



**SAPGERIC**  
Structural Change Promoting Gender  
Equality in Research Organisations  
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#### **Thinking Gender Equality among Early Stage Researchers Challenges: Eurodoc position and actions**

This intervention aims at presenting the impact of initiatives focused on early-stage researchers for a general improvement of gender equality in academia and research careers. Indeed, PhD is the sphere of the highest education cycle where the equal participation of genders will be a starting point for gender equality in other social spheres like the academic community, the political elite and the highest company structures. Observations can be made from Eurodoc involvement in determining the current situation of gender participation in the area of PhD cycle. A data analysis, based on statistics gathered using Eurodoc member-organizations leads to the conclusion that in spite of the gender equality during the PhD enrollment, there is a greater percentage of women than men turning out off pursuing a research career after the PhD, and studies have shown that the leaky pipeline phenomenon is located during doctoral preparation and subsequent academic levels. Therefore, initiatives need to be introduced as early as possible to address the under-representation of women in academia, and to understand why academic career seems, from the early beginning, to be less attractive for women than for men. After presenting this analysis focused on career of junior researchers, our intervention will examine the effectiveness of specific initiatives introduced in the abovementioned organizations and suggest recommendations.