



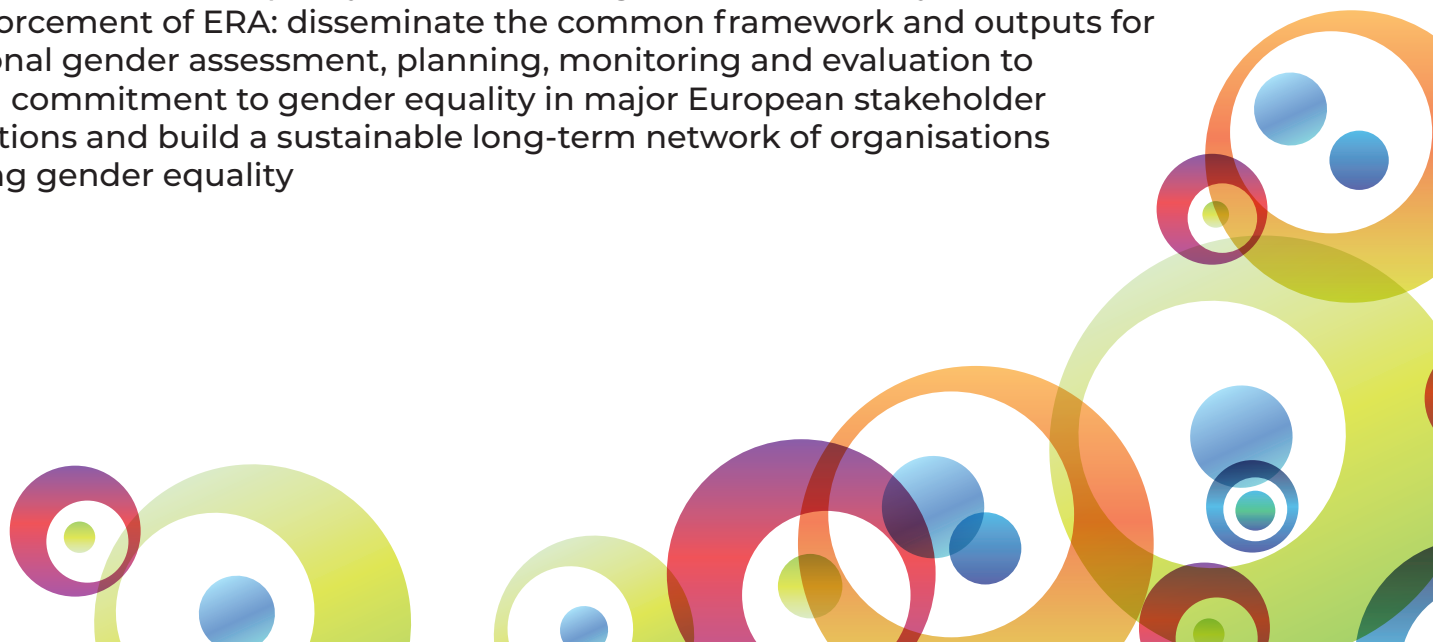
## CHALLENGING AND TRANSFORMING GENDER ROLES AND IDENTITIES LINKED TO PROFESSIONAL CAREERS, TO CREATE REAL INSTITUTIONAL CHANGE

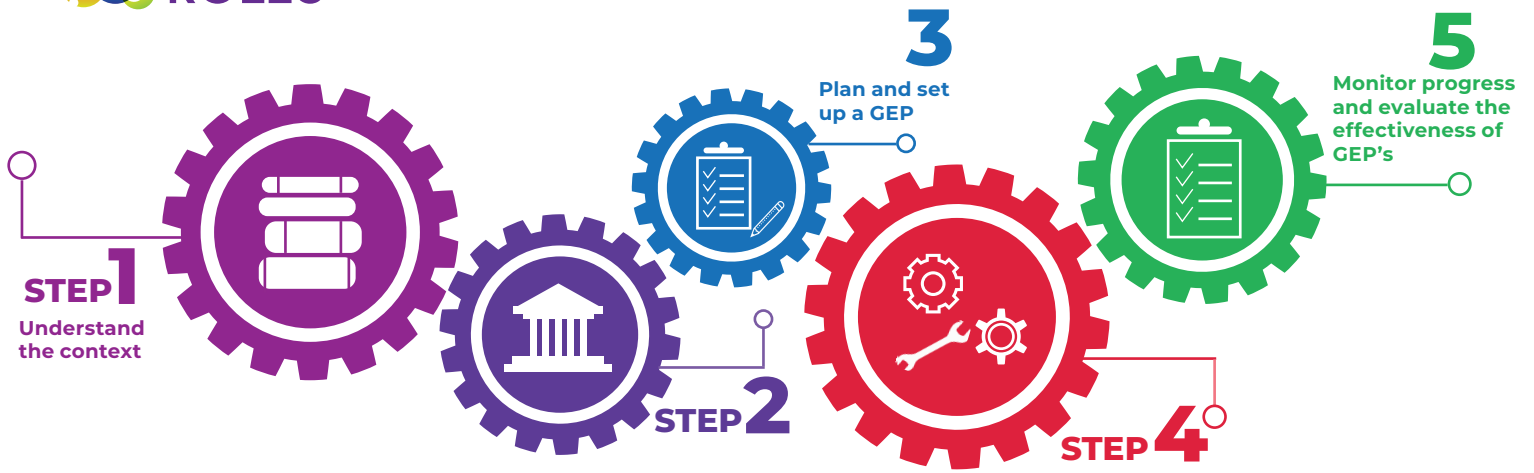
### GEARING ROLES Six Gender Equality Plans in Six Institutions

GEARING-Roles is a four-year Coordination and Support Action project (January 2019 – December 2022) that will bring together a pan-European group of academics and industry professionals to collaborate and exchange knowledge, good practices, and lessons learned on designing, implementing, and evaluating six Gender Equality Plans in six organisations (five Universities and one Research Funding Organisation) applying the criteria established and tested by GEAR-tool developed by the European Commission.

The objectives are as follows:

- **Women Career Progression:** remove barriers to the recruitment of women and devise Personal Career Development Plans
- **Leadership and Decision Making:** To address gender imbalances, in the representation, processes and the promotion of leadership in research institutions
- **Education and Research:** to provide alternative references in areas traditionally dominated by masculine culture (STEM) and in those where women are a majority (Law, Health and Care, Humanities, Law and Social Sciences) by strengthening the gender dimension in research programs and methodologies, fostering gender-knowledge and scientific production in relation to gender and feminist studies, and by reinforcing women researchers' careers
- **Promotion of Gender Equality in Research Organisations and key stakeholders for the reinforcement of ERA:** disseminate the common framework and outputs for institutional gender assessment, planning, monitoring and evaluation to establish commitment to gender equality in major European stakeholder organisations and build a sustainable long-term network of organisations advancing gender equality





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100

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