



Gender equality in the European Research Area

29/10/2025



Hana Tenglerova
Policy Officer
Directorate-General for Research & Innovation (RTD)
Unit D4- Democracy, Equality & Culture – Gender Sector

Gender Equality in the European Research Area

ERA Policy Priority since 2012 : Gender equality and gender mainstreaming in research

Three objectives

→ A common approach: **institutional change**

- Gender equality in careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis)

ERA Policy Agenda 2022-2024, Action 5 “PROMOTE GENDER EQUALITY AND FOSTER INCLUSIVENESS”

- Develop a **policy coordination mechanism** to support all aspects of gender equality through inclusive GEPs and policies • Strategy to **counteract gender-based violence** including sexual harassment in the European R&I system • A policy approach to **inclusive gender equality**, that addresses gender mainstreaming and opening to intersectionality • Develop principles for the integration and evaluation of the gender dimension in R&I content

ERA Policy Agenda 2025-2027, Structural policy “STRENGTHENING GENDER EQUALITY AND INCLUSIVENESS IN THE ERA”

- Development of guidance, approaches and principles, continued thematic priorities with focus on monitoring and evaluation.

1. Devise a **monitoring and evaluation approach** for the effective **implementation of (inclusive) GEPs**

2. Develop **guidelines for implementing intersectionality** in R&I policy, including recommended indicators

3. Devise a **monitoring and evaluation approach** for an increased uptake of **the integration of the gender dimension in R&I content**

4. Enhanced **gender mainstreaming mechanism** for **synergies with other ERA actions** at EU and national levels

5. **Implement the Code of Conduct on gender-based violence** in R&I developed under Action 5 of the ERA Policy Agenda 2022-2024

6. Develop **principles for gender budgeting and expenditures tracking in R&I**

Gender Equality and inclusiveness in the ERA Policy Agenda 2025-2027

- development of guidelines, principles, approaches
- continuation of tasks, with a new emphasis on implementation, monitoring and evaluation, covering:
 - inclusive gender equality plans
 - gender dimension in R&I content
 - gender-based violence, including sexual harassment
 - mainstreaming of other ERA Actions and Structural policies
- new areas of focus:
 - intersectional policies in R&I
 - gender budgeting and expenditures tracking in R&I

How we plan to deliver the outcomes?

- ERA Forum subgroup Inclusive Gender Equality in the ERA
- WIDERA Programme
 - Grant for identified beneficiary on inclusive gender equality policy coordination (WIDERA WP2026)
 - Project on monitoring and implementing the integration of a gender dimension in R&I through evaluation frameworks and gender-responsive budgeting (WIDERA WP2026)
 - Inclusive GEPs implementing projects [AGRI GEP](#), [BUDGET IT](#), [NEXUS](#), [SUPPORTER](#), [SEE-ERA](#), [GEPINC](#), [INCLUDE](#) + a new call under WIDERA WP2026
 - [INSPIRE](#) (2022-2026) – Centre of Excellence on Inclusive Gender Equality in R&I
 - [GenderSAFE](#) (2024-2027) – support for implementation of a zero-tolerance approach to gender-based violence in higher ed. and research
 - Gender Equality Competence Facility (2028-2031) – support for implementation of impactful and compliant Gender Equality Plans (WIDERA WP2026)
- Exchanges and dissemination events organised in cooperation with INSPIRING ERA (April 2025, June 2025, autumn 2025)
- Gender Equality Competence Facility (procurement, 2026-2027)
- DG RTD Gender Equality Matrix





Thank you for your attention !

hana.tenglerova@ec.europa.eu

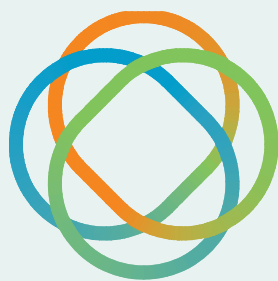
RTD-GENDERINRESEARCH@ec.europa.eu



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European Institute for
Gender Equality

Present realities, future priorities: insights from EIGE's monitoring framework on institutional mechanisms for gender equality and gender mainstreaming

Equality Monitoring Frameworks at national and EU levels: Sharing
Insights and Experience
29 October 2025, online

Why this data collection matters?

