

Gender Statistics Database

Data collection on institutional mechanisms for gender equality and gender mainstreaming

Methodological report



Data collection on institutional mechanisms for gender equality and gender mainstreaming

Methodological report

European Institute for Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

EIGE's unique expert knowledge, research, data and tools help policy makers design measures that are inclusive, transformative and promote gender equality in all areas of life. We communicate our expertise effectively and work closely with partners in order to raise awareness at the EU and national levels, as well as in EU candidate countries and potential candidate countries.

European Institute for Gender Equality,
EIGE Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA

Tel. +370 52157444

Email: eige.sec@eige.europa.eu

Find us on



Country codes

BE	Belgium
BG	Bulgaria
CZ	Czechia
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
HR	Croatia
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden

Contents

Introduction	5
1. Background: previous data collection exercises	7
2. Measurement framework and questionnaire	8
2.1. Overview	8
2.2 Indicator H1: Status of commitment to the promotion of gender equality	10
2.3 Indicator H2a: Personnel resources of the governmental gender equality body	18
2.4 Indicator H2b: Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men	20
2.5 Indicator H3: Gender mainstreaming	20
2.6 Indicator H4: Production and dissemination of statistics disaggregated by sex	24
2.7 General points related to the scoring model	26
2.8 Comparability of data through time	27
3. Method of data collection and analysis	29
4. Reference metadata	31
Annexes	34
Annex 1. Bodies covered in the study (mapping table)	34
Annex 2. Contributing organisations, including national focal points	37
Annex 3. Questionnaire	39
Annex 4. Data gaps	57

Introduction

This report outlines the approach and methodology used in the European Institute for Gender Equality (EIGE) 2021 data collection on institutional mechanisms for the promotion of gender equality and gender mainstreaming.

Key definitions

Institutional mechanisms for gender equality and gender mainstreaming refer to the bodies and processes that serve to promote, advocate and support gender equality and the mainstreaming of gender issues across all areas of policy.

For monitoring purposes, 'bodies' refers to gender equality bodies convened at national level only. These are split into two types.

- **Governmental gender equality bodies** are bodies within government whose purpose is to design, coordinate and implement government policies for gender equality. Such bodies are normally located within the ministerial structures but can also be a government agency.
- **Independent gender equality bodies** are bodies outside government that are mandated to support the equal treatment of all persons without discrimination on the grounds of sex, sometimes as part of a wider equalities remit.

Establishing institutional mechanisms to promote the status of women was first proposed during the World Conference on the International Women's Year in 1975. Later, in 1995, the Beijing Platform for Action (BPfA) identified 'Area H: Institutional mechanisms for the advancement of women' as one of 12 critical areas for achieving gender equality. The BPfA also underlined the importance of institutional mechanisms for developments in the 11 remaining areas of concern since the existence of effective national initiatives to promote and mainstream gender as a universal issue strengthens the capacity to implement relevant measures across all areas of concern.

The Council of the European Union has formally adopted a set of indicators to monitor the implementation Area H of the BPfA in the EU Member States (1):

- H1 Status of governmental responsibility in promoting gender equality;
- H2a Personnel resources of the governmental gender equality body;
- H2b Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men;
- H3 Gender mainstreaming;
- H4 Production and dissemination of statistics disaggregated by sex.

Following a review of the conceptual and measurement frameworks and an associated pilot data collection, a full data collection covering all Member States was undertaken in December 2021. The data were compiled by researchers in each Member State who collected data from national

(1) A first set of indicators (H1 to H3) was adopted in 2006 and supplemented with indicator H4 in 2013.

focal points appointed by Member State authorities. The authorities in France and Ireland did not participate in the process so no data were collected for these countries. There are also some isolated gaps in the data for other countries due to difficulties in collecting certain pieces of information. The data collected was subject to a comprehensive quality assurance process aimed at ensuring that the questions had been consistently interpreted and answered so that the data are as accurate and comparable as possible.

The report is structured as follows: [Section 1](#) outlines previous data collections undertaken by EIGE in 2012 and 2018; [Section 2](#) outlines the measurement framework used in the current study and revisions made; [Section 3](#) outlines the method used to collect and analyse the data; [Section 4](#) outlines the reference metadata for the study.

1. Background: previous data collection exercises

The development of indicators to monitor the implementation of Area H of the BPfA started in June 2005 when the Council of the European Union invited the EU Member States and the European Commission to strengthen institutional mechanisms for promoting gender equality and to create a framework for a consistent and systematic monitoring of progress. The Finnish Presidency prepared a report ⁽²⁾ on the issue and proposed three indicators that were subsequently adopted by the Council of the European Union in 2006 ⁽³⁾. A fourth indicator, on the production and dissemination of statistics disaggregated by sex, was adopted by the Council in 2013 ⁽⁴⁾.

EIGE has conducted two previous data collection exercises on the indicators under Area H of the BPfA: the first in 2012, with data published in a report in 2014 ⁽⁵⁾, and the second in 2018 ⁽⁶⁾. The two collections were based on slightly different conceptual frameworks. The conceptual framework for the 2012 collection closely aligned with the BPfA, in that the dimensions

of the conceptual framework followed directly from the principles set out in the platform. The 2018 collection was based on a revised conceptual framework, which introduced the concept of 'substantive representation', which is linked to the effectiveness of institutional machineries and spelled out the role of all institutions that should be involved in the promotion of gender equality and mainstreaming.

A pilot study conducted in late 2019 also further informed revisions to the conceptual and measurement framework used in this study (outlined in [Section 2](#)). Data was collected from eight Member States: Ireland, Greece, Spain, Poland, Portugal, Romania, Finland and Sweden. The selection criteria ensured that the countries were representative of the different degrees of advancement of institutional mechanisms for gender equality and gender mainstreaming in the EU. The selection was based on the country values of EIGE's 2018 data on institutional mechanisms.

⁽²⁾ Council of the European Union (2006), *Review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action – Indicators in respect of institutional mechanisms*, prepared by the Finnish Presidency, SOC 483, available at: <https://data.consilium.europa.eu/doc/document/ST-14376-2006-ADD-1/en/pdf>.

⁽³⁾ Council of the European Union (2006), *Council conclusions on review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action – Indicators in respect of institutional mechanisms*, available at: https://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lisa/91957.pdf.

⁽⁴⁾ Council of the European Union (2013), *Council conclusions on the effectiveness of institutional mechanisms for the advancement of women and gender equality*, available at: http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lisa/139978.pdf.

⁽⁵⁾ EIGE (2014), *Effectiveness of institutional mechanisms for the advancement of gender equality – Review of the implementation of the Beijing Platform for Action in the EU Member States*, available at: <https://eige.europa.eu/publications/effectiveness-institutional-mechanisms-advancement-gender-equality-report>.

⁽⁶⁾ Data from both exercises are published on EIGE's Gender Statistics Database, available at: https://eige.europa.eu/gender-statistics/dgs/browse/bpfa/bpfa_h.

2. Measurement framework and questionnaire

This section describes the measurement framework applied for the collection of data on institutional mechanisms in 2021 and the subsequent calculation of indicator values. It provides, first, an overview of the revised measurement framework and how it differs from previous versions, and then sections dealing with each of the four indicators and their respective sub-indicators.

2.1. Overview

The measurement framework for monitoring institutional mechanisms comprises four main indicators (H1 to H4), each with a number of sub-indicators (Figure 1).

Compared to previous iterations, changes have been made in two main areas.

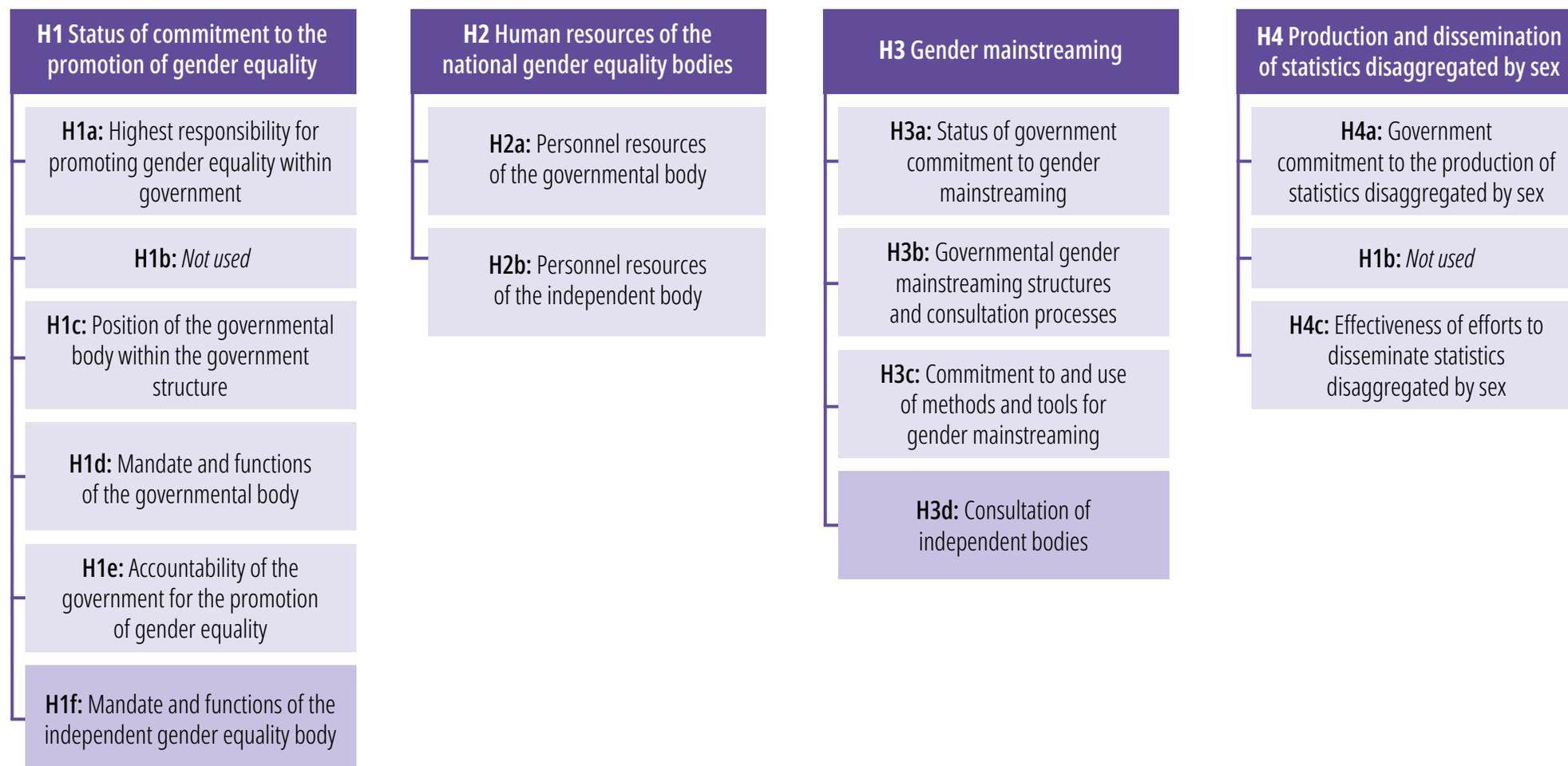
- **Refinement of existing sub-indicators** aimed at increasing the relevance of the indicators to the current circumstances and recognising that the context for, and what is expected of, gender equality and mainstreaming structures and processes has evolved since the key areas for action were set out in the BPfA. The refinements applied to a number of sub-indicators, each of which is described in the relevant sub-section below, meaning that the new framework gives more attention and weight to the effectiveness of implementation than to the simple existence of relevant structures and processes. Two previously used sub-indicators have also been dropped because of a lack of current relevance, either completely (H1b on the permanence of the governmental body) or by being subsumed into another sub-indicator (H4b on governmental commitment to the dissemination of gender statistics now covered under H4a covering collection and dissemination together as production).

- **Addition of new sub-indicators** that consider the involvement of independent gender equality bodies. With the exception of sub-indicator H2b on personnel resources, the officially adopted indicators focus on the activities of governmental gender equality bodies. The new framework takes note of the 2015 Organisation for Economic Co-operation and Development (OECD) recommendation on gender equality in public life ⁽⁷⁾, which advocates greater involvement of independent gender equality bodies in the mainstreaming of gender issues across all areas of policy. It adds two new sub-indicators considering the role of independent bodies (H1f on the scope of the mandate and functions) and their involvement in the development of national policies and programmes (H3d on the consultation of independent bodies).

The changes related to refinement of sub-indicators mean that the data for affected sub-indicators and, therefore, for the top-level indicators to which they contribute is not directly comparable through time. Indeed, changes have been made not only to the content of sub-indicators (i.e. through the wording of questions and what they aim to measure) but also to the scoring model, so the maximum score achievable for any given indicator or sub-indicator may be different now than in previous iterations.

For indicators H1 and H3, the addition of new sub-indicators creates a further difference compared to previous iterations of the measurement framework. Nevertheless, the separation of data on independent bodies as distinct sub-indicators means that it is still possible to separate out the results for governmental bodies in a way that aligns with the officially adopted indicators (i.e. by calculating H1 excluding H1f and H3 excluding H3d). These subtotals would still, however, be subject to the general caveat regarding comparability through time because of other refinements to their component sub-indicators and associated scores.

(7) OECD (2015), *2015 OECD Recommendation of the Council on Gender Equality in Public Life*, available at: <https://www.oecd.org/gov/2015-oecd-recommendation-of-the-council-on-gender-equality-in-public-life-9789264252820-en.htm>.

Figure 1. Indicators for monitoring institutional mechanisms for the promotion of gender equality and gender mainstreaming, 2021

NB:

- Shaded boxes (**H1f** and **H3d**) represent extensions to the measurement framework compared to previous iterations. Subtotals for indicators **H1** and **H3** excluding these sub-indicators provide data that focus on governmental commitments in line with the formally adopted indicators.
- **H1b: Existence and permanence of a governmental gender equality body.** Sub-indicator dropped in 2021 – almost all countries have previously reported a permanent body and the question of ‘permanence’ within government structures has limited meaning (see [Section 2.2](#)).
- **H4b: Government commitment to the dissemination of statistics disaggregated by sex.** Previously H4a covered legal obligations and other agreements covering the collection of gender statistics and H4b the same for dissemination. In practice these often covered the same laws/agreements, so the two have been combined as ‘production’ of gender statistics under H4a (see [Section 2.6](#)).

