

# Single Programming Document

## 2024-2026

# Contents

Foreword .....	4
Abbreviations .....	5
Mission statement .....	6
Section I - General context .....	7
1 Policy context .....	7
2 Gender equality challenges .....	12
3 EIGE's response to the policy context and gender equality challenges .....	16
4 Key partners .....	21
Section II - Multiannual programming 2024-2026 .....	24
1 Multiannual work programme .....	24
<b>1.1. Strategic objectives, actions and thematic priorities 2024-2026 .....</b>	<b>24</b>
<b>1.2. EIGE actions 2024-2026 .....</b>	<b>28</b>
<b>1.3. Monitoring progress in the achievement of objectives .....</b>	<b>35</b>
2 Human and financial resources – outlook for 2024-2026 .....	36
<b>2.1 Overview of the past and current situation .....</b>	<b>36</b>
<b>2.2. Outlook for 2024-2026 .....</b>	<b>36</b>
<b>2.3. Resource programming for 2024-2026 .....</b>	<b>37</b>
<b>2.4. Strategy for achieving efficiency gains .....</b>	<b>40</b>
<b>2.5 Negative priorities/decrease of existing tasks .....</b>	<b>41</b>
3. Section III - Annual Work Programme 2024 .....	43
<b>3.1 Executive summary .....</b>	<b>43</b>
<b>3.2. Activities .....</b>	<b>44</b>
<b>A. Providing evidence: research and data collection .....</b>	<b>44</b>
<b>B. Supporting gender-responsive policies: gender mainstreaming and specific tools .....</b>	<b>55</b>
<b>C. Communicating gender equality .....</b>	<b>61</b>
<b>D. Organisation, administration and functioning of EIGE (horizontal) .....</b>	<b>68</b>
Annexes .....	74
Annex I. EIGE organisation chart .....	74
Annex II. Resource allocation per activity, 2024-2026 .....	75
Annex III. Financial resources, 2024-2026 .....	78
Annex IV. Human resources – quantitative .....	83
Annex V. Human resources qualitative .....	89
Annex VI. Environment management .....	95
Annex VII. Building policy .....	97
Annex VIII. Privileges and immunities .....	98
Annex IX. Evaluations .....	99

Annex X. Strategy for organisational management and internal control systems.....	101
Annex XI. Plan for grant, contribution or service-level agreements.....	103
Annex XII. Strategy for cooperation with third countries and/or international organisations	104
Annex XIII. 2024 Procurement Plan .....	105

## Foreword

The European Institute for Gender Equality (EIGE) upholds its reputation as the knowledge centre for gender equality in the European Union (EU). Policymakers across Europe continue to rely on EIGE's expert knowledge and resources to inform decision-making. EIGE's data and evidence are essential in helping Europe's leaders to design measures that are inclusive and promote gender equality in all areas of life, especially amid technological and climate change, the changing nature of work and widening inequalities, increasing influence of new governing systems, backlash against progress towards gender equality, new security challenges, and the cost-of-living crisis.

This Single Programming Document covers the period 2024-2026. EIGE's work in the years to come will closely follow the outcomes of the European Parliament elections in 2024, where a new European Commission and Political Guidelines will be presented. This period also includes the final phase of the current EU Gender Equality Strategy 2020-2025.

EIGE's priorities in this period include topics such as gender-based violence and a new push for European democracy. It will continue to promote the findings of its 2023 European Green Deal priority topic and to support the Presidencies of the Council of the European Union to monitor the EU's international gender equality commitments. Another area of focus is the EU's commitment to close gender gaps in care and promote work-life balance, especially in the aftermath of the COVID-19 pandemic. EIGE's second survey on gender gaps in unpaid care, individual and social activities will provide unique, much-needed data to monitor EU commitments to closing gender gaps in caring and ensuring access to affordable high-quality care services, as recognised in the European Pillar of Social Rights, EU Gender Equality Strategy 2020-2025 and European Care Strategy. EIGE's Gender Equality Index is the EU's benchmarking and monitoring tool for gender equality and will continue to serve as an annual barometer of the state of gender equality in the EU. EIGE's work on gender mainstreaming will focus on developing evidence-based resources and tools to help policymakers to integrate a gender perspective in all policy areas and at all stages of the policy-making cycle. EIGE's Gender Statistics Database will continue to provide the EU with the latest sex-disaggregated data and gender statistics for a range of policy areas. Over the years, EIGE has established itself as a primary source of information and tools to support EU Member States' responses to violence against women. In 2024, together with the European Union Agency for Fundamental Rights and Eurostat, EIGE will present the findings of the EU-wide survey on gender-based violence, with additional rollout activities in 2025. 2024 will also see EIGE's second Gender Equality Forum. In recent years, EIGE has stepped up its capacity to use strategic foresight methodology, which will continue to help the Institute to serve its stakeholders more effectively.

EIGE will strategically communicate key messages on gender equality via campaigns that are clear, timely and useful for policymakers. I believe that this work programme will deliver the necessary data and evidence for policy-making.

Carlien Scheele  
Director  
European Institute for Gender Equality (EIGE)

## Abbreviations

<b>BPfA</b>	Beijing Platform for Action
<b>CA</b>	Contract Agent
<b>CAAR</b>	Consolidated annual activity report
<b>COVID-19</b>	Coronavirus (COVID-19) pandemic
<b>CRPD</b>	United Nations Convention on the Rights of Persons with Disabilities
<b>CSO</b>	Civil society organisation
<b>ECA</b>	European Court of Auditors
<b>ECEC</b>	Early Childhood Education and Care
<b>EEAS</b>	European External Action Service
<b>EIGE</b>	European Institute for Gender Equality
<b>EP</b>	European Parliament
<b>EPSCO</b>	Employment, Social Policy, Health and Consumer Affairs Council configuration of the Council of the European Union
<b>EU</b>	European Union
<b>FEMM</b>	European Parliament Committee on Women's Rights and Gender Equality
<b>FRA</b>	European Union Agency for Fundamental Rights
<b>FTE</b>	Full-time equivalent
<b>FWC</b>	Framework contract
<b>GREVIO</b>	Group of Experts on Action against Violence against Women and Domestic Violence
<b>HR</b>	Human resources
<b>IAS</b>	Internal Audit Service
<b>ICT</b>	Information and communications technology
<b>IPA</b>	Instrument for Pre-Accession Assistance
<b>ISO</b>	International Organization for Standardization
<b>JHA</b>	Justice and Home Affairs
<b>JRC</b>	Joint Research Centre
<b>KPI</b>	Key performance indicator
<b>NGO</b>	Non-governmental organisation
<b>OJ</b>	Official Journal of the European Union
<b>OSCE</b>	Organization for Security and Co-operation in Europe
<b>PMT</b>	Project management tool
<b>QA</b>	Quality assurance
<b>RDC</b>	Resource and Documentation Centre (EIGE)
<b>RS</b>	Request for Service
<b>RRF</b>	Recovery and Resilience Facility
<b>SDG(s)</b>	United Nations Sustainable Development Goal(s)
<b>SNE</b>	Seconded national expert
<b>SPD</b>	Single Programming Document
<b>STEM</b>	Science, technology, engineering and mathematics
<b>TA</b>	Temporary Agent
<b>ToR</b>	Terms of Reference
<b>UN</b>	United Nations

## Mission statement

Gender equality is a fundamental value of the European Union (EU). It is enshrined in the Treaties (Articles 2 and 3(3) of the Treaty on European Union ('EU Treaty'), Article 8 of the Treaty on the Functioning of the European Union ('TFEU')) and in the Charter of Fundamental Rights of the European Union (2009). Article 23 of the Charter states that 'Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.'

Regulation (EC) No 1922/2006 establishing a European Institute for Gender Equality ('Founding Regulation') sets out the mandate and objectives for the European Institute for Gender Equality (EIGE) <sup>(1)</sup>. The Regulation states that 'The overall objectives of the Institute shall be to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all Community policies and the resulting national policies, and the fight against discrimination based on sex, and to raise EU citizens' awareness of gender equality by providing technical assistance to the Community institutions, in particular the Commission, and the authorities of the Member States as set out in Article 3.'

EIGE's mission is:

### **To be the European knowledge centre on gender equality**

**We are an independent centre and the primary source for information on gender equality in the EU. We contribute to making the EU 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 policymakers to 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 to raise awareness at EU and national level, as well as in EU candidate countries and potential candidate countries.**

**To support the promotion of gender equality in the EU, we:**

- Provide research, collect and analyse data on gender equality with an intersectional perspective;**
- Develop methods to improve gender statistics and data collections;**
- Communicate our comparable and reliable data and information with a hope-based approach;**
- Measure the state of gender equality at both EU and Member State level;**
- Develop methodological tools and provide technical support for gender mainstreaming in all EU and national policies;**
- Cooperate with EU institutions, Member States, international organisations, non-governmental organisations (NGOs), equal opportunities' organisations, universities and experts, research centres, social partners and related bodies, the media, and our EU sister agencies.**

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<sup>(1)</sup> Regulation (EC) No 1922/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality, ELI: <http://data.europa.eu/eli/reg/2006/1922/oj>

## Section I - General context

Gender equality is a fundamental value and a key goal of the EU. The elimination of inequality between women and men is essential to a stronger, fairer and more inclusive Europe. EU and Member States' policies recognise gender equality as a backbone of economic and social well-being and a prerequisite for more inclusive societies. The policies that will guide EIGE's work during the programming period 2024-2026 reaffirm policy attention to gender equality and the EU's efforts towards gender-sensitive gains.

### 1 Policy context

The European Council's **Strategic Agenda 2019-2024** continues to apply during the 2024-2026 period. It sets out the priority areas that steer the work of the European Council and provide guidance for the work programmes of other EU institutions, including EIGE. The agenda focuses on protecting citizens and freedoms, developing a strong and vibrant economic base, building a climate-neutral, green, fair and social Europe, and promoting European interests and values on the global stage. Each of these areas has a direct link to gender equality. Gender equality is also one of the key principles of **the European Pillar of Social Rights** <sup>(2)</sup> which calls for equality of treatment and opportunities between women and men in the labour market, in respect of terms and conditions of employment, career progression and the right to equal pay. **The European Pillar of Social Rights Action Plan** was put forward by the European Commission in March 2021 and welcomed at the Porto Social Summit and the European Council. It sets a target for an inclusive employment rate of 78 % by 2030, which will necessitate halving the gender employment gap compared to 2019.

The **Commission's Political Guidelines** in the current mandate (started in 2019) reflect the priorities of the European Council's Strategic Agenda 2019-2024 and those of the European Parliament (EP). They centre on six ambitions:

1. A European Green Deal;
2. An economy that works for people;
3. A Europe fit for the digital age;
4. Promoting our European way of life;
5. A stronger Europe in the world;
6. A new push for European democracy.

Russia's war of aggression against Ukraine has increased the urgency of tackling these ambitions simultaneously. Green transition and energy security, EU preparedness to support and integrate those fleeing the war in Ukraine, the majority of whom are women and children, and the economic turmoil in relation to the war all continue to be realities, yet at an unprecedented scale and speed. A number of EU and national policies are in development to tackle them. Gender equality should be at the core of policy responses, given the gendered nature of the crises. With men at war and women and children fleeing the country, there are increased risks of gender-based violence and trafficking of women and children, as well as challenges of gender-equal integration into labour markets and immense pressure on care infrastructure and public services to respond to these new needs amid existing shortages and gaps, and gender-sensitive solutions are the only sustainable way out. The

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<sup>(2)</sup> European Commission (n.d.), European Pillar of Social Rights, <https://ec.europa.eu/social/main.jsp?catId=1606&langId=en#:~:text=2.,for%20work%20of%20equal%20value>

European Commission's support for Ukraine will continue to guide EIGE's work in the areas of gender-based violence and gender mainstreaming, in particular, during 2024-2026.

In 2020, the Commission put forward the **EU Gender Equality Strategy 2020-2025** to deliver on ambitions such as 'A stronger Europe in the world' and 'A new push for European democracy'. It sets out a vision, policy objectives and actions to progress gender equality, as well as committing to the inclusion of a gender equality perspective in all EU policy areas. The EU Gender Equality Strategy 2020-2025 takes a dual approach, combining gender mainstreaming with specific targeted actions to achieve gender equality. It also highlights an intersectional perspective in its implementation, referring to the **EU's commitment to the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD)**. It also refers to the **UN Sustainable Development Goals (SDGs)**, building on SDG 5 as a standalone goal for gender equality. As a tool to ensure coherence across different areas of work, it laid the ground for the establishment of an **Equality Task Force**. The aim is to ensure gender mainstreaming at operational and technical levels by bringing together representatives of all Commission services and the European External Action Service (EEAS). The EU Gender Equality Strategy 2020-2025 is the main reference for the EU's gender equality priorities in the coming years and will guide EIGE's focus during 2024-2026. The EU's **Action Plan on Gender Equality and Women's Empowerment in External Action 2021–2025 (GAP III)** will also guide relevant EIGE work, including in relation to Russia's war of aggression against Ukraine.

Ending gender-based violence is a policy priority of the EU. Being free from violence and stereotypes is the first key policy pillar of the EU Gender Equality Strategy 2020-2025. In 2022, the Commission's proposed **Directive on preventing and combating violence against women and domestic violence** <sup>(3)</sup> aimed to achieve the same objectives as the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) in the area of judicial cooperation in criminal matters. The EU Strategy on Victims' Rights 2020-2025 focuses on all victims of crime, including victims of gender-based violence. The EU's Strategy on Combating Trafficking in Human Beings 2021-2025 <sup>(4)</sup> addresses trafficking in human beings as a form of violence against women that is rooted in gender inequality. It takes particular note of women and child victims who are disproportionately targeted by traffickers, as well as trafficking for sexual exploitation, as the most reported form of violence. The Strategy lays down key actions that consider the gender specificity of the crime. In 2022, the European Commission also undertook an evaluation of the EU Anti-Trafficking Directive <sup>(5)</sup>, with the evaluation outcomes to influence a potential revision of the Directive. In 2021, the Commission's evaluation of the impact of the Victims' Rights Directive <sup>(6)</sup> <sup>(7)</sup> further informed the extent to which the Directive has fulfilled its objectives and set the framework for amendments.

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<sup>(3)</sup> Proposal for a Directive of the European Commission and of the Council on combating violence against women and domestic violence, COM/2022/105 final.

<sup>(4)</sup> European Commission (2022), '10-Point Plan on stronger European coordination on welcoming people fleeing the war against Ukraine', 28 March 2022, [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_22\\_2152](https://ec.europa.eu/commission/presscorner/detail/en/IP_22_2152)

<sup>(5)</sup> European Commission (2021), 'Fighting human trafficking – review of EU rules', Have Your Say, [https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13106-Fighting-human-trafficking-review-of-EU-rules\\_en](https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13106-Fighting-human-trafficking-review-of-EU-rules_en)

<sup>(6)</sup> Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA, ELI: <http://data.europa.eu/eli/dir/2012/29/oj>

<sup>(7)</sup> Evaluation of Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA, SWD/2022/0179 final.



In the context of Russia's war of aggression against Ukraine, in 2022 the EU proposed a common anti-trafficking plan to address the risks of trafficking and support potential victims <sup>(8)</sup>. This plan is based on the EU Strategy on Combating Trafficking in Human Beings (2021-2025). **GAP III** <sup>(9)</sup> also puts renewed emphasis on universal access to healthcare and sexual and reproductive health, and fully integrates the EU Policy Framework on Women, Peace and Security.

Thriving in a gender-equal economy is another strategic priority of the EU Gender Equality Strategy 2020-2025. Building on the key principles of the **European Pillar of Social Rights**, the Commission's commitment to deliver a **legislative initiative on pay transparency** presents an important milestone for gender equality in the EU.

In response to the consequences of the COVID-19 pandemic, EU institutions and Member States agreed on the **Resilience and Recovery Facility** (RRF) <sup>(10)</sup>, which aims to mitigate the economic and social impact of the pandemic and make European economies and societies more sustainable and resilient. Regulation (EU) 2021/241 establishing the Recovery and Resilience Facility ('RRF Regulation') <sup>(11)</sup> acknowledges that 'women have been particularly affected by the COVID-19 crisis as they represent the majority of healthcare workers across the EU and balance unpaid care work with their employment responsibilities. [...] Gender equality and equal opportunities for all and the mainstreaming of those objectives should be taken into account and promoted throughout the preparation and implementation of recovery and resilience plans submitted pursuant to this Regulation. Investment in robust care infrastructure is also essential in order to ensure gender equality and the economic empowerment of women, in order to build resilient societies, combat precarious conditions in a female-dominated sector, boost job creation, prevent poverty and social exclusion, and in order to have a positive effect on Gross Domestic Product (GDP), as it allows more women to take part in paid work'. The main findings of EIGE's 2023 study on gender equality and gender mainstreaming in COVID-19 recovery <sup>(12)</sup> provides strong evidence for policy solutions at EU and Member State level.

The COVID-19 crisis has highlighted the essential nature of care in our society and the need for stronger national care systems. In 2022, the Commission presented a new **European Care Strategy** <sup>(13)</sup>, which sets a framework for policy reforms to guide the development of sustainable long-term care and early childhood education and care (ECEC) systems. The Strategy aims to close the gender employment gap, increase women's empowerment, and contribute towards gender equality, including by revising the Barcelona targets <sup>(14)</sup>. The Commission calls on EIGE to collect data regularly, develop indicators, and analyse the gender care gap and the use of time in paid and unpaid work, individual and social activities by women and men with care responsibilities, and in work arrangements throughout their working life.

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<sup>(8)</sup> European Commission (2022), *A Common Anti-Trafficking Plan to address the risks of trafficking in human beings and support potential victims among those fleeing the war in Ukraine*, Directorate-General for Migration and Home Affairs, Publications Office of the European Union, [https://home-affairs.ec.europa.eu/system/files/2022-05/Anti-Trafficking\\_Plan\\_en.pdf](https://home-affairs.ec.europa.eu/system/files/2022-05/Anti-Trafficking_Plan_en.pdf)

<sup>(9)</sup> European Commission (2020), *Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world*, [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)

<sup>(10)</sup> European Commission (n.d.), *Recovery and Resilience Facility*, [https://ec.europa.eu/info/business-economy-euro/recovery-coronavirus/recovery-and-resilience-facility\\_en](https://ec.europa.eu/info/business-economy-euro/recovery-coronavirus/recovery-and-resilience-facility_en)

<sup>(11)</sup> Regulation (EU) 2021/241 of the European Parliament and of the Council of 12 February 2021 establishing the Recovery and Resilience Facility, ELI: <http://data.europa.eu/eli/reg/2021/241/oj>

<sup>(12)</sup> EIGE (2023), *Evidence to Action: Gender equality and gender mainstreaming in the COVID-19 recovery*, Publications Office of the European Union, <https://eige.europa.eu/sites/default/files/documents/Evidence%20to%20Action%20-%20Gender%20equality%20and%20gender%20mainstreaming%20in.pdf>

<sup>(13)</sup> European Commission (2022), 'A European Care Strategy for care givers and care receivers', 7 September 2022, [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_22\\_5169](https://ec.europa.eu/commission/presscorner/detail/en/ip_22_5169)

<sup>(14)</sup> [EUR-Lex - 32022H1220\(01\) - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/lexuri-uri.do?uri=EUR-Lex%3A32022H1220(01)-EN)

Improving the work-life balance of workers is one way to address gender gaps in the labour market and gender caring gaps. By August 2022, EU Member States had to adopt the laws, regulations and administrative provisions necessary to comply with **Directive (EU) 2019/1158 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU** ('Work-Life Balance Directive')<sup>(15)</sup>. Although it introduces minimum standards for family leave and flexible working arrangements, Member States are called to go beyond those minimum standards to achieve equal sharing of caring responsibilities between partners.

The Commission's proposal **to improve the working conditions in platform work and to support the sustainable growth of digital platforms**<sup>(16)</sup> should promote gender equality in the labour market by combating gender biases embedded in algorithmic tools and by reducing the share of workers in precarious working conditions. The Commission's proposal for an EU law on **adequate minimum wages** will contribute to reducing inequalities at work and narrowing the gender pay gap by requiring adequate statutory minimum wages, wider collective bargaining, and improved access to minimum wage protection.