Institutional mechanisms for gender equality and gender mainstreaming

Bodies and processes that promote, advocate and support gender equality and the mainstreaming of gender issues across all policy areas

*Since 2012, ELGE has monitored progress, identified gaps, and provided recommendations to strengthen IM in the 27 EU Member States to monitor Area H of the Beijing Platform for Action (BPfA) on **Institutional Mechanisms for the Advancement of Women***



Monitoring framework

4 indicators

These indicators contain various sub-indicators to help identify trends, highlight gaps and shape policy recommendations for future actions

H1
Commitment
to Gender
Equality

H2
Human
resources for
gender equality
bodies

H3
Gender
mainstreaming

H4
Production and
dissemination of
sex-disaggregated
statistics

H1. Status of commitment to the promotion of gender equality

H1a: Highest responsibility for promoting gender equality within government

H1b: *[not used]*

H1c: Position of the governmental body within the government structure

H1d: Mandate and functions of the governmental body

H1e: Accountability of the government for the promotion of gender equality

H1f: Mandate and functions of the independent gender equality body

H2. Human resources of the national gender equality bodies

H2a: Personnel resources of the governmental body

H2b: Personnel resources of the independent body

H3: Gender mainstreaming

H3a: Status of government commitment to gender mainstreaming

H3b: Governmental gender mainstreaming structures and consultation processes

H3c: Commitment to and use of methods and tools for gender mainstreaming

H3d: Consultation of independent gender equality bodies

H4: Production and dissemination of gender statistics

H4a: Government commitment to the production of statistics disaggregated by sex

H4b: *[not used]*

H4c: Effectiveness of efforts to disseminate statistics disaggregated by sex

Sub-indicator H1e: accountability of the governmental gender equality body



Many Member States lack strong accountability mechanisms

National Gender Equality Strategy

BG, CZ, DK, DE, EE, EL, ES, HR, IT, CY, LU, MT, NL, RO, SI, SK, FI, SE

No Gender Equality Strategy

BE, IE, FR, LV, LT, HU, AT, PL, PT

18

9

National Action Plan on Gender Equality

BG, CZ, EE, EL, ES, FR, HR, CY, LT, LU, HU, MT, PT, RO, SK

No Action Plan on GE

BE, DK, DE, IE, IT, LV, NL, AT, PL, SI, FI, SE

15

12

Standards



Well-defined scope and duration

Portugal's long-term National Strategy for Equality and Non-Discrimination 2018–2030 + thematic action plans (i.e. gender equality, VAW, antidiscrimination)



Mandatory reporting and parliamentary oversight

Spain's Organic Law 3/2007 3/2007
Strategy 2022-2025
Action plan



Monitoring of outcomes, achievements and impacts

Czechia's Gender Equality
Equality Strategy 2021-2030
2030



Adequate and sustained financing

Malta's Gender Equality
Equality and Gender
Mainstreaming Strategy
and Action Plan (GEMSAP)
(GEMSAP) 2022–2027



Adopting an intersectional approach

Germany's Federal Strategy
for Gender Equality

Source: EIGE, 2024 [Data collection on institutional mechanisms](#)

Method of data collection and analysis

Comprehensive set of research questions to assess the status of institutional mechanisms for gender equality and gender mainstreaming within the EU.

Mixed-method approach:

- **Official data collection** from officially appointed National Focal Points (NFPs)
- **Qualitative component:** Desk research and interviews with Civil Society Organisations (CSOs) conducted by National Researcher



Official data collection

- Statistical data and metadata collected and validated by 27 national focal points
- Data was collected through an excel questionnaire.
- Data collection between April and May 2024
- Data quality assured between June and September 2024

Completeness

Accuracy

Comparability

Key lesson: contextual differences among Member States

Differences in how gender equality bodies are structured and how they operate make it difficult to:



Identify which bodies to include in the data collection



Design one questionnaire that fits all contexts



Interpret information consistently



Compare results meaningfully across Member States

How we addressed it: EIGE continuously refines its questions and guidelines based on feedback from each data collection cycle



Key lesson: comparability

Different **structures** and **approaches** among national gender equality bodies make it challenging to ensure comparable results across countries. Questions and response options must be:



Clear



Consistent



Flexible

to reflect diverse national contexts

How we addressed it: EIGE follows a progressive, iterative approach, continuously refining questions and guidance based on lessons from each data collection round to improve clarity, usability, and comparability over time.



European
Gender Equality

An EU Agency



Key lesson: quality assurance



Ensuring **high-quality, reliable data** requires detailed **reviews**, evidence **checks**, and **follow-up** with Member States.



This involves multiple rounds of **verification** and close **coordination** across teams.

How we address it: Allocate adequate time and resources to maintain the rigour, accuracy, and credibility of the final results



Key lesson: accessibility and support



Excel questionnaire was **effective but** sometimes **difficult** to navigate with large datasets.

How we address it: We will consider simpler layout, drop-down menus, colour coding for easier use in future data collections



Ensuring consistent **understanding** and **interpretation** of questions across Member States.

How we address it: Introduced weekly “touch point” meetings in addition to briefings with national researchers to keep communication open and resolve issues quickly



How we addressed intersectionality?