2.2 Indicator H1: Status of commitment to the promotion of gender equality

The currently adopted definition of indicator H1 Status of governmental responsibility in promoting gender equality (2006 Council conclusions ⁽⁸⁾ and maintained in 2013 conclusions ⁽⁹⁾) comprises five sub-indicators, the values of which are cumulated to produce an overall result for the indicator:

- H1a highest responsibility for promoting gender equality at the governmental level;
- H1b existence and permanence of a governmental gender equality body;
- H1c position of the governmental gender equality body within the government structure;
- H1d functions of the governmental gender equality body;
- H1e accountability of the government for the promotion of gender equality.

The revised conceptual framework developed in 2021 recognised (a) that independent gender equality bodies and governmental bodies may have an important role in promoting gender equality and (b) that there is a need to take into account the effectiveness of institutional mechanisms, not just their existence. Bearing this in mind, and also drawing on lessons learnt from the pilot data collection, indicator H1 was adapted in the following ways:

- sub-indicator H1b was dropped due to a lack of relevance;

- sub-indicator H1d was extended to consider the scope of the mandate of the governmental gender equality bodies (gender equality alone or as part of a wider equalities remit) and its functions;
- sub-indicator H1e was refined to add detail about the existence of a gender equality strategy and the implementation of gender equality action plans;
- a new sub-indicator H1f was added to describe the role (scope of the mandate and functions) of the independent gender equality body/ies.

Further details about the changes to sub-indicators H1d and H1e are provided in the relevant sub-sections below.

Sub-indicator H1b on permanence has been removed because of a lack of relevance, given that all Member S

tates now have an established gender equality body within their government structures. Indeed, this was already the case in previous collections as virtually all countries reported having a permanent body ⁽¹⁰⁾. Moreover, the question of what might be considered 'permanent' rather than 'temporary' is somewhat open to debate given that ministries, their remits and internal structures, tend to change every time there is a new government and often between times. Indeed, the most 'permanent' of structures are likely to be government agencies, which are established (in body and function) by legislation but which (under the currently adopted scoring) score zero in terms of their position within government, which seems somewhat anomalous. The removal of sub-indicator H1b will not have any substantive impact on the results for H1 as a whole (apart from the absolute value of scores) because virtually all countries scored the maximum possible (2) in all years when the information was collected.

⁽⁸⁾ Council of the European Union (2006), *Review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action – Indicators in respect of institutional mechanisms*, prepared by the Finnish Presidency, SOC 483, available at: <https://data.consilium.europa.eu/doc/document/ST-14376-2006-ADD-1/en/pdf>.

⁽⁹⁾ Council of the European Union (2013), *Council conclusions on the effectiveness of institutional mechanisms for the advancement of women and gender equality*, available at: http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139978.pdf.

⁽¹⁰⁾ The only exceptions where the governmental body was reported as being temporary were Poland in 2005 and Denmark in 2018 (also no data for BG, HR or RO in 2005).

The revised list of sub-indicators under indicator H1 is thus as listed below. In addition, because the indicator now covers independent gender equality bodies in addition to governmental bodies, the name of the indicator was adjusted to remove the reference to 'governmental responsibility' and refer instead to the overall (national) commitment to the promotion of gender equality. See [Section 2.8](#) for further details on the changes compared to the currently adopted version.

- a. highest responsibility for promoting gender equality at the governmental level;
- b. *[not used]*
- c. position of the governmental gender equality body within the government structure;
- d. mandate and functions of the governmental gender equality body;
- e. accountability of the government for the promotion of gender equality;
- f. mandate and functions of the independent gender equality body.

2.2.1 Sub-indicator H1a: highest responsibility for promoting gender equality at the governmental level

Sub-indicator H1a comprises a single question with a maximum score of 2 ([Table 1](#)).

Table 1. Questions included in scoring of sub-indicator H1a

	Question and options	Score
1	Highest level of responsibility for gender equality within the national government	
	Senior minister (member of the government who has a seat on the cabinet or council of ministers)	2
	Junior minister (members of the government who do not have a seat on the cabinet)	1
	None: gender equality is not an explicit responsibility of the government	0
	Maximum score	2

2.2.2 Sub-indicator H1c: position of the governmental gender equality body within the government structure

Sub-indicator H1c comprises a single question with a maximum score of 2 ([Table 2](#)).

Table 2. Questions included in scoring of sub-indicator H1c

	Question and options	Score
2.1	Level of location of each governmental body for the promotion of gender equality	
	Entire ministry	2
	A section/department of a ministry	1
	A government agency	0
	<i>No governmental body / no answer [implicit not explicit option]</i>	0
	Maximum score	2

In the original 2006 Finnish Presidency report ⁽¹¹⁾ and also in EIGE's 2014 report on Area H ⁽¹²⁾, this question was scored as:

Option	Score
Entire ministry or 'highest level' within a ministry	2
'Intermediate level' within a ministry	1
'Lower level' within a ministry or 'independent body outside ministerial structures'	0

This was adapted in the 2019 data collection (reference year 2018) as shown below. The downgrading of the different levels of sections/departments compared to the previous scoring resulted in lower scores for many countries.

Option	Score
Entire ministry	2
'Highest level' section/department within a ministry	1
'Intermediate level' section/department within a ministry or a body outside the ministerial structures.	0

There are also some apparent anomalies in the 2018 data regarding the classification of some governmental bodies and a review and possible rescoring of this data is recommended.

The scoring model was further adapted in the current exercise to apply the model shown in Table 2, which aimed to (a) avoid the subjective determination of 'highest' versus 'intermediate' (or 'low') levels within a ministry, and (b) rename the category of 'independent body outside ministerial structures' to 'government agency' to avoid confusion with independent gender equality bodies.

2.2.3 Sub-indicator H1d: mandate and functions of the governmental gender equality body

This sub-indicator assesses the extent to which the governmental gender equality body/ies have a mandate to implement key functions referred to under strategic objective H1 of the BPfA, which requires that the governmental gender equality body 'should have clearly defined mandates and authority; critical elements would be adequate resources and the ability and competence to **influence policy and formulate and review**

legislation; among other things, it should **perform policy analysis, undertake advocacy, communication, coordination and monitoring of implementation**'. In this respect, the 2021 questionnaire asked about a wider set of possible functions that governmental bodies might fulfil, split into 'main' and 'additional' functions (Q2.3 and Q2.4 respectively, see details in Annex 3). However, to ensure (as far as possible) coherence with previous data, only the four key functions of drafting gender equality policy, reviewing other policies from a gender perspective, coordinating/implementing government decisions on gender equality and coordinating/implementing gender mainstreaming are currently taken into account for the scoring of the indicator. Each function scores 0.5, thus contributing a maximum of 2 towards the total for the sub-indicator (Table 3).

Note that as per Section 2.7, where there are multiple governmental bodies the responsibilities for different functions may be split between them and a country will score positively for each

⁽¹¹⁾ Council of the European Union (2006), *Review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action – Indicators in respect of institutional mechanisms*, prepared by the Finnish Presidency, SOC 483, available at: <https://data.consilium.europa.eu/doc/document/ST-14376-2006-ADD-1/en/pdf>.

⁽¹²⁾ EIGE (2014), *Effectiveness of institutional mechanisms for the advancement of gender equality: review of the implementation of the Beijing Platform for Action in the EU Member States*, available at: <https://eige.europa.eu/publications/effectiveness-institutional-mechanisms-advancement-gender-equality-report>.

(scoring) function that is carried out by at least one of the bodies.

The sub-indicator also covers a new question (Q2.2) regarding the scope of the mandate of the governmental gender equality, i.e. whether it is solely focused on gender equality or includes gender equality as part of a wider equalities mandate. This effectively defines the envelope within which the body delivers the functions under its mandate. This question is thus used to refine the results for sub-indicator H1c. However, recognising that there is not a clear consensus on the

pros and cons of treating gender separately or as part of a wider equalities remit⁽¹³⁾, the question is scored with a maximum of 1 rather than 2 (i.e. half weight). This gives a maximum of 3 for the sub-indicator as a whole (Table 3).

The scoring of the functions of gender equality bodies, both for governmental bodies under this sub-indicator and for independent bodies under sub-indicator H1f, is not straightforward and remains an area for further reflection before the next data collection. Issues related to functions are discussed separately in Section 2.2.7.

Table 3. Questions included in scoring of sub-indicator H1d

	Question and options	Score
2.2	Scope of the mandate of each governmental body for the promotion of gender equality	
	Exclusively gender equality	1
	Gender equality combined with other equality-related functions, for example, the promotion of equal treatment of all people without discrimination on other grounds	0
2.3	Functions of each governmental body for the promotion of gender equality	
	Drafting gender equality policy for the government	0.5
	<i>Drafting anti-discrimination (on grounds other than sex or gender) policy for the government</i>	0
	Conducting gender sensitive analysis of policies and legislation	0.5
	Coordinating and/or implementing government decisions on gender equality	0.5
	Coordinating and/or implementing gender mainstreaming processes and methodologies, including gender budgeting	0.5
	<i>Monitoring progress in achieving gender equality</i>	0
	Maximum score	3

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

The currently adopted version of sub-indicator H1e dealing with accountability of the governmental gender equality body covers the existence of (a) a national action plan and (b) a system for regular reporting by the governmental body to parliament. These scored one point each, giving a maximum of 2 for the sub-indicator in line with all other sub-indicators.

The sub-indicator has been refined to give more focus on substantive implementation in line with the 2015 OECD recommendations⁽¹⁴⁾, namely

that there should be a strategy, which is implemented through a concrete action plan that is adequately costed and sets specific and quantifiable targets that can be regularly monitored to assess performance. This change was implemented through the inclusion of scores for questions 3.2, 3.4, 3.5 and 3.6 (Table 4).

All the indicators for Area H are scored under the general principle that all questions within a sub-indicator have equal weight. In this case, however, two of the three new questions (3.5 and 3.6) deal with the concrete implementation of gender equality action plans through the use of quantifiable targets and whether or not they

⁽¹³⁾ Although the 2014 report comes down in favour of bodies having gender equality as a sole focus, it recognises that 'some experts believe that a multi-disciplinary approach is effective'.

⁽¹⁴⁾ 2015 OECD Recommendation of the Council on Gender Equality in Public Life, available at: <https://www.oecd.org/gov/2015-oecd-recommendation-of-the-council-on-gender-equality-in-public-life-9789264252820-en.htm>.

are regularly monitored. Consequently, these are treated as equivalent to one question in total (0.5 points each) such that the maximum score for the sub-indicator is 5.

In the questionnaire, questions 3.4 to 3.6 dealing with the costing, use of targets and monitoring thereof, are answered in relation to each action plan, which may include a national gender equality plan, a wider national equalities plan or sectoral plans addressing gender equality in specific areas. For scoring purposes, the implementation questions are scored only in relation to overarching national plans (exclusively gender equality or gender with other equalities). Implementation of sectoral plans is not taken into account.

For question 4 on reporting to legislative bodies, the full score of 1 is achieved if there is a system

of regular reporting to parliament (at least once a year), with half a point awarded if the reporting is either less regular or indirect (to a parliamentary committee rather than to the full parliament). The point of this question is to ensure that the governmental body is accountable to parliament so the scoring differentiates, in the first instance, between regular reporting (at least once a year) and less frequent or ad hoc reporting (or no reporting at all, which would score zero). Parliamentary committees are established to consider, and report on, specific issues on behalf of the parliament so that, although reporting to a parliamentary committee is not direct to parliament, where the monitoring is regular and the committee is specifically established to deal with gender equality issues (this was an explicit requirement in the questionnaire), this is considered at least as good as infrequent reporting direct to parliament.

Table 4. Questions included in scoring of sub-indicator H1e

Question and options		Score
3.2	Existence of a national strategy for gender equality	
	There is an overall strategy on gender equality	1
	There is a national strategy for equality covering gender equality together with other equality and non-discrimination issues	0.5
	There are sectoral strategies on specific aspects of gender equality (health, education, agriculture, etc.)	0
	There is no strategy on gender equality	0
3.3	Existence of a national action plan for gender equality	
	There is an overall national action plan on gender equality	1
	There is a national action for equality covering gender equality together with other equality and non-discrimination issues	0.5
	There are sectoral action plans on specific aspects of gender equality (health, education, architecture, etc.)	0
	There is no action plan on gender equality	0
3.4	Has the national action plan for gender equality been costed or budgeted for the period covered by the action plan?	
	Yes	1
	Partly	0.5
	No	0
3.5	Does the national action plan set specific targets to be achieved?	
	Yes	0.5
	No	0
3.6	Is the national action plan regularly monitored, to assess whether the targets set out in the plan are being achieved?	
	Yes	0.5
	No	0
4	Does the governmental body for the promotion of gender equality regularly report to the parliament on the progress made on gender equality and gender mainstreaming initiatives?	
	There is a system of regular reporting of the governmental body for the promotion of gender equality to the parliament, i.e. at least once a year	1
	There is a system of reporting of the governmental body for the promotion of gender equality to the parliament, but it is not regular	0.5
	There is a separate parliamentary committee which includes gender equality as a specific and named part of its brief that regularly (i.e. at least once a year) monitors the work of the governmental body for the promotion of gender equality	0.5
	Maximum score	5

2.2.5 Sub-indicator H1f: mandate and functions of the independent gender equality body

Sub-indicator H1f is a new indicator (as explained in [Section 2.2](#)). It captures the scope and functions of the independent body in the same way that H1d captures the scope and functions of the governmental gender equality body/ies, although with the ‘main’ and ‘additional’ sets of functions reversed in line with the expected role of an

independent gender equality body (see Q7.2 and Q7.3 in the questionnaire, [Annex 3](#)).

As with sub-indicator H1d, only the ‘main’ functions of the independent body are scored and only four of the five options included in the questionnaire ([Table 5](#)). Issues related to the scoring of functions are discussed further in [Section 2.2.7](#). Also in line with sub-indicator H1d, the question on the scope of the mandate is scored at half weight.

Table 5. Questions included in scoring of sub-indicator H1f

Question and options		Score
7.1	Scope of the mandate of each independent body for the promotion of gender equality	
	Exclusively gender equality	1
	Gender equality combined with other equality-related functions, for example, promotion of equal treatment of all people without discrimination on other grounds	0
7.2	Functions of each independent body for the promotion of gender equality	
	Conducting research on gender equality issues	0.5
	<i>Integrating gender equality considerations in EU and international affairs</i>	0
	Publishing and disseminating information and training on gender equality	0.5
	Providing legal support for victims of discrimination on the grounds of sex or gender	0.5
	Deciding on complaints on discrimination on the grounds of sex	0.5
	Maximum score	3

2.2.6 Overall scoring of indicator H1

In the currently adopted scoring model (2014 report), the overall score for indicator H1 is derived from the sum of the sub-indicators H1a to H1e. Each of these scored a maximum of 2 such that each sub-indicator contributes equally to the overall score for H1 (i.e. maximum 10). In the current revision of the measurement framework, the inclusion of additional questions to refine the data for sub-indicators H1d and H1e means that these sub-indicators now have maximum scores of 3 and 5, respectively, and therefore a greater weight in the final result. The new sub-indicator H1f also has a maximum score of 3.