Finally, leading equally throughout society remains a key gender equality priority for the EU. With the adoption of **Directive (EU) 2022/2381 on improving the gender balance among directors of listed companies and related measures** ('Directive on improving the gender balance on corporate boards')<sup>(17)</sup>, the Commission and Member States will continue to strive to lead by example in ensuring gender parity in the EU<sup>(18)</sup>. The Directive will ensure that gender balance is sought on corporate boards of listed companies across the EU, while allowing for flexibility for Member States with effective existing measures. The Commission calls on EIGE to support the monitoring of the Directive, with its role, duties and necessary resources to be defined in a formal agreement with the Commission and the Member States. The Commission itself will continue to fund and promote actions to progress gender equality in the EU, including using socially responsible criteria (such as gender equality) in public procurement. Under the Better Law-Making Framework, the Commission will assess the gender impact of its activities and look at measuring expenditure on gender equality in the Multiannual Financial Framework (MFF) 2021-2027. In 2022, the Commission adopted a proposal for a Directive to set binding minimum standards for equality bodies<sup>(19)</sup>. The proposed mechanism to monitor the implementation of that Directive assigns the role of collecting and analysing relevant data to EIGE, together with the European Union Agency for Fundamental Rights (FRA).

In 2024, there will be a **leadership change in the EU**, when EU citizens go to the polls to vote in the EP elections and a new College of Commissioners comes into power. In 2025, many of the major EU strategies will end. These events will affect the future of gender equality policy-making in the EU. EIGE will follow developments closely and assess the potential impact of these changes on its work programme.

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<sup>(15)</sup> Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, ELI: <http://data.europa.eu/eli/dir/2019/1158/oj>

<sup>(16)</sup> European Commission (2021), 'Commission proposals to improve the working conditions of people working through digital labour platforms', 9 December 2021, <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=10120&furtherNews=yes#navItem-1>

<sup>(17)</sup> Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures, OJ L 315/44, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32022L2381>

<sup>(18)</sup> European Commission (2022), 'Commission welcomes political agreement on Gender Balance on Corporate Boards', 7 June 2022, [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_22\\_3478](https://ec.europa.eu/commission/presscorner/detail/en/IP_22_3478)

<sup>(19)</sup> European Commission (2021), 'Equality bodies – binding standards', Have Your Say, [https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13098-Equality-bodies-binding-standards\\_en](https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13098-Equality-bodies-binding-standards_en)

In line with its Founding Regulation, EIGE will continue to collect data, provide research, develop tools for gender mainstreaming, and make policy recommendations on gender equality. The joint institutional responsibility outlined in the EU Gender Equality Strategy 2020-2025 notes the high added value and expectations regarding EIGE's work: 'EIGE will also provide data and research to feed into the evidence-based policy-making of EU institutions and Member States.'

## 2 Gender equality challenges

In 1995, the fourth UN World Conference on Women identified a range of gender equality challenges, leading to the creation of the Beijing Platform for Action (BPfA). Several decades later, many of these challenges remain relevant and are outlined in the EU Gender Equality Strategy 2020-2025. EIGE's report 'Beijing +25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States' <sup>(20)</sup> shows that no country has fully completed the BPfA objectives outlined in 1995. The report tracks progress against these longstanding challenges, as well as assessing emerging issues in relation to digitalisation, green transition, and the growing backlash against women's rights and gender equality. The COVID-19 pandemic has highlighted and worsened many of these challenges, including women's labour market situations, frailty of care sectors, and the need for gender-sensitive COVID-19 recovery policies. Russia's war of aggression against Ukraine has brought further security, migration, social and economic challenges, with gender equality an important factor in emerging issues and solutions.

Following the findings of the Beijing +25 review, gender equality challenges fall broadly into several key themes:

1. **Gender inequalities in the economy, social protection and services;**
2. **Freedom from gender-based violence, stereotypes and stigma;**
3. **Parity democracy, accountability and gender-responsive institutions;**
4. **Peaceful and inclusive societies.**

Selected gender equality challenges across these themes are discussed below.

### Gender inequalities in the economy, social protection and services

Despite progress in recent decades, gender inequalities in the labour market persist. Women's employment rates are lower than men's, particularly among women with children, lone mothers, and women from certain vulnerable ethnic and migrant backgrounds. Once in the labour market, women are more likely to have jobs that are precarious, untenured and part-time. The COVID-19 crisis has had a particularly negative effect on women's jobs, with containment measures strongly impacting temporary, part-time and informal workers. For example, women's jobs accounted for close to 70 % of the losses registered among part-time workers aged 15-64 during the first COVID-19 wave in the EU. The employment rate of women born in a non-EU country dropped to 50 %, eradicating decades-long gains, and despite the fact that migrant women hold a large share of so-called essential jobs, including in healthcare, agriculture and food processing <sup>(21)</sup>.

Women's **disproportionate share of unpaid care work** hinders their participation in the labour market. In 2022, care responsibilities kept 20 % of women aged 20-64 who want to work out of the labour market, compared to just 3 % of men <sup>(22)</sup>. Among those in employment, 27 % of women aged 20-64 worked part time due to their caring duties, compared to 6 % of men <sup>(23)</sup>. 60 % of employed women experienced some change in their employment as a result of childcare responsibilities,

<sup>(20)</sup> EIGE (2020), *Beijing+25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States*, Publications Office of the European Union, [https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language_content_entity=en)

<sup>(21)</sup> EIGE (2021), *Gender equality and the socio-economic impact of the COVID-19 pandemic*, Publications Office of the European Union, <https://eige.europa.eu/publications/gender-equality-and-socio-economic-impact-covid-19-pandemic>

<sup>(22)</sup> European Union Labour Force Survey (EU-LFS), *lfsa\_igar*, accessed on 31 August 2023.

<sup>(23)</sup> EU-LFS, *lfsa\_epgar*, accessed on 31 August 2023.

compared to 17 % of employed men <sup>(24)</sup>. Characteristics of women's employment conditioned by informal care responsibilities determine a substantial part of the gender pay gap (13 % in 2021 <sup>(25)</sup>). Gender inequalities in the labour market also contribute to other inequalities over the life course, as women accumulate less experience in the labour market, leading to lower lifetime earnings and fewer pension rights. This puts them at greater risk of poverty than men, particularly when taking care of children, without a partner, or in older age. Share of unpaid work has also been recognised as a major determinant of who lost most during and in the aftermath of the COVID-19 crisis. Those with higher shares of unpaid work lost most – they could not keep their jobs due to intensified care needs at home, needed to reduce working hours, and underwent increased work-life balance conflicts, including burnout (i.e. especially those in the medical field).

The share of informal care is largely determined by the **lack of affordable and good quality care services and infrastructure**. Investment in national ECEC and long-term care services strongly relates to gender equality outcomes in society. Statistical analysis of the impact of a variety of family-friendly measures (parental leave, flexible working arrangements, childcare provision, etc.) on women's labour market participation shows that the provision of subsidised ECEC services has the most significant impact on reducing gender gaps in employment <sup>(26)</sup>.

**Technological advancements and digital solutions** are transforming our lives, ranging from the world of work to cyber violence, with **positive and negative effects on gender equality**. Digital transformation of economies, for example, opens new prospects, but may exacerbate longstanding gender inequalities. The number of women in **platform work** is growing, accelerating with the COVID-19 pandemic and the expansion of digital forms of work. Platform work remains gender segregated and often implies little or no access to maternity and parental leave, sick pay and unemployment benefits. Despite efforts to increase participation in science and technology occupations, the Woman in Digital Scoreboard 2021 shows a continued substantial **gender gap in specialist digital skills**, with women accounting for only 19 % of information and communication technology (ICT) specialists, and only about one-third of science, technology, engineering and mathematics (STEM) graduates. The spread of **telework** might have helped some women to remain in employment during the COVID-19 crisis. However, pandemic telework has also shown that if it is primarily seen as an option for women with caring duties, it holds a major risk of reinforcing gender roles and becoming a highly feminised alternative to office-based work. For example, it may particularly affect the salaries and career progression of women with children, through increased invisibility compared to male colleagues working from the office.

### **Freedom from gender-based violence, stereotypes and stigma**

Women continue to experience **gender-based violence, stereotypes and stigma**, which lead to persistent gender inequalities throughout various areas of life. Recent years have shown a dramatic rise in forms of gender-based **cyber violence**, grounded in the increased use of digital technologies such as computers and smartphones, and maximised by constant internet connectivity. Similar to other forms of gender-based violence, this digitised violence is rooted in the structural inequality between women and men and linked to media's reproduction of **gender stereotypes**. The false perception of online violence as less significant limits awareness, acceptance and action. Despite a

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<sup>(24)</sup> EIGE (2021), *Gender inequalities in care and consequences for the labour market*, Publications Office of the European Union, <https://eige.europa.eu/publications/gender-inequalities-care-and-consequences-labour-market>

<sup>(25)</sup> European Commission, (n.d.), *The gender pay gap situation in the EU*, [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en)

<sup>(26)</sup> EIGE (2021), *Gender Equality Index 2019: Work-Life Balance*, <https://eige.europa.eu/publications/gender-equality-index-2019-work-life-balance>

growth in the prevalence of cyber violence against women and girls, there are important shortcomings in the legal and policy frameworks and in data collection processes across the 27 EU Member States (EU-27).

It remains impossible to establish the full **extent of violence against women** because of differences in national legal and monitoring systems and under-reporting of violence. As many as one in two women in the EU have experienced **sexual harassment** and one in three have been affected by **physical and/or sexual violence** in their lifetime. Women and girls account for more than two-thirds of victims of **trafficking in human beings** and are overwhelmingly trafficked for sexual exploitation. The risks of human trafficking increased enormously with Russia's war of aggression against Ukraine <sup>(27)</sup>. In addition, international organisations have reported mounting evidence of **rape** and **sexual violence against women and girls** in Ukraine <sup>(28)</sup>.

A **rise of movements and initiatives opposing gender equality** has led to restrictive legislative measures and initiatives hostile to those defending women's rights and gender equality, such as smear campaigns against women's rights civil society organisations (CSOs) and physical and virtual attacks against women politicians, journalists and human rights' activists. These 'anti-gender' movements have contested the role and significance of the Istanbul Convention, with politicians spreading misinformation suggesting that 'gender' has a hidden politicised meaning in order to create opposition to the Convention's ratification at national and EU level <sup>(29)</sup>. The **Istanbul Convention** is a human rights' instrument set out by the Council of Europe to combat violence against women and domestic violence, and any rolling back of its protections endangers further progress. The COVID-19 crisis has shown the importance of improvement: the extreme circumstances of the pandemic forced more women to spend an increased amount of time in abusive situations while being isolated from their usual support networks, with spikes in domestic violence reported across the EU. Most importantly, the COVID-19 pandemic and associated lockdown measures increased daily reliance on digital tools. Evidence suggests that this amplified cyber violence against women and girls.

### Parity democracy, accountability and gender-responsive institutions

Balanced representation of women and men in different policy areas and **decision-making positions**, including in politics, has yet to be achieved. Despite the availability of **gender mainstreaming** tools and methods, including from EIGE, gender impact assessment or gender budgeting are not regularly used in policy-making processes or in designing gender-sensitive policies. As noted in the Beijing+25 review <sup>(30)</sup> and corroborated by EIGE's 2022 [assessment of institutional mechanisms for the promotion of gender equality and gender mainstreaming](#), the approach to mainstreaming gender across different areas of EU policy is fragmented and shows a lack of continuity and progress. This also reflects the lack of resources and limited capacity of the gender equality bodies. In parallel, numerous challenges remain in the production and use of **gender statistics**. In addition to disaggregating data by sex, challenges and concerns related to women and men in society

<sup>(27)</sup> Euronews (2022), "Huge risk" Ukrainian children can fall into trafficking, says EU Commissioner', 21 March 2022, <https://www.euronews.com/2022/03/21/huge-risk-ukrainian-children-can-fall-into-trafficking-says-eu-commissioner>

<sup>(28)</sup> United Nations (2022), 'Mounting reports of crimes against women, children in Ukraine raising "red flags" over potential protection crisis, Executive Director tells Security Council', Security Council, Meeting, 11 April 2022, <https://www.un.org/press/en/2022/sc14857.doc.htm>

<sup>(29)</sup> Council of the European Union (2023), 'Combating violence against women: Council adopts decision about EU's accession to Istanbul Convention', 1 June 2023, <https://www.consilium.europa.eu/en/press/press-releases/2023/06/01/combating-violence-against-women-council-adopts-decision-about-eu-s-accession-to-istanbul-convention/>

<sup>(30)</sup> EIGE (2020), *Beijing+25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States*, Publications Office of the European Union, [https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language_content_entity=en)

should be better reflected within the data collection's underlying concepts, definitions and measurement types.

One of the EU priorities and policy areas is tackling environmental challenges and climate change. The European Green Deal represents a significant step towards a sustainable, net-zero economy, but could add to social and gender inequalities<sup>(31)</sup>. While everyone is affected by climate change, women often tend to be more vulnerable. This is due partly to persistent societal inequalities, as women have fewer resources than men to mitigate the impacts of climate change. Despite gender differences in environmental behaviours and attitudes and growing evidence of the gendered impacts of climate change, EU climate change policy has largely omitted gender equality concerns and perspectives. The dominance of men in environmental sectors and decision-making across most Member States weakens the influence of women in areas that will become more important as the EU takes further steps to tackle climate change.

Russia's war of aggression against Ukraine has highlighted the importance of women as fundamental forces for leadership in **conflict resolution** and the **promotion of lasting peace**. A number of EU policies acknowledge the importance of women's participation in all EU external action, security and peace-building. Similarly, GAP III<sup>(32)</sup> places renewed emphasis on the need to strengthen women's participation in policy and governance processes at all levels. However, while women contribute significantly to peace-building at local level, their access to formal, high-level peace processes remains disproportionately low<sup>(33)</sup>. A new EIGE statistical brief on gender balance in the security sector underlines that despite formal commitments to addressing gender inequality in leadership positions in the security sector, progress is limited and women remain significantly under-represented<sup>(34)</sup>.

### Peaceful and inclusive societies

Women and men living in the EU have **different socioeconomic, educational and cultural backgrounds**. Women and men in all their diversity face different realities, which can result in intersecting inequalities and multiple discrimination based on grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, gender identity or sexual orientation. For example, women and men with disabilities have higher unmet health needs. As much as 7 % of women and 6 % of men with disabilities have experienced an unmet need for medical services (compared to 4 % of women and 3 % of men among the total population)<sup>(35)</sup>.

Certain life circumstances, including being a refugee or asylum seeker or being economically dependent, can increase women's vulnerability to various forms of inequality and gender-based violence. For example, women usually face significant gendered challenges in accessing asylum, including difficulties in travelling (for financial or cultural reasons), lack of awareness of their rights,

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<sup>(31)</sup> EIGE (2023), *Gender Equality Index 2023: the European Green Deal*, Publications Office of the European Union, <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2023-towards-green-transition-transport-and-energy>

<sup>(32)</sup> European Commission (2020), *Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world*, [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)

<sup>(33)</sup> EIGE (2020), *Beijing+25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States*, Publications Office of the European Union, [https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language_content_entity=en)

<sup>(34)</sup> EIGE (2023), *Gender balance in the security sector*, Publications Office of the European Union, <https://eige.europa.eu/publications-resources/publications/gender-balance-security-sector>

<sup>(35)</sup> EIGE (2021), *Gender Equality Index: Health*, Publications Office of the European Union, [file:///C:/Users/gramu/Downloads/gender\\_equality\\_index\\_2021\\_health.pdf](file:///C:/Users/gramu/Downloads/gender_equality_index_2021_health.pdf)

greater difficulties in establishing the harm they experienced (e.g. where this took place in the private sphere), the presence of family members during the asylum process, and trauma or shame. Women and girls on the move are also at serious risk of gender-based and sexual violence throughout their journeys <sup>(36)</sup>.

In 2022, Russia's war of aggression against Ukraine led millions of Ukrainians, mainly women with children, to flee the country. Displaced women and children experience stress and trauma, health complications (particularly for pregnant women), injury, and the risk of gender-based violence, sexual exploitation and trafficking. Women victims of sexual violence need access to sexual and reproductive health services. Women also typically take on caring roles for children and older relatives, increasing their need for support and protection.

EIGE aims to contribute to **gender equality progress by tackling this broad spectrum of challenges**. Its short and medium-term objectives ensure continuity of work on longstanding issues while facilitating a focus on emerging issues, including those at the core of forthcoming EU policy initiatives. During 2024-2026, EIGE's work will be streamlined to tackle the thematic priorities outlined in Section II of this SPD. This does not lessen the importance of other gender equality challenges, such as the backlash to women's rights and gender equality, or work-life balance, but, rather, implies that the selected areas of gender (in)equality, such as **gender-based violence against women, lack of gender balance in decision making, environmental concerns, gender care gaps and the ongoing consequences of the COVID-19 pandemic, and security and migration concerns** will be more prominent on the working agenda and with various synergies across EIGE's multiple areas of work. EIGE will also ensure an intersectional approach in its work, in line with European Commission strategies as part of its Union of Equality (e.g. LGBTIQ Equality Strategy 2020-2025, Strategy for the Rights of Persons with Disabilities 2021-2030).

### 3 EIGE's response to the policy context and gender equality challenges

With the launch of the EU Gender Equality Strategy 2020-2025, the introduction of an Equality Task Force, and a firm commitment to gender mainstreaming within the European Commission and its relevant portfolios (Section I), there is a growing need for evidence-based information and resources on gender equality. In parallel, there is more interest in and need for technical assistance in implementing gender equality and gender mainstreaming. EIGE has experienced a continuous increase in requests for support on monitoring gender equality objectives and on specific topics such as gender-responsive budget tagging, gender mainstreaming in human resources (HR) policies, or gender action plans for institutional transformation.

The **Gender Equality Index** is widely recognised as a crucial monitoring tool to assess gender equality progress in the EU. Its increased use means that since 2019, the Index is released annually and includes a thematic focus on an issue of high political importance. The EU Gender Equality Strategy 2020-2025 recognises the Gender Equality Index as a key benchmark for gender equality. It has established an annual monitoring portal <sup>(37)</sup> for gender equality that builds on the Index and gives it considerable political relevance. Index 2024 will focus on violence against women and make use of the new prevalence data collected by Eurostat (through the EU survey on gender-based

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<sup>(36)</sup> EIGE (2020), *Beijing+25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States*, Publications Office of the European Union, [https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language_content_entity=en)

<sup>(37)</sup> European Commission (n.d.), Gender Equality Strategy Monitoring Portal, <https://composite-indicators.jrc.ec.europa.eu/ges-monitor>



violence and other forms of interpersonal violence (EU-GBV survey)), and FRA-EIGE survey data (in eight Member States that are not part of the Eurostat's survey (VAW II survey)). In 2022, EIGE started collecting stakeholder feedback on the conceptual and methodological aspects of the Index ahead of the planned substantial update in 2025.

In 2022, EIGE carried out the first **EU-wide survey on gender gaps in unpaid care, individual and social activities**. The survey aimed to fill in data gaps in the EU policy priority area on work-life balance and informal care. The data collected improve the capacity of the Gender Equality Index to capture changes in the time domain in a conceptually sound, coherent and regular way. EU-wide data on time use also contribute to monitoring the EU Gender Equality Strategy 2020-2025, which counts closing the gender care gap as a key objective. The first survey data was presented in the Gender Equality Index 2023. In 2022, the European Commission presented the European Care Strategy, which calls for EIGE to collect data regularly, develop indicators, and analyse the gender care gap, the gender pay gap, and the use of time in paid and unpaid work, individual and social activities by women and men with care responsibilities and on work arrangements throughout their working life<sup>(38)</sup>. The second wave of the survey is planned for 2024 and will respond to broader policy needs.