Intersectional approach integrated in data collection tools:



Quantitative

Survey questionnaire
includes metadata
questions related to the
inclusion of an
intersectional approach



Qualitative

Questions included in
the interview guide
for interviews with
representatives of
CSOs in EU-27



For more info on the methodological approach for the data collection, check out:

[2024 Data collection on institutional mechanisms for gender equality and gender mainstreaming: Methodological report | European Institute for Gender Equality](#)

To learn more about our findings:

[Analytical report](#)

[Country reports & infographics](#)

[Data published on EIGE's Gender Statistics Database](#)

[Data talks](#)





Thank you!

Equality Monitoring Frameworks at national and EU levels: Sharing Insights and Experience

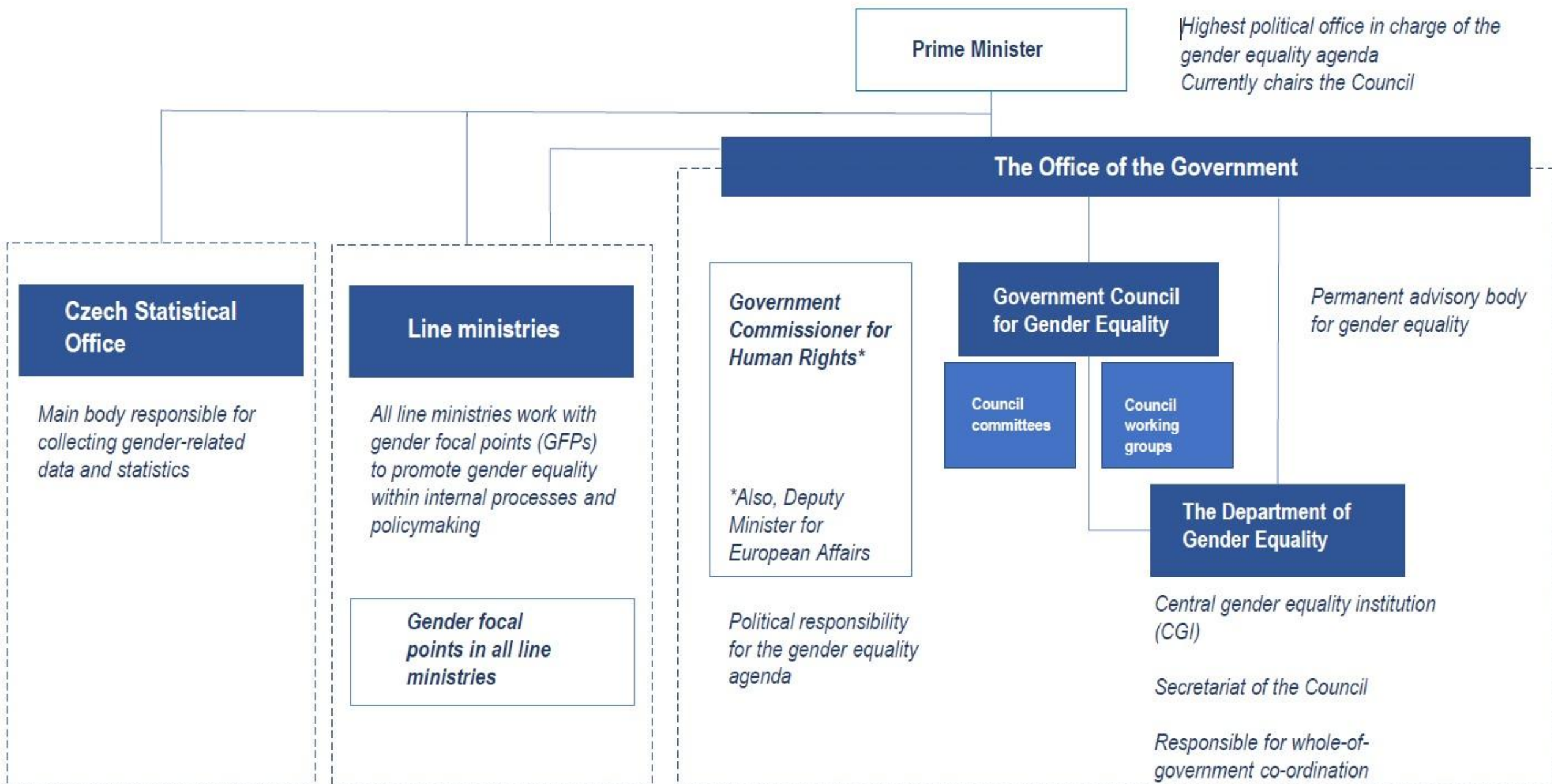
Monika Šamová

Gender Equality Department,
Government Office of the Czech Republic

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GENDER EQUALITY STRATEGY FOR 2021 - 2030



- The second framework government [document](#) for implementing gender equality policy in the Czech Republic
- Chapters (thematic areas):
 - Work and Care
 - Decision-making
 - Safety
 - Health
 - Knowledge
 - Society
 - External Relations
 - Institutions

