

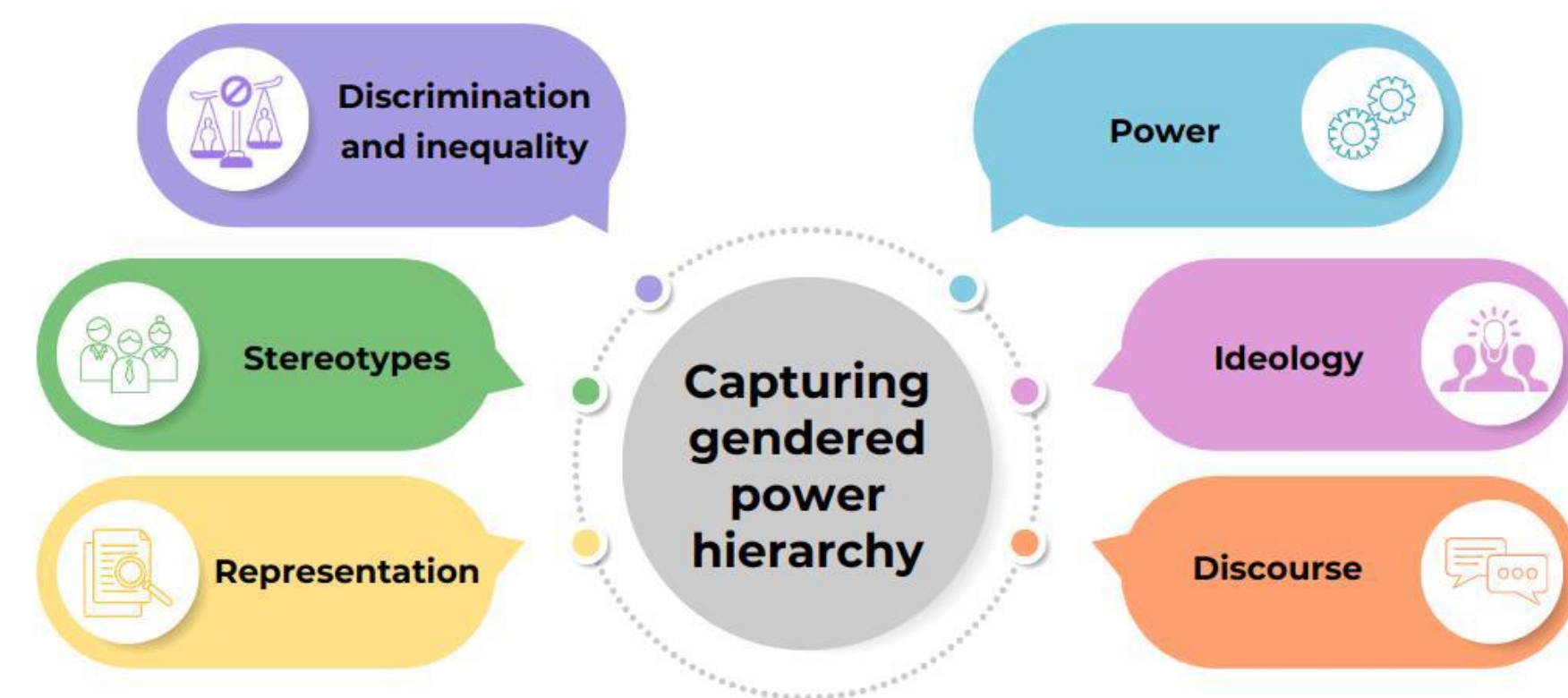
Gender stereotypes & gender equality in research, in actions and institutions: insights from 4 international research projects

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Gender equality whether in family, social and professional life benefits both men and women. It is associated with greater respect for a country's human rights, higher levels of happiness and well-being and better physical and mental health, as well as greater satisfaction with relationships within the family and economic benefits, including higher average GDP levels.