Since 2010, all **Presidencies of the Council of the EU have requested EIGE's contributions**, increasing the research scope to support decision-making at EU level. As of 2022, the thematic focus of the Gender Equality Index also supports the Presidency of the second semester, while reports focusing on BPfA implementation support Presidencies of the first semester. The Presidencies' requested research topics enable EIGE to focus its work on priority policy issues. These included the emerging gender equality outcomes of the COVID-19 crisis (2021-2022), gender inequalities in artificial intelligence (AI) and platform work (2021-2022), psychological violence against women and coercive control (2021-2022), young women and men in the aftermath of the COVID-19 pandemic (2022), gender equality and gender mainstreaming in COVID-19 recovery (2022-2023), and work-life balance: bridging the gender care gap (2023-2024). In 2022, EIGE began work on a study on gender equality and financial independence in the EU to support the policy priorities of the forthcoming Belgian Presidency (in 2024). In 2023, EIGE initiated the Beijing+30 review (due in 2024 and to be published in 2025), which will assess progress in gender equality across the 12 areas of the BPfA in the last five years. The study will recommend possible policy actions to promote gender equality post-2025 and strengthen monitoring of gender equality in the EU.

EIGE has extensive experience in the area of work-life balance and informal care. It will continue to support the monitoring of work-life balance and care-related initiatives and measures across the EU by providing relevant data (e.g. EIGE's survey data on the impact of COVID-19 on long-term care and childcare, survey on gender gaps in unpaid care, individual and social activities) and informing policy discussions. Together with the European Commission's Directorate-General for Justice and Consumers (DG JUST) and the Joint Research Centre (JRC), EIGE will continue to support updates of the Gender Equality Strategy Monitoring Portal<sup>(39)</sup>.

EIGE's work in the area of **gender-based violence** against women and girls is underpinned by the need to support the EU and Member States in implementing the EU legislative framework. It is well aligned with European directives and initiatives, such as the proposal for a Directive on preventing and combating violence against women and domestic violence, the Victims' Rights Directive, and

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<sup>(38)</sup> European Commission (2022), 'A European Care Strategy for care givers and care receivers', 7 September 2022, [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_22\\_5169](https://ec.europa.eu/commission/presscorner/detail/en/ip_22_5169)

<sup>(39)</sup> European Commission (n.d.), Gender Equality Strategy Monitoring Portal, <https://composite-indicators.jrc.ec.europa.eu/ges-monitor>

Directive 2011/99/EU on the European protection order ('European Protection Order Directive'). It is also aligned with international standards such as the Istanbul Convention and the BPfA that require Member States to uphold commitments to tackling gender-based violence. Since 2010, EIGE has carried out research and collected data that is otherwise not yet comparable or available in order to support institutions and experts to prevent and combat gender-based violence in the EU and beyond. In 2024, EIGE will provide prevalence data on violence against women, which will be calculated on the basis of the joint FRA-EIGE survey on violence against women (VAW II survey). The survey will be carried out in close cooperation with Eurostat's EU-GBV survey. EIGE will also provide administrative data on reported cases of domestic violence, rape and femicide. The prevalence data will be complemented with an analysis of the administrative data on reported violence against women and domestic violence recorded by the police and justice sectors and collected in 2023. EIGE will also assess Member States' progress on improving their violence against women data collection systems.

Cyber violence against women and girls has been exacerbated and facilitated by the global reach of the internet and by the COVID-19 pandemic and associated lockdown measures. EIGE aims to expand its data collection and research to cover this emerging form of gender-based violence. By providing crucial research and expertise and collecting unique survey data (e.g. VAW II survey), EIGE helps the EU and Member States to understand the scale of cyber violence against women and girls. EIGE will assess Member States' statistical capabilities to collect administrative data on the specific forms of cyber violence included in the proposal for the Directive on combating violence against women and domestic violence.

The EU Strategy on Victims' Rights 2020-2025 outlines further actions to ensure that victims can fully enjoy their rights, including via the Victims' Rights Platform. As a member of the Platform, EIGE will continue its research on the implementation of the due diligence principle in femicide cases. This work will continue to support the Commission and Member States to address the specific needs of victims of gender-based violence, including child victims.

The EU Security Union Strategy 2020-2025 was established as a strategic priority for the Security Union, 'A strong European security ecosystem'. It highlights domestic violence as one of the most serious security risks in the home. Russia's war of aggression against Ukraine has raised serious security concerns and resulted in increased risks of gender-based violence, such as sexual violence, trafficking for sexual exploitation, and forced or coerced prostitution. In response, EIGE has initiated additional activities on violence against women in conflict and crises. These include a study on the availability and challenges in access to and provision of specialised support services to refugee victims of conflict-related sexual violence (2022), as well as a project to provide guidance on early detection of victims of sexual gender-based violence, coupled with gender-sensitive gathering of evidence to document such cases (2023). EIGE supports other EU agencies' work on conflict-related violence, such as FRA's survey on violence and related human rights abuses against women fleeing the war in Ukraine, by providing expert knowledge on violence against women. Outcomes of this work will support the EU institutions and Member States to protect victims of gender-based violence and provide access to services and justice.

There is an increased demand for **gender mainstreaming** knowledge and tools, including technical assistance in implementing gender mainstreaming in different policy areas. The need for high-quality, sex-disaggregated data and gender statistics in the **Gender Statistics Database** has also increased, particularly data on gender mainstreaming, women and men in decision-making, gender-based violence, and certain policy areas. In view of the Commission's commitment to mainstreaming gender across policy areas and the establishment of the Equality Task Force, EIGE supports the integration

of gender equality into Commission portfolios, focusing on its thematic priorities. EIGE's work also addresses the Commission's priority 'A new push for European Democracy', in respect of **gender balance in decision-making**, including in politics, institutional transformation, institutional mechanisms for gender equality and gender mainstreaming, and the use of gender mainstreaming methods and tools in selected policy areas. In the context of the 2024 EP elections, EIGE will complement its regular data collection on gender balance in decision-making with an analysis of trends in gender sensitivity of EU and national parliaments. It will also compile a practical tool on gender action plans for the parliaments, which will be made available before the EP elections. In 2024-2025, EIGE's gender mainstreaming work will continue to support the priority 'A new push for European Democracy' with new data collection and analysis of trends on the status of BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming. It will also explore possibilities to support the Commission and Member States to monitor implementation of the Directive on improving the gender balance on corporate boards. EIGE will develop a communication campaign based on its evidence on women and men in decision-making, including gender-sensitive parliaments, to raise awareness of the unequal distribution of women and men in leadership positions. These activities will help to highlight the importance of gender-balanced representation and participation in politics ahead of the EP elections. The provision of tailored policy support and technical assistance on methods and tools for gender mainstreaming will continue to be the cornerstone of EIGE's gender mainstreaming response to gender equality challenges.

EIGE will continue to engage with stakeholders to explore further strategies to respond to anti-gender initiatives and gender disinformation. This will build on its 2022 outputs on standing up for gender equality by responding to anti-gender initiatives, and an overview of policy and legal interpretations of gender and gender equality. One key strategy is to develop knowledge and new ways to communicate gender equality topics in policy-making contexts and in the broader public discourse. EIGE is introducing a Communications Lab – an open, data-driven learning approach that brings together communications experts to build and broaden knowledge and skills on evidence-based communication techniques, set proactive narratives, and strengthen joint approaches.

In 2022, EIGE started a **topic-based communication approach**, with the campaign on 'An economy that works for people', and continued that communication on the campaign 'Gender-based violence'. In 2023, the communication campaign focus was the 'European Green Deal'. In 2024, EIGE will focus its communication campaign on 'A new push for European Democracy', given the forthcoming EP elections. Topics for 2025 and 2026 are yet to be decided. During the 2019-2024 period, communication topics aligned with the thematic focus of the various Index reports, i.e. the domains of work, time, health and violence. From 2025, topics falling within the Index domains of money, knowledge and power could be considered.

The impact of the **COVID-19 pandemic** has brought long-term changes to **EIGE's communication with its stakeholders**. EIGE is increasingly tech-savvy in its operations and has invested in **digital** conferencing solutions for virtual events and consultations. In an increasingly digital and eco-conscious world, the demand for printed publications has also reduced. From 2023 onwards, EIGE has discontinued printed publications, instead focusing on online content. In 2022, EIGE donated its catalogue of physical books to Vilnius University to focus on providing access to its digital resources.

Enhanced **engagement with stakeholders** has led to an increased number of requests for information, presentations, and expert advice. EIGE's proactive **communication** approach has contributed to a continued increase in the number of media mentions each year, accompanied by more requests for interviews with EIGE's experts and requests for data and key research findings. EIGE's collection of survey data not only provides unique information, but is likely to increase the number of requests for data and contributions to policy discussions and documents. EIGE will

continue to take a digital and visual approach to communicating evidence on its website and social media channels and adopt new tools when necessary. This will ensure that its communication methods continue to be relevant and impactful in a rapidly changing and increasingly digital world.

## 4 Key partners

By providing targeted input and support to its key stakeholders, EIGE will contribute to evidence-based decision-making on gender equality. Through continuous dialogue and cooperation with policymakers, EIGE aims to ensure that its work is in line with the policy needs of EU institutions and Member States and is delivered in a timely and useful manner.

To better inform its ongoing work and identify issues and trends that may affect the future of gender equality in the EU, EIGE will continue to consult its stakeholders. This cooperation will be guided by a strategic foresight approach, based on the principle of knowledge creation and information-sharing. The focus will be on cooperation with EIGE's key partners and expanding the network of stakeholders across different policy areas.

EIGE's key partners include policymakers and decision makers in EU institutions and Member States who should integrate gender equality in their work:

- European Commission (DG JUST as the partner DG);
- EP;
- Council of the European Union;
- National institutions responsible for gender equality;
- Special focus on the Trio Presidency countries.

EIGE's work is supported by the Experts' Forum, an independent advisory body established by its Founding Regulation. Representing all Member States, the Experts' Forum is a platform for exchanging information and pooling knowledge on gender equality issues. It plays an important role in bringing specific knowledge and expertise to EIGE, such as its dedicated strategic foresight workshop in 2023. This knowledge transfer and cooperation allows EIGE to access and exchange information that might not otherwise be available at the Institute. In November 2024, a new (sixth) term of EIGE's Experts' Forum will start, with EIGE seeking active engagement, including in the context of its strategic foresight efforts. Following the findings of the second external evaluation of EIGE in 2022, the Institute will continue its efforts to clarify and improve the role and working methods of the Experts' Forum.

In addition to EU and Member State stakeholders, EIGE cooperates with EU agencies, EU-level social partners (e.g. European Trade Union Confederation (ETUC), BusinessEurope), equality bodies (e.g. Equinet) and relevant CSOs (e.g. European Women's Lobby, Social Platform, European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe), European Network Against Racism (ENAR), European Disability Forum (EDF), AGE platform, Transgender Europe (TGEU), Women against Violence Network, and MenEngage). EIGE has also developed closer cooperation with policy platforms such as Women Political Leaders (WPL), Women-7 (W7), as well as broader platforms such as International Gender Champions and LinkedIn.

Working within the broader EU Agencies Network, EIGE seeks synergies with the agencies listed in its Founding Regulation: European Foundation for the Improvement of Living and Working Conditions (Eurofound), the European Agency for Safety and Health at Work (EU-OSHA), the Centre for the Development of Vocational Training (Cedefop) and FRA, as well as those working on issues related to EIGE's priority topics. EIGE encourages gender mainstreaming efforts in their annual work programmes and aims to make its gender equality expertise available as needed. As an active member of the Justice and Home Affairs (JHA) agencies' network, EIGE maintains close regular contact with all JHA agencies (European Agency for Law Enforcement Training (Cepol), European

Union Agency for Law Enforcement Cooperation (Europol), European Union Agency for Criminal Justice Cooperation (Eurojust), European Border and Coast Guard Agency (Frontex), European Union Agency for Asylum (EUAA), European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA), European Monitoring Centre for Drugs and Drug Addiction (EMCDDA) and FRA). With the prospect of holding the Presidency of the JHA agencies network in 2027, EIGE will access the Trio Presidency coordination in 2025.

EIGE actively participates in the activities of the European Union Agencies' Network on Scientific Advice (EU-ANSA) and its three clusters: survey data, socioeconomic analysis, and futures. In 2022, EIGE consulted several EU agencies (European Environment Agency, EU-OSHA, EMCDDA and others) on embedding strategic foresight into its work. In 2024-2026, EIGE will enhance its strategic foresight efforts and actively engage with various EU institutions and agencies in this respect. EIGE's cooperation with data providers, in particular through working groups and task forces of Eurostat, JRC, Directorate-General for Research and Innovation (DG RTD) and those of FRA, Eurofound and Eurojust will remain particularly relevant.

EIGE's work programme 2024-2026 will not only seek synergies with other institutions, but across policy areas to highlight the most pressing gender equality challenges. Accordingly, it will continue to coordinate its work with the relevant thematic priorities (Section II). EIGE will engage with policymakers relevant to the identified thematic priorities each year. From the European Commission, EIGE will liaise with DG JUST, Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), Directorate-General for Structural Reform Support (DG REFORM) and the Recovery and Resilience Task Force (RECOVER), Directorate-Generals for Budget (DG BUDG), Climate Action (DG CLIMA), Environment (DG ENV), Mobility and Transport (DG MOVE), Migration and Home Affairs (DG HOME), and Eurostat. From the EP, it will liaise with the Committees on Women's Rights and Gender Equality (FEMM), Civil Liberties, Justice and Home Affairs (LIBE), Employment and Social Affairs (EMPL), Budgets (BUDG), Environment, Public Health and Food Safety (ENVI, and Industry, Research and Energy (ITRE). EIGE will maintain links with relevant Council configurations, such as the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO), JHA and ENVI. In light of the need to increase its efforts to work intersectionally, EIGE will seek synergies with different Commission high-level groups and subgroups on equality data and other equality grounds.

To strengthen policy dialogue and connect more efficiently with stakeholder needs, EIGE established a Liaison Office in Brussels for a pilot period of two years during 2022 and 2023. At the end of 2023, an assessment of that pilot defined the plans for the office from 2024 onwards. EIGE's presence in Brussels helps to maintain active engagement with EU-level stakeholders. It raises the visibility and accessibility of the Institute and expands EIGE's engagement with stakeholders beyond the gender equality community.

In order to reach out to stakeholders beyond the EU, EIGE works with regional and international organisations (Council of Europe, UN Women, United Nations Economic Commission for Europe (UNECE), Organization for Security and Co-operation in Europe (OSCE)/Office for Democratic Institutions and Human Rights (ODIHR), Organisation for Economic Co-operation and Development (OECD), World Health Organization (WHO), International Labour Organization (ILO)) to maximise synergies and avoid duplication.

EIGE has a contribution agreement with the European Commission Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) to support the gender equality agenda in

the Western Balkans and Turkey (Annex XII). Possibilities to cooperate with some countries in the Eastern Partnership, such as Ukraine and Moldova, will be explored, in line with Commission guidance.

# Section II - Multiannual programming 2024-2026

## 1 Multiannual work programme

EIGE's multiannual programming 2024-2026 is based on the Founding Regulation, which lays the ground for the Institute's objectives (Article 2), tasks (Article 3), areas of activity and working methods (Article 4). Article 4 stipulates that 'the work programme of the Institute shall be in line with the Community priorities in the field of gender equality and the work programme of the Commission, including its statistical and research work'.

The programming for 2024-2026 was developed based on the outcome of internal strategic planning consultations within the Institute and an assessment of stakeholder needs. It is prepared in line with the European Commission's 2020 guidelines for the SPD and the Consolidated Annual Activity Report (CAAR) <sup>(40)</sup>.

The multiannual programming takes due consideration of the results of the second external evaluation of the Institute, commissioned by the Management Board in 2022, in line with Article 20 of the Founding Regulation (Annex IX).

### 1.1. Strategic objectives, actions and thematic priorities 2024-2026

In line with Article 2 of the Founding Regulation, EIGE's work aims to achieve three **strategic objectives** for the 2024-2026 period:

1. Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex;
2. Support the integration of a gender perspective in Union policies and the resulting national policies;
3. Effectively promote gender equality to key stakeholders and target groups.

In order to achieve these strategic objectives, EIGE's operational agenda comprises three **major actions**:

- A. Providing evidence: research and data collection;
- B. Supporting gender-responsive policies: gender mainstreaming and specific tools;
- C. Communicating gender equality.

EIGE's actions are the Institute's operational 'backbone', ensuring achievement of its strategic objectives in the longer term. For several years, **thematic priorities** have been identified to ensure that the actions (i.e. work consuming resourcing and producing outputs) support current realities. This implies that during a given time period, actions are linked to the thematic priorities agreed. A major advantage of this approach is the existence of multiple synergies between actions, enabling greater structure and coherence in EIGE's work. It also allows for more timely and comprehensive inputs to

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<sup>(40)</sup> Communication from the Commission on the strengthening of the governance of Union bodies under Article 70 of the Financial Regulation 2018/1046 and on the guidelines for the Single Programming Document and the Consolidated Annual Activity Report, C(2020) 2297 Final.



EU policy-making. The expected synergies enable EIGE to focus its human and budgetary resources in the most effective and efficient way.

In 2024-2026, EIGE will focus its work on three thematic priorities, in line with the European Commission's priorities for the programming period:

- (I) Gender-based violence;
- (II) The European Green Deal;
- (III) A new push for European Democracy.

It will also consider the challenges of digital transition, security and migration. EIGE will follow a similar approach to communication activities, focusing on one thematic priority per year, with gender-based violence as an ongoing priority theme. In 2024, the communication campaign will focus on 'A new push for European democracy', in view of the EP elections, and the related topic of gender-balanced participation and representation. Topics for 2025 and 2026 are yet to be decided and will take into account EIGE's strategic foresight approach and European Commission priority-setting. EIGE's work between 2024 and 2026 will also reflect specific challenges in gender equality related to emerging topics of societal interest.

**Gender-based violence against women and girls** remains a continuous thematic priority for EIGE, with a focus on the profoundly gendered nature of this form of violence. It will continue to provide further research, data and tools to the EU institutions and Member States to better respond to violence against women. The high societal and statistical invisibility of the phenomenon points to the importance of continuous research and data collection to support and steer evidence-based policy-making. Ending gender-based violence is a key objective of the EU Gender Equality Strategy 2020-2025<sup>(41)</sup>, which is set to deliver on the current European Commission's commitment to achieving a Union of Equality. Ending gender-based violence is part of SDG 5 and SDG 16, highlighting the commitment to fighting the phenomenon in the EU and beyond. EIGE's activities, including data collection on specific forms of violence against women and domestic violence and the VAW II survey, aim to provide policymakers with a robust evidence-based foundation for their planned actions. The selection of this thematic priority ensures EIGE's ability to support the EU and Member States to meet the reporting requirements established by the Victims' Rights Directive. The proposal for a Directive on combating violence against women and domestic violence gives EIGE a prominent role in supporting Member States with data gathering. In the period 2024-2026, EIGE will engage closely with national data providers and with other European, international and national stakeholders to develop the tools, methodology and platform for that data collection.

EIGE will ensure that its thematic priorities reflect its areas of expertise, focusing on topics where it has already accumulated knowledge and data (e.g. BPfA and Gender Equality Index thematic reports, surveys, gender mainstreaming tools on funding for gender equality, gender budgeting, gender-responsive public procurement, Gender Statistics Database) and providing in-depth research and tools. EIGE acknowledges that identifying gender equality challenges across priority areas and effectively communicating how to address those challenges is central to the successful development of policies and initiatives that will achieve the EU's political agenda. The EU Gender Equality Strategy 2020-2025 reaffirms this, pointing to the inclusion of a gender perspective in all EU policies and processes as essential.