Implementation mechanism

- 2 x Revision
- External Evaluation
- Every two years - Implementation Report
- Annual Gender Equality Report

Revision process

- 1-1,5 years
- Public consultations – CZ, EN, UA
- 8 Roundtables
- Committees and Working Groups
- Gender Equality Council
- Interministerial procedure
- Government
- Communication channels

Measures of the Gender Equality Strategy 2021–2030

- Each measures contains a description, deadline by which it is to be implemented, indicator, and the responsible authority

1.3 Increasing the availability of childcare facilities for children under 3	Number of spots in children's groups	14 858	20 000	1.3.1 Supporting the establishment of new childcare facilities for children under 3	Supporting the creation of new children's groups/ crèches under OPE+.	31. 12. 2021 - 31. 12. 2030	Calls issued	MLSA
				1.3.2 Implementing a right to placement in a childcare facility for children from 12-36 months at a children's group/crèche	Amending the Act on Children's Groups/Crèches so as to address the obligation to guarantee children aged 12-36 months a spot.	31. 12. 2023	A bill has been submitted	MLSA
				1.3.3 Specifically supporting expansion of the availability of childcare facilities for children under 3 in regions where such availability is low	Setting up OPE+ calls for the establishing of children's groups so as to specifically support the creation of children's groups in regions with low availability of childcare services.	31. 12. 2021 - 31. 12. 2030	Calls have been set up appropriately	MLSA

Rezort	Kapitola	Číslo strategického cíle	Strategický cíl	Číslo specifického cíle	Specifický cíl	Číslo opatření	Název opatření	Popište způsob plnění v daném kalendářním roce
MŠMT	Poznání	P.1	Zajištění maximálního rozvoje potenciálu dívek a chlapců, resp. žen a mužů	P.1.1	Zmenšení rozdílu ve znalostech a dovednostech žáků a žákyň	P.1.1.2	Ověřit efektivitu vyučovacích forem a metod z hlediska učebního procesu různých skupin žáků a žákyň, včetně romských žáků a žákyň	Informace poskytují Výroční zprávy ČŠI. MŠMT: V rámci projektu Podpora rovných příležitostí

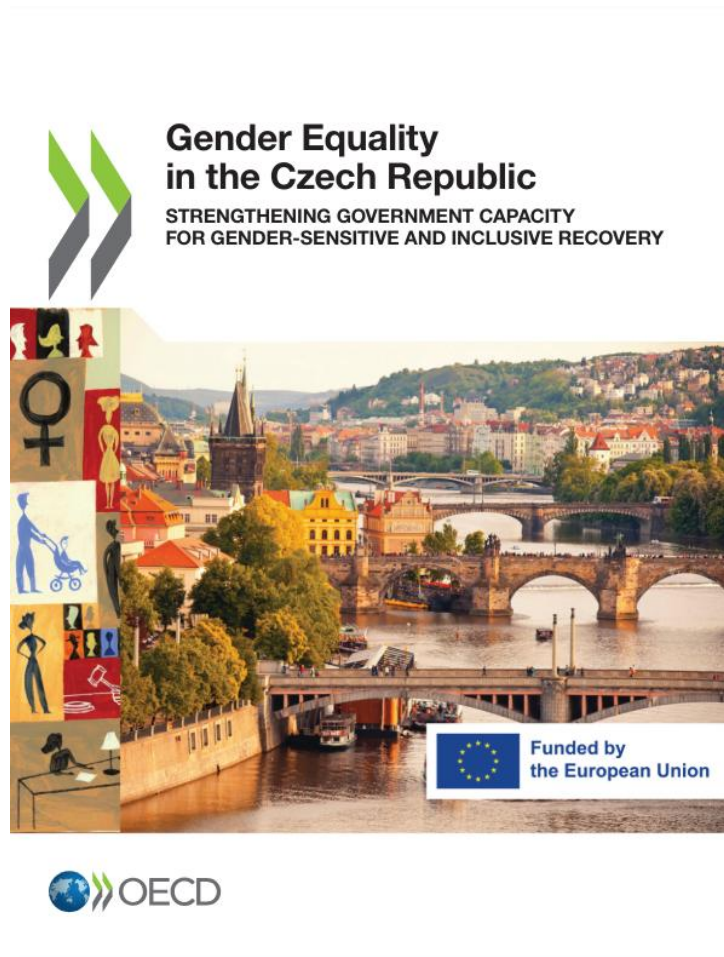
Sebehodnocení míry naplnění	Odpovědný útvar/osoba	Popis opatření	Začátek realizace opatření	Konec realizace opatření	Kritérium splnění	Role rezortu
Plněno průběžně	sekce vzdělávání a mládeže	Provést metaanalýzu (příp. výzkum) ověřující efektivitu vyučovacích forem a metod z hlediska učebního procesu různých skupin žáků a žákyň s důrazem na genderové hledisko s cílem posilovat zavádění těch forem a metod, které vedou ke snižování rozdílů ve znalostech a dovednostech žáků a žákyň.	01.01.2021	31.12.2024	Realizace výzkumu/ metaanalýzy Zveřejnění závěrečné zprávy	Odpovědná instituce