Although it would be possible to normalise the scores of each sub-indicator to give each equal weight in the overall score for H1, it was considered preferable and more understandable for users to stick to the simple sum approach. The extra weight imparted by the higher scoring

sub-indicators (H1d, H1e, H1f) is justifiable on the basis that the additional scores largely derive from questions that focus on the effectiveness and accountability of the institutional mechanisms developed in each country.

2.2.7 Issues related to the scoring of functions

Indicators H1d and H1f deal with the scope of the mandate and the functions undertaken by governmental and independent gender equality bodies, respectively. The recording and scoring of functions is, however, not straightforward. There are two main issues.

The first is the potentially subjective interpretation of (a) what the function entails and (b) the extent to which it is a **mandated** task of the body. Different interpretations combined with the risk of a quick tick-box type approach when

confronted with a list of options creates a risk of over reporting.

The second is how to score the functions of both governmental and independent bodies whilst maintaining the possibility to separate the efforts of each.

2.2.8 Interpretation, mandate and capacity to deliver

Whilst the questionnaire used for data collection included metadata items that were used to validate responses to many of the questions, this was not the case for functions and for the most part there is no readily available means to test the reliability of the responses provided. An exception is the function 'Conducting gender sensitive analysis of policies and legislation', which is scored as a main function of governmental bodies (Q2.3). Here the response can be considered against:

Q13.1: Frequency of consultation of governmental bodies about new or existing policies, laws or programmes (in policy fields other than gender equality);

Q5: Personnel resources.

In this respect, the following can be observed.

Five countries (BE, HR, CY, LV, RO) indicate that gender sensitive analysis of policies and legislation is a function of the governmental body but under Q13.1 report that the governmental body is never consulted about policies in fields other than gender equality.

On the other hand, four countries indicate that the function is not undertaken but then report significant consultation: IT (majority of laws/policies, 50–75 %); LT, NL, AT (some, 25–50 %).

The meaning of these apparently contradictory answers is not clear. It could possibly reflect a different interpretation of the two questions, though

this is not intended. Otherwise it raises some concerns about the reliability of the responses and whether these concerns might apply also to other functions.

There is also the question of whether the available resources of the body allow the function to be implemented effectively, which ought to be the case if the function is really part of the mandate of the body. The level of resources available thus represents a form of plausibility test. For example, Bulgaria reports that the function is undertaken (Q2.3) and that the body is consulted on **all or nearly all** laws/policies (Q13.1) but has very low levels of resources (2.25 persons) to fulfil this task alongside all of the other functions that the body is reported to undertake (all five of the remaining 'main' functions and two additional functions). It seems unlikely that all these functions could be fulfilled effectively with so few resources. Slovakia is a similar case (3.25 staff, consultation on all laws/policies, undertaken alongside a further main and two additional functions).

There is clearly a need before the next data collection to consider how the recording of functions can be improved. More detailed guidance on what each function entails and what the body is expected to do could be a starting point. But the level of resources should also be taken into account somehow. It might be considered, for example, to impose some constraints so that the indicators take into account only functions that are adequately resourced. This would, however, be more difficult to define and monitor and might only serve to overcomplicate the data collection process, which needs to be as straightforward and transparent as possible.

2.2.9 Scoring of functions

The list of functions used in the 2021 survey was developed from the list used in 2018. For governmental bodies these were split into 'main' and 'additional' functions based on conceptual expectations of what are fundamental requirements⁽¹⁵⁾

⁽¹⁵⁾ For example, strategic objective H1 of the BPfA requires that the governmental gender equality body 'should have clearly defined mandates and authority; critical elements would be adequate resources and the ability and competence to **influence policy and formulate and review legislation**; among other things, it should **perform policy analysis, undertake advocacy, communication, coordination and monitoring of implementation**'.

and what are less critical, supplementary, functions. To maintain coherence with previous data, only four of the six 'main' functions were actually scored. Recording of the functions of independent bodies was new to the 2021 data collection.

For this, the lists of main and additional functions used for governmental bodies were simply reversed (Table 6). Again, only four of the main functions were scored (to ensure the same maximum score of 2 for both bodies).

Table 6. Functions of governmental and independent gender equality bodies

	Governmental	Independent
Drafting gender equality policy for the government	Main	Additional
<i>Drafting anti-discrimination (on grounds other than sex or gender) policy for the government</i>		
Conducting gender sensitive analysis of policies and legislation		
Coordinating and/or implementing government decisions on gender equality		
Coordinating and/or implementing gender mainstreaming processes and methodologies, including gender budgeting		
<i>Monitoring progress in achieving gender equality</i>	Additional	Main
Conducting research on gender equality issues		
<i>Integrating gender equality considerations in EU and international affairs</i>		
Publishing and disseminating gender equality related information and training		
Providing legal support for victims of discrimination on the grounds of sex or gender		
Deciding on complaints of discrimination on the grounds of sex		

NB: Functions in grey italics are not scored.

The approach is not perfect, in that the split of main/additional functions and how they are attributed to the different bodies may not be appropriate to all institutional contexts and creates a risk that some important functions are delivered but not reflected in scoring. For example, six countries report that 'Conducting gender sensitive analysis of policies and legislation', a core activity in relation to gender mainstreaming, is not undertaken by the governmental body (DE, IT, LT, LU, NL, AT). In two cases, however, it is undertaken by the independent body (LT, NL). Because the function is scored only in relation to the governmental body, the input of the independent body is not taken into account.

Similarly, some of the main functions expected of and scored only for an independent body may be undertaken only by a governmental body. For example, 'Providing legal support for victims of discrimination on the grounds of sex or gender' in Greece and 'Deciding on complaints on discrimination on the grounds of sex' in Austria. Again, these efforts are not taken into account

in scoring because the functions are not undertaken in accordance with expectations.

Whilst the approach taken for this collection follows that of previous exercises in terms of the main functions scored for governmental bodies, there is room for further reflection on which functions should be scored for each type of body. For example, 'Integrating gender equality considerations in EU and international affairs', which was treated this time as an additional function of governmental bodies and, therefore (following the reverse categories approach) as a main function of independent bodies, might be considered a main function of governmental bodies that should be included in scoring. In the 2021 data, this is reported as a function of the governmental body in 23 of the 24 Member States that responded to Q2.4 (i.e. all except Latvia and the three countries that did not answer: IE, FR, HU) but as a function of the independent body in only 12 countries (BE, BG, CZ, DE, EE, ES, HR, IT, MT, PL, PT, FI). In all of the latter cases, this implies that the function is carried out by both governmental and independent bodies and it would

be necessary to understand what this means in practice in order to come to a conclusion about how the function should be treated.

In short, further work is needed on the reporting and scoring of functions. As a starting point, better guidelines are needed to ensure a common interpretation of what each function entails and when it can be considered as a mandated function of the body. In relation to scoring, then working from the premise that there is an added value of having (sub)indicators that treat governmental and independent bodies separately, separate scoring of functions for each type of body will have to be maintained. At the same time, if all functions are scored against both bodies there is a risk of some functions being scored twice so some form of compromise solution will be needed. It is key, however, to ensure that the solution adopted remains clear and straightforward to implement.

2.3 Indicator H2a: Personnel resources of the governmental gender equality body

2.3.1 Data on financial resources

In line with other revisions to improve the relevance of indicators, it was planned that indicators H2a and H2b should cover not only personnel resources but also financial resources as a further indication of the commitment to the promotion of gender equality and evidence that the relevant bodies are suitably equipped to fulfil their mandates. Although data on financial resources were collected, the data were often incomplete, for example because countries were apparently unable to identify the costs of the gender equality section/department/unit from the wider costs of the parent ministry. Moreover, even where data have been provided, the quality assurance process raised significant concerns about data quality. For example a basic plausibility test of the data on personnel costs in relation to the number of personnel reported showed wildly different results between countries that are completely

unrealistic even after allowing for reasonable price/wage differentials.

It is not entirely clear why the information was so problematic and this raises questions about financial transparency within government. The questionnaire asked for administrative costs (personnel and overheads), which even if not readily available ought to be straightforward to estimate, and project/programme costs, for which the relevant unit should be responsible and therefore have access to. Further consideration of this issue, more input from countries on the reasons why such data are so difficult, and possibly recommendations on possible estimation methods, are needed for future collections. In the meantime, the incompleteness of the data and concerns about data quality mean that financial data cannot currently be used for indicators H2a or H2b.

2.3.2 Scoring of the data on personnel resources

Data on the total number of employees of governmental gender equality bodies are collected in Q5.1 for bodies focused only on gender equality and in Q5.2 for bodies with a wider equalities remit. In the case of equality bodies with a wider remit (i.e. when there are data for Q5.2), Q5.3 also collects data on the proportion of the time that the total employees reported in Q5.2 work on gender equality issues. The data are collected as a broad range (0–25 %, 25–50 %, 50–75 %, 75–100 %).

To calculate the total governmental personnel resources allocated to gender equality, the total employees reported under Q5.2 are (separately for each body) adjusted by the proportion reported under Q5.3 (always using the upper limit of the range) and then added to the total reported under Q5.1 as per this formula:

$$[\text{Total gender equality only staff, 5.1}] + ([\text{Total general equalities staff, 5.2}] \times [\text{Proportion of time spent on gender equality, 5.3}])$$

For scoring purposes, this total resources figure has previously been normalised (e.g. by expressing resources per million of population or per

million persons employed) to try and avoid issues of comparability created by differences between countries in the size of their ministries. In practice, however, analysis of the data shows that this approach clearly tends to give higher results for smaller countries and lower results for larger countries. A refinement of this approach could be to express the gender equality personnel in relation to the numbers employed in central government, but the data are too incomplete to make this practical. Even after taking into account the latest figures for 2018, 2019 or 2020 to try and ensure the maximum coverage, there are still data missing for 10 Member States ⁽¹⁶⁾.

In light of these challenges, the approach taken is to score based on the absolute numbers of personnel reported (as calculated using the formula above). There are of course potential issues of comparability because of the different institutional structures and sizes in Member States. However, there is also justification on the basis

that a core minimum number of people would be required to deliver effective services across all areas of activity related to promotion of gender equality in all countries. For many of the functions covered, particularly for governmental bodies, there is no reason why a small country should need less resources than a large country (e.g. to review proposed legislation across all policy areas). This argument is less valid in relation to tasks such as review of discrimination cases where a large country is likely to have more cases, but such functions are in the minority from all those scored so it is reasonable to go with what works for the majority.

Fundamentally, a team of two or three within a unit of a ministry does not have anywhere near the same capacity as a team of 25 or more in a dedicated department or separate agency. This is true irrespective of the size of the population served and the scoring now reflects this (Table 7).

Table 7. Questions included in scoring of indicator H2a

Question/option		Maximum score
Combined results of:		
	5.1 What is the total number of employees in each governmental gender equality body (remit gender equality only)?	
5	5.2 What is the total number of employees in each governmental equality body (wider equalities remit)?	
	5.3 Approximately what percentage of personnel time is spent on projects focused on gender equality? Please note that this can include projects that take an intersectional approach and cover gender equality and other diversity characteristics.	
	100 or more	2
	25-100	1.5
	10-25	1
	5-10	0.5
	0-5	0
Maximum score		3

⁽¹⁶⁾ BG, CZ, EE, EL, ES, HR, MT, AT, RO, SI. See data published by the International Labour Organization on [public employment by sectors and sub-sectors of national accounts](#) (category Government level: General government – central). Data extracted in May 2022.

2.4 Indicator H2b: Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men

Questions currently included in the scoring of indicator H2b are shown in Table 8. The scoring model applied is exactly the same as for

indicator H2a (i.e. based on absolute numbers of personnel).

Table 8. Questions included in scoring of indicator H2b

	Question	Maximum score
8	Combined results of: 8.1 What is the total number of employees in each independent gender equality body (remit gender equality only)? 8.2 What is the total number of employees in each independent equality body (wider equalities remit)? 8.3 Approximately what percentage of personnel time is spent on projects focused on gender equality?	2
	100 or more	2
	25-100	1.5
	10-25	1
	5-10	0.5
	0-5	0
	Maximum score	3

2.5 Indicator H3: Gender mainstreaming

The currently adopted indicator H3 (2014 report) is compiled as the sum of scores for three 'aspects' with an overall maximum score of 10. For consistency with H1 these 'aspects' will henceforth be referred to as 'sub-indicators':

- Status of the government's commitment to gender mainstreaming (maximum 2);
- Gender mainstreaming structures (maximum 4);
- Commitment to and use of methods and tools for gender mainstreaming (maximum 4).

The revised measurement framework refines these sub-indicators by including questions that aim to measure not only the existence of gender mainstreaming structures, consultation processes and tools/methods, but also their extent/effectiveness. The conceptual framework was also extended in line with the Commission's recent legislative proposals and the 2015 OECD recommendation to strengthen the role of independent

bodies in relation to gender sensitive policymaking. Following this, questions were added about the frequency and effectiveness of consultation of independent bodies about new policies/programmes. In line with the approach for indicator H1, these have been separated out as an additional sub-indicator (H3d) to ensure that governmental and independent efforts can be scored separately. The revised list of sub-indicators is:

- Status of government commitment to gender mainstreaming (maximum 2);
- Governmental gender mainstreaming structures and consultation processes (maximum 4);
- Commitment to and use of methods and tools for gender mainstreaming (maximum 6);
- Consultation of independent gender equality bodies (maximum 2).

Each sub-indicator is discussed in the rest of this section.

2.5.1 Sub-indicator H3a: Status of government commitment to gender mainstreaming

Sub-indicator H3a comprises a single question with a maximum score of 2 (Table 9).