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<sup>(41)</sup> European Commission (n.d.), Gender Equality Strategy: Achievements and key areas for action, [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

The EU Gender Equality Strategy 2020-2025 delineates a number of upcoming policy actions that may require EIGE's contributions. For example, it highlights the need to better understand the gender impact of upcoming policies under the **European Green Deal**. The Gender Equality Index 2023 and its thematic focus on the green transition in energy and transport <sup>(42)</sup> provided extensive evidence on gender and intersecting inequalities in energy and transport poverty and green investment, consumption patterns, and costs and opportunities of the green transition in respect of gender equality in the labour market. Climate change and the green transition will provide an important context for data analysis and policy pointers across all areas of concern in the Beijing+30 study. Gender equality as a key principle of the **European Pillar of Social Rights** <sup>(43)</sup> also sets essential conditions to achieve an innovative, competitive and thriving European economy.

In addition to the thematic priorities, EIGE proposes to dedicate some resources to an **emerging topic** should the need arise. The COVID-19 pandemic and Russia's war of aggression against Ukraine emphasised the importance of quickly adjusting priorities and resources towards an emerging topic with significant consequences for gender equality and wider society. Although it is not possible to predict an emerging topic when planning the multiannual work programme, including some space and resources provides EIGE with the flexibility to pivot and shift focus as needed. It also ensures that EIGE can communicate relevant research when it is most needed by stakeholders.

The work on three thematic priorities in 2024-2026 will be closely linked to EIGE's planning processes, including a strategic foresight approach. For example, the planning for the BPfA report started in the first half of 2022, some two years ahead of its publication in 2025. That planning included preparatory discussions with the Commission and the Presidency. Similarly, the preparatory work for the Gender Equality Index report of the second semester of 2024 started 18 months earlier, in the first half of 2023. Similar multiannual work processes apply to a number of other research products.

The thematic priorities will be agreed in advance – with appropriate time – with EIGE's key stakeholders, including the Trio Presidencies and the Commission. The Commission has recommended that the Trio Presidencies select and work around one thematic research priority within their timeframe. This would add value by ensuring a more cohesive programme and also provide an opportunity for EIGE to accumulate certain thematic knowledge. Consequently, more in-depth research, tools and technical assistance could be expected across the specified topics.

A number of possible topics are identified for each of the thematic priority areas. These topics will reflect EIGE's previous work and the human and financial resources available. The final list will reflect the decisions of the Presidencies and the Commission. In 2025, the thematic priorities might change, depending on the priorities of the new Commission.

Topics for the thematic priorities for the period 2024-2026 reflect (ongoing) stakeholder consultations, with the following list ready for SPD 2024-2026 publication:

- Gender-based violence:
  - Cyber violence against women;
  - Administrative data on violence against women and domestic violence, aligned with the requirements of the proposal for the Directive on combating violence against women and

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<sup>(42)</sup> EIGE (2023), Gender Equality Index: European Green Deal, <https://eige.europa.eu/gender-equality-index/thematic-focus/green-deal>

<sup>(43)</sup> European Commission (n.d.), European Pillar of Social Rights, <https://ec.europa.eu/social/main.jsp?catId=1606&langId=en#:~:text=2.,for%20work%20of%20equal%20value>

- domestic violence;
- Prevalence of violence against women and emerging issues from the VAW II and EU-GBV surveys, and linkages to gender equality, as measured via the Gender Equality Index (2024);
- Access and provision of specialised sexual and reproductive healthcare services in the EU, with a focus on the Ukrainian victims of conflict-related sexual violence;
- Gender-based violence during crises and conflicts, including identification of victims of conflict-related sexual violence;
- Harmful practices against women and girls.
- European Green Deal:
  - Gender mainstreaming in transport and mobility policies;
  - Gender and energy poverty;
  - Gender inequalities in the transport sector;
  - Gender equality and climate change;
  - Environmental behaviours and attitudes;
  - Costs and opportunities of the green transition for gender equality in the labour market and social and economic well-being;
  - Gender-responsive evaluation and environmental sustainability;
  - Good gender mainstreaming practices in the European Green Deal.
- A new push for European democracy
  - Women and men in decision-making positions, including in politics and on boards (large companies);
  - Gender equality and gender-sensitivity in EP and national parliaments; gender equality action plans for parliaments (EU, national, regional); gender equality and participation in the EP elections;
  - Institutional mechanisms for gender equality and gender mainstreaming;
  - Ex-ante gender impact assessment and gender analysis for better law-making;
  - Gender and intersecting inequalities;
  - Social rights and social inclusion, including equal pay for work of equal value.

EIGE will continue to build targeted evidence and communication for previous thematic priorities in order to support EU policies: an economy that works for people, particularly the socioeconomic consequences of the COVID-19 pandemic, gender mainstreaming in recovery strategies, financial independence, work-life balance, and data collection on gender gaps in unpaid care, individual and social activities.

EIGE's work on the Beijing +30 review report (final draft due in 2024) will not only cover these thematic priorities, but provide an in-depth review across all BPfA areas of concern.

## 1.2. EIGE actions 2024-2026

### A. Providing evidence: research and data collection

**Research and data collection** are at the core of EIGE's mandate and mission to be the European knowledge centre on gender equality. During 2024-2026, in response to ongoing gender equality challenges, EIGE will enhance its work on collecting and analysing data on gender equality at EU and Member State level. With more than 10 years' experience, the Institute often serves as a unique source of comparable data on gender equality for the EU, providing innovative research results and policy recommendations to support gender equality relevant policy-making.

Since 2020, EIGE has collected unique data on gender (in)equalities via **surveys**. The first survey on gender equality and platform work covered 10 Member States. The second survey was carried out in 2021 and was EU-wide. It provided data on gender equality, work-life balance and COVID-19 consequences. In 2022, EIGE started to collect regular survey data on gender gaps in unpaid care, individual and social activities. In the VAW II survey, EIGE will collect data on violence against women in those EU Member States whose national statistical authorities do not collect this data, supporting the EU-GBV survey.

EIGE routinely collects data on women and men in decision-making, supports Member States in their efforts to improve data collection on gender-based violence against women, and develops new indicators for monitoring the implementation of the BPfA. Its findings and recommendations then feed into the policy-making process through Council conclusions. EIGE will build on its reputation as the knowledge centre for gender equality in the EU by continuing to provide high-quality research and data for evidence-based policy-making.

EIGE supports policymakers and other key stakeholders by identifying gender equality challenges, knowledge gaps and further measures through research, collection of unique data and gender statistics (e.g. Gender Equality Index, Gender Statistics Database, BPfA monitoring reports, research and data collection on violence against women, surveys). EIGE applies innovative research methodologies and works closely with data providers (Eurostat, Eurofound, FRA, etc.) to close data gaps and include the gender perspective in data collection.

EIGE's research programme takes a two-fold approach, as it can both inform and monitor policies. To inform policies, research on specific EU policy areas is carried out in a targeted way that addresses the needs of stakeholders. EIGE aims to extend its research to areas beyond traditional social policy, in line with the thematic priorities. To monitor policies, the Gender Equality Index, surveys and Gender Statistics Database, for example, are used to monitor the EU Gender Equality Strategy 2020-2025 <sup>(44)</sup> (e.g. gender-based violence, work-life balance, informal care, decision-making). EIGE's data on women and men in decision-making is also used to monitor EU's international commitments, namely the SDGs and the BPfA.

EIGE's statistics have been a key instrument in assessing the persistent gender imbalance among decision makers in large corporations and financial institutions. Since 2012, the monitoring of the gender composition of boards supported policy dialogue, with the Directive on improving the gender

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<sup>(44)</sup> European Commission (n.d.), Gender Equality Strategy Monitoring Portal, <https://composite-indicators.jrc.ec.europa.eu/ges-monitor>

balance on corporate boards adopted in 2022 <sup>(45)</sup>. EIGE's survey on gender gaps in unpaid care, individual and social activities provides much-needed and unique data to monitor EU commitments to closing gender gaps in caring and ensuring access to affordable high-quality care services (as recognised in the EU Gender Equality Strategy 2020-2025, European Pillar of Social Rights, and European Care Strategy). Adopted in 2022, the European Care Strategy recognises the need for EIGE's input to monitor progress and develop and analyse indicators tracking ECEC. It also calls for support by agencies such as EIGE to collect data regularly, develop indicators, and analyse the gender care gap, the gender pay gap, and the use of time in paid and unpaid work, individual and social activities by women and men with care responsibilities and on work arrangements throughout their working life.

For the period of 2024-2026, EIGE will continue to provide research support to the European Commission and the Trio Presidencies (Belgium, Poland, Cyprus). **BPfA monitoring reports** have a publication target of one research report in the first semester of the relevant year. In 2024, EIGE will support the Belgian Presidency with a report on financial independence and gender equality in the Member States. In 2025, the BPfA will mark its 30th anniversary, providing a good opportunity to assess the EU's progress on gender equality since 2019. In 2024, EIGE will develop a comprehensive report reviewing all areas of the BPfA (Beijing+30 report) for the Polish Presidency in 2025. The report will recommend possible policy actions to promote gender equality post-2025 and inform the EU position in the global assessment of progress on gender equality and empowerment of women and girls (e.g. Commission on the Status of Women (CSW)). The topic of the BPfA report for the Cypriot Presidency (2026) will be confirmed in 2024.

In line with the new approach for the period 2024-2026 (Section I), the annual updates of the **Gender Equality Index** will contain a thematic focus offering evidence to support the political priorities of second semester Presidencies (Hungary in 2024, Denmark in 2025, Ireland in 2026). Index 2024 will focus on violence against women, based on EU-GBV and VAW II survey data. In 2025, the updated Index will be released. The thematic focus of Index 2026 has yet to be confirmed.

During 2022–2025, EIGE plans a conceptual and methodological update of the Gender Equality Index. Changing realities and policies require the regular review of indicators and composite measures. EIGE's second external evaluation provided initial valuable insights into the need to revise the Index. In 2024, EIGE will develop a conceptual and methodological proposal for the update of the Index, which will be presented and discussed with key stakeholders throughout 2024 (via bilateral meetings with DG JUST, an online survey of key stakeholders across the EU, and stakeholder consultation meetings). In preparation for that update, in 2022 EIGE collected survey data on gender gaps in unpaid care, individual and social activities for the time domain. This survey data is included in Index 2023, with a second wave planned in 2024.

A number of activities on **gender-based violence** are planned for the 2024-2026 period, including supporting Member States to develop and improve data collection on violence against women and domestic violence. EIGE will expand the indicators on intimate partner violence, rape and femicide to align the data collection with the offences included in the proposal for a Directive on combating violence against women and domestic violence, which includes sexual exploitation of women and children and computer crimes, such as specific forms of cyber violence. EIGE will work to develop measurement tools and processes for effective prevention practices that are sensitive to gender and intersecting inequalities. The VAW II survey will contribute to EU-wide comparable data by collecting data in those EU Member States whose national statistical

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<sup>(45)</sup> Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures, ELI: <http://data.europa.eu/eli/dir/2022/2381/oj>

authorities are not collecting this data for the EU-GBV survey.

EIGE will continue to develop a comparable measurement framework to strengthen institutional capacity to respond to violence against women, including collaboration with relevant ministries, police and justice sectors in the Member States and EU institutions, such as Eurostat and the Council of the EU, by presenting and discussing the work at the working meetings of these bodies. EIGE’s analysis of the numbers and patterns of violence against women and domestic violence will focus on the gendered social structures and institutions underpinning and enabling such crimes. Based on previous studies, EIGE will support the EU and its Member States to apply victims’ rights standards in protection and access to justice and to respond to ongoing challenges in risk assessment, effective protection measurements and security-related issues. It will cooperate with Eurojust to assess the gaps in the implementation of the European Protection Order to ensure that protection is granted to a victim when moving or travelling to another Member State.

The list of activities planned for 2024-2026 will cover the proposed thematic priorities through different research and data perspectives.

Thematic priority	EIGE activity in 2024-2026
<b>Gender-based violence</b>	Provide an annual update on violence against women in the Gender Equality Index; Focus on violence against women in Gender Equality Index 2024; Collect administrative data on intimate partner violence, domestic violence and femicide; Prepare a study on cyber violence that includes the development of indicators; Provide evidence on the prevalence of violence against women in the EU via the VAW II survey; Provide evidence on the victims of conflict-related sexual violence and guidance on their protection; Provide evidence of links between financial dependence and (economic) violence against women; Provide evidence on violence against women across BPfA areas of concern (Beijing+30).
<b>European Green Deal</b>	Provide evidence on selected topics of the European Green Deal, based on the thematic focus of Gender Equality Index 2023 and survey data on gender gaps in unpaid care, individual and social activities (second wave); Prepare a report on Beijing+30, including a section on women and the environment, with a renewed focus on gender just transition.
<b>A new push for European Democracy</b>	Analyse gender equality and intersecting inequalities in BPfA reports and the Gender Equality Index; Prepare a report on financial independence and gender equality, addressing some key principles of the European Pillar of Social Rights; Collect and analyse data on women in power and decision-making, human rights of women, gender equality and media, and institutional mechanisms for the advancement of women (Beijing+30).

## B. Supporting gender-responsive policies: gender mainstreaming and specific tools

In line with the strategic objective of supporting the integration of a gender perspective in EU policies and the resulting national policies, throughout 2024-2026, EIGE will continue to (1) support the EU and Member States to design more effective gender mainstreaming strategies in selected policy areas, (2) **develop gender mainstreaming tools and methods** for policy implementation, including technical assistance, and (3) provide reliable and centralised gender statistics to policymakers and other stakeholders.

During 2024-2026, EIGE will continue to support the EU institutions and Member States with their practical implementation of gender mainstreaming in EU policies, programmes and projects. It will select annual policy priorities closely linked to a thematic priority and provide evidence, resources and support on the practical implementation of gender mainstreaming into that policy area. **Policy support** on public reform and budgets in the context of recovery and climate change will come to an end in 2024. That year, data on Area H of the BPfA, Institutional Mechanisms for Gender Equality and Gender Mainstreaming, will be collected and assessed, with the main findings and recommendations reflected in the 2025 Beijing+30 review. In 2025-2026, EIGE will update the policy areas section of its Gender Mainstreaming Platform, providing evidence and support for gender mainstreaming and budgeting in the next MFF.

Work on developing **tailored gender mainstreaming methods and tools** will continue throughout 2024-2026. In 2024, EIGE will publish data and an assessment of the trends in gender equality and gender-sensitivity of national parliaments and the EP. It will also compile an evidence-based tool on gender equality action plans for parliaments, which will be made available ahead of the EP elections in 2024. The tool will allow better planning and monitoring of progress towards achieving gender equality, particularly in decision-making. It will foster institutional transformation to achieve gender equality internally and – especially – in relation to working results and outcomes, contributing to more inclusive and better-functioning democratic institutions <sup>(46)</sup>. Throughout 2024-2026, the work on gender mainstreaming methods and tools will focus on developing tailored tools on gender impact assessment and gender analysis. The results of the work on ex-ante gender impact assessment and gender analysis will support the efforts of the EU institutions and Member States to deliver better law-making and high-quality legislation for the EU and resulting national policies.

EIGE will continue to provide technical assistance to a limited number of stakeholders, prioritising the EU institutions. It provides technical assistance to DG REFORM in implementing project TSI2022, 'Gender mainstreaming in public policy and budget processes', which will end in December 2024. Building on its experience in gender budgeting, EIGE will continue to support the development of a methodology to measure gender equality expenditure in the 2021-2027 MFF. Accordingly, it will scale-up its efforts to strengthen cooperation and partnership development, and obtain synergies that complement its own work. This includes: further engagement with external partners (e.g. UN Women's team working on the UN Gender Equality Marker (GEM), a common UN methodology for tracking the contribution of UN activities to gender equality and the empowerment of women (recently established as a UN data standard for its reporting on financial data), and engagement with external experts (Gender Statistics Database). EIGE plans to engage further with the Thematic Network on Gender Mainstreaming, offering a space for EU and Member State practitioners to exchange information on progress on gender

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<sup>(46)</sup> See more in Gender Institutional Transformation.

mainstreaming strategies, as well as a support channel on the use of methods and tools. The Network connects EIGE's work with trends, priorities and political agendas on gender mainstreaming in the Member States and gives members the opportunity to contribute to gender mainstreaming competence development in the EU. It is a unique forum for EIGE to gather and validate information, build common approaches and share results with its main stakeholders. The Network will be involved in data collection, peer assessment and quality assurance (QA), peer learning and competence development on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming, and gender equality action plans. In 2024-2025, after five years of the Network and ahead of the Beijing+30 report, EIGE and Network members will reflect on the state of knowledge of existing approaches, methods and tools for gender mainstreaming, as well as effective ways to achieve the common goal of integrating a gender perspective in all policies.

EIGE will maintain and update its **Gender Statistics Database** to support its research and gender mainstreaming work and to provide policymakers and other stakeholders with a reliable structured guide and centralised access to gender statistics. It will prioritise statistics that are relevant to its mandate and the current political agenda, i.e. unique data based on administrative data sources and its own surveys. The Gender Statistics Database will ensure continuity of established statistical activities, such as regular collection of data on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming. In 2024, the Gender Statistics Database will contribute to the assessment of trends in gender balance in political decision-making within the context of the EP elections.

Subject to resource availability, routine data collection on women and men in decision-making and gender-based violence (intimate partner violence and femicide) will be gradually expanded to fulfil specific measurement and monitoring needs. As EIGE collects and produces data for official statistics within the European Statistical System (<sup>47</sup>), it will seek synergies and complementarities with statistics users and data providers through cooperation with other EU agencies and bodies (Eurostat, FRA, Cedefop, EU-OSHA, Eurofound).

Throughout 2024-2026 and subject to confirmation of a new contribution agreement with DG NEAR, EIGE will cooperate with the European Commission on data collection from EU candidate countries and potential candidates within the Instrument for Pre-Accession Assistance (IPA) (<sup>48</sup>).

Thematic priority	EIGE activity in 2024-2026
<b>Gender-based violence</b>	Support the monitoring of EU Gender Equality Strategy 2020-2025; Publish/update indicators on violence against women (intimate partner violence, results of VAW II survey) in the Gender Statistics Database; Deploy new visualisations for gender-based violence data.
<b>European Green Deal</b>	Update and collect data to populate relevant indicators within the Gender Statistics Database, including women and men in decision-making in the areas of environment and climate change, transport

(<sup>47</sup>) Eurostat publishes data from EIGE's unique data collection on women and men in decision-making for the follow-up of the new development agenda on seats held by women in national parliaments ([https://ec.europa.eu/eurostat/cache/metadata/en/sdg\\_05\\_50\\_esmsip2.htm](https://ec.europa.eu/eurostat/cache/metadata/en/sdg_05_50_esmsip2.htm)) and governments.

(<sup>48</sup>) European Commission (n.d.), *Overview – Instrument for Pre-Accession Assistance*, European Neighbourhood Policy and Enlargement Negotiations (DG NEAR), [http://ec.europa.eu/enlargement/instruments/overview/index\\_en.htm](http://ec.europa.eu/enlargement/instruments/overview/index_en.htm)



	<p>and energy sector and revisions of BPfA entry points;                  Prepare policy recommendations, good practices and practical guidance for mainstreaming gender in European Green Deal policy areas;                  Provide tailored gender mainstreaming tools and practical guidance on gender impact assessments for EU key policy priorities (e.g. climate change).</p>
<p><b>A new push for European Democracy</b></p>	<p>Update and collect data for relevant indicators within the Gender Statistics Database, including women and men in decision-making in the business and finance sector, supporting monitoring of the Directive on improving the gender balance on corporate boards <sup>(49)</sup> and revisions of BPfA entry points;                  Reveal trends on gender equality in national parliaments and in the EP;                  Provide tailored gender mainstreaming tools and practical guidance, including gender action plans for parliaments and gender analysis for better law-making;                  Collect and assess data on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming;                  Update the policy areas section of the Gender Mainstreaming Platform;                  Support the European Commission to implement certain EU legal provisions on pay transparency, i.e. update of existing Union guidelines and development of practical guidance on gender-neutral job evaluation;                  Provide evidence, support and entry points on gender mainstreaming and budgeting in the next MFF.</p>

Throughout 2024-2026, EIGE’s gender mainstreaming action will continue to collect data that is relevant to all thematic priorities. EIGE aims to provide data on decision-making, BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming, gender-based violence, and other relevant data for monitoring the EU Gender Equality Strategy 2020-2025.