Spolupráce s dalšími gestory a subjekty	Metodická poznámka gestora Strategie (pouze)	2023: Komentář gestora Strategie (vyplňuje Úřad vlády) v dalším roce možné zohlednit v metodické poznámce	2023: Hodnocení dle gestora Strategie (vyplňuje Úřad vlády)
		Cílem tohoto opatření je systemetický report o efektivitě vyučovacích forem pro různé skupiny žáků a žákyň. Výroční zpráva ČŠI za rok 2023 neobsahuje žádné informace dělené na chlapce a dívky. Doporučujeme tedy zohledňovat pohlaví ve výročních zprávách ČŠI. Dále přistě žádáme o dodání linku a přesné strany, na kterou gestor opatření odkazuje.	Nesplněno

Challenges

- Gender equality as an agenda is not institutionalized
- Questioning of the strategy or measures
- Non-reporting
- Existence of different versions of the strategy
- Lack of financing
- Lack of political will

OECD review



- Gender mainstreaming TSI project
- [Report](#)
- Two Action Plans

Thank you for attention



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Monika Šamová
(monika.samova@vlada.gov.cz)

Equality monitoring frameworks: Belgium

Octobre, 2025

1. Introduction: R&D in Belgium (1)

R&D is primarily a competence of the Regions and Communities:

- **3 regions** (Brussels Capital region, Flanders, Walloon region):

Research on economy, energy, zoning, transport, ...

- **3 communities** (Flemish, French speaking, German speaking):

Research on education, health, culture, ... + all educational institutions,
incl 10 universities

- **Federal level** (Belgian Science Policy Office)

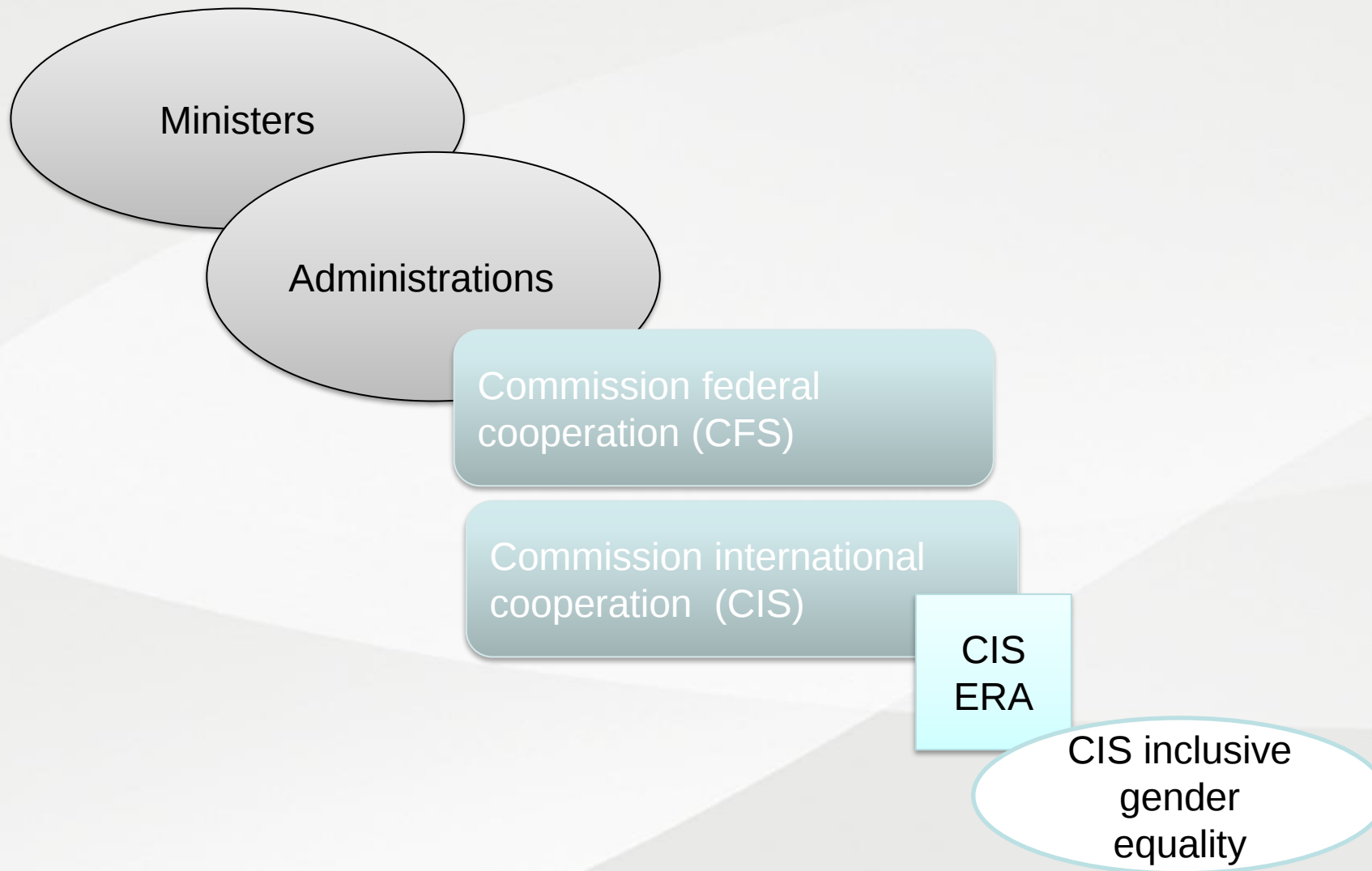
- research on federal competences (social security, defense, ...)
- (funding and) research for other issues, if they are:
 - of general importance and/or
 - in the framework of international or supranational agreements where Belgium is a partner (f.e. space)
- research in the 10 federal public research centers