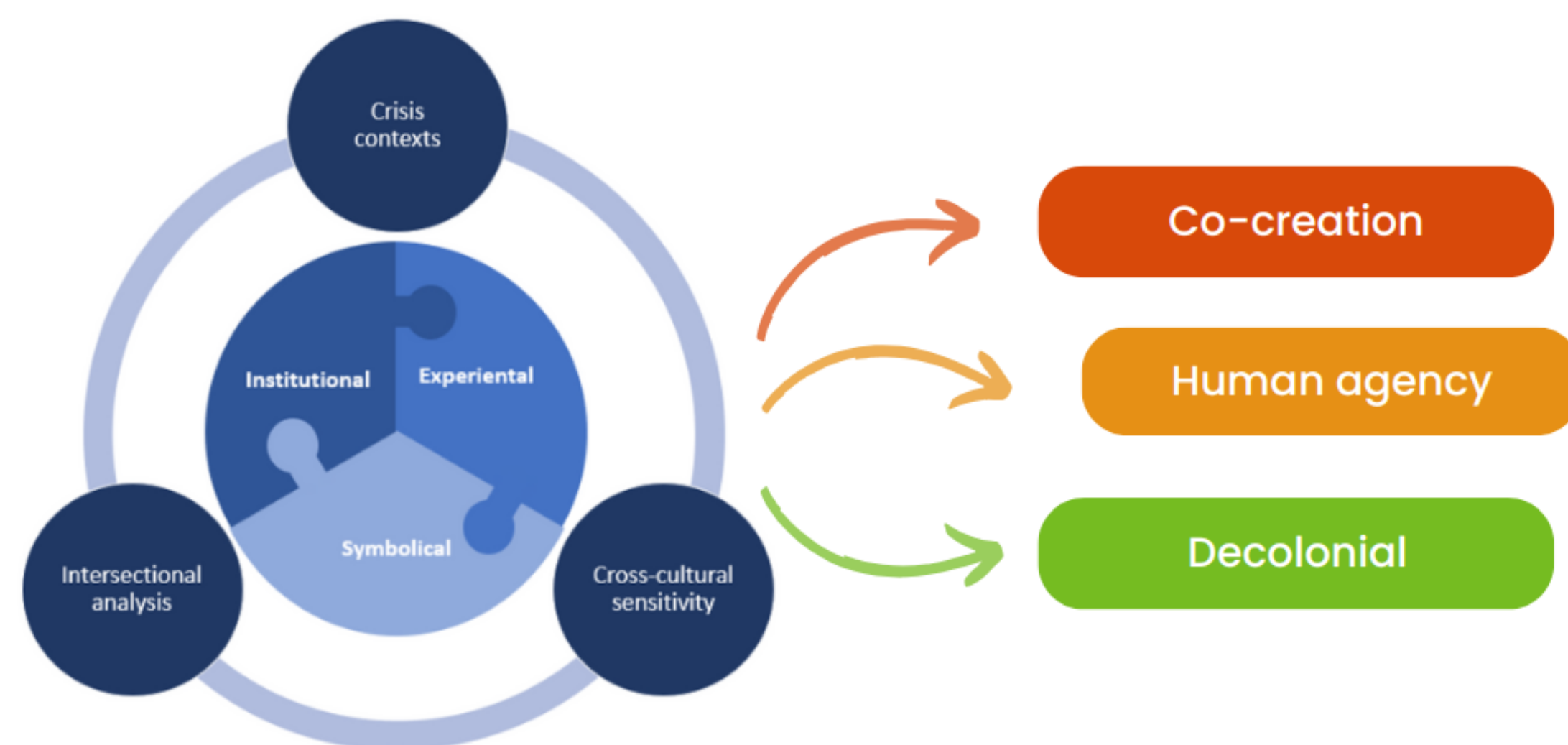


(RE-WIRING) **rethinks existing institutional approaches and systems and aims to identify the structural root causes of gendered power hierarchies and create effective change to prevent and reverse existing gender inequalities.** In order to prevent a reverse inequalities, it is necessary to better understand the root cause of gender power hierarchies and gender gap across political, social, economic and cultural spheres.



