- Fair promotion of young academics, attraction of new talents and competence development can be ensured through fair gender-aware recruitment policies.

Decision-making:

- Gender balanced decision-making bodies contribute to more effective strategic decisions through diversity;

Scientific benefits:

- Through gender dimension in research and gender-sensitive policies, the competitiveness and research ranking of universities and research organisations can be improved;
- New products, services and tools can be delivered, new target audiences and users can be reached due to more robust and multidisciplinary research with gender perspective;

Institutional change:

- Gender perspective can make institutional processes and practices better than they are today leading to discrimination-free, innovative and lively university culture;
- Through a comprehensive set of measures within GEPs, the sense of community and ownership will be enhanced and diversity at the institutions will be acknowledged in an esteeming way.