1. Introduction: R&D in Belgium (2)

Regions and Communities have their own government, parliament and legislation/regulations > diverging situations and approaches:

- Flanders:
 - RPOs have GEPs;
 - decree on GBV in HE;
 - a general framework decree on equal opportunities (no focus on R&D, no gender mainstreaming)
- French speaking Community/Walloon Region:
 - GEPs less widespread;
 - gender mainstreaming legislation;
 - decree on GBV in discussion at ministerial level for the FsC
- Federal level:
 - gender mainstreaming legislation,
 - GEPs in all federal RPOs

2. Gender in the consultation and cooperation mechanisms (1)



2. Gender in the consultation and cooperation mechanisms (2): CIS inclusive gender equality

Members:

- representatives from all administrations (5)
- Institute for the Equality of Women and Men (1)
- experts (RFOs) (4)

Discussion points

- Belgian contributions to ERA
- Exchange of information about regional/community/federal practices, initiatives, ... (interest in federal monitoring plan)

Challenges for monitoring activities:

- Differences in
 - Level of advancement
 - Political environments/climates: different priorities
 - Sensitivities (f.e. privacy, gender in research content)
- Resources (time!) > level of engagement
- Monitoring initiatives limited to organizational level

3. Gender at the federal level: the IDE network (1)

Members:

representatives from:

- Belspo (gender coordinator, social service, HR, MERI)
- 10 federal scientific institutions

Royal Museums for Art and History (KMKG-MRAH)

Royal Museums of Fine Arts of Belgium (KMSKB-MRBAB)

Royal Institute for Cultural Heritage (KIK-IRPA)

Royal Belgian Institute of Natural Sciences (KBIN-IRSNB)

Royal Museum for Central Africa (KMMA-MRAC)

Royal Belgian Institute for Space Aeronomy (BIRA-IASB)

Royal Meteorological Institute of Belgium (KMI-IRM)

Royal Observatory of Belgium (KSB-ORB) and the Planetarium

State Archives (RA-AE)

Royal library (KBR)

Challenges for monitoring activities:

Differences in size, resources for IDE, subject matter, possibilities to embed IDE in activities (fe Museum of fine arts: ArtXGender); if and where GEPs are monitored

Discussion points

Mostly very practical, bottom-up issues: an information brochure for pregnant people/people with children; accessibility issues; ...

3. Gender at the federal level: the IDE network (2)

Challenges for GEP monitoring:

- No systematic approach; any initiatives at the organizational level
- Who monitors? GEPs sometimes under HR, sometimes under IDE representatives
- Resources (time) implementation gap remains

Opportunities:

Board of directors in favor

Dedicated gender coordinator (for 1 year)

Willingness among members DEI network

Plan!

- Address implementation gap: design a systematic approach for all FSI:
 - Phase 1: Personnel statistics + color coded GEP form + GEP readiness assessment too
 - Phase 2: strong points, challenges, action plan (incl possible rewrites)
- Address lack of resources: develop transversal help from Belspo to all
 - personnel data monitoring and analysis
 - creating overview with progress/general recommendations for all
 - suggestions for rewrites/adaptations
 - periodicity

Thank you for your attention!