The **RE-WIRING Transformative Equality Approach (TEA)** is the foundation of our research framework, driving the development of effective policies and tools to transform societal norms, institutional structures, and cultural beliefs affecting individual experiences. It is built on a three-dimensional framework targeting institutional, experiential, and symbolic levels.

- Identify and address structural inequality and gendered hierarchies.
- Propose solutions to reverse systemic disadvantages and privileges.
- Challenge hierarchical legacies and binary logics in knowledge production and gender dynamics.



- Key elements:**
- ✓ Intersectional perspective
 - ✓ Decolonial perspective
 - ✓ Cross-cultural relevance and applicability
 - ✓ Co-creation approach and stakeholder engagement
 - ✓ Crises-robustness
 - ✓ Human agency

The name “RE-WIRING” stems from the goal to **“re-wire” institutions to achieve gender equality.** This project focuses on the fundamental rethinking and 're-wiring' of existing institutional approaches and systems. “Institutions” include not only **governments** and other public bodies but also **companies, banks, social partners, health institutions, schools and academia, and other private social constellations, including, for instance, women's organizations and religious groups.**

- **Policymakers and other societal stakeholders** (e.g., NGOs, companies)
- **People working in institutions with an interest in reducing gender inequality.**
- **Researchers in universities** and other institutions interested in reducing gender inequality



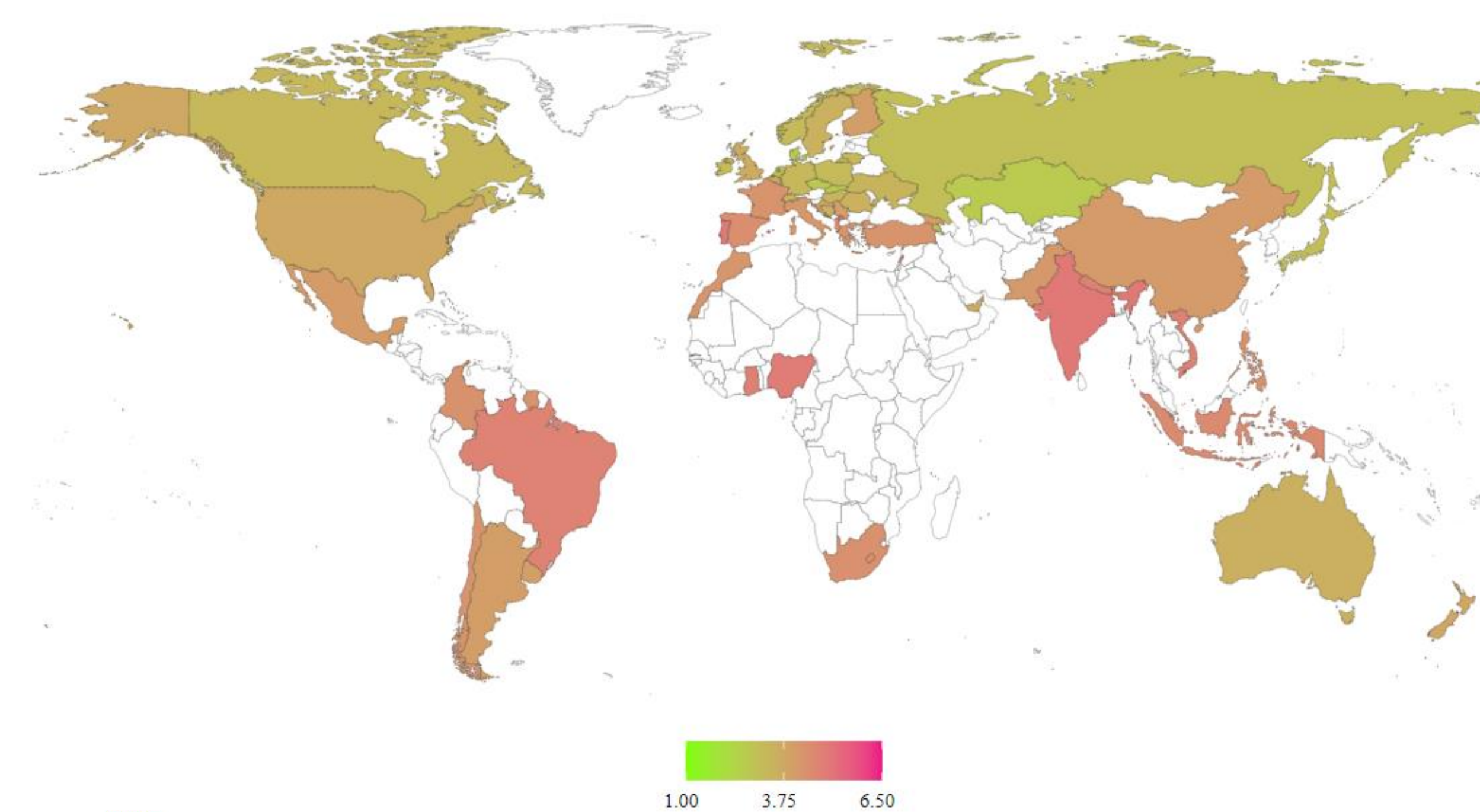
More than 160 male and female researchers from 62 countries participated in the research conducted as part of the Towards Gender Harmony project.