### C. Communicating gender equality

EIGE’s **communication and stakeholder engagement** activities aim to ensure that its evidence is policy-relevant, familiar, and used effectively by policymakers and other target groups. It will focus on communicating evidence on the thematic priorities for each year. This requires EIGE to identify stakeholders’ needs, communicate existing, ongoing and future findings via communication products suited to target audiences’ needs, and prioritise stakeholders closest to those thematic priorities. EIGE also communicates to the general public across Europe through active engagement with mainstream media (newspapers, TV, radio), via its owned digital channels (website, social media), and by engaging with partners and influential voices via social media. EIGE participates in different networks of senior communicators, including the ‘C10 group’ of international (inter-governmental) organisations mandated to protect and promote human rights in Europe (FRA, Office of the United Nations High Commissioner for Human Rights (OHCHR), Council of Europe, European Economic Area (EEA) and

<sup>(49)</sup> European Parliament (n.d.), Gender balance on boards, Legislative Train Schedule, <https://www.europarl.europa.eu/legislative-train/theme-area-of-justice-and-fundamental-rights/file-gender-balance-on-boards>

Norway Grants, DG JUST, Commissioner for Human Rights, OSCE, ODIHR, Equinet, European Network of National Human Rights Institutions (ENNHRI)).

To ensure that its communication products are modern, user-friendly and relevant, EIGE will continue to take a digital and visual approach to communicate its research findings. It will also continue to roll out the updated (2023) version of its gender-sensitive communication handbook. It will monitor and evaluate the impact of outreach activities and improve knowledge management to facilitate organisational learning. The reformed Resource and Documentation Centre (RDC) facilities will give researchers, policymakers, administrators and external partners access to knowledge on gender equality, particularly digital resources.

EIGE will continue to address the challenges of the backlash against gender equality, building on the 2023 work to respond to anti-gender initiatives through the development of a Communications Labs. The Lab is an open, data-driven learning approach to developing knowledge on better ways to communicate gender equality topics, both in policy-making contexts and within the broader public discourse. The Lab brings together communications experts to build and broaden knowledge and skills on evidence-based communication techniques, set proactive narratives, and strengthen joint approaches. The Lab will explore various communication techniques to facilitate a more structured response to gender disinformation, including the use of digital research and behavioural insights, as well as the analysis of existing campaigns to craft and test narratives and messages. EIGE will continue to engage with stakeholders to explore efficient strategies to respond to anti-gender initiatives and gender disinformation.

EIGE bases its communication and stakeholder engagement activities on several principles:

- Defining **communication topics each year**, based on findings from EIGE’s thematic priorities and linked to timely societal debates;
- Linking EIGE’s work to **EU policy priorities** and **emerging topics** on gender equality;
- Maintaining **active engagement with stakeholders** in EU institutions and Member States to understand their policy needs and increase EIGE’s added value;
- Expanding engagement with new social media and other platforms, including targeted actions to **reach beyond the gender equality community**.

In 2024 and 2026, EIGE will organise its Gender Equality Forum.

Thematic priority	EIGE activity in 2024-2026
<b>Gender-based violence</b>	Develop communication campaign on gender-based violence related to VAW II survey; Contribute to the annual ‘Orange the world’ awareness-raising campaign; Engage with stakeholders working on gender-based violence to understand their policy needs and support them with data and evidence.
<b>European Green Deal</b>	Continue roll out of a communication campaign promoting the gender perspective in relation to the European Green Deal, based on stakeholders’ needs and grounded in EIGE’s evidence and tools; Engage with stakeholders working on the environment and climate change to understand their policy needs and support them with gender equality data and evidence.
<b>A new push for</b>	Engage with stakeholders and audiences to understand effective

<b>European democracy</b>	communication angles; Develop and roll out EIGE’s annual thematic campaign on a new push for European democracy, reflecting themes of gender and intersecting inequalities, social rights and social inclusion, and promoting gender-balanced representation and participation in decision-making.
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### 1.3. Monitoring progress in the achievement of objectives

#### Key Performance Indicators (KPIs)

Adopted by Director’s Decision No 257 of 19 July 2022, EIGE’s performance management framework defines a number of KPIs to measure the Institute’s performance, focusing on outputs and outcomes. The KPIs remain unchanged for this programming period, allowing coherent comparison of performance over time. The indicators provide evidence on the relevance of EIGE’s work to its target groups, as well as progress on delivering EIGE’s work. They include measures on crucial aspects of organisational performance. In line with the Commission guidelines on KPIs <sup>(50)</sup>, they are linked to both operational achievements and administrative performance.

	KPIs		
	KPIs	Target	Source
<b>KPIs on operational objectives</b>	Timely submission of draft annual work programme (SPD)	Q4 year N	CAAR
	Rate (%) of achievement of annual activities*	>95 %	CAAR
	Number of contributions to EU policies	5	Stakeholder register
	Number of presentations of EIGE’s work at stakeholder events	60	Stakeholder register
<b>KPIs on management of financial resources and HR</b>	KPIs		
	KPIs	Target	Source
	Rate (%) of implementation of commitment appropriations	>95 %	Budget implementation reports
	Rate (%) of cancellation of payment appropriations	<5 %	Budget implementation reports
	Rate (%) of payments executed within legal/contractual deadlines	>75 %	Budget implementation reports
	Rate (%) of outturn	<5 %	Budget implementation reports
	Rate (%) of implemented external and accepted internal audit recommendations	>90 %	Team Central
	Average vacancy rate (%) of authorised posts of annual establishment plan that are vacant at the end of the year	<10 %	Sysper 2
Annual average number of days of sick leave per staff member	Absence without med.cert. (JADS) <3 Absence with med.cert. <9	Sysper 2	

NB: Year N is the year preceding the programming period, which is set for N+1-N+3, in accordance with Article 32 of EIGE’s Financial Regulation (i.e. year N is 2023 for the programming period 2024-2026); \*According to EIGE’s performance management framework, the rate of achievement of annual activities (or overall achievement rate) is a composite indicator, calculated as a proportion between maximum possible achievement rate of all activities defined in the annual work

<sup>(50)</sup> EUAN, Note to the attention of the Directors of EU Decentralised Agencies on adoption of guidelines on KPIs of 27 March 2015, Ares(2015)1356225.

programme and the sum of actual achievement rates of all activities, in line with indicated outcome and output level indicators.

EIGE will use more specific indicators to track and monitor performance within different action areas implemented through research and data collection and outreach activities.

## 2 Human and financial resources – outlook for 2024-2026

### 2.1 Overview of the past and current situation

Over time, the number of posts in the Establishment Plan has decreased by 10 %: from 30 Temporary Agent (TA) posts in 2013 to 27 in 2022. This is despite the considerable growth in tasks and in requests from stakeholders (Section 2.2). EIGE experienced difficulty in filling the five Seconded National Expert (SNE) posts, despite taking a proactive approach through the relevant channels and its extended network to attract candidates. At the end of 2022, four of the five SNE posts were occupied.

This section of the SPD presents the resource requirements that EIGE considers necessary to fulfil its mandate, with staffing needs reflecting the increased volume of work.

### 2.2. Outlook for 2024-2026

#### A) New tasks

N/A

#### B) Growth in existing tasks

Some of the new instruments and new initiatives have brought new activities and opportunities to promote gender equality. Gender mainstreaming is a horizontal principle under the RRF Regulation. The EU Gender Equality Strategy 2020-2025, as well as the European Court of Auditors' (ECA) special report on gender mainstreaming in the EU budget placed further emphasis on gender budgeting and gender mainstreaming in the Commission's budget process. EIGE's role in the promotion of gender equality is within the strategic priorities outlined through these instruments.

Since the onset of the EU Strategy for Gender Equality 2020-2025, EIGE has received a growing number of requests from stakeholders (requests for technical assistance, input to policy documents, presentations of EIGE's work, data and statistics, etc.) and responding effectively has become increasingly resource-intensive. In 2022, EIGE received 477 stakeholder requests (a decrease of 12.3 % compared to 2021), of which it accepted 286 (an increase of 10.9 % on 2021). Stakeholder requests for technical assistance<sup>(51)</sup> are mainly in the area of gender mainstreaming. Between 2020 and 2022, EIGE received eight or nine requests on average per year, a significant increase compared to previous years, when requests averaged three per year. However, limited resources meant that EIGE could accommodate only some of these requests (three in 2020, four in 2021, six in 2022). With the number of requests expected to grow over the programming period 2024-2026, EIGE can only sustain the level and quality of responses if additional resources are made available (Section 2.2.3).

EIGE receives proposals for additional studies and research that are very relevant for its stakeholders, but are resource-intensive and dependent on the availability of additional posts.

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<sup>(51)</sup> Technical assistance requests require tailored, one-to-one, real-time technical support and tools to strengthen the capacity of EU institutions and Member States to mainstream gender into policy areas and processes. They can take the form of targeted expertise, advice, guidance, provision of tailored and needs-based tools (e.g. checklists), training, data and information-sharing.

In order to respond to increased stakeholders’ requests for capacity-building, EIGE intends to further develop e-learning aspects of its outputs.

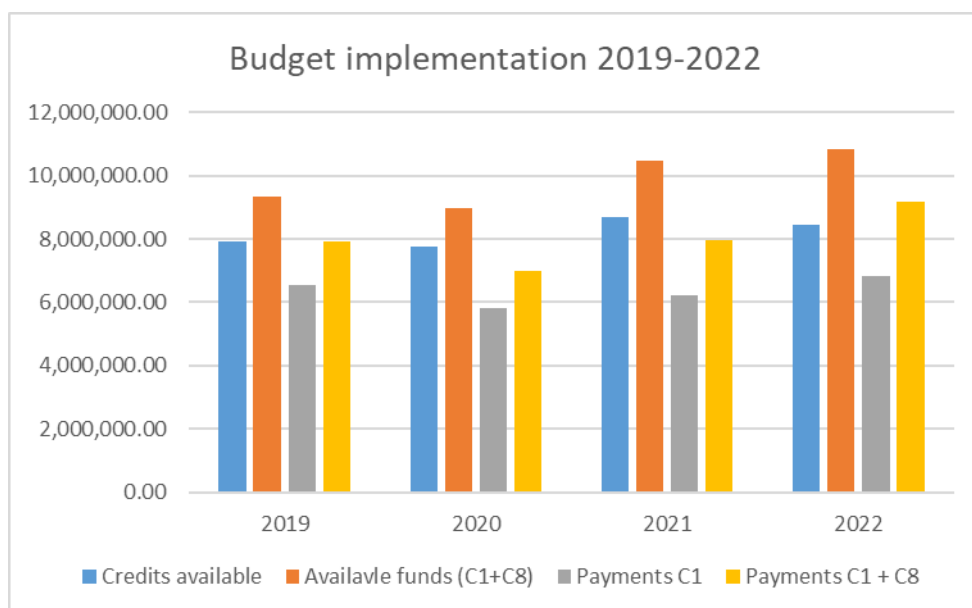
Other areas that have experienced considerable growth alongside HR shortages are:

- Gender mainstreaming, training and capacity-building on the use of tools and methods;
- Research requests and filling data gaps on emerging issues (e.g. COVID-19 pandemic, gender-based violence and Russia’s war of aggression against Ukraine, energy crisis and energy poverty);
- Collection of EIGE’s administrative and VAW II survey data on violence against women and domestic violence;
- Collection of survey data to close knowledge and data gaps in EU priority areas, such as digitalisation (platform work), work-life balance and care (implications of COVID-19 on care, work and well-being; use of time in paid and unpaid work, individual and social activities);
- Gender Statistics Database (statistical data collection on women and men in decision-making, collection of other secondary and institutional data under gender mainstreaming);
- Supporting the monitoring of the EU Gender Equality Strategy 2020-2025 by providing input to the Gender Equality Strategy Monitoring Portal <sup>(52)</sup>;
- Addressing the backlash against women’s rights and gender equality, including to combat anti-gender initiatives;
- New forms to communicate gender equality, including challenges related to AI and rapid development in social media.

### 2.3. Resource programming for 2024-2026

EIGE’s budget adopted by the budgetary authority for 2023 was EUR 8 716 395.24 (2022: EUR 8 432 919.91) (Figure 1). The initial budget adopted for 2022 was EUR 8 257 919.91, but was amended in October 2022 upon receipt of an additional EUR 175 000 in EU contribution (to cover budgetary needs in Title I caused by the impact of inflation), amounting to a total EIGE budget (inclusive of revenue) of EUR 8 432 919.91.

Figure 1. Budget implementation, 2019-2022



( 52 ) European Commission (n.d.), Gender Equality Strategy Monitoring Portal, <https://composite-indicators.jrc.ec.europa.eu/ges-monitor>

Note: C1 funds are appropriations available during the current financial year. C8 funds are appropriations carried over from the previous financial year.

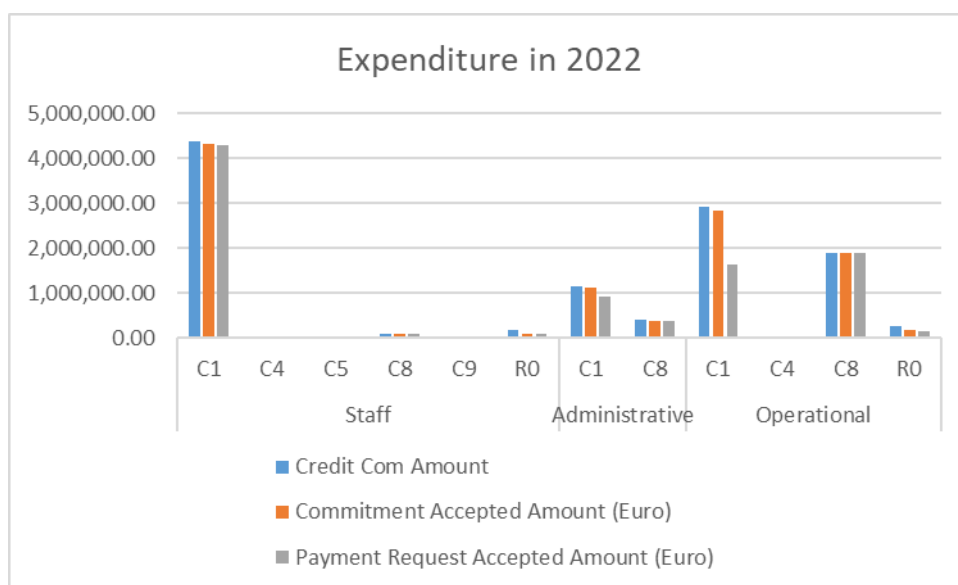
In 2022, EIGE’s total budget including revenue (EU contribution, surplus, IPA contribution agreement, other revenue) amounted to EUR 8 435 072.52 (2021: EUR 8 696 231.33), of which the EU contribution was EUR 8 432 919.91 (2021: EUR 8 693 357.85) (Table 1). Projected revenue for 2024-2026 is presented in Table 1 in Annex III.

**Table 1. Revenue in 2022**

Item	Appropriations 2022	IPA programme	Other revenue	Total appropriations
<b>EU contribution</b>	8 432 919.91	-	-	8 432 919.91
<b>Revenue</b>	2 152.61	-	-	2 152.61
<b>Total</b>	8 435 072.52	-	-	8 435 072.52

Expenditure in 2022 amounted to EUR 9 385 244.43 (2021: EUR 8 146 070.65), of which EUR 4 460 361.11 (2021: EUR 3 802 401) was in Title I, EUR 1 285 137.78 (2021: EUR 1 238 457.62) in Title II, EUR 3 639 745.54 (2021: EUR 3 105 212.03) in Title III (Figure 2).

**Figure 2. Expenditure in 2022**



The 2024 budget projection is based on MFF levels, taking into account 2 % annual indexation. However, recent years have seen a dramatic change in economic indices in the EU, particularly in Lithuania, where EIGE is based. The sharp rise in the cost of living in Lithuania, coupled with high inflation in the EU, led to an indexation of the remuneration of EIGE’s staff of 6.9 % in 2022 and a rise in correction coefficient of 7.3 %. This considerably impacted EIGE’s Title I appropriations in 2022, where savings of over EUR 300 000 were identified to cover budgetary needs and fresh appropriations of EUR 175 000 were received from EU contributions. In its instructions to EU agencies for the 2024 budget, the Commission outlined that a further indexation of 4.4 % is to be expected in 2023 and 3.5 % in 2024. Agencies were instructed to accommodate the budgetary needs in Title I with identified negative priorities.

With an indexation of remuneration of 14.5 % (from 2022 to 2024), an increase in the correction

coefficient of more than 7 %, a rise in cost of infrastructure of more than 12 %, and an inflationary rise in the cost of procurement of more than 10 %, a projection based on MFF levels is not realistic.

The Commission's proposal <sup>(53)</sup> for EIGE's 2024 budget is EUR 9 349 488, an increase of EUR 0.46 million compared to the MFF level in order to account for the impact of inflation.

**Contribution agreements**

On 20 December 2019, EIGE and DG NEAR signed Addendum No 1 to contract 2018/402-854 (CRIS Contract No 2019/414-064) – Increased capacity of EU candidate countries and potential candidates to measure and monitor impact of gender equality policies 2018-2022 (IPA). The initial implementation period of the action was 48 months, beginning on 1 January 2019 and ending in December 2022. Due to COVID-19-related project savings, the Management Board extended the project duration until September 2023. Total eligible costs of the action were EUR 928 950.30. The agreed pre-financing rate was 100 %. Salaries for a Contract Agent (CA) at Function Group (FG) III and a CA at FG II were budgeted under this agreement. A new contribution agreement for IPA is under discussion with DG NEAR and is subject to approval by EIGE's Management Board. The forecasted expenditure, once determined, will be presented in Annex XI.

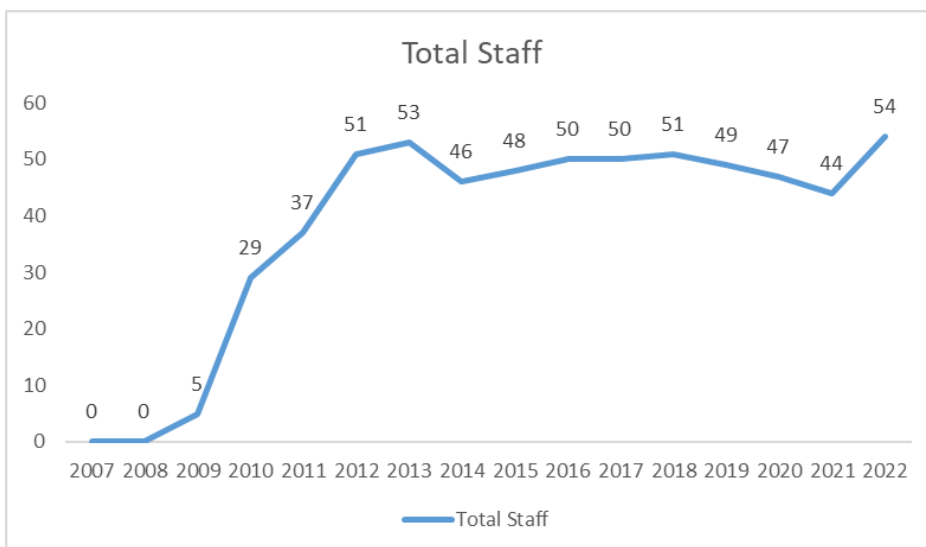
**HR**

On 31 December 2022, EIGE staff numbered 48, made up of 27 TAs, 17 CAs and four SNEs. That number included two CAs funded by the IPA contribution agreement and excluded six trainees.

Table 1 in Annex IV provides an overview of statutory staff and SNEs, together with projections of posts for 2024-2026. The number of Establishment Plan posts has decreased by 10 %, from 30 to 27, compared to previous levels. The five SNE posts have never been simultaneously occupied, despite EIGE's proactive approach to attracting candidates. At the end of 2022, only four SNE posts were occupied.