Equality Monitoring Frameworks at National and EU levels – sharing insights and experiences

Denmark's Equality Monitoring Framework

Liv Baisner Petersen

Danish representative in EUs ERA Action subgroup 5

Head of SDUs Gender & Equality Team



Denmark's Equality Monitoring Framework and how the annual equality report is treated

Denmark's monitoring framework combines three pillars:

1. Gender mainstreaming obligations in law
2. The national 'Perspective and Action Plan' for gender equality
3. Statistical monitoring by Statistics Denmark

Purpose of the frameworks

- Ensure compliance with gender equality legislation and obligations
- Enable policy learning and improvement through evidence and improvement
- Strengthen accountability towards Parliament, EU institutions and the public

Legal and Policy mechanisms

- Gender Equality Act (§4)
- Annual 'Perspectives and Action Plan'
- EU directives (e.g., Equal Pay Directive, Horizon Europe)



Enforcement and Compliance

- Legal obligations under the Gender Equality Act
- Reporting requirements for ministries
- EU-level compliance and funding conditions
- Soft enforcement via transparency

Monitoring Frequency, Evaluation and Use of Results

- Annual report titled 'Perspective and Action Plan for Equality'
- Integration with SDG and EU frameworks

Ministerial Reporting and Coordination

- Each Ministry is responsible for its own equality initiatives
- Inputs are collected annually for the 'Perspective and Action Plan for Equality'
- No uniform reporting template – coordination through the Ministry for Gender Equality
- Accountability occurs through political debate in Parliament, not direct supervision
- Process emphasises collaboration, not compliance control



Parliamentary Process

- Submitted to Parliament as a ministerial statement
- Formal debate in Parliament once a year
- MPs can question the Minister and raise concerns
- No vote of approval, it is a policy debate, not legislation

Follow-up and Accountability

- Debate minutes and minister's replies are publicly available on ft.dk (website of Parliament)
- Issues raised may trigger follow-up questions or committee discussions
- Monitoring improvements often emerge from these debates
- Accountability is political and dialog-based, not punitive

Main obstacles and unintended consequences

- No centralised platform
- Uneven implementation
- Binary gender focus, limited intersectional data
- Resource constraints
- Cultural and political inertia
- Risk of tick-box compliance



Committee for Gender Balance and Diversity in Research



Equality Monitoring Frameworks at National and EU Levels: Sharing Insights and Experience

Senior Adviser Ella Ghosh from
the Norwegian Committee for
Gender Balance and Diversity in
Research



Committee for Gender Balance and Diversity in Research

Appointed by the
Ministry of Education
and Research

12 Members, 4
deputies, 2 observers

From universities,
university colleges and
research institutes

First appointed in 2004,
now its sixth period



KIF Committee: Supporting Equality and Diversity Plans

Site visits

**Guidance on
reporting duties**

**Guidance on EU
Requirements**

**Practical Tools for
Institutions**

**Presentations in
conferences and
workshops**

**Annual Collection
of institutional
Plans**

Challenges in Monitoring Equality and Diversity Plans

Tension Between Autonomy and Accountability

Stronger follow up of equality plans is needed— resources and competence building

Potential for Improvement (policy cycle)

Research and statistics

Using existing statistics

- Disaggregated data on gender, nationality and social background

Survey data

- Suggesting additional questions to national surveys
- Pinpointing gaps in research

Research studies

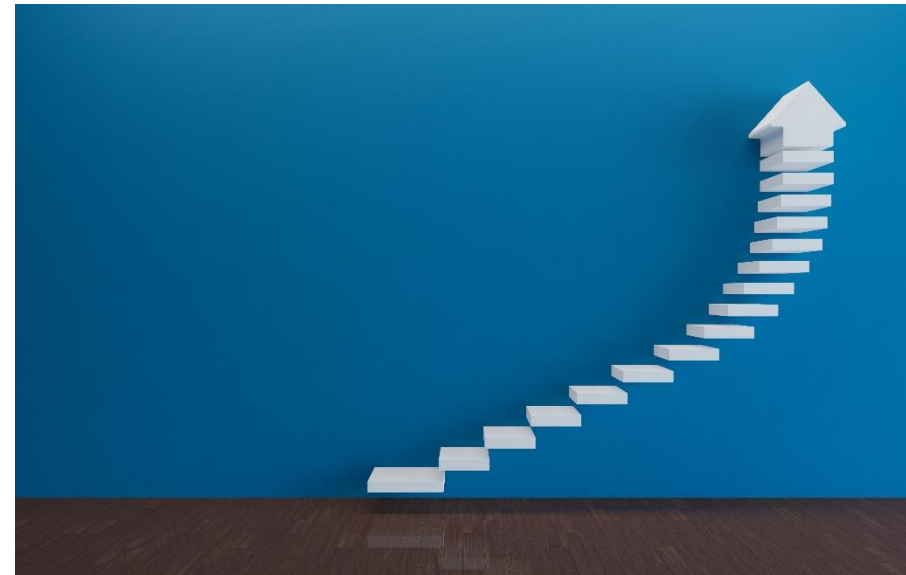
Commissioning studies

Research study on Equality Plans

Commissioned by KIF Committee

Focus on implementation and impact

Next step: How can we find good criteria to evaluate progress





Implementation of GEP Plans in Norwegian Research Organisations

A study on EDI actors' experiences and perspectives

Brit Lynnebakke

Nordic Institute for Studies in
Innovation, Research and Education



Research Questions

1

Which experiences do EDI actors in Norwegian research organisations have with implementation of equality, diversity and inclusion measures?