This international consortium, using quantitative and qualitative research, analyzed contemporary **understandings of masculinity and femininity and support for gender equality by conducting their study in 62 countries on all continents** - the first such extensive and wide-ranging study in the history of social research on this topic.



The study involved more than **33,000 participants from 62 countries** - both Norway, which ranks second out of 153 countries in terms of gender equality in the World Economic Forum's 2020 Global Gender Gap Index (GGGI), and Pakistan, which ranked 151st.

Collective Action Intentions to Support Gender Equality



<https://towardsgenderharmony.ug.edu.pl/>

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Gender equality in research

From 2021 we have worked to **increase women's participation in research and innovation** with the aim to improve women's career prospects, to **improve gender balance** in decision-making bodies in research organisations, and to include gender dimensions in relevant research content. Increasing the quality and societal relevance of knowledge, technologies, and innovations produced.

<https://www.mindthegeps.eu/>



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- Who is a contemporary **EQUAMAN** – a supporter of gender equality movements?
- **How do men understand gender equality in different cultural contexts?** How do boys and men perceive their masculine gender roles?
- How are **gender roles** developed throughout adolescence?
- And how do **gender equality and masculine gender roles help or hinder men** in experiencing well-being?

These are the main concerns of “Masculinity Navigator – unpacking the relationship between masculine roles, well-being, and gender equality (EQUAMAN)” – a research project that will be carried out between 2022-2025 in Poland & Norway simultaneously.

