

## **Gender Equality Plan**

### **1. Introduction:**

The plan promotes the representation of women in scientific research and academic studies, contributing to achieving gender balance in academic and scientific fields, which are often male-dominated.

### **2. General Objective:**

- To integrate gender equality into the production of research papers and academic participation.
- To ensure equal opportunities for women and men in all stages of the project, from data collection, analysis, writing, to publication.

### **3. Specific Objectives:**

1. To increase the percentage of female researchers in the projects by at least 40%.
2. To encourage women's participation in authorship, review, and scientific publication.
3. To ensure no discrimination in access to data and academic resources.
4. To encourage women to join research groups addressing gender equality issues.

### **4. Implementation Strategies:**

#### 1. Enhancing the Representation of Women in Research:

- Equal Employment: Ensure equal gender representation in research teams across various disciplines.
- Involving Women: Encourage women to participate in all stages of research (design, data collection, analysis, writing).

#### 2. Training and Development Opportunities:

- Special Guidance for Women: Provide mentorship and follow-up programs for female researchers to enhance their skills in scientific research and publication.

#### 3. Ensuring Equal Access to Resources:

- Access to Data: Ensure both women and men have the same opportunities to access the data and academic resources necessary for their research.
- Publication Support: Provide financial and technical support for female researchers to publish in peer-reviewed journals.

#### 4. Encouraging Research on Gender Equality Issues:

- Support research projects focusing on gender equality issues, such as gender discrimination in academia, gender analysis of research, and the impact of gender bias in the sciences.
- Encourage women to research areas related to social issues affecting women and equality.

#### 5. Participation in Academic Research Networks:

- Support the establishment or joining of research networks that foster collaboration among women in the humanities, social sciences, and medical fields.

### **5. Performance Indicators:**

- Women's Representation Indicator: Increase the percentage of women involved in writing research papers and participating in conferences.

### **6. Monitoring and Evaluation:**

#### 1. Continuous Review Mechanism:

- Conduct evaluations to assess progress in achieving the set objectives, with brainstorming sessions to address any issues.

#### 2. Periodic Reports:

- Prepare semi-annual reports for review, including a detailed analysis of women's representation in the research team and scientific output.

#### 3. Response to Improvements:

- If gaps or challenges arise, plans and activities will be adjusted according to the evaluations and feedback collected from participants and reviewers.

## **7. Sustainability:**

- Ensure the sustainability of gender equality activities through continued collaboration with academic institutions and research associations.
- After the project ends, enhance collaboration between universities and research institutions to ensure that gender equality-focused research projects continue.

## **8. Risks and Challenges:**

- Cultural Challenges: The project may face resistance from some academic or community institutions due to gender stereotypes.

## **Emergency Plan:**

- Collaborate with NGOs and academic institutions supporting women in scientific research to provide financial and technical support in case these challenges arise.