Table 9. Questions included in scoring of sub-indicator H3a

Question and options		Score
11	What is the status of the government's commitment to gender mainstreaming in the national public administration in your country?	
	There is an enforceable legal obligation regarding the implementation of gender mainstreaming	2
	There is a legal obligation regarding the implementation of gender mainstreaming without provisions for enforcement or sanctions	1.5
	There is a de facto binding decision of the government regarding gender mainstreaming	1
	There is some other kind of policy commitment from the government regarding gender mainstreaming	0.5
	There is no commitment from the government regarding gender mainstreaming	0
	Maximum score	2

2.5.2 Sub-indicator H3b: Governmental gender mainstreaming structures and consultation processes

Sub-indicator H3b covers governmental gender mainstreaming structures and consultation processes designed to ensure that gender issues are taken into account across all policy areas. The scoring is intended to align with the idea that gender mainstreaming activities should

be well structured and universal within government, thus giving little or no score to partial efforts. Compared to previous data collections, the questions have been expanded to measure not only the existence of structures and consultation processes but also their extent/effectiveness. Each aspect is scored but with half weight so that the maximum score for the sub-indicator is unchanged (4, see Table 10).

Table 10. Questions included in scoring of sub-indicator H3b

Question and options		Score
12.1	What structures are in place to coordinate gender mainstreaming across government Ministries/ departments?	
	Interdepartmental coordination structure that includes contact persons in ministries/departments	1
	Other structures for gender mainstreaming across the different government ministries/departments	0.5
	External coordination structure	0
	No coordination structure	0
12.2	What proportion of ministries/departments are included in the structure?	
	All ministries (more than 75 %)	1
	Most ministries (50–75 %)	0.5
	Some ministries (25–50 %)	0
	Very few ministries (less than 25 %)	0
13.1	How regularly are governmental bodies for the promotion of gender equality consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality)?	
	For all or nearly all policies, laws or programmes developed (more than 75 %)	1

Question and options		Score
	For the majority of policies, laws or programmes developed (50 %-75 %)	0.5
	For some policies, laws or programmes developed (25 %-50 %)	0
	Is never consulted, or is consulted only in few cases (less than 25 %)	0
	No consultation takes place as departments or ministries have an internal mechanism for ensuring gender equality in new or existing policies, laws or programmes	0
13.2	If the governmental bodies for the promotion of gender equality are consulted about new or existing policies, laws or programmes, how often does the involvement of the governmental body lead to relevant adjustments?	
	All or nearly all cases (more than 75 %)	1
	Majority of cases (50-75 %)	0.5
	Some cases (25-50 %)	0
	Never or in few cases (less than 25 %)	0
	Maximum score	4

In the questionnaire, Q12.3 also asked about the resources (number of staff) allocated to the gender mainstreaming structure but the data remain incomplete. In addition to the four countries that have not answered at all on this issue (IE, FR, HU, PL), there are no data on resources for five of the 20 countries that report having some form of gender mainstreaming structure (IT, LV and NL report no relevant structure). A possible scoring method would be to consider the personnel of the mainstreaming structure in relation to the number of ministries in the country (i.e. a per-ministry measure). Data on the number of ministries in each Member State is readily available, and updated

each quarter, from EIGE's data collection on political decision-making.

Table 11 shows the results for the 15 countries that have provided the relevant data. However, further work would be needed to ensure comparability of the data before it can be included in scoring. For example, the high figure for Belgium is partly because the number reported includes alternates, while the low figure for Finland is because the number reported is an adjusted full-time equivalent number (24 persons but only 2 person-years of input specifically for gender mainstreaming).

Table 11. Resources of gender mainstreaming structures (as currently reported)

Staff per ministry	Countries
Less than 1	CZ, EL, CY, LT, SK, FI
1-5	BG, ES, HR, PT, RO, SI, SE
5 or more	BE, AT

2.5.3 Sub-indicator H3c: Commitment to, and use of, methods and tools for gender mainstreaming

The questions covered by sub-indicator H3c are shown in Table 12. These cover obligations to undertake gender impact assessments, obligations and actual use of gender budgeting, awareness raising in relation to use of gender sensitive language, and the delivery of gender equality training to different groups of government employees and whether or not this is mandatory.

Effectively these are six questions scored equally at 1 point each but in practice the method used to score the two questions about gender equality training is slightly more complicated in order to take into account the dimensions related to the frequency of the training and the different levels of government employees to whom the training is addressed (see Table 12).

Two further questions planned for inclusion in the sub-indicator (Q17 about the use of evaluations and Q18 about centralised initiatives to promote

gender mainstreaming within government) have been excluded from the current scoring model because of concerns about the data quality (see [Section 4](#)) but should be restored in future once the questions have been refined and data quality improved.

Table 12. Questions included in scoring of sub-indicator H3c

Question and options		Score			
14	Is there a legal obligation to undertake an ex ante gender impact assessment when drafting laws and/or policies/plans/programmes (excluding gender budgeting)?				
	Yes	1			
	In some cases	0.5			
15	Is there a legal obligation to undertake gender budgeting for a ministerial budget or the budget of other governmental institutions?				
	Yes	1			
	In some cases	0.5			
16	Gender budgeting in ministerial budgets and in the budgets of other governmental institutions is:				
	Widely used in most ministries	1			
	Used by some ministries	0.5			
	Still in its foundational stages	0			
19	Have there been any central initiatives to raise awareness on the importance of gender-sensitive language among ministries and other governmental bodies in the past 3 years?				
	Yes	1			
	No	0			
20	Combination of: Are governmental employees involved in gender equality training?				
21	Is the gender equality training mandatory?				
	From question 20, the highest single score obtained from the matrix below				
	All or most government employees	Highest level (ministers, vice ministers)	Employees of governmental gender equality body	Some employees of other ministries/ departments	
Yes, on a regular basis (at least once a year)	1	0.75	0.5	0.5	2 (maximum)
Yes, on an ad hoc basis	0.5	0.375	0.25	0.25	
Maximum score					6

2.5.4 Sub-indicator H3d: Consultation of independent gender equality bodies

As noted above, this new indicator measures the input of independent gender equality bodies in the process of ensuring that gender issues are addressed across all areas of policy. Scoring is

exactly the same as for the equivalent questions for governmental bodies covered under sub-indicator H3b.

Table 13. Questions included in scoring of sub-indicator H3d

Question and options		Score
10.1	How regularly are independent bodies for the promotion of gender equality consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality)?	
	For all or nearly all policies, laws or programmes developed (more than 75 %)	1
	For the majority of policies, laws or programmes developed (50 %–75 %)	0.5
	For some policies, laws or programmes developed (25 %–50 %)	0
	Never consulted, or consulted only in a few cases (less than 25 %)	0
	No consultation takes place as departments or ministries have an internal mechanism for ensuring gender equality in new or existing policies, laws or programmes	0
10.2	If independent bodies for the promotion of gender equality are consulted about new or existing policies, laws or programmes, how often does the involvement of the independent body lead to relevant adjustments?	
	All or nearly all cases (more than 75 %)	1
	Majority of cases (50–75 %)	0.5
	Some cases (25–50 %)	0
	Never or in few cases (less than 25 %)	0
Maximum score		2

2.5.5 Overall scoring of indicator H3

In the currently adopted scoring model (2014 report), the overall score for indicator H3 is derived from the sum of the sub-indicators (aspects) H3a to H3c, respectively scoring 2, 4 and 10 points, making a maximum of 16. In the current revision of the measurement framework, H3a to H3c score 2, 4 and 6 points, respectively, and the new H1d a further 2 points, making a maximum of 14.

2.6 Indicator H4: Production and dissemination of statistics disaggregated by sex

The currently adopted indicator H4 is compiled as the sum of scores for three ‘aspects’ with an overall maximum score of 6. As for H3 above, these aspects are now treated as sub-indicators. The sub-indicators and scores for H3 are:

a. Government commitment to the collection of statistics disaggregated by sex (maximum 2);

b. Government commitment to the dissemination of statistics disaggregated by sex (maximum 2);

c. Methods in use for the dissemination of gender statistics (maximum 2).

The first two sub-indicators both dealt with legal obligations or other forms of agreement governing both the collection (H4a) and dissemination (H4b) of statistics disaggregated by sex. There are two issues with this approach. Firstly, it is difficult to disentangle obligations to collect data from obligations to disseminate data, which meant that a single general obligation would be counted under both sub-indicators. Secondly, it is not clear that legislation requiring the collection/dissemination of gender statistics is a prerequisite for the effective and comprehensive production of such data, particularly given that national statistical offices would ideally operate independently of government to avoid selective dissemination of data and ensure that information on key issues – including gender differentials – is publicly available. See, for example, comments from Finland on this issue in the latest data collection ⁽¹⁷⁾.

⁽¹⁷⁾ Comment provided by Finland as metadata to Section 4 of the questionnaire: ‘Despite there being no legal obligation to provide gender statistics, there is an established custom among relevant institutions to gather and analyse data on gender. Gender equality statistics have been published for decades. The first statistics on the position of women were published in 1980, simultaneously with the first governmental gender equality programme, which stressed the need of statistics. The positive equality duty of authorities obligates Statistics Finland, as does the Beijing Platform requirements. All information concerning persons is collected disintegrated by sex.’

For this reason, the questions asked in 2021 focused less on government commitments and more on what happens in practice. Effectively, previous sub-indicators H4a and H4b were merged into a broadened H4a referring to government commitment to the 'production' of statistics (i.e. covering collection and dissemination together). While sub-indicator H4c was expanded to consider not only the methods used to disseminate gender statistics but also the intensity and accessibility of the efforts made.

The revised list of sub-indicators is as follows:

- a. Government commitment to the production of statistics disaggregated by sex (maximum 2);
- b. *[Not used – incorporated under H4a];*
- c. Effectiveness of efforts to disseminate statistics disaggregated by sex (maximum 4).

2.6.1 Sub-indicator H4a: Government commitment to the production of statistics disaggregated by sex

Sub-indicator H4a was presented in the questionnaire as four separate sub-questions (23.1 to 23.4) each with a yes/no response. This approach allowed for the existence of more than one type of legislation/agreement governing the collection and dissemination of statistics disaggregated by sex. For scoring purposes, however, the data is scored as one question from which a single option is selected (Table 14). Where multiple laws/agreements are reported, only the highest scoring case is taken into account.

Table 14. Questions included in scoring of sub-indicator H4a

Question and options		Score
23	What forms of obligations exist regarding the production of statistics by sex?	
	A legal obligation (besides the EU regulations) for the national statistical office to collect data disaggregated by sex	2
	A legal obligation for other public institutions to collect data disaggregated by sex	1.5
	Other kinds of agreement (i.e. policy) to collect data disaggregated by sex (regular collection)	1
	Other kinds of agreement (i.e. policy) to collect data disaggregated by sex (ad hoc collection)	0.5
	Maximum score	2

2.6.2 Sub-indicator H4c: Effectiveness of efforts to disseminate statistics disaggregated by sex

Sub-indicator H4c measures the effectiveness of efforts to disseminate statistics disaggregated by sex. Questions on dissemination efforts focus on whether there is a dedicated website, or section of a website, dedicated to gender statistics (up to 2 points) and the accessibility of the data

presented there (maximum 1 additional point). Then, irrespective of whether dissemination is via a dedicated site or not, the final questions ask about the intensity of efforts in terms of the regularity with which analytical publications and gender statistics are disseminated. These efforts also score a maximum of 1, giving a maximum of 4 points for the sub-indicator. The scoring is outlined in Table 15.

Table 15. Questions included in scoring of sub-indicator H4a

Question and options		Score
24.1	Is there a specific website or section of a website (e.g. of national statistical offices and/or other governmental bodies) that is devoted to providing gender statistics?	
	There is a specific website	2
	The national statistical office website has a section on gender statistics	2

Question and options		Score
	The website of the governmental body has a section on gender statistics	1
	There is no website or section of a website devoted to gender statistics	0
	Accessibility of the data on this website (each option scores one third of a point in case of a 'yes' answer, zero for 'no', giving a maximum of 1 for accessibility)	
24.2	Does the relevant website or section of website include a thematic breakdown of the statistics it covers?	0.33
24.3	Does the relevant website or section of website provide access directly to relevant datasets that can be both viewed online and downloaded?	0.33
24.4	Does the relevant website or section of website provide direct access to relevant publications and/or online analyses of gender statistics?	0.33
	Intensity of dissemination efforts	2
25.1	Are there regular publications (e.g. reports, infographics) that analyse gender statistics by national/federal statistical offices and/or other governmental bodies?	
	Yes, there are regular publications, i.e. at least once a year	0.5
	There are only ad hoc publications	0
	There are no publications on gender statistics	0
25.2	Are gender statistics disseminated on a regular basis?	
	Yes	0.5
	No	0
	Maximum score	4

2.7 General points related to the scoring model

2.7.1 Scoring of multiple bodies

The questionnaire allows for reporting from multiple governmental gender equality bodies and multiple independent gender equality bodies. This means that there are potentially multiple answers to some questions.

The way in which responses have been scored depends on the type of question.

Single option questions. When the question allows just one answer per body (e.g. Q2.1 regarding the level of the body), the question is scored according to the highest score achieved by the bodies covered. In the example below, the country with two governmental bodies (a department of a ministry and a government agency), would score 1.

Body	Option	Score
1	A section/department of a ministry	1
2	A government agency	0

Multiple option questions. When the question allows multiple answers per body, the question is scored according to the score for the unique set of responses reported for all relevant bodies. In the example below (Q2.3) the country would

score the full available 2 points because all four of the scoring functions (two are not scored, see [Section 2.2.3](#)) are carried out by at least one of the bodies covered even though individually they only carry out three of the scoring functions each.

Option	Score	Body 1	Body 2
Drafting gender equality policy for the government	0.5	Yes	Yes
Drafting anti-discrimination (on grounds other than sex or gender) policy for the government	0	No	No
Conducting gender sensitive analysis of policies and legislation	0.5	Yes	No
Coordinating and/or implementing government decisions on gender equality	0.5	Yes	Yes

Option	Score	Body 1	Body 2
Coordinating and/or implementing gender mainstreaming processes and methodologies, including gender budgeting	0.5	No	Yes
Monitoring progress in achieving gender equality	0	No	No

Note that if any rules regarding the scoring of multiple bodies were established in the 2014 study, their treatment is not documented. Annex I of the report dealing with methodology notes in relation to Q2.1 (level of governmental body) that in case of multiple governmental bodies information should be reported in relation to ‘the one in a key position in the design/implementation of the government gender equality policies’ and that information on any other governmental bodies should be covered ‘in a later question’. But this later question does not appear to exist as there is no reference anywhere else to governmental bodies other than the ‘main’ one. Although not explicitly described, this implies that all scoring in relation to governmental bodies covered only the ‘main’ body. For independent bodies, Q6.1 gathered information on one body (either focused on gender alone or together with other equalities) and there is a separate question (6.2) dealing with ‘other’ independent bodies (though no evidence to suggest that these are taken into account in scoring).