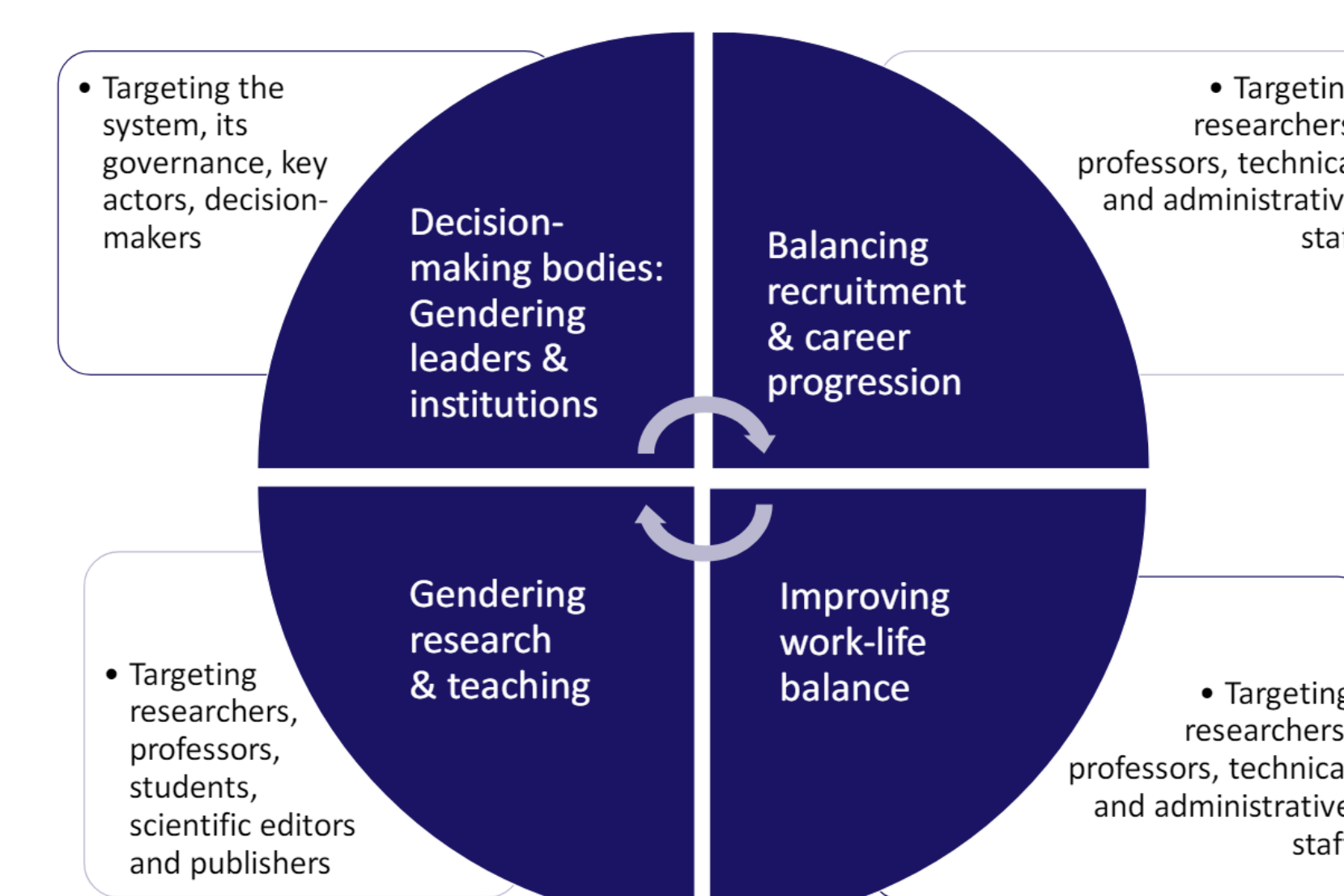
In this 3-year project, a team of interdisciplinary researchers including psychological and sociological scientists from Poland and Norway focuses on the important, though understudied, topic of men's understanding of gender equality.

- How understanding gender roles and gender equality might help boys and men improve their well-being
- What makes men involved in gender equality movements.



(NCN OPUS, UMO2021/41/B/HS6/00617)

The MINDtheGEPs road to Gender Equality Plan - from GAPS to GEPS



Gender Equality Plan for the University of Gdańsk: Equality Measures for the Years 2022-2023 (GEP)

Adopted in 2021 comprises five goals, corresponding measures and indicators to be achieved:

- Goal 1. To enhance awareness of the importance of gender equality in the academic community
- Goal 2. To ensure gender balance in the process of decision making at the UG
- Goal 3. To ensure gender balance in the recruitment process and in the development of academic careers
- Goal 4. To integrate the gender dimension into research and didactic content
- Goal 5. To introduce measures to assist work-life balance