At the end of 2022, there was an occupancy rate of 100 % of the Establishment Plan. Figure 3 presents the aggregated number of all categories of EIGE staff (TAs, CAs, SNEs, trainees) from its inception in 2007 until December 2022.

**Figure 3. EIGE staff evolution, 2007-2022**



<sup>(53)</sup> European Commission (2023), 2024 Draft General Budget of the European Union, Working Document Part III, COM(2023) 300- June 2023.

In 2022, EIGE thoroughly assessed its staffing situation and effects on its capability to fulfil its mandate. Based on several considerations, it defined its need for resources in 2024 and forwarded a request for three additional CAs in FG IV, two CAs in FG III, and three CAs in FG II who would be deployed to operational and support activities. These are considered the minimum necessary to maintain an optimal level of operations.

Staffing considerations included:

- A sharp rise in requests for technical support from stakeholders and growth in scope of certain operational activities (Section 2.2) have increased the workload beyond acceptable levels (2022 data showed that 10 operational staff worked an average 1.35 full-time equivalents (FTEs) per head);
- Several key services (e.g. procurement) and project portfolios do not have back-up arrangements due to understaffing, posing major risks to business continuity;
- The reduction in the Establishment Plan from 30 posts in 2013 to 27 in 2017. For the last decade, EIGE has operated well within the parameters set by Article 3(a)(2) of the EU Staff Regulations<sup>(54)</sup>, which defines a threshold ratio of CA to Establishment Plan posts of 75 %;
- Difficulty in recruiting SNEs (average occupancy rate for SNE posts has been 64 % since 2011);
- The Court of Justice of the European Union (CJEU) ruling of 11 November 2021 in case C-948/19 (Manpower Lit) in favour of interim agents reduced EIGE's attractiveness as a contracting party and impacted its ability to procure such services in the market.

In 2022, to mitigate its challenging staffing situation, EIGE implemented several actions to use its resources more efficiently. Further measures for synergies and efficiency gains are defined for 2024 (Section 2.4).

While these measures led to more efficient processes and better distribution of tasks, they have not sufficiently addressed the difficult staffing situation, as highlighted in EIGE's second external evaluation in 2022.

The Commission proposed two CA posts for EIGE in the 2024 budgetary procedure: one FG IV and one FG III, to be assigned to the gender mainstreaming team to cover staffing needs for technical assistance. EIGE welcomes the additional two posts and will assign them in accordance with the interest of the service (as per Article 1(a)(2) of the EU Staff Regulations). However, the proposal does not meet EIGE's needs, as established in its request for budget and evident in the results of the external evaluation. Negative priorities must therefore be considered (Section 2.5) to align EIGE's activities with its resource capacity, as per the programming procedures established in Article 32 of EIGE's Financial Regulation<sup>(55)</sup>.

The evolution of the Institute's Establishment Plan for the period 2024-2026 is presented in Table 2 in Annex IV.

## 2.4. Strategy for achieving efficiency gains

EIGE will continue to strengthen its cooperation with other EU agencies through bilateral cooperation and active participation in established networks. EIGE's Founding Regulation stipulates close cooperation with Eurofound, EU-OSHA, Cedefop, FRA and Eurojust, as EIGE's key partners for

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<sup>(54)</sup> Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community, ELI:

[http://data.europa.eu/eli/reg/1962/31\(1\)/2014-05-01](http://data.europa.eu/eli/reg/1962/31(1)/2014-05-01)

<sup>(55)</sup> Financial Regulation of the European Institute for Gender Equality adopted by Management Board Decision No MB/2019/024 of 20 December 2019, [https://eige.europa.eu/about/documents-registry/financial-regulation-european-institute-gender-equality-adopted-2019?language\\_content\\_entity=en](https://eige.europa.eu/about/documents-registry/financial-regulation-european-institute-gender-equality-adopted-2019?language_content_entity=en)



information exchange and mutual support. EIGE systematically exchanges information on work programmes to prevent overlaps, identify possibilities for synergies and provide mutual support with these and other agencies. EIGE will continue to actively participate in the JHA agencies network, a platform to establish closer cooperation, identify synergies, and define a common set of strategic priorities.

In 2024 and in every year of the programming period, EIGE will participate in the peer risk assessment exercise and contribute to a common definition and management of risks within the JHA cluster. EIGE will review requests for technical assistance and capacity-building in light of available resources, seeking to accommodate training needs on gender mainstreaming tools of its key stakeholders (e.g. European Parliament, European Commission).

Internally, EIGE will continue to work to identify changes to its work practices that will lead to efficiencies. This will include possibilities for sharing services and collaborations to avoid duplication of effort. In particular, it will make use of the Inter-Agency Framework Contract for the provision of evaluation and feedback services to undertake project evaluations, in accordance with Article 29 of its Financial Regulation. EIGE is also considering joining the inter-agency consultancy services for developing a sustainability platform and setting targets for carbon footprint reduction (it is an active member of the EUAN Green Network). From 2023, EIGE shares its Accounting Officer function with Cedefop and is considering sharing or outsourcing the Cybersecurity Officer function, following guidance established by the ICT Advisory Committee of the EU Agencies (ICTAC) network. The Cybersecurity Officer function will be primarily dedicated to implementing the requirements of the proposed Regulation on Cybersecurity<sup>(56)</sup>.

EIGE is expected to make full use of Sysper 2, the HR management tool of the European Commission, and of the internally developed e-recruitment tool during the programming period. It will also develop and implement the competency framework by the end of 2024, which is expected to bring synergies and more effective allocation of HR across projects and activities.

Internally, in 2024, EIGE will continue its efforts to further digitalise the workplace. With the adoption of electronic workflows and electronic signatures in 2021, EIGE successfully digitalised its key financial and HR processes and established a paperless workflow system. Further planned digitalisation processes include the adoption of the EU Public Procurement Management Tool and the transition to an electronic document management system and electronic archiving. EIGE will continue to use the activity-based management (ABM) tool and seek opportunities to further incorporate HR strategy and planning in its ABM tools.

## 2.5 Negative priorities/decrease of existing tasks

Despite significant staff shortages in recent years, EIGE remains fully committed to fulfilling its mandate and responding to the growing number of requests from its stakeholders. If it is to deliver all tasks efficiently and to a high standard, EIGE needs to reduce the scope of certain activities. This will allow it to assign resources more flexibly to core activities and deal with the most important requests.

The following tasks will be reduced in scope:

- Gender-based violence: EIGE will reduce the scope of a project on gender-based violence in crisis settings and providing a policy brief on the national actions plans stemming from United Nations Security Council (UNSC) Resolution 1325 on women, peace and security ('Resolution 1325') as a tool to combat gender-based violence in the context of crises. The development of guidelines for policymakers, EU institutions and Member States addressing particular risks

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<sup>(56)</sup> Proposal for a Regulation of the European Parliament and of the Council laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union, COM/2022/122 final.

to the security and safety of migrant and refugee women, as well as early identification of victims and detection of gender-based violence, is postponed to 2026;

- Policy areas: EIGE will update the entire section on gender mainstreaming in policy areas <sup>(57)</sup> in 2025-2026 only;
- Support to the EU institutions and Member States: EIGE will provide technical assistance in gender mainstreaming to a limited number of key stakeholders, prioritising EU institutions. Requests for technical support in additional areas or by other types of stakeholders (Member States, EU agencies) will be considered on the basis of available resources;
- Data collection: EIGE will postpone updating the data on eligibility for parental leave in the Member States, instead prioritising survey data collection (e.g. VAW II survey, EU-wide survey on gender gaps in unpaid care, individual and social activities).

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<sup>(57)</sup> EIGE (n.d.), Policy areas, <https://eige.europa.eu/gender-mainstreaming/policy-areas>

## 3. Section III - Annual Work Programme 2024

### 3.1 Executive summary

A detailed description of EIGE's planned activities for 2024 is provided within each action area (Section 3.2).

- A. Providing evidence: research and data collection;
- B. Supporting gender-responsive policies: gender mainstreaming and specific tools;
- C. Communicating gender equality,
- D. Organisation, administration and functioning of EIGE (horizontal).

The description of each activity is presented in a table, explaining how activities contribute to EIGE's strategic objectives, their specific objectives, and expected results. It also describes the outputs for 2024 and, where relevant, links to preceding and successive years. A number of EIGE's activities are multiannual in nature, considering the entire process from initial preparations to implementation and communication, and work often spreads across several years.

To enable efficient performance monitoring, the description of each activity includes output and outcome indicators, as well as targets for 2024 and latest results (where relevant). The tables outline the means and frequency of verification to monitor achievement of targets and support the annual reporting process. The description of each activity also shows the estimated human and financial resources.

Horizontal activities are also described, covering procurement, HR management, budget implementation, internal control and audit, ICT and facilities management, and management support assistance.

## 3.2. Activities

### A. Providing evidence: research and data collection

EIGE’s Founding Regulation states that the Institute was set up to collect, analyse and disseminate relevant objective, comparable and reliable information on gender equality. As an often unique source of comparable data on gender equality for the EU, EIGE will continue to build on its reputation as a knowledge centre by continuing to provide high-quality research and data for evidence-based policy-making and gender mainstreaming. It will also explore new areas for data analysis on selected gender equality topics, in line with EU policy priorities. The annual Gender Equality Index gives an update on gender equality in each Member State and shows trends over time. It will also continue to include a thematic focus on an issue of high political importance.

#### Activity 1. Gender Equality Index

The Gender Equality Index is a composite indicator of gender equality attainment at EU and Member State level, providing insights into the core domains of work, money, knowledge, time, power and health, as well as two additional domains - violence against women and intersecting inequalities. Since 2019, the Index has been updated annually, with a deeper focus on a selected thematic area. This enables EIGE to (1) provide a broader context for interpretation of Index scores; (2) look more comprehensively at gender inequalities in the selected area; and (3) highlight key indicators to monitor progress in gender equality in related policy area. The Index is widely recognised for its significant contribution to monitoring progress on gender equality in the EU and plays an important role in informing policy debates and developments in the EU and its Member States. The EU Gender Equality Strategy 2020-2025 recognises the Gender Equality Index as the key benchmark for gender equality in the EU.

<p><b>Contributing to strategic objectives</b></p> <p>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex                  2) Support the integration of a gender perspective in EU policies and resulting national policies                  3) Effectively promote gender equality to key stakeholders and target groups</p> <p><b>Specific objective(s):</b> To support EU and Member States’ policy-making by monitoring gaps and trends in gender equality</p>
<p><b>Overview of the activity</b></p> <p>In 2024, the ninth edition of the Gender Equality Index will provide updated Index scores, including trends in time. Its thematic focus will provide an overview of the extent of violence against women across the EU, based on the newest prevalence data of the EU-GBV and VAW II surveys. Gender Equality Index 2024 will offer evidence to support the policy priorities of the Hungarian Presidency of the Council of the EU (second semester), providing a basis for Council Conclusions (where relevant). The thematic focus of the Index is in line with the EU’s priority to end gender-based violence.</p> <p>A decade after its first release in 2013, EIGE will consult its key stakeholders to assess the need and scope for a conceptual and methodological update of the Index. Consultations with representatives of EU institutions, governmental gender equality bodies, European CSOs and social partners, key data providers and researchers started in 2022 and will be completed in 2024. For the methodological update, EIGE will also draw on the conclusions and recommendations of the JRC’s audit of the Index in 2020 and EIGE’s second external evaluation in 2022.</p> <p>In 2024, EIGE plans to carry out the second wave of the EU-wide survey on gender gaps in unpaid care, individual and social activities (following the first wave in 2022), with the results released in 2025. The survey covers the following thematic areas: informal long-term care, informal childcare, access to care services, housework, leisure, volunteering/charitable/political activities, work-life balance, gender norms, health and well-being, means of transport used, use of digital tools, and environmental considerations, including in caring activities.</p>
<p><b>Expected results</b></p>

The ninth release of the Index target increased understanding and monitoring of gender equality and its challenges across different areas of life and in relevant public policies, particularly in relation to ending gender-based violence. The main expected result for 2024 is an increased use of the Index as a reference source for EU institutions, Member States and other stakeholders.

The second wave of the survey on gender gaps in unpaid care, individual and social activities will provide unique data to monitor EU commitments to closing gender gaps in caring and ensuring access to affordable high-quality services (as per the EU Gender Equality Strategy 2020-2025, European Pillar of Social Rights, and European Care Strategy). Survey data will be used for the Gender Equality Index 2025, the Commission's annual gender equality report and its Gender Equality Strategy monitoring portal, and by other Commission services and networks (e.g. DG EMPL, DG CLIMA, DG MOVE, European Social Policy Network, advisory committees to the Council (such as the Social Protection Committee (SPC))).

### Main outputs

In addition to the main Index report, which provides and interprets Index scores and includes findings on the thematic focus, EIGE will update a dedicated web section of the Gender Equality Index. It will also develop EU and country profiles (28 in total), enabling a concise overview of the gender equality situation at EU level and the country-specific situation for each Member State. EIGE will communicate the Gender Equality Index results, targeting key stakeholders in the thematic area, including as part of the Gender Equality Forum 2024. The impact of the Index will be ensured through varied communication approaches that respond to audience needs.

In 2024, EIGE will develop a conceptual and methodological proposal for the update of the Index, which will be presented and discussed with its key stakeholders, via bilateral meetings with DG JUST, an online survey of up to 150 stakeholders across the EU, and a hybrid stakeholders' consultation meeting in autumn 2024. The EU-wide survey on gender gaps in unpaid care, individual and social activities (second wave) will be carried out (fieldwork and data collection) to establish a time series of data, including for the time domain of the Index. The new data for a selected set of indicators will be published in the Gender Statistics Database. Finally, stakeholder engagement and other communication activities on Index 2023 results will be ensured throughout 2024.

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
Number of policy references to the Index	2022 results: 115	100	Policy monitoring reports	CAAR
<b>Output indicators</b>				
Gender Equality Index 2024 report internally developed on time	Q3	Q3	Project management tool (PMT)	Progress reports to EIGE Management Board (Q2/Q4)
Gender Equality Index EU and 27 country profiles internally developed on time	Q3	Q3	PMT	
EU-wide survey data on gender gaps in unpaid care, individual and social activities (second wave) collected and approved internally on time	N/A	Q4	PMT	
Policy brief on work-life balance in support to Hungarian Presidency internally developed on time	Q2	Q3	PMT	
Number of consultation meetings with relevant EU and Member State stakeholders	N/A	1	Events register	
<b>Total FTEs</b>		<b>Budget</b>		
4.27 (3.02 TA, 0.85 CA, 0.40 SNE)		EUR 1 136 746.26		

## Activity 2. Monitoring of international commitments and supporting the Presidencies of the Council of the EU

The BPfA continues to serve as the blueprint for achieving gender equality across the globe. Successive Presidencies of the Council of the EU have established indicators to measure progress in implementing gender equality in 11 of 12 areas of concern in the EU and its Member States. Since 2011, EIGE has played a central role in collecting and processing information and data and developing progress reports and research notes. Its recommendations frequently led to the development of new policy orientations through Council Conclusions adopted at the EPSCO Council meetings every semester. EIGE works closely with the rotating Presidencies, maintaining gender equality on the agenda and giving targeted support through gender equality expertise for policy discussions.

Contributing to strategic objectives				
1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex				
2) Support the integration of a gender perspective in EU policies and resulting national policies				
3) Effectively promote gender equality to key stakeholders and target groups				
<b>Specific objective(s):</b> To support the EU and Member States to implement the BPfA				
Overview of the activity				
In 2024, EIGE will work closely with the Belgian Presidency (first semester) to finalise and publish the BPfA report on gender equality and financial independence in the Member States (the report will be drafted by the end of 2023). It will serve as a basis for the Council Conclusions. By the end of 2024, EIGE will develop a comprehensive report, Beijing+30, reviewing all areas of BPfA for the Polish Presidency in 2025. This overarching review will provide a basis for Council Conclusions on progress in gender equality since 2019. In its reports, EIGE proposes new indicators for the BPfA monitoring framework in the area selected for review, where relevant. The new indicators, if agreed at the Council, are integrated into the Council Conclusions.				
Expected results				
The BPfA report to support the Belgian Presidency will: provide research findings and recommendations to support the development of new policy commitments through Council Conclusions; inform post-EU Gender Equality Strategy 2020-2025 debates; increase key stakeholders' knowledge of the main trends and challenges in gender equality within the current crisis context and key EU megatrends; provide evidence for the improvement of gender equality monitoring at EU and Member States level (more specifically, for the update of the Gender Equality Index); provide examples of policy initiatives at EU and Member State level to strengthen gender equality and the social dimension of the EU; inform the EU's position in the global assessment of progress on the situation of women and gender equality and empowerment of women and girls (e.g. CSW). The main expected result for 2024 is increased use of BPfA reports as a reference source to measure progress in implementing gender equality in the selected thematic area in the EU and Member States.				
Main outputs				
During the first semester, the BPfA report to support the Belgian Presidency will be presented to the Commission's High-Level Group on Gender Mainstreaming and at high-level Presidency events. EIGE also aims to present the results in relevant Council meetings and at the CSW. If relevant, the update of indicators for the BPfA monitoring framework will be introduced in the Gender Statistics Database. Broader reach of the BPfA reports will be ensured through varied communication activities. The Beijing+30 report to support the first semester Polish Presidency in 2025 will be drafted by the end 2024 and a broad range of stakeholders will be consulted in autumn 2024 (combined with a consultation meeting on the Gender Equality Index update). EIGE will submit the draft report to the Commission's High-Level Group on Gender Mainstreaming for review during the Polish Presidency. During 2024, EIGE will also prepare technical specifications and launch a procurement procedure to gather data and information for a study to support the Cypriot Presidency (first semester 2026).				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
Outcome/expected results indicators				
1. Number of policy references to BPfA reports	2022 results: 42	35	Policy monitoring reports	CAAR

Output indicators				
2. BPfA report on financial independence and gender equality (Belgian Presidency, first semester 2024) developed internally on time	Q2	Q2	PMT	Progress reports to EIGE Management Board (Q2/Q4)
3. Beijing +30 report to support Polish Presidency (first semester 2025) developed internally on time for High-Level Group review	Q4	Q4	PMT	
<b>Total FTEs</b>			<b>Budget</b>	
2.44 (1.59 TA, 0.25 CA, 0.60 SNE)			EUR 540 148.40	

### Activity 3. Data collection on gender-based violence: administrative and survey data on violence against women and domestic violence

In 2024, EIGE will continue to improve knowledge, availability and quality of administrative data on different forms of violence against women and domestic violence at EU and Member State level. The first administrative data collection on EIGE’s 13 indicators was conducted in 2019-2020, with a second collection (covering 2018-2022) in 2023. The analysis of that data (availability, quality, comparability) will be conducted in 2024. This data collection will complement the analysis of the data gathered through the VAW II and EU-GBV surveys.

In 2016, Eurostat established a Task Force to develop a new survey on gender-based violence and other forms of interpersonal violence (EU-GBV survey). EIGE, FRA and relevant stakeholders were all members of the Task Force. As not all Member States opted to undertake the survey, in 2021 EIGE and FRA, in close cooperation with the European Commission and Eurostat, began the joint project, VAW II. The project replicates the EU-GBV survey in eight Member States that are not part of the survey, ensuring the coherence and synergy of research and enabling EU-wide comparable data on violence against women. This data will complement EIGE’s administrative data on violence against women and populate the domain of violence for the Gender Equality Index 2024. The VAW II survey will provide further evidence on the extent and characteristics of violence against women, which will underpin new policies to prevent and combat gender-based violence.

The EU Gender Equality Strategy 2020–2025 states that ‘the EU needs comprehensive, updated and comparable data for policies on combating gender-based violence to be effective’. Administrative data will provide additional information on Member States’ performance and victims’ access to justice, as well as supporting the implementation, monitoring and evaluation of the proposal for the Directive on combating violence against women and domestic violence, once adopted. EIGE will look at the feasibility of a trend analysis between data collected in the first exercise (2014-2018) and the latest data collected on violence against women (focusing on specific forms such as intimate partner violence, rape and femicide) and domestic violence, and will assess the completeness, accuracy and comparability of the data collected.