2.7.2 Scoring of multiple options for multiple cases

In the questionnaire, some questions allow multiple options to be applied across multiple cases.

In relation to the costing, targeting and monitoring of action plans (Q3.4, Q3.5, Q3.6), data can be provided for the national action plan for gender equality, a wider equalities action plan and for sectoral plans. In this case only responses related to one overarching plan are scored (either purely gender equality or gender equality together with other equalities, but not both) and any data for sectoral plans is not scored.

Data from questions on the frequency of gender equality training for different subgroups of government employees and whether or not it is mandatory (Q20, Q21) are combined into a single score, as described in [Table 12](#).

2.8 Comparability of data through time

The specifications of each of the four indicators outlined above include some changes compared to the currently adopted versions, as detailed in EIGE’s 2014 report. These are summarised in [Table 16](#).

Changes to the coverage of an indicator, to the scores attributed to the different components (questions) of an indicator, or to the scoring method (e.g. H2a and H2b) all have some impact on the final results and, therefore on the comparability of data through time. As can be seen in [Table 16](#), some changes (compared to the 2014 report) have been applied to almost all indicators and sub-indicators (H3a is an exception) such that the data cannot be considered directly comparable with that from previous collections. There were also changes between the collections undertaken in 2012 and 2018. This means that the data cannot be treated as a coherent time series and users will have to be appropriately warned of this point when the data are published.

Table 16. Changes to indicators for monitoring institutional mechanisms, 2021 v 2014

Indicator	2014	2021	Changes
H1	Status of governmental responsibility in promoting gender equality	Status of commitment to the promotion of gender equality	Differences in sub-indicators as listed below. Name changed to accommodate inclusion of independent bodies.
H1a	Highest responsibility for promoting gender equality at the governmental level	Highest responsibility for promoting gender equality at the governmental level	Some differences through time (particularly in 2018 data) regarding the scoring of different levels.
H1b	Existence and permanence of a governmental gender equality body	[not used]	Dropped
H1c	Position of the governmental gender equality body within the government structure	Position of the governmental gender equality body within the government structure	Some differences through time (particularly in 2018 data) regarding the scoring of different levels.
H1d	Functions of the governmental gender equality body	Mandate and functions of the governmental gender equality body	Extended coverage
H1e	Accountability of the government for the promotion of gender equality	Accountability of the government for the promotion of gender equality	Extended coverage to inform on effectiveness of implementation
H1f		Mandate and functions of the independent gender equality body	New sub-indicator
H2	Human resources for the promotion of gender equality	Human resources for the promotion of gender equality	
H2a	Personnel resources of the governmental gender equality body	Personnel resources of the governmental gender equality body	New scoring method
H2b	Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men	Personnel resources of the independent gender equality body	New scoring method
H3	Gender mainstreaming	Gender mainstreaming	
H3a	Status of the government's commitment to gender mainstreaming	Status of government commitment to gender mainstreaming	
H3b	Gender mainstreaming structures	Gender mainstreaming structures and consultation processes	Minor refinements to the questions and how they are scored. Sub-indicator name updated to better reflect the issues addressed.
H3c	Commitment to and use of the methods and tools for gender mainstreaming	Commitment to, and use of, methods and tools for gender mainstreaming	Minor refinements to some of the questions and how they are scored. Issue related to the use of evaluations not covered due to data quality issues.
H3d		Consultation of independent gender equality bodies	New sub-indicator
H4	Production and dissemination of statistics disaggregated by sex	Production and dissemination of statistics disaggregated by sex	
H4a	Governmental commitment to the production of statistics disaggregated by sex	Governmental commitment to the production of statistics disaggregated by sex	Modified to effectively combine previous H4a and H4b.
H4b	Governmental commitment to the dissemination of statistics disaggregated by sex	[not used]	Subsumed under H4a
H4c	Methods in use for the dissemination of gender statistics	Effectiveness of efforts to disseminate statistics disaggregated by sex	Refined to assess the effectiveness of dissemination efforts rather than just the use of different methods

3. Method of data collection and analysis

This section outlines the steps taken throughout the study to collect and analyse the data.

Who collected the data?

Data was primarily collected by national focal points who were individuals appointed by the Member States. Most national focal points were employees of the governmental equality body, although one (SK) was a non-governmental organisation (NGO). The job titles and organisations of the national focal points are detailed in [Annex 2](#).

National researchers were involved in each Member State to work with national focal points. Their role was, firstly, to support the national focal point to collect data, such as to carry out additional interviews, to reduce the administrative burden on the national focal point. Secondly, national researchers were trained on the data collection tools and guidelines and thus able to support the national focal points to collect more accurate data.

As outlined in [Annex 1](#), other institutions also contributed to data collection through providing data, primarily national statistical offices in relation to indicator H4.

National researchers and national focal points worked together in different ways, at the direction of the national focal point. Some national focal points worked independently, with their responses later checked by the national researcher against the guidelines, whereas others worked closely together via online meetings to complete the questionnaire together. National focal points asked that the national researchers pre-populate the questionnaire based on desk research. All information was validated by the national focal point.

How was the data collected?

Data was collected through a questionnaire (see [Annex 2](#)) structured in four parts: responsibility and resources of the governmental body/ies for the promotion of gender equality; responsibility, resources and consultation of independent body/ies for the promotion of gender equality; gender mainstreaming; and collection and dissemination of statistics disaggregated by sex. The questionnaire was organised in-part by the relevant bodies to make it easier for respondents to complete, rather than aligning it with the structure of the indicators.

How was data stored?

Data was collected through an online questionnaire. The online questionnaire allowed for automatic filtering of questions according to the mandate of the relevant bodies for the promotion of gender equality and ‘pull-through’ of the names of bodies, once entered, across the questionnaire. This reduced the risk of human error. The online questionnaire could only be accessed by the national focal point and national researcher.

All data collected from individuals outside the organisation of the national researcher was recorded in an editable PDF. Information from the editable PDF was added to the online questionnaire by the national researcher. This allowed all data inputs to be easily traceable.

How was data quality assured?

A thorough data quality process was implemented following the collection of the data. This involved three steps. Quality assurance focused on the following.

- 1) Firstly, on completeness, ensuring all questions, including metadata, had been completed for each Member State.

- 2) Secondly, metadata questions were used to check data accuracy of the main question, i.e. if a legal citation had been provided for the indication legal measures were in place or relevant description of the measure. Where the question required a judgement by the national focal point, the reasoning provided was checked to establish whether it was logical and sound.
- 3) Thirdly, data was compared and sense-checked across Member States to help identify issues of non-comparability. This was done in response to learning from the pilot study which showed unexplained high degrees of variation between Member States, particularly regarding personnel and financial resources.

For all quality assurance decisions, strict reference was made to the guidelines, which were shared with the national researchers and national focal points. The guidelines set out definitions of key terms and information on how questions should be interpreted.

National researchers were asked to liaise with the national focal points to address all quality assurance issues and amend the online questionnaire. In a few instances, the data provided by the national focal points was considered not in compliance with the guidelines, most commonly because of insufficient evidence and ultimately the data was changed by the central study team, most commonly to 'don't know'.

How was data scored?

Scoring was carried out using the measurement framework outlined in [Section 2](#) and implemented by the central study team. The scoring was not shared with the national researchers or national focal points to avoid biasing responses⁽¹⁸⁾. Following data quality assurance, where significant data quality issues were identified that could not be addressed, the decision was made not to include the question in the scoring (see [Section 4](#)).

⁽¹⁸⁾ The risk of bias occurs in case of questions for which the response is potentially liable to a degree of subjectivity (e.g. assessing the proportion of laws/policies that are reviewed by a gender equality body). Here the choice could be influenced by knowing the score that derives from the choice made. Given a choice between two categories the respondent might, even subconsciously, opt for the higher-scoring category if they want the country to score well or the lower-scoring category if they have a negative view of the country's efforts in this respect.

4. Reference metadata

This section outlines reference metadata for the current data collection.

Reference area

EU Member States.

Time coverage

Data were collected regarding the situation in December 2021.

Frequency of data collection and reference period

Data have been collected in ad hoc collections in 2012 (published in 2014), 2018 (published in 2019) and 2021.

The next data collection is expected in 2024.

Completeness

In the current data collection, there are data gaps due to lack of or limited response from the relevant authorities and because of data quality concerns. All data gaps, by question, are outlined in [Annex 4](#).

There is no data for France and Ireland, or for the independent body in Slovakia, because no response was received from the respective authorities. There are significant data gaps for Hungary across the questionnaire because of data quality concerns and limited response from the authorities.

There were three instances where data was not considered accurate and it was not scored. This has led to data gaps for the following.

Questions on financial resources under H2a and H2b were incomplete for many countries

because data was reported as unavailable for the costs of the gender equality section/department/unit from the wider costs of the parent ministry. Moreover, even where data have been provided, the quality assurance process raised significant concerns about data quality. For example, a plausibility test of the data on personnel costs in relation to the number of personnel reported showed wildly different results between countries that are unrealistic even after allowing for reasonable price/wage differentials.

Q17 of the questionnaire about the use of evaluation as a gender mainstreaming tool – i.e. the extent to which policy evaluations integrate gender equality concerns into the questions asked and assessed. The wording of the question is not considered to have been sufficiently clear to many respondents, and no definition was provided in the guidelines.

Q18 asked about 'central initiatives' designed to raise awareness of gender mainstreaming issues across government (all ministries, agencies and other relevant bodies). In practice, the responses obtained indicate that respondents did not always appreciate that the focus was on raising capacity within government, so answers included actions aimed at the public (e.g. campaign to counter the rise of domestic violence during the pandemic) or at businesses (e.g. awards for companies with a gender action plan).

Accuracy

Data can largely be considered accurate due to the quality assurance process whereby all data was checked for coherence with the questionnaire guidelines (further outlined in [Section 3](#)). It should however be noted that institutional mechanisms are often highly complex and context specific and thus cannot be fully captured in a quantified measurement framework.

Data accuracy is somewhat weakened where it relied on an estimation by the national focal point. This includes questions about:

- the percentage of personnel time and financial resources allocated to gender equality for bodies with a mandate not exclusively for gender equality (Q5.3, Q8.2);
- how regularly governmental and independent bodies are consulted (Q10.1, Q13.1) and how often consultation leads to adjustments (10.2, Q13.2);
- how widely gender-budgeting is used (Q16);
- the percentage of databases with sex-disaggregated data (Q24.5).

The risk of inaccurate responses was mitigated to some extent, by asking for percentages according to four broad categories (0–25 %, 25–50 %, 50–75 %, 75 %–100 %), rather than an exact percentage. While information was asked about how an estimate was made, where this was provided, the answers in nearly all cases referred to the national focal points' experience, rather than a verifiable source.

It is difficult to assess the accuracy of questions 20 and 21 on training as no information was asked for in the questionnaire on the source of the answer.

In three instances, the data was not considered accurate following the quality assurance process. The decision was made to not score the data and record these instances as a data gap (see 'Completeness' above).

Sampling error

No sampling error has been identified. All bodies identified were validated by the national focal points. The bodies are mapped in [Annex 1](#).

Independent bodies were identified based on membership of the European Network of Equality Bodies (EQUINET) as a reliable source to validate findings. There are two exceptions where

independent gender equality bodies covered in the 2021 data are not members of EQUINET.

- Italy: the National Equality Counsellor (Consigliera Nazionale di Parita) is not a current EQUINET member but was previously. The current EQUINET member for Italy (Ufficio Nazionale Antidiscriminazioni Razziali) deals with racial discrimination only and has no responsibility for gender equality issues.
- Finland: data cover the Ombudsman for Equality (EQUINET member) and TANE (Council for Gender Equality), which is not an EQUINET member. TANE is a unique body in the European context but has an important role in gender equality. It is formed of parliamentarians drawn from all parties in accordance with their representation in parliament so does not represent the government only and is not obliged to follow government policy/direction. TANE also has members/permanent advisors from NGOs.

Comparability across countries

Data are considered comparable between Member States but it is important to note that the form institutional mechanisms take naturally varies across countries in response to different social, political and institutional contexts. However, the questionnaire, measurement framework and method has been honed over time to allow for and respond to this variation to ultimately produce data that is as comparable as possible.

Comparability over time

Comparability of data over time is restricted by changes to the sub-indicators, the questionnaire and scoring of the data, which mean that the data cannot be considered to provide a coherent time series. See details in [Section 3](#) of the methodological report.

Coherence with other datasets

None.

Data revision

No revision to past data occurred, but it has been recommended that a review of the 2018 data is undertaken to check on some of the classifications and scores applied.

Mapping tables

See [Annex 1](#) for the independent and governmental bodies for the promotion of gender equality bodies covered in the study.

Annexes

Annex 1. Bodies covered in the study (mapping table)

The below table outlines the bodies covered in the study: the governmental and independent body/ies for the promotion of gender equality.

