

PRESS STATEMENT:

Universities and research organisations need both women and men

Women in the European Union represented more than half of graduate students in 2012, but accounted for only 33% of all researchers. The gender gaps are even larger among top academics and heads of higher education institutions.

Gender gaps are also evident in Malta, where only 29.5% of researchers and 31.5% of academic staff are women¹. On the other hand, more women are among top-level graduates in Malta since they account for almost half of the PhD graduates (46.2% of PhD graduates were women in 2012 compared to 25.0% in 2004)².

In this context, the European Institute for Gender Equality (EIGE) and the European Commission are addressing the challenge of making research organisations and the higher education sector equal for both women and men by launching a new tool to support the research community, referred to as *GEAR – Gender Equality in Academia and Research*.

The aim is to enhance women's representation and retention at all levels of their scientific careers and to promote the integration of the gender dimension in research and innovation content.

This tool provides universities and research organisations with practical steps to make institutional change in the research sector, which is still dominated by men. The GEAR tool gathers the good practices of universities and research organisations and bases itself on the findings of EU funded projects in the field of Gender Equality Plans and institutional change.

In the global market for ideas, attracting talent is a key for the organisations' innovation and success. It is also essential that no one is left behind because of their gender.

In this regard, EU Commissioner for Research, Science and Innovation, Carlos Moedas, called on research organisations and universities in the Member States to further promote equal opportunities amongst their staff with the help of gender equality plans and the sharing of best practices.

The GEAR tool can be found here: <http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR>

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¹ European Commission, 2016. SHE Figures 2015. Accessed on: https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf

² *Ibid.*