<b>Contributing to strategic objectives</b>
<ul style="list-style-type: none"> <li>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</li> <li>3) Effectively promote gender equality to key stakeholders and target groups</li> </ul>
<p><b>Specific objective(s):</b> To support the use of a comparable measurement framework on violence against women through the collection of administrative and survey data at EU and Member State level. To support EU and Member States’ legislative and policy developments to prevent and combat violence against women</p>
<b>Overview of the activity</b>
<p>EIGE will assess the accuracy, completeness and comparability of the administrative data collected in 2023, based on the new data collection tool drafted in close cooperation with national stakeholders between 2021 and 2023. The data collection is based on EIGE’s 13 indicators on intimate partner violence, rape and femicide, expanded to cover domestic violence incidents and/or victims of domestic violence and specific forms of violence against women (primarily intimate partner violence). Based on this assessment and the results of the data collection, EIGE will discuss with national stakeholders the feasibility of enlarging the data collection by adding new indicators to cover all forms of violence included in the proposal for the Directive on combating violence against women and domestic violence.</p> <p>The resulting data and statistical information will provide robust evidence on the extent of reported violence against women and support a more comprehensive analysis of EU prevalence data on different forms of violence against women, collected through the EU-GBV and VAW II surveys. This will support Member States to meet their data collection obligations under the proposed Directive on combating violence against women and domestic violence. EIGE, in cooperation with the Member States, developed a proposal for a new data visualisation in 2023. The proposal was developed to mitigate two key issues in the visualisation of intimate partner violence data: limited comparability across Member States; and the need for in-depth analysis. The new visualisation will be available in 2024 and will include a map view, accompanied by country profiles.</p> <p>EIGE’s engagement in different working groups and task forces (e.g. Eurostat’s Crime Statistics Working Group, Task Force for the EU-GBV survey) and contextualisation of gender-sensitive data contributes to the best use of data for policy</p>



impact in the area of violence against women. EIGE's previous work on data collection shows that there is a significantly lower level of data availability among indicators for the justice sector than for the police sector, with data on protection orders almost absent. EIGE will work closely with Eurojust to assess how the provisions of the European Protection Order can be granted to victims moving or travelling across the EU, and to comply with the Victims' Rights Strategy's call for EU agencies to cooperate to strengthen justice to victims.

### Expected results

The key result will be unique data and strengthened cooperation with national and EU data providers to enhance EU-wide administrative data collection on violence against women and domestic violence. Consultations are planned with national and EU stakeholders to validate the data and strengthen national technical capacity for the production and use of gender-sensitive data. This activity will provide a better understanding of the extent of reported incidents of violence against women and domestic violence in the EU and the prevalence of femicide. Together with the EU-wide prevalence data on violence against women (EU-GBV and VAW-II surveys), it will contribute to more targeted EU and Member State legislation and policies to prevent and combat violence against women.

This activity will provide data to populate the violence domain for the Gender Equality Index 2024 and update the prevalence indicators in the Gender Statistics Database.

### Main outputs

Assessment of the accuracy, completeness and comparability of the data, together with the analysis of the data gaps and methodology for data collection, will establish a data collection tool fully aligned with the proposal for the Directive on combating violence against women and domestic violence. It will also move towards harmonised and standardised administrative data collection on violence against women and domestic violence.

EIGE will provide technical assistance to data providers to meet the data requirements and foster their statistical capacity to produce statistics on these forms of violence. Regular exchanges with national data providers in 2024 will validate the data and assess its completeness and quality.

EIGE will regularly update relevant indicators on the gender-based violence entry point in the Gender Statistics Database with data from external providers (FRA, Women Against Violence Europe (WAVE), Eurostat) and its own unique data collection. The administrative data collected in 2023 complements the EU-GBV and VAW II surveys and will be published in the Database with a new visualisation that allows the publication of non-comparable data (accompanied by contextual information). The data visualisation will include country profiles and methodological reports. The main outcomes of the data collection will be reflected in the Gender Equality Index and the Beijing+30 review report (2025) and will be available in the Gender Statistics Database.

In 2024, EIGE and FRA will publish a policy brief on cyber violence against women and girls based on the VAW II survey, with the final report on the prevalence of violence against women in the EU published in 2025. In cooperation with its partners, EIGE will communicate relevant survey data to support policy and legislative developments.

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
1. Number of policy references to EIGE's data collection on gender-based violence	2022 results: 11	10	Policy monitoring reports	CAAR
<b>Output indicators</b>				
2. EIGE's administrative data on intimate partner violence, domestic violence, rape and femicide, including new visualisation with 27 country profiles published in Gender Statistics Database on time	N/A	Q4	Gender Statistics Database	Progress reports to EIGE Management Board (Q2/Q4)
3. Selected indicators on the basis of VAW II and EU-GBV surveys published in Gender Statistics Database	N/A	Q4	Gender Statistics Database	
4. Gender-based violence entry point in Gender Statistics Database updated on time	Q4	Q4	Gender Statistics Database	
5. Report on specific form of violence against women based on VAW II survey results internally developed on time	N/A	Q3	PMT	
6. Number of consultation meetings with national data providers	N/A	1	Events register	

8. Methodological report on administrative data collection internally developed on time	n/a	Q3	PMT	
<b>Total FTEs</b>	<b>Budget</b>			
2.65 (1.75 TA, 0.90 SNE)	EUR 516 202.11			

## Activity 4. Research and development of the indicators on gender-based violence: cyber violence against women

Research by EIGE in 2017 <sup>(58)</sup> showed that digitalisation not only created a new environment for different forms of violence against women, but also created new tools to inflict harm and amplified the ways in which victims can be targeted. Cyber violence is now part of the continuum of violence against women: it does not exist in a vacuum, but, rather, stems from and sustains multiple forms of offline violence. To date, cyber violence has not been fully conceptualised, defined, measured or legislated against at EU level. At national level, several Member States have passed legislation specifically targeting cyber violence against women, in particular non-consensual image-sharing and online sexual harassment. The inclusion of cyber violence issues in European Commission actions underlines the importance of the issue.

Effective policy responses that recognise cyber violence against women as a form of gender-based violence require sex-disaggregated EU-wide data and support to national-level research. This EIGE activity will continue the work done in 2017 and build on its mapping of national data, policies and research in 2021 and 2022, which concluded with the proposal of gender-sensitive definitions for the most prevalent forms of cyber violence against women and girls. In 2023, EIGE started work on a comparable measurement framework that will be fully aligned with the Commission’s new legislative proposal. Building on the mapping and results from its previous project, and in partnership with the Member States, EIGE is operationalising these definitions to propose a harmonised measurement of specific forms of online violence. It will cooperate with FRA and other EU agencies collecting sex-disaggregated data on cyber violence and ICT-related topics. EIGE also engages with social media platforms, as data sources and as part of the solution to combat online violence against women and girls.

<b>Contributing to strategic objectives</b>
<p>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</p> <p>3) Effectively promote gender equality to key stakeholders and target groups</p>
<p><b>Specific objective(s):</b> To support the development of a comparable measurement framework on violence against women by providing the tools to collect reliable data on cyber violence at EU and Member State level</p>
<b>Overview of the activity</b>
<p>Launched in 2022 and building on the mapping of cyber violence research by EIGE and other EU institutions, the activity aims to develop and introduce a comparable measurement framework. EIGE has worked towards harmonised (statistical) definitions of cyber violence against women and girls and its different forms, which serve as building blocks for this activity. Discussions with Member States will provide a base for the agreement on the indicators able to capture the digital dimension of gender-based violence, once the feasibility study to assess their statistical capabilities is completed. The definitions have been broken down into components or quantifying variables to measure the occurrence, frequency and severity of these forms of online violence.</p> <p>Given the specific nature of cyber violence data, which is largely owned and managed by social media platforms, the study is complemented by active engagement with social media platforms. It focuses on an analysis of social media policies on cyber violence from a gender perspective, interviews with platform stakeholders, and a mixed-methods analysis of social media data (if made available by platforms). This will strengthen the measurement framework in respect of the grey areas of violence reported to platforms but not institutions. The analysis will be completed and published in 2024.</p> <p>EIGE will expand its data collection to cover all forms of violence included in the proposal for a Directive on combating violence against women and domestic violence and the proposal for a Recommendation on combating harmful practices. It will start internal preparatory work to assess the potential and methods needed for Member States to systematically collect data on femicide and harmful practices against women and girls. The improvement of availability, quality and comparability of data remains a key priority.</p>
<b>Expected results</b>

<sup>(58)</sup> EIGE (2017), *Cyber violence against women and girls*, Publications Office of the European Union, <https://eige.europa.eu/publications/cyber-violence-against-women-and-girls>

The operationalisation of statistical definitions of cyber violence is the basis for the development of the indicator(s) for cyber violence, which will facilitate the gathering of comparable data across the EU. Work can then be initiated on evidence-based legislation and policies to protect victims and end the phenomenon.

The report mapping the national data, policies and research in Member States was published in 2022. Next, a proposal for a comparable measurement framework grounded in the statistical definitions for specific forms of cyber violence against women will be presented to Member States, followed by an assessment of the national statistical capabilities to collect data on cyber violence against women.

At least one consultation meeting will be organised with Member States, the European Commission and other relevant stakeholders. In parallel, EIGE will actively engage with social media platforms on data collection in order to strengthen platforms' reporting practices and increase transparency and protection for victims, coordinating with Member States and at EU level.

### Main outputs

EIGE will propose a definition for statistical purposes and a proposal for a comparable measurement framework on cyber violence against women. The existing EIGE definition will act as the foundation for discussions on the potential development of cyber violence indicators with Member States and the related assessment of their statistical value. The results of the engagement with social media platforms and related analysis will be published in a report and accompanying factsheet.

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
1. Number of policy references to EIGE's work on cyber violence	2022 results: 5	2	Policy monitoring reports	CAAR
<b>Output indicators</b>				
3. Report on proposed comparable measurement framework on cyber violence internally developed on time	N/A	Q3	PMT	Progress reports to EIGE Management Board (Q2/Q4)
4. Factsheet on the role of social media platforms in cyber violence against women and girls' data collection internally developed on time	N/A	Q3	PMT	
4. Number of consultation meetings with Member State stakeholders and experts	N/A	1	Events register	
<b>Total FTEs</b>			<b>Budget</b>	
0.70 (0.50 TA, 0.20 SNE)			EUR 161 244.75	

## Activity 5. Research on emerging issue(s): gender-based violence in times of crisis

Russia’s war of aggression against Ukraine led to displacement on a significant scale, exposing people fleeing Ukraine, primarily women and children, to heightened levels of sexual violence. The EU and Member States put in place measures and resources to host refugees and meet their needs, such as the enforcement of temporary protection mechanisms. However, research in conflict zones has shown protection and accountability gaps in relation to conflict-related sexual violence.

EIGE’s work on the impact of the COVID-19 panic and the increased risk of intimate partner violence as a consequence of lockdown policies shows that the prevalence and severity of gender-based violence, particularly sexual and domestic violence, are exacerbated in crisis settings. Armed conflict, natural disasters, pandemics, and humanitarian emergencies increase migration flows and displacement, together with a weakened governmental and societal capability to protect women and girls from the increased threat of gender-based violence. United Nations Population Fund (UNFPA) research has found that gender-based violence, primarily sexual violence, can occur at every stage of a conflict or crisis and is common in humanitarian settings. EIGE started working on the impact of Russia’s war of aggression against Ukraine in 2022, assessing the availability and challenges in accessing and providing specialised support services to refugee victims of conflict-related sexual violence. The results of that study will be analysed in conjunction with the results of FRA’s survey on violence and related human rights abuses against women fleeing the war in Ukraine, which is expected in 2024.

Following the first study in 2023, EIGE will launch a new project to analyse legal and policy instruments on tackling different forms of violence in the context of emergency situations such as armed conflict, natural disasters and forced migration. It aims to identify practices and entry points to effectively prevent and combat gender-based violence, primarily in the context of the implementation of Resolution 1325 and associated national action plans. Outputs of both studies will inform EIGE’s work to develop guidance on addressing a particular risk to the security and safety of migrant and refugee women, as well as early identification of victims and detection of gender-based violence.

<b>Contributing to strategic objectives</b>
<p>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</p> <p>3) Effectively promote gender equality to key stakeholders and target groups</p>
<p><b>Specific objective(s):</b></p> <p>To complement the work of relevant EU institutions and international organisations and support the enforcement of a human security framework that ensures the protection of women and girls at increased risk of sexual and gender-based violence in crisis settings and a life in dignity for all. Inform, with evidence, the development of specific measures to prevent sexual and gender-based violence in specific settings, such as detention centres</p>
<b>Overview of the activity</b>
<p>In 2024, EIGE will map international, regional and EU legal and policy instruments and commitments to tackle gender-based violence in the context of crises. It will carry out desk research, supplemented by interviews with governmental bodies and NGOs involved in both the vision of the policy and the implementation and delivery of services. The goal is to assess the main research and policy gaps to combat gender-based violence in crises and to identify measures and practices that support the prevention of violence in these contexts.</p> <p>At national level, EIGE will focus on the implementation of Resolution 1325 through national action plans and publish a policy brief on the associated national action plans as a tool to combat gender-based violence in the context of crises. In close cooperation with field experts, EIGE will then develop practical guidance on how to identify the early sign of sexual and gender-based violence for professionals in contact with potential victims at border controls and in detention and reception centres. Identification of early signs is crucial to building and documenting a case and gathering evidence to provide gender-responsive justice to victims of sexual and gender-based violence.</p>
<b>Expected results</b>
<p>EIGE’s 2024 research on emerging issues in relation to gender-based violence aims to look closely at the links between the increased threat of sexual and gender-based violence in different crises settings. It will publish a policy brief on the use of Resolution 1325 national action plans as a tool to combat gender-based violence in the context of crises. It will also start a new project to develop practical tools and guidance for field workers.</p>

<b>Main outputs</b>				
<p>The main output will be a policy brief on the use of Resolution 1325 national action plans to combat gender-based violence in the context of crises. In 2024, a new project will be launched to provide tools to identify risk factors in different scenarios and stages of the migration process, including promising practices for prevention and protection.</p> <p>The report assessing the measures and policies in place to prevent violence against women at borders and in detention centres and providing practical guidance for the early identification of gender-based violence victims is planned for 2025.</p>				
<b>Indicators</b>	<b>Latest results</b>	<b>Target 2024</b>	<b>Source</b>	<b>Means and frequency of verification</b>
<b>Outcome/expected results indicators</b>				
1.Number of policy references to EIGE's work on conflict-related sexual gender-based violence	N/A	2	Policy monitoring reports	CAAR
<b>Output indicators</b>				
1. Policy brief on Resolution 1325 and associated national action plans as a tool to combat gender-based violence in the context of crises - internally developed on time	N/A	Q4	PMT	Progress reports to EIGE Management Board (Q2/Q4)
<b>Total FTEs</b>			<b>Budget</b>	
1.12 (0.27 TA, 0.85 SNE)			EUR 232 393.47	

## B. Supporting gender-responsive policies: gender mainstreaming and specific tools

Gender mainstreaming integrates a gender perspective into every stage of every policy intervention: design, planning, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes. It also promotes the mainstreaming of gender into institutional structures, supporting institutional change and equal participation of women and men at all levels. EIGE has a long-term objective of providing methodological tools to build the capacity of EU institutions and Member States to mainstream gender into all policy areas. Throughout 2024-2026, EIGE will continue to develop gender mainstreaming tools and methods for policy implementation and to support the EU to design more effective gender mainstreaming strategies.

### Activity 6. Policy support on gender mainstreaming

This activity will support the EU and Member States to design more effective gender mainstreaming strategies by (1) providing evidence-based findings, examples, recommendations and tailored materials on the practical implementation of gender mainstreaming into one policy area, and (2) strengthening the capacity to mainstream gender into selected policy area. EIGE’s support to DG REFORM’s flagship on gender mainstreaming will end in 2024. The same year, data on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming, will be collected and assessed, with the main findings and recommendations reflected in the Beijing+30 report.

<p><b>Contributing to strategic objectives</b></p> <p>2) To support the integration of a gender perspective in community policies and resulting national policies                  1) To contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</p>
<p><b>Specific objective(s):</b> To support EU and Member States’ policy-making on the implementation of gender equality policy and gender mainstreaming as a strategy to achieve gender-responsive policy objectives</p>
<p><b>Overview of the activity</b></p> <p>In 2024, EIGE will collect information and data to measure progress on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming. A focus on Indicator H3 – Gender mainstreaming will reveal effective practices (e.g. introduction of the gender dimension in the steps of the regular policy cycle) and the use of specific methods across different policy areas (e.g. gender impact assessment, gender budgeting, gender-responsive evaluation). EIGE will also assess the arrangements in place (e.g. coordination structure) and the capacity of gender equality/gender mainstreaming structures, together with the identification of impact factors (e.g. expertise, coverage, commitment) for effective and transformative gender mainstreaming.</p> <p>EIGE will present trends and develop policy recommendations on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming. The results will be used in the Beijing+30 review and to update EIGE’s Gender Mainstreaming Platform (country information) and Gender Statistics Database.</p> <p>EIGE’s work in the area of recovery, public reform and budgets (initiated in 2022) and the output of its work on good practices in the area of climate change (initiated in 2023) will be finalised and available on the Gender Mainstreaming Platform in 2024.</p>
<p><b>Expected results</b></p> <p>EIGE’s 2024 policy support on gender mainstreaming aims to strengthen institutional mechanisms for gender equality and the implementation of gender mainstreaming across policy areas. The expected results for 2024 are to (1) provide trends, evidence and recommendations on progress on BPfA Area H, (2) provide know-how on gender mainstreaming practices and specific methods, and (3) increase awareness and capacity of EU and Member State policymakers and officials to effectively implement gender mainstreaming across different policy areas.</p>
<p><b>Main outputs</b></p> <p>EIGE will compile the findings of the research on BPfA Area H, Institutional Mechanisms for Gender Equality and Gender Mainstreaming, in a report and factsheet summarising trends and presenting evidence-based policy recommendations and updated country-specific information. EIGE will consult key stakeholders, actors and experts in the policy area, including members of the Thematic Network on Gender Mainstreaming (e.g. validation of data and recommendations). The process will raise awareness and develop competence and capacity. The main outputs will be reflected in the Beijing+30 review report and available on EIGE’s Gender Mainstreaming Platform and Gender Statistics Database in 2025, including the updated methodological report.</p>

In 2024, EIGE will publish the results of its work in the area of good practices on climate change.				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
1. Number of policy references to EIGE's work on gender mainstreaming (Q1-Q4)	2022 results: 49	10	Policy monitoring reports	CAAR
<b>Output indicators</b>				
2. Methodological report on institutional mechanisms internally developed on time	Q4	Q4	PMT	Progress reports to EIGE Management Board (Q2/Q4)
3. Report on institutional mechanisms for gender equality and gender mainstreaming internally developed on time	Q4	Q4	PMT	
4. Factsheet on institutional mechanisms internally developed on time	n/a	Q4	PMT	
<b>Total FTEs</b>			<b>Budget</b>	
1.22 (0.57 TA, 0.10 CA, 0.55 SNE)			EUR 465 787.04	



## Activity 7. Methods and tools for gender mainstreaming

In 2024, EIGE will continue to support the European Commission and Member States on gender mainstreaming methods and tools by (1) developing new methods and tools, (2) providing technical support to EIGE's stakeholders in the practical use of its methods and tools, and (3) strengthening cooperation and partnership development to boost gender mainstreaming. The Thematic Network on Gender Mainstreaming was reestablished in 2019 and continues to be a space for Member State and EU institution practitioners to exchange information on the implementation of gender mainstreaming strategies. It also serves as a channel for providing support on the use of gender mainstreaming methods and tools. The Thematic Network will meet in autumn 2024 in an experts' meeting, combining consultations on institutional mechanisms and the Gender Statistics Database.