Member State	Governmental body 1	Governmental body 1 (national language)	Governmental body 2	Governmental body 2 (national language)	Independent body 1	Independent body 1 (national language)	Independent body 2	Independent body 2 (national language)
BE	Institute for the Equality of Women and Men	<i>Institut pour l'égalité des femmes et des hommes</i>			Institute for the Equality of Women and Men	<i>Institut pour l'égalité entre les hommes et les femmes</i>		
BG	Policy for People with Disabilities, Equal Opportunities and Social Benefits Directorate	<i>Дирекция политики за хора с увреждания, равни възможности и социални помощи</i>			Commission for Protection against Discrimination	<i>комисия за защита от дискриминация</i>		
CZ	Department for Gender Equality, Office of the Czech Government	<i>Odbor rovnosti žen a mužů (Úřad vlády ČR)</i>			Public Defender of Rights	<i>Veřejný ochránce práv</i>		
DK	Department of Gender Equality	<i>Ligestillingsafdelingen</i>			Danish Institute for Human Rights	<i>Institut for Menneskerettigheder</i>		
DE	Division for Gender Equality within the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth	<i>Abteilung 'Gleichstellung' im BMFSFJ</i>			Federal Anti-Discrimination Agency	<i>Antidiskriminierungsstelle des Bundes</i>		
EE	Equality Policies Department	<i>Võrdsuspoliitika osakond</i>			Gender Equality and Equal Treatment Commissioner	<i>Soolise võrdõiguslikkuse ja võrdse kohtlemise volinik</i>		
EL	General Secretariat for Demographic and Family Policy and Gender Equality	<i>Γενική Γραμματεία Δημογραφικής και Οικογενειακής Πολιτικής και Ισότητας των Φύλων</i>	Research Centre for Gender Equality	<i>Κέντρο Ερευνών για Θέματα Ισότητας</i>	Greek Ombudsman (Sector of Equal Treatment)	<i>Συνήγορος του Πολίτη (Τομέας Ίσης Μεταχείρισης)</i>		
ES	Ministry of Equality	<i>Ministerio de Igualdad</i>			Institute of Women	<i>Instituto de las Mujeres</i>		
HR	Office for Gender Equality	<i>Ured za ravnopravnost spolova</i>			Ombudsperson for Gender Equality	<i>Pravobranitelj/ica za ravnopravnost spolova</i>		
IT	Department for Equal Opportunities	<i>Dipartimento per le pari opportunità</i>			National Equality Counsellor	<i>Consigliera nazionale di parità</i>		

Member State	Governmental body 1	Governmental body 1 (national language)	Governmental body 2	Governmental body 2 (national language)	Independent body 1	Independent body 1 (national language)	Independent body 2	Independent body 2 (national language)
CY	Gender Equality Unit	<i>Μονάδα Ισότητας των Φύλων</i>	Commissioner of Gender Equality	<i>Γραφείο Επιτρόπου Ισότητας των Φύλων</i>	<i>Equality Body</i>	<i>Φορέας Ισότητας και Καταπολέμησης των Διακρίσεων</i>		
LV	Department of Social Policy Planning and Development	<i>Sociālās politikas plānošanas un attīstības departaments</i>			Ombudsman's Office of Latvia	<i>Latvijas Republikas Tiesībsargs</i>		
LT	Department of Equal Opportunities and Equality between Women and Men	<i>Lygių galimybių, moterų ir vyrų lygybės skyrius</i>			Office of the Ombudsperson for Equal Opportunities	<i>Lygių galimybių kontrolieriaus tarnyba</i>		
LU	Ministry of Equality between Women and Men	<i>Ministère de l'égalité entre femmes et hommes</i>			Centre for Equal Treatment	<i>Centre l'égalité de Traitement</i>		
HU	Department of Adoption and Women's Policy Women's Policy Unit, Prime Minister's Office	Not provided			Commissioner of Fundamental Rights	Ombudsman		
MT	Human Rights Directorate	Human Rights Directorate			National Commission for the Promotion of Equality	National Commission for the Promotion of Equality		
NL	Directorate for Gender Equality and LGBTI Equality of the Ministry of Education, Culture and Science	<i>Directie Emancipatie van het Ministerie van Onderwijs, Cultuur en Wetenschap</i>			The Netherlands Institute for Human Rights	<i>College van de Rechten van de Mens</i>		
AT	Division III: Women's Affairs and Equality	<i>Sektion III: Frauen und Gleichstellung</i>	Department III/C/9 of the Federal Ministry for Arts, Culture, Civil Service and Sport	<i>BMKOES/Sektion III/C9</i>	Ombud for Equal Treatment	<i>Gleichbehandlungsanwaltschaft</i>		
PL	Government Plenipotentiary for Equal Treatment	<i>Pełnomocnik Rządu do Spraw Równego Traktowania</i>			Department of Equal Treatment in the Office of the Commissioner for Human Rights	<i>Departament Równego Traktowania w Biurze Rzecznik Praw Obywatelskich</i>		
PT	Commission for Citizenship and Gender Equality	<i>Comissão para a Cidadania e a Igualdade de Género</i>	Commission for Equality in Labour and Employment	<i>Comissão para a Igualdade no Trabalho e no Emprego</i>	Commission for Equality in Labour and Employment	<i>Comissão para a Igualdade no Trabalho e no Emprego</i>		
RO	National Agency for Equal Opportunities between Women and Men	<i>Agentia Nationala pentru Egalitate de Sanse intre Femei si Barbati</i>			National Council for Combating Discrimination	<i>Consiliul National pentru Combaterea Discriminarii</i>		
SI	Gender Equality Division	<i>Sektor za enake možnosti</i>			Advocate of the Principle of Equality	<i>Zagovornik načela enakosti</i>		
SK	Department of Equality of Women and Men	<i>Odbor rovnosti žien a mužov a rovnosti príležitosti</i>						

Member State	Governmental body 1	Governmental body 1 (national language)	Governmental body 2	Governmental body 2 (national language)	Independent body 1	Independent body 1 (national language)	Independent body 2	Independent body 2 (national language)
FI	Gender Equality Unit	<i>Tasa-arvoyksikkö (TASY)</i>	Centre of Gender Equality Information	<i>Tasa-arvotiedon keskuseuvottelukunta</i>	Ombudsman for Gender Equality	<i>Tasa-arvovaltuutettu</i>	The Council for Gender Equality	<i>Tasa-arvoasiain neuvottelukunta</i>
SE	Ministry of Employment, Division for Gender Equality	<i>Arbetsmarknadsdepartementet, Jämställdhetsenheten</i>	Swedish Gender Equality Agency	<i>Jämställdhetsmyndigheten</i>	Equality Ombudsman	<i>Diskrimineringsombudsmannen</i>		

Annex 2. Contributing organisations, including national focal points

The below table outlines the organisations that contributed to data collection.

Member State	Job title and institution of national focal point	Independent body/ies and questions contributed to	Other bodies, including questions contributed to
BE	Advisor, International relations Institute for Equality between women and men	Institut pour l'égalité des femmes et des hommes – Federal Institute for equality between women and men. Contributed to all parts.	
BG		Commission for protection against discrimination (Part 2).	Ministry of Labour and Social Policy (most of Parts 1,2,4).
CZ		Public Defender of Rights (Part 2).	Head of the Secretary of the Government Council for Equality of Men and Women; Equality dept..
DK	Head of Section Department for Gender Equality M 31 52 21 88	Danish Institute for Human Rights (Part 2).	
DE	Division 404 – European and international gender equality policy Federal Ministry for Family Affairs, Senior Citizens, Women and Youth	Federal Anti-Discrimination Agency (FADA) (Part 2).	
EE	Head of Gender Equality Policy Equality Policies Department Ministry of Social Affairs	Gender Equality and Equal Treatment Commissioner (Part 2).	Statistics Estonia (Part 4)
EL	Sociologist and policy officer of the Observatory for Gender Equality of the GSDFPGE	Senior Investigator in the Greek Ombudsman (Part 2).	Director of the Research Centre for Gender Equality (Part 1); Head of Legal Documentation and Process Support Department (Part 1); Director of the Special Service for Management and Implementation of the Ministry of Interior (Part 1)
FR			
ES	Deputy Director General for Studies and Cooperation in INMUJERES (Institute for Women) Senior Adviser in INMUJERES José Luis Burgos, Technical Adviser in INMUJERES	The three national focal points are from the national independent body concerned with gender equality. The Women's Institute, however, is ascribed and therefore formally part of the government body, which is the ministry of equality.	Information regarding the budget of the national ministry was collected through their internal channels.
HR	Governmental Office for Gender Equality	Office of the Ombudsperson for Gender Equality (Part 2).	
IR	Equality and Gender Equality, Department of Children, Equality, Disability, Integration and Youth		
IT	Department for equal opportunities	Consigliera Nazionale di Parità (Part 2)	National Statistical Institute (ISTAT) (Part 4)
CY	Office of the Commissioner for Gender Equality	Ombudsman (Part 2).	Ministry of Justice Q1-6,11-25;
LV	Senior Expert Department of Social Policy Planning and Development Ministry of Welfare of Republic of Latvia	Ombudsman's Office of the Republic of Latvia (Part 2).	
LT	Advisor Equal Opportunities and Gender Equality Division Ministry of Social Security and Labor of Lithuania	Office of the Ombudsperson of Equal Opportunities (Part 2).	Department of Statistics (Part 4)
LU		Defender of Rights (independent body).	General coordination, Equality Policies at Ministry of Equality between Women and Men (governmental body);

Member State	Job title and institution of national focal point	Independent body/ies and questions contributed to	Other bodies, including questions contributed to
HU	Minister for Families Prime Minister's Office H-1055 Budapest, Szalay u. 10-14.	Office of the Commissioner for Fundamental Rights.	
MT	Manager II (Research) Gender Mainstreaming Unit – Human Rights Directorate	National Commission for the Promotion of Equality (NCPE) (Part 2).	National Statistics Office (Part 4)
NL	Coordinator Team International Affairs Directorate for gender equality and LGBTI equality Ministry of Education, Culture and Science	Netherlands Institute for Human Rights (Part 2).	Ministry of Education, Culture and Science (Q6)
AT	Head of Department Federal Chancellery Division III – Women and Equality Department III/1 – Gender Equality Policies	Ombud for Equal Treatment (Part 2).	Statistics Austria (Part 4)
PL		Commissioner for Equal Treatment (Part 2).	Office of the Government Plenipotentiary for Equal Treatment for questions 2 to 6.7; rest completed by country researcher.
PT		CITE	Ana Martinho Fernandes, CIG (governmental body)
RO		National Council for Combating Discrimination (Part 2).	National Agency for Equal Opportunities between Women and Men (Part 1 and 3); desk research (Part 4)
SI	Head of Division Ministry of Labour, Family, Social Affairs and Equal Opportunities Štukljeva 44, SI-1000 Ljubljana	The Advocate of the Principle of Equality (Part 2).	Statistical Office of the Republic of Slovenia (Part 4)
SK	Member of the Committee for Gender Equality where she is one of the representatives of the civil society	Slovak National Centre for Human Rights.	Ministry of labour, social affairs and family of the Slovak Republic (Parts 1, 2, 4). NB: national focal point was a civil society representative.
FI	Senior Specialist Gender Equality Unit Ministry of Social Affairs and Health	Ombudsman for Equality (Part 2)	Centre for Gender Equality Information (Part 4)
SW	Head of Section, Division for Gender Equality Ministry of Employment	Office of the Ombudsperson of the Equal Opportunities (Part 2)	National Focal Point at the Ministry of Social Security and Labour (Part 1, 3); Department of Statistics (Part 4)

Annex 3. Questionnaire

This Annex outlines the questionnaire used during data collection.

Part 1: Responsibilities and resources of governmental body/ies for the promotion of gender equality

Question 1: What is the highest level of responsibility for gender equality within the national government?

- Senior minister (member of the government who has a seat on the cabinet or council of ministers)
- Junior minister (members of the government who do not have a seat on the cabinet)
- None: gender equality is not an explicit responsibility of the government

Please specify the title of the relevant Minister if applicable:

Question 2: Governmental body/ies for the promotion of gender equality – existence, mandate and functions

Question 2 and related sub-questions collect information on the existence of governmental body/ies for the promotion of gender equality, their mandate and functions.

Question 2.1: Please indicate the level of location of each governmental body for the promotion of gender equality.

Entire ministry

A section/department of a ministry

A government agency

Question 2.2: What is the scope of the mandate of each governmental body for the promotion of gender equality identified in question 2.1?

Exclusively gender equality

Gender equality combined with other equality – related functions, for example, the promotion of equal treatment of all people without discrimination on other grounds

Question 2.3: Which of the functions in the table below fall within the mandate of each governmental body for the promotion of gender equality identified in question 2.1? *[Please check all that apply]*

Drafting gender equality policy for the government

Drafting anti-discrimination (on grounds other than sex or gender) policy for the government

Conducting gender sensitive analysis of policies and legislation

Coordinating and/or implementing government decisions on gender equality

Coordinating and/or implementing gender mainstreaming processes and methodologies, including gender budgeting

Monitoring progress in achieving gender equality

Question 2.4: Which of the additional functions in the table below fall within the mandate of each governmental body for the promotion of gender equality? *[Please check all that apply]*

Conducting research on gender equality issues

Integrating gender equality considerations in EU and international affairs

Publishing and disseminating gender equality related information and training

Providing legal support for victims of discrimination on the grounds of sex or gender

Deciding on complaints on discrimination on the grounds of sex

Please list any additional functions not listed:

Question 3: Governmental legal and policy frameworks for gender equality

Question 3 and related sub-questions collect information on the existence of laws, governmental strategy and action plan(s) for the promotion of gender equality.

Question 3.1: Is there a national law on gender equality? *[please select all that apply]*

- There is a law exclusively on gender equality
- There is a law dedicated to the promotion of gender equality, together with other equality and non-discrimination issues
- There are sectoral laws on specific aspects of gender equality (health, education, agriculture, etc.)
- There are no laws on gender equality

Please provide a legal citation, if applicable:

Question 3.2: Is there a national strategy for gender equality? *[please select all that apply]*

- There is an overall national strategy on gender equality
- There is a national strategy for equality covering gender equality, together with other equality and non-discrimination issues

- There are sectoral strategies on specific aspects of gender equality (health, education, agriculture, etc.)
- There is no strategy on gender equality

Please provide the name of the strategy and sectoral strategies and links/attachments to the documents, if applicable:

Question 3.3: Is there a national action plan for gender equality? *[please select all that apply]*

- There is an overall national action plan on gender equality
- There is a national action for equality covering gender equality, together with other equality and non-discrimination issues
- There are sectoral action plans on specific aspects of gender equality (health, education, agriculture, etc.).
- There is no action plan on gender equality *[please proceed to question 5]*

Please provide the names of the action plans and sectoral action plans and links/attachments to the documents, if applicable:

Question 3.4: Has the national action plan for gender equality been costed or budgeted for the period covered by the action plan?

Yes

Partly

No

Question 3.5: Please indicate whether the overall and/or sectoral action plan(s) set specific targets to be achieved.

Yes

No

Please list the main targets, if applicable:

Question 3.6: Using the table below, please indicate whether the action plans are regularly monitored, to assess whether the targets set out in the plan(s) are being achieved.

Name of the gender equality plan	Is the plan regularly monitored?	
	Yes (please specify details)	No
<i>Please write name here in EN and national language</i>	<i>Please check (x) if it applies.</i> <i>Number of quantitative indicators for headline targets:</i> <i>Number of indicators monitored:</i> <i>Frequency of monitoring:</i>	<i>Please check (x) if it applies</i>
<i>Please write name here in EN and national language</i>		

Question 4: Does the governmental body for the promotion of gender equality regularly report to the parliament on the progress made on gender equality and gender mainstreaming initiatives?

