

➤ **Objective:** The objective of this leaflet is to provide guidelines for achieving gender equality in research projects. A single project can act as a change agent, introducing good practices at the level of the partner institutions or beyond.



➤ **Motivation:** Most projects lack a detailed plan for implementing a gender policy; those that do have varying degrees of sophistication often without any practical measures. Frequently, gender equality is seen as only a women's issue rather than as a broader policy need for both men and women, for example, permitting more freedom to balance work and family life.

## ➤ Important elements to support gender equality (plans) in research projects

The following elements should be considered during all phases of the project (i.e., project planning, during operations, and during the reporting and dissemination processes):

### Monitoring of the gender equality plan

- Gender diversity among the project team
- Work-Life balance of the participants
- Equal opportunities to participate in scientific publishing
- Gender sensitive aspects of practical work (such as expeditions and laboratory work)
- Gender issues in the research content

**Communication and outreach** strategies to promote gender equality



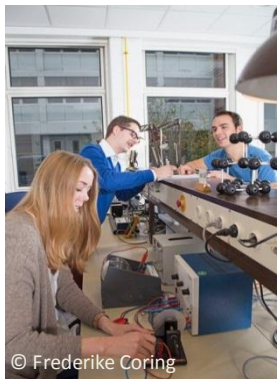
## ➤ Some dos and don'ts

Below is a short checklist of measures, which can be employed by a project, to achieve gender equality.

The choice and extend of the employed measures should be in proportion to the needs, size and capacity of the project.

### In the project planning phase:

- Strive to ensure balanced gender representation on the leadership and management positions of the project.
- Commit to gender-neutral recruitment processes.
- Determine the salaries of the project team based on merit and responsibility, without the influence of gender.
- Set similar terms of employment regardless of gender.
- Nominate a gender diversity representative for the project.



- Set up indicators for gender equality.
- Consider the relevance of gender in the research questions, theories and methods.

**To read** more about specific actions that lead to gender equality in research projects, please download our full report.

<http://oceanrep.geomar.de/39141/>



### In the project implementation phase:

- Allow employees to choose part-time contracts, have flexible working hours and telecommuting.
- Ensure that the workload of all positions is such that they can be carried out during the agreed work time (office hours).
- Support the members of minority genders by including them in new or existing networks to enhance communication and peer support.
- Enforce fair allocation of scientific authorship based on contribution.
- Ensure that the tools used in the practical work, e.g. field and laboratory work, are suitable for use to every researcher regardless of gender or age.
- Encourage male employees to take all the family leaves that are available to them.
- Publish a written plan for gender equality measures implemented in the project and make the gender statistics public.
- Avoid gendered language in the project communication.

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