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

**OBJECTIVE OF APPROACHES**

**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

**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

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

**APPROACHES AND SOCIAL DIFFERENCE CATEGORIES**

**RELATED OBJECTIVES - FOSTERING GENDER EQUALITY IN SCIENTIFIC CAREERS**

- Focus on increasing the share of female full professors
- Focus on awareness-raising of gender stereotypes, reducing gender bias
- Focus on inclusive work environment and reducing unconscious bias in recruitment

**PROMOTING WOMEN**

**GENDER MAINSTREAMING**

**DIVERSITY MANAGEMENT**

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- US Civil Rights Movement Business Models, Education Expansion, Bologna
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**APPROACHES AND SOCIAL DIFFERENCE CATEGORIES**

**RELATED OBJECTIVES - FOSTERING GENDER EQUALITY IN SCIENTIFIC CAREERS**

**REDUCING STRUCTURAL DISCRIMINATION**
- Focus on increasing the share of female full professors
  - Mentoring programs for female early researchers
  - Quotas

**CULTURAL CHANGE**
- Focus on awareness-raising of gender stereotypes, reducing gender bias
  - Awareness-raising campaigns on gender stereotypes
  - Organization-wide gender competence capacity-building

**INCLUSIVENESS, EQUAL OPPORTUNITIES**
- Focus on inclusive work environment and reducing unconscious bias in recruitment
  - Unconscious bias training
  - Mentoring programs for female researchers with migration background

**EXAMPLES - MEASURES FOSTERING GENDER EQUALITY IN SCIENTIFIC CAREERS**

**ORGANIZATION-WIDE UNDERSTANDING OF STRUCTURAL DISCRIMINATION SHOULD BE ENSURED**

**INTERSECTIONAL APPROACHES IN GENDER EQUALITY PLANS, INCLUDING DIFFERENT DIVERSITY CATEGORIES**

**PROMOTING WOMEN**

**ORIGIN OF APPROACHES**

**APPROACHES AND SOCIAL DIFFERENCE CATEGORIES**

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**IMPACT ON IMPLEMENTATION OF GENDER EQUALITY PLANS**

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