[Please select all that apply. Responses should not cover any monitoring of the gender equality action plan(s) indicated in the previous question]

There is a system of regular reporting of the governmental body for the promotion of gender equality to the parliament, i.e. at least once a year

There is a system of reporting of the governmental body for the promotion of gender equality to the parliament, but it is not regular

There is a separate parliamentary committee which includes gender equality as a specific and named part of its brief that regularly (i.e. at least once a year) monitors the work of the governmental body for the promotion of gender equality

None of the above

Please provide a brief description of the reporting mechanism, if applicable:

Question 5: Personnel resources of the governmental body/ies devoted to gender equality and gender mainstreaming

Question 5 and related sub-questions collect information on the total employees of the governmental body/ies for the promotion of gender equality. Personnel resources should be reported as a headcount.

[Please answer question 5.1 or questions 5.2 and 5.3]

Question 5.1: *[If the mandate of the governmental body for the promotion of gender equality encompasses only gender equality mandates (see answer to question 2.2)]*

What is the total number of employees in each governmental gender equality body?

..... Total number of employees (headcount)

Question 5.2: *[If the mandate of the governmental body for the promotion of gender equality encompasses other equality and non-discrimination mandates (see answer to question 2.2)]*

What is the total number of employees in each governmental equality body?

..... Total number of employees (headcount)

Question 5.3: *[If the mandate of the governmental body for the promotion of gender equality encompasses other equality and non-discrimination mandates (see answer to question 2.2)]*

Approximately what percentage of personnel time is spent on projects focused on gender equality? Please note that this can include projects that take an intersectional approach and cover gender and other diversity characteristics,

0–25 %

25–50 %

50–75 %

75–100 %

Please indicate the sources and/or rationale used to answer question 6.3. Please provide a judgement on how accurate you think the answer is:

Question 6: Financial resources of the governmental body/ies devoted to gender equality and gender mainstreaming

Question 6 and related sub-questions collect information on the resource budget and expenditure for administration and programme funding devoted to gender equality and gender mainstreaming by the national government. Preference is for actual expenditure, however where this information is not available, budget figures can be included. Budget figures should present separately resources for projects/programme funding and for administration (personnel and overheads). All figures should be reported in EUR.

Question 6.1: Does the government have a specific budget for gender equality and gender mainstreaming (excluding the budget of the governmental gender equality body)?

Yes

No

Please specify the budget total amount in EUR

*[Please answer questions 6.2 and 6.3 **or** questions 6.4 to 6.7]*

Question 6.2: *[If the mandate of the governmental body for the promotion of gender equality encompasses only gender equality issues (see answer to question 2.2)]*

What is the annual budget and expenditure for the administration (personnel and overheads) of the governmental gender equality body? Please fill in the table below and specify which part of the budget and expenditure is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Annual budget for the administration of the governmental gender equality body	Percentage of total budget funded by the national government	Percentage of total budget funded by the EU	Annual expenditure for the administration of the governmental gender equality body	Percentage of total expenditure funded by the national government	Percentage of total expenditure funded by the EU
<i>[name auto inserted]</i>						
<i>[name auto inserted]</i>						

Question 6.3: *[If the mandate of the governmental body for the promotion of gender equality encompasses only gender equality issues (see answer to question 2.2)]*

What is the annual budget and expenditure for project/programme funding of the national governmental gender equality body? Please fill in the table below and specify which part of the budget is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Annual budget for project/ programme funding of the governmental gender equality body	Percentage of total budget funded by the national government	Percentage of total budget funded by the EU	Annual expenditure for project/ programme funding of the governmental gender equality body	Percentage of total expenditure funded by the national government	Percentage of total expenditure funded by the EU
[name auto inserted]	Value in EUR	Value (in EUR) or (indicative) % of total budget	Value (in EUR) or (indicative) % of total budget	Value in EUR	Value (in EUR) or (indicative) % of total expenditure	Value (in EUR) or (indicative) % of total expenditure
[name auto inserted]						

Question 6.4: [if the mandate of the governmental body for the promotion of gender equality encompasses other equality/non-discrimination mandates (see answer to question 2.2)]

What is the total budget and expenditure for the administration (personnel and overheads) of the national governmental equality body? Please fill in the table below and specify which part is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Total budget for the administration of the governmental equality body	Percentage of total budget funded by the national government	Percentage of total budget funded by the EU	Total expenditure for the administration of the governmental equality body	Percentage of total expenditure funded by the national government	Percentage of total expenditure funded by the EU
[to be inserted by study team]	Value in EUR	Value (in EUR) or (indicative) % of total budget	Value (in EUR) or (indicative) % of total budget	Value in EUR	Value (in EUR) or (indicative) % of total expenditure	Value (in EUR) or (indicative) % of total expenditure
[to be inserted by study team]						

Question 6.5: [if the mandate of the governmental body for the promotion of gender equality encompasses other equality/non-discrimination mandates (see answer to question 2.2)]

What is the total budget and expenditure for project/programme funding of the governmental equality body? Please fill in the table below and specify which part is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Total budget for project/ programme funding of the governmental equality body	Percentage of total budget funded by the national government	Percentage of total budget funded by the EU	Total expenditure for project/ programme funding of the governmental equality body	Percentage of total expenditure funded by the national government	Percentage of total expenditure funded by the EU
[to be inserted by study team]	Value in EUR	Value (in EUR) or (indicative) % of total budget	Value (in EUR) or (indicative) % of total budget	Value in EUR	Value (in EUR) or (indicative) % of total expenditure	Value (in EUR) or (indicative) % of total expenditure
[to be inserted by study team]						

Question 6.6: *[If the mandate of the governmental body for the promotion of gender equality encompasses other equality/non-discrimination mandates (see answer to question 2.2)]*

Please indicate the percentage of the budget for project/programme funding of the governmental equality body that is spent on projects specifically related to gender equality.

..... % in EUR

Question 6.7: *[If the mandate of the governmental body for the promotion of gender equality encompasses other equality/non-discrimination mandates (see answer to question 2.2)]*

Please indicate the percentage of the expenditure for project/programme funding of the governmental equality body that is spent on projects specifically related to gender equality.

..... % in EUR

Please include links/attachments to relevant budgetary documents.

Please describe any challenges you have answering the questions in this part of the questionnaire because of the particular situation in your Member State:

Part 2: Responsibilities, resources and consultation of independent body/ies for the promotion of gender equality

Question 7: Independent body/ies for the promotion of gender equality – existence, mandate and functions

Question 7 and related sub-questions aim to investigate the existence, mandate and functions of independent body/ies for the promotion of gender equality.

Question 7.1: What is the scope of the mandate of each independent body for the promotion of gender equality?

Exclusively gender equality

Gender equality combined with other equality – related functions, for example, the promotion of equal treatment of all people without discrimination on other grounds.

Question 7.2: Which of the following functions fall within the mandate of each independent body for the promotion of gender equality? *[Please, select all that apply]*

Conducting research on gender equality issues

Integrating gender equality considerations in EU and international affairs

Publishing and disseminating gender equality related information and training

Providing legal support for victims of discrimination on the grounds of sex or gender

Deciding on complaints on discrimination on the grounds of sex

Question 7.3: Which of the additional functions in the table below fall within the mandate of each independent body for the promotion of gender equality? *[Please check all that apply]*

Drafting gender equality policy for the government

Drafting anti-discrimination (on grounds other than sex or gender) policy for the government

Conducting gender sensitive analysis of policies and legislation

Coordinating and/or implementing gender mainstreaming processes and methodologies, including gender budgeting

Coordinating and/or implementing anti-discrimination (on grounds other than sex or gender) policies for the government

Monitoring progress in achieving gender equality

Please list any additional functions not listed:

Question 8: Personnel resources of the independent body/ies for the promotion of gender equality

Question 8 and its sub-questions measure the total staff of the independent body/ies for the promotion of gender equality. Personnel resources should be reported as a headcount.

Question 8.1: *[If the mandate of the independent body for the promotion of gender equality encompasses only gender equality issues (see answer to question 7.1)]*

Using the table below, please report the total number of employees in each independent gender equality body.

..... Total number of employees (headcount)

Question 8.2: *[If the mandate of the independent body for the promotion of gender equality encompasses other equality and non-discrimination issues (see answer to question 7.1)]*

For each independent equality body, approximately what percentage of personnel time is spent on projects specifically focused on gender equality?

0–25 %

25–50 %

50–75 %

75–100 %

Please indicate the sources and/or rationale used to answer question 8.2. Please provide a judgement on how accurate you think the answer is:

Question 9: Financial resources of the independent body/ies for the promotion of gender equality

Question 9 and its sub-questions concern the financial resources of independent bodies for the promotion of gender equality. Budget figures should include both the total budget for projects and the budget for personnel resources/overheads. They should be reported in EUR.

[Please answer questions 9.1 and 9.2 or questions 9.3 to 9.6]

Question 9.1: *[If the mandate of the independent body for the promotion of gender equality encompasses only gender equality issues (see answer to question 7.1)]*

What is the total budget and expenditure for administration (personnel and overheads) of each independent gender equality body? Please report in the table below. Please specify which part of the budget is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Total budget for administration	Percentage of budget funded by the national government	Percentage of budget funded by the EU	Total expenditure for administration	Percentage of expenditure funded by the national government	Percentage of expenditure funded by the EU
<i>[name auto inserted]</i>	<i>Value in EUR</i>	<i>Value (in EUR) or as % of total</i>	<i>Value (in EUR) or as % of total</i>	<i>Value in EUR</i>	<i>Value (in EUR) or as % of total</i>	<i>Value (in EUR) or as % of total</i>
<i>[name auto inserted]</i>						
<i>[name auto inserted]</i>						

Question 9.2: *[If the mandate of the independent equality body for the promotion of gender equality encompasses only gender equality issues (see answer to question 7.1)]*

What is the total budget and expenditure for programme/project funding of each independent gender equality body? Please report in the table below and specify which part of the budget is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Total budget for programme/project funding	Percentage of budget funded by the national government	Percentage of budget funded by the EU	Total expenditure for programme/project funding	Percentage of expenditure funded by the national government	Percentage of expenditure funded by the EU
<i>[name auto inserted]</i>	<i>Value in EUR</i>	<i>Value (in EUR) or as % of total</i>	<i>Value (in EUR) or as % of total</i>	<i>Value in EUR</i>	<i>Value (in EUR) or as % of total</i>	<i>Value (in EUR) or as % of total</i>
<i>[name auto inserted]</i>						
<i>[name auto inserted]</i>						

Question 9.3: *[If the mandate of the independent body for the promotion of gender equality encompasses other equality and non-discrimination issues, as specified in question 7.1]*

What is the total budget and expenditure for administration (personnel and overheads) of each independent equality body? Please fill in the table below and specify which part of the budget is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Total Budget for administration	Percentage of budget funded by the national government	Percentage of budget funded by the EU	Total expenditure for administration	Percentage of expenditure funded by the national government	Percentage of expenditure funded by the EU
[name auto inserted]	Value in EUR	Value (in EUR) or as % of total	Value (in EUR) or as % of total	Value in EUR	Value (in EUR) or as % of total	Value (in EUR) or as % of total
[name auto inserted]						
[name auto inserted]						

Question 9.4: *[If the mandate of the independent body for the promotion of gender equality encompasses other equality and non-discrimination issues, as specified in question 7.1]*

What is the total budget and expenditure for programme/project funding of each independent equality body? Please report in the table below and specify which part of the budget is funded by the national government and which part is funded by the EU.

Name of the governmental gender equality body	Total budget for programme/project funding	Percentage of budget funded by the national government	Percentage of budget funded by the EU	Total expenditure for programme/project funding	Percentage of expenditure funded by the national government	Percentage of expenditure funded by the EU
[name auto inserted]						
[name auto inserted]						
[name auto inserted]						

Question 9.5: *[If the mandate of the independent body for the promotion of gender equality encompasses other equality/non-discrimination mandates (see answer to question 7.1)]*

Please indicate the percentage of the budget for project/programme funding of the independent equality body that is spent on projects specifically related to gender equality.

..... % in EUR

Question 9.6: *[If the mandate of the independent body for the promotion of gender equality encompasses other equality/non-discrimination mandates (see answer to question 7.1)]*

Please indicate the percentage of the expenditure for project/programme funding of the independent equality body that is spent on projects specifically related to gender equality.

..... % in EUR

Please include links/attachments to relevant budgetary documents.

Question 10: Frequency and effectiveness of consultations with independent bodies for the promotion of gender equality about policies, laws and programmes

Question 10.1: How regularly are independent bodies for the promotion of gender equality consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality)?

For all or nearly all policies, laws or programmes developed (more than 75 %)

For the majority of policies, laws or programmes developed (50 %–75 %)

For some policies, laws or programmes developed (25 %–50 %)

Never consulted, or consulted only in a few cases (less than 25 %)

No consultation takes place as departments or ministries have an internal mechanism for ensuring gender equality in new or existing policies, laws or programmes

If no consultation takes place because there is an internal mechanism, please specify the nature of this mechanism:

Question 10.2: If independent bodies for the promotion of gender equality are consulted about new or existing policies, laws or programmes, how often does their involvement leads to adjustment of policies or legislative instruments?

All or nearly all cases (more than 75 %)

Majority of cases (50 %–75 %)

Some cases (25 %–50 %)

Never or in few cases (less than 25 %)

Please indicate the sources and/or rationale used to answer question 10. Please provide a judgement on how accurate you think the answer is:

Please describe any challenges you have answering the questions in this part of the questionnaire because of the particular situation in your Member State:

Part 3: Gender mainstreaming

Question 11: What is the status of the government's commitment to gender mainstreaming in the national public administration in your country?

- There is an enforceable legal obligation regarding the implementation of gender mainstreaming
- There is a legal obligation regarding the implementation of gender mainstreaming without provisions for enforcement or sanctions
- There is a de facto binding decision of the government regarding gender mainstreaming

- There is some other kind of policy commitment from the government regarding gender mainstreaming
- There is no commitment from the government regarding gender mainstreaming

Please provide a legal citation or describe the policy commitments, if applicable:

Question 12: What structures are in place to coordinate gender mainstreaming across government ministries/departments?

Question 12.1 What structures are in place to coordinate gender mainstreaming across government ministries/departments? *[please select all that apply]*

1. Interdepartmental coordination structure that includes contact persons in ministries/departments
2. Other structures for gender mainstreaming across the different government ministries/departments
3. External coordination structure
4. No coordination structure

Please provide a description of the structures in place, if applicable:

Question 12.2 If 1 or 2 selected above, what proportion of ministries/departments are included in the structure?

