



SAPGERIC
Structural Change Promoting Gender
Equality in Research Organisations
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Boosting gender equality in research: the importance of targeted decisions for Europe

Although gender equality has been recognised by the European Union (EU) since its earliest days, it is only halfway towards a gender-equal society, as measured by the Gender Equality Index of the European Institute for Gender Equality. Despite the fact that women make up nearly half of the workforce and account for more than half of tertiary level graduates for many years already, the proportions of women involved in research and decision-making in research institutions remain very low. This discrepancy shows a waste of much highly-qualified and skilled human resources. The development of the knowledge society imposes a long term and sustainable investment in innovation and research jointly with the active engagement of women. EU gender equality policies can play an important role in tackling these issues, but need to be monitored to assess their effectiveness. This paper analyses what gender indicators in research can be relevant and highlights the importance of building better measures to monitor gender equality in research.