2

What kinds of evaluations and follow-ups of GEP measures are carried out in Norwegian research institutions?

3

In the experiences of EDI actors: What promotes and hinders implementation, follow-up and evaluation of GEP measures?

Research Design

Focus group interviews

- In-depth knowledge about EDI actors' experiences and views on implementation and evaluation of GEP measures

Free-text survey

- Broad view on EDI actors' experiences and perceptions on implementation and evaluation
- Map current/past evaluations and follow-up routines

Document analysis

- Intentions in the GEPs

Focus group interviews

- Digital, max 1,5 hours
- Organised by institution type
- Interview guide themes
 - Role, experiences, cooperation
 - General experiences, EDI work
 - Positive experiences, challenges
 - Implementation experiences
 - Views on and experiences with evaluation
 - (Follow-up experiences)
 - (If time): Resistance and engagement

Free-text survey

Sent to 82 respondents in

- Research institutes
- Universities and university colleges
- State organisations with R &D activities

<https://kifinfo.no/nb/content/handlingsplaner-likestilling>

Contacted institutions ahead to identify EDI actor



Questions in survey



What are your **experiences with implementing** the measures in the GEP plan? What has worked well/not so well?



Does your insitutioun have **routines for documenting** how the measures in the GEP are being followed up. If yes, please detail



Has your institution conducted **evaluation(s)** of the GEP measure implementation? If yes: please detail. Were any measures more well-suited for evaluation than others? Were some challenging to evaluate?

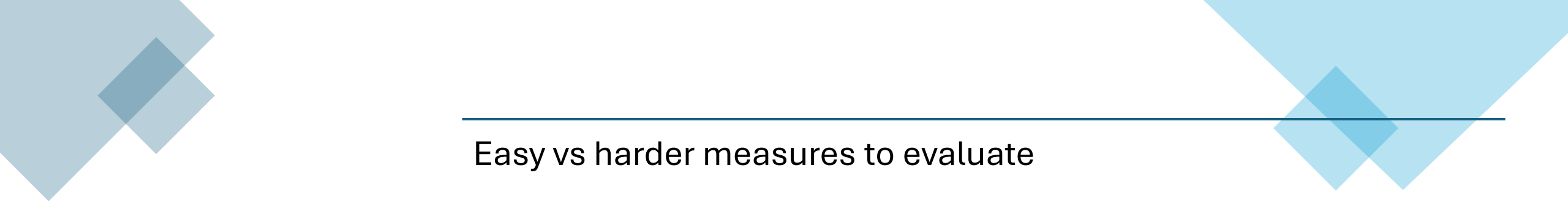


What is your **position**? Can you please describe your **role** in the EDI work in your instiution?

GEP Document Analysis

- 76 GEPs of Norwegian research institutions
 - Research Institutes
 - Universities and University Colleges
 - State organisations with R &D activities
- Analysis of GEP intentions of follow-up and evaluation
- Contextualise interview and survey findings





A FEW key themes in findings

Easy vs harder measures to evaluate

Adjustment of measures before GEP period completion

Allocated responsibility

Documenting diversity vs. gender balance

Assessing measures that are part of other institutional practices





Implementation of GEP Plans in Norwegian Research Organisations

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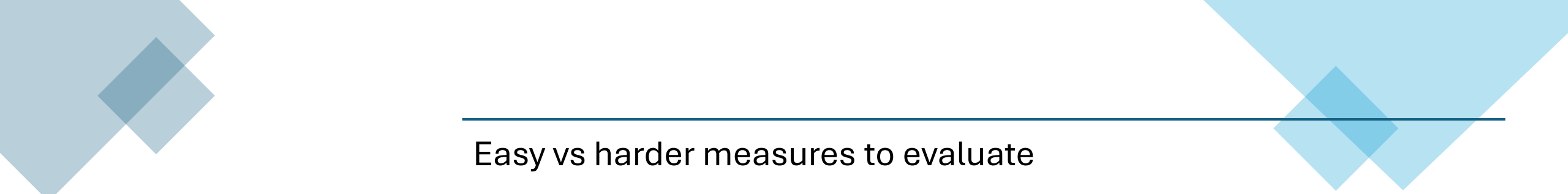


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