All ministries (more than 75 %)

Most ministries (50 %–75 %)

Some ministries (25 %–50 %)

Very few ministries (less than 25 %)

Question 12.3 What is the total number of staff (headcount) who specifically support gender-mainstreaming across all government departments/ministries, outside of the governmental body for the promotion of gender equality, if any?

..... (headcount)

For questions 12.2 and 12.3 please indicate the sources and/or rationale used to answer. Please provide a judgement on how accurate you think the answer is.

Question 13: Frequency and effectiveness of consultations with governmental bodies for the promotion of gender equality about policies, laws and programmes

Question 13 and related sub-questions seek to understand how regularly governmental body/ies for the promotion of gender equality are consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality) and what the impact of these consultations is. Consultations can include as a minimum the request of an opinion about a policy or legislative initiative.

Question 13.1: How regularly are governmental bodies for the promotion of gender equality consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality)?

For all or nearly all policies, laws or programmes developed (more than 75 %)

For the majority of policies, laws or programmes developed (50 %–75 %)

For some policies, laws or programmes developed (25 %–50 %)

Never consulted, or consulted only in a few cases (less than 25 %)

No consultation takes place as departments or ministries have an internal mechanism for ensuring gender equality in new or existing policies, laws or programmes.

If no consultation takes place because there is an internal mechanism, please specify the nature of this mechanism:

Question 13.2: If the governmental bodies for the promotion of gender equality are consulted about new or existing policies, laws or programmes, how often does the involvement of the governmental body lead to relevant adjustments?

All or nearly all cases (more than 75 %)

Majority of cases (50 %–75 %)

Some cases (25 %–50 %)

Never or in few cases (less than 25 %)

Please indicate the sources and/or rationale used to answer question 13. Please provide a judgement on how accurate you think the answer is:

Question 14: Is there a legal obligation to undertake an ex ante gender impact assessment when drafting laws and/or policies/plans/programmes (excluding gender budgeting)?

Yes

In some cases

No

If 'in some cases', please specify in what way:

Please provide a legal citation:

Question 15: Is there a legal obligation to undertake gender budgeting for a ministerial budget or the budget of other governmental institutions?

Yes

In some cases

No

If 'in some cases', please specify in what way:

Please provide a legal citation:

Question 16: Gender budgeting in ministerial budgets and in the budgets of other governmental institutions is:

Widely used in most ministries

Used by some ministries

Still in its foundational stages

Practically an unknown concept

Please indicate the sources and/or rationale used to answer question 16. Please provide a judgement on how accurate you think the answer is:

Question 17: How regularly is evaluation used as a method for gender mainstreaming through the integration of gender equality concerns into evaluation objectives?

All or nearly all evaluations (more than 75 %)

Majority of evaluations (50 %-75 %)

Some evaluations (25 %-50 %)

Never or in few evaluations (less than 25 %)

Please indicate the sources and/or rationale used to answer question 17. Please provide a judgement on how accurate you think the answer is:

Question 18: Have there been one or more of the following central initiatives to raise awareness on gender equality among ministries and other governmental bodies in the past 3 years?

[Please, select all that apply]

Public events, for example, public speeches that governmental employees were invited to attend

Distribution of printed material, for example, leaflets, brochures, books and audiovisual resources

Workshops

Other

If 'other', please specify:

Please provide a brief description of the awareness raising initiatives:

Question 19: Have there been any central initiatives to raise awareness on the importance of gender-sensitive language among ministries and other governmental bodies in the past 3 years?

Yes

No

If 'Yes' please provide a brief description of the activity, for example, the dissemination of a gender-sensitive language toolkit or training course:

Question 20: Are governmental employees involved in gender equality training on a regular basis?

Frequency of training	Categories of employees			
	All or most of government employees	The employees at the highest political level (ministers, vice ministers and senior cabinet members)	The employees of the governmental body for gender equality	Some of the employees of other ministries/ departments
Yes, on a regular basis (at least once a year)	<i>Please check (X) if applies</i>	<i>Please check (X) if it applies</i>	<i>Please check (X) if it applies</i>	<i>Please check (X) if it applies</i>
Yes, on an ad hoc basis				
No				

Question 21: Is gender equality training mandatory?

[Please specify whether training is mandatory and for which category of employees]

Mandatory gender equality training	Categories of employees			
	All or most of government employees	The employees at the highest political level (ministers, vice ministers and senior cabinet members)	The employees of the governmental body for gender equality	Some of the employees of other ministries/ departments
Yes	<i>Please check (X) if applies</i>	<i>Please check (X) if it applies</i>	<i>Please check (X) if it applies</i>	<i>Please check (X) if it applies</i>
No				

Question 22: Involvement of civil society actors in governmental work on gender equality

In the box below, please describe the formal involvement of civil society actors, such as women's NGOs, other non-governmental organisations, and social partners in the work to promote gender equality in governmental work at national level. Please focus on laws and policies that set out how civil society are to be involved.

Insert description:

The description could cover policies and laws regarding the following types of involvement (please include reference to the policies and laws).

- Represented on a legally established advisory body attached to the ministry responsible for gender equality.
- Invited to participate in various kinds of temporary bodies, committees, commissions, working groups, etc. developing policy proposals for the government or monitoring and/or assessing the status of various gender equality efforts.
- Regularly participate in consultations during the process of preparing gender equality reforms, for example, for legal reforms, national action plans on gender equality and reporting on the status of gender equality efforts.
- Regularly participate in meetings, hearings, etc. on the government's efforts and policies on gender equality.
- Participate in conferences, seminars, etc.
- Receive information, publications, etc.

Please describe any challenges you have answering the questions in this part of the questionnaire because of the particular situation in your Member State:

Part 4: Collection and dissemination of statistics disaggregated by sex

Part 4 of the questionnaire collects information on whether and how often statistics disaggregated by sex are produced and disseminated in a country and assesses the effectiveness of commitments in this area.

Question 23: Government commitment to the production of statistics disaggregated by sex

This set of questions aim to measure whether there is a commitment to produce and disseminate statistics disaggregated by sex.

Question 23.1: Is there a legal obligation (besides the EU regulations) for the national statistical office to collect data disaggregated by sex?

Yes

No

If yes, please provide a legal citation

Question 23.2: Is there a legal obligation for other public institutions to collect data disaggregated by sex?

Yes

No

If yes, please provide a legal citation:

Question 23.3: Are there other kinds of agreements (i.e. policy) to collect data disaggregated by sex?

There is an agreement on regular data collection

There is an ad hoc agreement to collect data disaggregated by sex

No

If yes, please specify the nature of the agreement:

Question 24: Effectiveness of government commitment(s) to producing statistics disaggregated by sex

Question 24.1: Is there a specific website or section of a website (e.g. of national statistical offices and/or other governmental bodies) that is devoted to providing gender statistics? *[please select all that apply]*

There is a specific website

The national statistical office website has a section on gender statistics

The website of the governmental body has a section on gender statistics

There is no website or section of a website devoted to gender statistics *[if selected, go to question 24.5]*

Question 24.2 Does the relevant website or section of website include a thematic breakdown of the statistics it covers?

Yes

No

Question 24.3 Does the relevant website or section of website provide access directly to relevant datasets that can be both viewed online and downloaded?

Yes

No

Question 24.4 Does the relevant website or section of website provide direct access to relevant publications and/or online analyses of gender statistics?

Yes

No

Question 24.5 If there is no website or section of a website devoted to gender statistics, what percentage of datasets included on the national statistical office website for which sex is relevant include a breakdown by sex?

More than 75 %

50–75 %

25–50 %

Less than 25 %

None

N/A

Please indicate the sources and/or rationale used to answer question 24.5. Please provide a judgement on how accurate you think the answer is:

Please provide links to the website or section of websites used to answer question 24, if applicable:

Question 25: Intensity of dissemination efforts of gender statistics

Question 25.1: Are there regular publications (e.g. reports, infographics) that analyse gender statistics by national/federal statistical offices and/or other governmental bodies?

Yes, there are regular publications, i.e. at least once a year

There are only ad hoc publications

There are no publications on gender statistics

Please provide links to the publications, if applicable:

Question 25.2: Are gender statistics disseminated on a regular basis?

Yes

No

If yes, please specify the method of dissemination, for example, through regular newsletters and on social media:

Please describe any challenges you have answering the questions in this part of the questionnaire because of the particular situation in your Member State:

Annex 4. Data gaps

Question in questionnaire	Data gaps
Question 1: What is the highest level of responsibility for gender equality within the national government?	No gaps
Question 2.1: Please indicate the level of location of each governmental body for the promotion of gender equality.	No gaps
Question 2.2: What is the scope of the mandate of each governmental body for the promotion of gender equality?	No gaps
Question 2.3: Which of the functions in the table below fall within the mandate of each governmental body for the promotion of gender equality?	Hungary
Question 2.4: Which of the additional functions in the table below fall within the mandate of each governmental body for the promotion of gender equality?	Hungary
Question 3.1: Is there a national law on gender equality?	No gaps
Question 3.2: Is there a national strategy for gender equality?	Austria
Question 3.3: Is there a national action plan for gender equality?	No gaps
Question 3.4: Has the national action plan for gender equality been costed or budgeted for the period covered by the action plan?	No gaps in relation to national plans (Austria; Croatia; Germany report sectoral plans but data on costing is missing)
Question 3.5: Please indicate whether the overall and/or sectoral action plan(s) set specific targets to be achieved.	No gaps in relation to national plans (Croatia and Germany report sectoral plans but data on targets is missing)
Question 3.6: Is the plan regularly monitored?	No gaps in relation to national plans (Croatia and Germany report sectoral plans but data on monitoring is missing)
Question 3.6: Number of quantitative indicators for headline targets.	Latvia, Luxembourg
Question 3.6: Frequency of monitoring.	No gaps
Question 5.1/5.2: What is the total number of employees in each governmental (gender) equality body?	No gaps
Question 7.1 What is the scope of the mandate of each independent body for the promotion of gender equality?	Slovakia
Question 8.1/8.2: The total number of employees in each independent gender equality body.	Slovakia
Question 10.1: How regularly are independent bodies for the promotion of gender equality consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality)?	Hungary, Slovakia
Question 10.2: If independent bodies for the promotion of gender equality are consulted about new or existing policies, laws or programmes, how often does their involvement leads to adjustment of policies or legislative instruments?	Bulgaria, Czech Republic, Finland, Hungary, Slovakia, Slovenia
Question 11: What is the status of the government's commitment to gender mainstreaming in the national public administration in your country?	Hungary
Question 12.1 What structures are in place to coordinate gender mainstreaming across government ministries/departments?	Hungary, Poland
Question 12.2 What proportion of ministries/departments are included in the structure?	Hungary, Poland
Question 12.3 What is the total number of staff (headcount) who specifically support gender mainstreaming across all government departments/ministries, outside of the national government body for the promotion of gender equality, if any?	Hungary, Malta, Poland

Question in questionnaire	Data gaps
Question 13.1: How regularly are governmental bodies for the promotion of gender equality consulted by departments or ministries about new or existing policies, laws or programmes (in policy fields other than gender equality)?	Hungary, Poland
Question 13.2: If the governmental bodies for the promotion of gender equality are consulted about new or existing policies, laws or programmes, how often does the involvement of the governmental body lead to relevant adjustments?	Denmark, Hungary, Poland
Question 14: Is there a legal obligation to undertake an ex ante gender impact assessment when drafting laws and/or policies/plans/programmes (excluding gender budgeting)?	Hungary, Poland
Question 15: Is there a legal obligation to undertake gender budgeting for a ministerial budget or the budget of other governmental institutions?	Hungary
Question 16: Gender budgeting in ministerial budgets and in the budgets of other governmental institutions is:	Hungary
Question 19: Have there been any central initiatives to raise awareness on the importance of gender-sensitive language among ministries and other governmental bodies in the past 3 years?	Bulgaria, Denmark
Question 20: Availability of training.	Partial gaps: Italy, Cyprus, Malta
Question 21: Mandatory training.	Partial gaps: Italy
Question 23.1: Is there a legal obligation (besides the EU regulations) for the national statistical office to collect data disaggregated by sex?	Bulgaria, Denmark, Hungary
Question 23.2: Is there a legal obligation for other public institutions to collect data disaggregated by sex?	Bulgaria, Hungary, Malta
Question 23.3: Are there other kinds of agreements (i.e. policy) to collect data disaggregated by sex?	Denmark, Germany, Hungary
Question 24.1: Is there a specific website or section of a website (e.g. of national statistical offices and/or other governmental bodies) that is devoted to providing gender statistics?	No gaps
Question 24.2 Does the relevant website or section of website include a thematic breakdown of the statistics it covers?	No gaps
Question 24.3 Does the relevant website or section of website provide access directly to relevant datasets that can be both viewed online and downloaded?	No gaps
Question 24.4 Does the relevant website or section of website provide direct access to relevant publications and/or online analyses of gender statistics?	No gaps
Question 24.5 If there is no website or section of a website devoted to gender statistics, what percentage of datasets included on the national statistical office website for which sex is relevant include a breakdown by sex?	Bulgaria, Hungary
Question 25.1: Are there regular publications (e.g. reports, infographics) that analyse gender statistics by national/federal statistical offices and/or other governmental bodies?	Hungary
Question 25.2: Are gender statistics disseminated on a regular basis?	Hungary

GETTING IN TOUCH WITH THE EU

In person

All over the European Union there are hundreds of Europe Direct centres. You can find the address of the centre nearest you online (https://european-union.europa.eu/contact-eu/meet-us_en).

On the phone or in writing

Europe Direct is a service that answers your questions about the European Union.

You can contact this service:

- by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls),
- at the following standard number: +32 22999696,
- via the following form: european-union.europa.eu/contact-eu/write-us_en.

FINDING INFORMATION ABOUT THE EU

Online

Information about the European Union in all the official languages of the EU is available on the Europa website (https://europa.eu/european-union/index_en).

EU publications

You can view or order EU publications at op.europa.eu/en/publications. Multiple copies of free publications can be obtained by contacting Europe Direct or your local documentation centre (european-union.europa.eu/contact-eu/meet-us_en).

EU law and related documents

For access to legal information from the EU, including all EU law since 1951 in all the official language versions, go to EUR-Lex (<http://eur-lex.europa.eu>).

Open data from the EU

The portal data.europa.eu provides access to open datasets from the EU institutions, bodies and agencies. These can be downloaded and reused for free, for both commercial and non-commercial purposes. The portal also provides access to a wealth of datasets from European countries.



www.eige.europa.eu



Publications Office
of the European Union

