

Gender Equality Approaches

...and their impact on the implementation of gender equality plans in European universities

**PROMOTING
WOMEN**

**GENDER
MAINSTREAMING**

**DIVERSITY
MANAGEMENT**

ORIGIN OF APPROACHES

2nd Women's Rights Movement



EU-wide legally anchored in EEC Founding Treaty

Gender Equality Approaches in Development Policy, World Conference on Women Beijing 1998



EU-wide legally anchored in TFEU, Art. 8

US Civil Rights Movement
Business Models, Education Expansion, Bologna



None. Though anti-discrimination is legally anchored in TFEU, Art. 13

APPROACHES AND SOCIAL DIFFERENCE CATEGORIES

Unequal Treatment, Positive Discrimination of Women

Social Difference Category: Sex (refers to biological determined characteristics of women and men)

Process-oriented and Structural Analyses and Changes

Social Difference Category: Gender (refers to socially constructed roles, behaviors, and attributes that a given society considers appropriate for women and men)

Support for Integration, Ensuring Equal Opportunities

Social Difference Categories: Gender, Age, Disability, Social Origin, Ethnic Origin, Religion, Sexual Orientation

OBJECTIVE OF APPROACHES

Disadvantage Compensation for Women



Reduction of Gender Inequalities, Equality Between Women and Men

...by integrating a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes

Appreciation and Utilization of Distinguishing Characteristics



PROMOTING WOMEN

GENDER MAINSTREAMING

DIVERSITY MANAGEMENT

RELATED OBJECTIVES - FOSTERING GENDER EQUALITY IN SCIENTIFIC CAREERS

Reducing Structural Discrimination

Focus on increasing the share of female full professors



Cultural Change

Focus on awareness-raising of gender stereotypes, reducing gender bias



Inclusiveness, Equal Opportunities

Focus on inclusive work environment and reducing unconscious bias in recruitment

EXAMPLES - MEASURES FOSTERING GENDER EQUALITY IN SCIENTIFIC CAREERS

- Mentoring programs for female early researchers
- Quotas



- Awareness-raising campaigns on gender stereotypes
- Organization-wide gender competence capacity-building

- Unconscious bias training
- mentoring programs for female researchers with migration background

IMPACT ON IMPLEMENTATION OF GENDER EQUALITY PLANS

Organization-wide understanding of structural discrimination should be ensured

Organization-wide knowledge transfer of gender competence is necessary for success



Intersectional approaches in gender equality measures, including different diversity categories



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