In 2024, EIGE will support the European Commission to implement the EU legal provisions on pay transparency related to the update of existing Union guidelines on gender-neutral job evaluation.

<b>Contributing to strategic objectives</b>
2) To support the integration of a gender perspective in community policies and resulting national policies
<b>Specific objective(s):</b> To provide tools to build the capacity of EU institutions and Member States to mainstream gender into all policy areas
<b>Overview of the activity</b>
<p>Methods and tools for gender mainstreaming facilitate the integration of gender into policies and programmes. In line with EU and international commitments and approaches, EIGE is developing a coherent system for gender mainstreaming in the EU and Member States that proposes the strategic use of different methods and tools in all the steps of the policy/programming cycle.</p> <p>EIGE's tools and methods are practical, ready to use 'how-to' tools that can be used separately or together to shape different policies and programmes.</p> <p>In recent years, EIGE has strengthened its provision of technical assistance and cooperation (with a focus on EU institutions) and support and partnership with Member States and other stakeholders, including through the Thematic Network on Gender Mainstreaming.</p>
<b>Expected results</b>
<p>EIGE's 2024 development of methods and tools for gender mainstreaming aims to: (1) increase knowledge and capacity of policymakers and officials of EU institutions, Member States and other stakeholders to effectively implement gender mainstreaming, and (2) foster uptake of gender mainstreaming methods and tools.</p> <p>One of the objectives of the Thematic Network on Gender Mainstreaming is to contribute to more effective and sustainable design and implementation of gender mainstreaming. Accordingly, members' expertise will be collected and reflected in EIGE's methods.</p> <p>EIGE's 2024 support through methods and tools will contribute to discussions on post-2025 priorities for achieving gender equality and transformative change.</p>
<b>Main outputs</b>
<p>In 2024, EIGE will finalise and make available the results of its work on gender action plans for gender-sensitive parliaments and gender-responsive evaluation. It will also continue its work on the integration of gender equality into programme/project cycles, processes and institutions, with the development of practical guidance on gender-neutral job evaluation.</p> <p>EIGE will support the European Commission to implement the EU legal provisions on pay transparency related to the update of existing EU-wide guidelines on gender-neutral job evaluation <sup>(59)</sup>. Practical guidance and tools on gender-neutral job evaluation will contribute to pay transparency, support establishing 'equal pay for equal work or work of equal value' and help to detect indirect pay discrimination at company or sector level. In developing the tool, EIGE will gather evidence and collect examples and case studies from Member States and other countries. In 2025, EIGE will issue a factsheet and publish a method and tool brief and step-by-step toolkit on gender-neutral job evaluation on its Gender Mainstreaming Platform.</p> <p>EIGE will provide technical assistance to a limited number of stakeholders – giving priority to EU institutions – on the practical implementation of gender mainstreaming in aspects of EU and Member States policies, programmes, projects</p>

<sup>(59)</sup> Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, <http://data.europa.eu/eli/dir/2023/970/oj>, paragraph 26 of the Preamble and Article 4(3).

and institutions. It will conduct preparatory work on a more structured approach for technical assistance and dissemination of its mainstreaming tools, which will be tested in 2025.

It will hold regular exchanges with the Thematic Network on Gender Equality on the practical application of methods and tools in 2024. EIGE's Gender Mainstreaming Platform will be expanded, with the publication of a new tool and brief on gender equality action plans for elected parliaments and a policy brief, factsheet and toolkit on gender-responsive and environmental evaluation (pdf and web versions).

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
1. Number of policy references to gender mainstreaming methods and tools	2022 results: 109	50	Policy monitoring reports	CAAR
<b>Output indicators</b>				
2. Tool on gender equality action plans (web version) published on time	N/A	Q1	PMT	Progress reports to EIGE Management Board (Q2/Q4)
3. Number of stakeholders provided with technical assistance	N/A	1	Stakeholders' request register	
4. Number of experts' meetings, including Thematic Network on Gender Mainstreaming	N/A	1	Events register	
<b>Total FTEs</b>		<b>Budget</b>		
3.17 (1.97 TA, 0.80 CA, 0.40 SNE)		EUR 665 525.31		

## Activity 8. Gender Statistics Database

EIGE’s Gender Statistics Database is a centralised, reliable, up-to-date source of key gender statistics and indicators. It aims to assist EU institutions and Member States by collating, analysing and communicating reliable and comparable data on equality between women and men, improving the quality, production and availability of gender statistics. The Database provides a platform for the dissemination of developments in gender statistics and promotes the inclusion of a gender perspective into all statistical activities at EU, national and international level. EIGE ensures that the Database remains a key source of reference data on gender statistics through regular updates, accessibility and user-friendliness. Its content reflects the areas of EIGE’s work and adds value to policy-making. Based on internal work initiated in 2022, the findings of the external evaluation, and consultations with stakeholders (particularly the European Commission), EIGE will design a new framework contract (FWC) for maintenance and update of its Gender Statistics Database in 2024. It will use this opportunity to ensure that its one-stop source of gender statistics supports the development and monitoring of EU gender equality policies.

<p><b>Contributing to strategic objectives</b></p> <p>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</p> <p>2) Support the integration of gender perspective in community policies and resulting national policies</p> <p>3) Effectively promote gender equality to key stakeholders and target groups</p>
<p><b>Specific objective(s):</b> To support EU and Member States’ policy-making by improving collection and availability of high-quality gender statistics</p>
<p><b>Overview of the activity</b></p> <p>In 2024, the Gender Statistics Database will focus on providing continuity in the statistical data collection for which EIGE is a primary, unique and harmonised source, such as women and men in decision-making, intimate partner violence, or survey data (e.g. gender gaps in unpaid care, individual and social activities). Communication of relevant gender statistics collected by other prominent data providers will progressively become better aligned with EIGE’s programming areas.</p> <p>The Commission has called on EIGE to support monitoring of the new Directive on improving the gender balance on corporate boards. In 2024, EIGE will implement feasible methodological steps, with final decisions on its role and duties to be defined in a formal agreement with the Commission and the Member States.</p> <p>Through the ongoing process of maintaining and updating the Database, EIGE will continue to highlight gaps in the collection, availability and quality of gender statistics, while setting standards for mainstreaming gender into statistical data production. The goal is to allow engendering the statistics, thereby avoiding gender bias in EU statistical projects, programmes and policies.</p> <p>As gender statistics and indicators are an integral part of gender mainstreaming throughout the entire policy cycle, EIGE will share and promote quality standards for the production of gender-sensitive statistics, with a gender mainstreaming approach in data collection activities. It will conclude and make available the updated quality considerations of the Gender Statistics Database. This includes guidelines for gender-sensitive data production and quality assessment from a gender and intersecting inequalities perspective. Work on assessment and implementation of additional breakdown variables for selected indicators will continue in 2024.</p> <p>Gender statistics are an essential part of monitoring and evaluation of project/programme implementation, as well as policy outcomes. EIGE will promote this approach with prominent statistical providers at national and EU level, aiming to define how the gender dimension should be taken into account in each statistical step, right from the start of the process.</p> <p>EIGE will extend and consolidate its unique data collection on women and men in decision-making to reflect emerging policy needs, i.e. assessing the gender balance of women and men on corporate boards, task forces and/or other decision-making positions related to priority topics and EU funding.</p> <p>EIGE will strengthen its engagement with key stakeholders to create synergies and complementarities with statistics users and producers of statistical data.</p> <p>EIGE will promote key trends based on data from the Gender Statistics Database, giving preference to its unique statistical data collection. Brief communication products will help users to digest data in a meaningful manner,</p>

making statistics accessible to users who want insights only into the most important trends. Within the framework of an agreement with DG NEAR, EIGE will collect data on women and men in decision-making in pre-accession countries.

**Expected results**

Through innovative tools and appropriate communication of its Gender Statistics Database, EIGE envisages supporting communication, promoting production to address gender statistics gaps, and encouraging the use of gender statistics within the EU. As a knowledge management and communication tool, the Database aims to support the use of evidence for better-informed gender policy decisions, thus meeting stakeholders' needs.

**Main outputs**

EIGE aims to support the development of gender statistics through the Gender Statistics Database's alignment with defined gender issues considered within the EU policy framework (e.g. EU Gender Equality Strategy 2020-2025). It will update relevant gender statistics from external providers (e.g. Eurostat, Eurofound, FRA), as well as collecting and updating its unique statistics on women and men in decision-making, gender mainstreaming (institutional mechanisms) and violence against women.

The Database also works as a tool to support Member States to collect data where comparable statistical information is still lacking. EIGE will continue to collect and update data on gender-based violence, for example. It will produce regular, short statistical factsheets to communicate its unique data (e.g. women and men in decision-making, violence against women) to stakeholders and the general public. In parallel, it will create synergies and complementarities with key strategic stakeholders at national and international level, including those undertaking similar initiatives on gender statistics.

EIGE will organise one experts' meeting in autumn 2024, combined with a broader consultation meeting on gender mainstreaming methods, tools and structures, to discuss the most relevant developments in Gender Statistics Database activities.

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
Number of policy references to Gender Statistics Database	2022 results: 130	50	Policy monitoring reports	CAAR
<b>Output indicators</b>				
Datasets from EIGE's data collection activities (including surveys) and external providers (Eurostat and others), and respective methodological reports regularly updated on time	Q4	Q4	PMT	Progress reports to EIGE Management Board (Q2/Q4)
Datasets on women and men in decision-making collected on time and respective methodological report updated on time	Q1, Q2, Q3, Q4	Q1, Q2, Q3, Q4	PMT	
Number of experts' meetings on Gender Statistics Database (back-to-back with meeting of Thematic Network on Gender Mainstreaming)	1	1	Events register	
Number of statistical factsheets on women and men in decision making regularly published	2/Q2	2/Q2	PMT	
Number of statistical factsheets on the topical area of the year developed internally on time	2/Q4	2/Q4	PMT	
<b>Total FTEs</b>		<b>Budget</b>		
1.8 (1.45 TA, 0.10 CA, 0.25 SNE)		EUR 772 062.68		

## C. Communicating gender equality

EIGE’s Founding Regulation tasks the Institute with raising awareness of gender equality among stakeholders and EU citizens. To support this mandate, EIGE will continue to manage all knowledge produced by the Institute to enable timely and innovative communication products that meets the targeted needs of key stakeholders. Communication and stakeholder relations are supported by knowledge management activities, ensuring efficiency and relevance.

### Activity 9. Building and maintaining stakeholder relations

The overall objective of this activity is to ensure that EIGE’s work focuses on areas of political relevance and that its tools and resources are used by stakeholders. EIGE systematically follows the current political framework, consults the needs of key stakeholders, and actively looks for opportunities to contribute to evidence-based policy-making promoting gender equality.

<p><b>Contributing to strategic objectives</b></p> <p>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</p> <p>2) Support the integration of a gender perspective in Union policies and the resulting national policies</p> <p>3) Effectively promote gender equality to key stakeholders and target groups</p> <p><b>Specific objective(s):</b> To identify opportunities and contribute to strengthening the gender perspective with an intersectional approach in EU policies, in line with EIGE’s thematic priorities</p>
<p><b>Overview of the activity</b></p> <p>In line with the priorities of the EU Gender Equality Strategy 2020-2025 and aligning with its thematic priorities in 2024-2026, EIGE will focus on providing targeted input and support to relevant stakeholders. These include national- and EU-level policymakers and decision makers in the European Commission, the EP and the Council, different EU agencies, EU-level social partners, equality bodies and CSOs.</p> <p>As part of its strategic foresight efforts and anticipating possible new EU strategic priorities, EIGE will hold discussions with relevant stakeholders in the EU institutions and Member States in 2024. EIGE will use the learnings from the strategic foresight workshops with the EIGE Management Board and Experts’ Forum in 2023 and written consultations with a broad range of stakeholders to support future strategic avenues for gender equality in the EU. This will include a concise communication output ahead of the EP elections in 2024 and high-level discussions at the Gender Equality Forum at the end of the year.</p> <p>EIGE will continue its horizontal work to strengthen the gender equality agenda with an intersectional perspective through consultations, input to EU-level policy documents, and awareness-raising among policymakers. EIGE’s Liaison Office in Brussels plays a central role in ensuring the success of these activities.</p> <p>Ahead of the EP elections in 2024, and in cooperation with the EP and European Commission, EIGE will roll out its campaign for ‘A new push for European Democracy’, which will consider themes such as gender-balanced representation and participation in decision-making, gender and intersecting inequalities, social rights and social inclusion.</p> <p>In 2024, EIGE will cooperate closely with the Belgian, Hungarian and (upcoming) Polish Presidencies of the Council of the EU to support gender mainstreaming in their agendas. EIGE will use country visits to selected Member States to bring its work and expertise closer to national-level stakeholders. In 2024, it will aim to engage actively with the Experts’ Forum, including in the context of its strategic foresight efforts.</p> <p>To follow up on the second external evaluation’s recommendation on broader networks, EIGE will seek closer cooperation with innovative platforms, promoting gender equality in the wider equality, diversity and human rights area, as well as stakeholder engagement work on activities under Actions A and B (as described above).</p>
<p><b>Expected results</b></p> <p>EIGE will contribute to gender-sensitive policy-making, allowing it to position its research in areas of high political relevance. EIGE maintains close cooperation and strategic relationships with stakeholders at EU and Member State level, ensuring that its data and findings will inform national- and EU-level policies.</p> <p>Close cooperation with the Presidencies of the Council of the EU will result in better gender mainstreaming in Presidency agendas.</p>
<p><b>Main outputs</b></p>

EIGE's data and findings will provide input to policy discussions at the EP, Council of the EU and European Commission. EIGE will present its findings at high-level political events to support the gender equality work of policymakers at relevant EU institutions. In 2024, EIGE will hold discussions with relevant stakeholders and use its learnings to support strategic avenues for gender equality in the EU (e.g. through the Experts' Forum and Gender Equality Forum).

In line with the recommendations of the second external evaluation, EIGE will continue its efforts to improve the working methods of the Experts' Forum, including actively engaging Forum members on different topics, including in the context of the Institute's strategic foresight efforts. EIGE will further engage with Experts' Forum members to monitor national gender equality developments, promote its work among national-level stakeholders, and participate in 'audience testing' of some of EIGE's communication products.

EIGE will organise and participate in stakeholder meetings, including presentations to the upcoming Presidencies and country visits to Member States, with the aim of supporting national discussions on gender equality with facts and data.

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
Number of policy references to EIGE's work	2022 results: 769	>700	Policy monitoring reports	CAAR
<b>Output indicators</b>				
Number of events organised by EIGE (Gender Equality Forum, country visits, Experts' Forum meeting)	2022 results: 5	5	Events register	Progress reports to EIGE Management Board Q1-Q2/Q3-Q4
<b>Total FTEs</b>		<b>Budget</b>		
5.82 (2.82 TA, 1.20 CA, 1.80 SNE)		EUR 1 297 450.68		

## Activity 10. EIGE’s communication campaigns and activities

EIGE’s communication activities promote its research findings to stakeholders in engaging, clear and creative ways. Communication activities connected to Actions A and B are described in the relevant sections above. Activity C describes EIGE’s horizontal communication activities and those related to the annual priority topics in 2024: gender-based violence and a second annual priority topic.

<b>Contributing to strategic objectives</b>
3) Effectively promote gender equality to key stakeholders and target groups
<b>Specific objective(s):</b> Develop communication approaches that promote gender equality in the EU by: (1) presenting EIGE’s evidence in easy-to-understand and concise ways, and (2) encouraging audience engagement
<b>Overview of the activity</b>
<p>EIGE promotes gender equality and raises stakeholder interest and support through targeted communications. In line with annual thematic priorities, in 2024 EIGE will launch communication campaigns on gender-based violence and ‘A new push for European democracy’. It will also continue to implement the European Green Deal campaign. Communication campaigns will be implemented in close cooperation with the European Commission and the EP and will consider the needs of key stakeholders.</p> <p>Communication campaigns are based on identified communication objectives, segmented target audiences and prioritised messages. Appropriate channel strategies are decided and may include the development of visual or audio-visual products, as well as editorial content (e.g. news items) and speeches, promoted through the website, social media and other channels and amplified by the media and/or partners. Communication campaigns present EIGE’s evidence, positioned within broader topics and issues and using storytelling approaches to reach audiences and encourage stakeholder and public engagement. Campaigns will aim to consider intersectional perspectives, as well as the role of men and boys.</p> <p>While EIGE will integrate evidence into its communication campaigns, it will also consider specific communications and communication monitoring of relevant projects and evidence beyond the campaign focus.</p> <p>Building on its work in 2022 and 2023, EIGE will continue to address the backlash against gender equality through the development of a Communications Labs. The Lab is an open, data-driven learning approach to developing knowledge on ways to communicate gender equality topics more effectively in policy-making contexts and the broader public discourse. The Lab brings together communications experts to build and broaden their knowledge and skills on evidence-based communication techniques, set proactive narratives, and strengthen joint approaches. To allow for a more structured response to gender disinformation, the Lab is exploring various communication techniques, such as the use of digital research and behavioural insights, as well as the analysis of existing campaigns to craft and test narratives and messages. In 2024, the Communications Lab will explore communication techniques related to one key narrative/theme - violence against women. This aligns with EIGE’s thematic focus in 2024. EIGE will continue to engage with stakeholders to explore efficient strategies to respond to anti-gender initiatives and gender disinformation.</p> <p>In 2024, EIGE will organise the second EIGE Gender Equality Forum. It will also continue to participate in several communication and outreach networks, including the JHA agencies network, EU agencies’ networks, the International Public Information Directors Roundtable, and the ‘C10 group’, whose annual meeting EIGE will host in 2024.</p> <p>EIGE will develop a communication product to reflect insights from its strategic foresight efforts. It will also continue to conduct regular activities to ensure crisis communication preparedness and, if necessary, response. Preparations for the SPD 2025 priority topic communication campaign will also start in 2024.</p>
<b>Expected results</b>
<p>This activity is expected to engage stakeholders and the broader public through communications campaigns fostering evidence-based public discussion of important gender equality issues. EIGE’s media coverage and social media outreach will be maintained in line with average per annum levels from previous years. The aim is for EIGE to be the first reference point for EU policymakers, experts, journalists and citizens searching for information and resources on gender equality.</p>
<b>Main outputs</b>
<p>Two communication campaigns aim to raise awareness and/or change attitudes and behaviour on two thematic priorities, highlighting EIGE’s work and evidence. By using EIGE’s digital communication via the website (focus on news items) and proactive media engagement, the campaign and related communication approaches will give a user-friendly explanation of key research findings and evidence. Audio-visual and visual products, as well as editorial content, will present information in creative and concise ways and explore storytelling approaches. Social media posts on EIGE’s Facebook, Twitter/X and LinkedIn accounts contribute to EIGE’s communication by raising awareness of key gender equality issues and EIGE’s work, serving as a funnel to EIGE’s website.</p>

Continued promotion of EIGE's work to respond to anti-gender initiatives will help to drive conversations and open avenues for more structured engagement through a Communications Lab that explores communications techniques such as digital research, behavioural insights, campaign learning and message testing.				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
<b>Outcome/expected results indicators</b>				
Media coverage of EIGE's work	Average per annum 2020-2022 results: 2 835 pieces of mainstream media coverage (2022: 3 086)	>2 500 pieces of mainstream media coverage	Media monitoring reports	Progress reports to EIGE Management Board (Q2/Q4)
Media coverage of the Gender Equality Index	Average per annum 2020-2022 results: 750 pieces of coverage (2022: 924)	>600 pieces of coverage	Media monitoring reports	
<b>Output indicators</b>				
Number of campaigns implemented	2	2	EIGE website	Progress reports to EIGE Management Board (Q2/Q4)
Number of news items published	2022 result: 27	20	EIGE website	
Number of regular posts on EIGE's social media channels	2022 result: 991	>720	Social media plan	
Number of visual/audio-visual materials (packages) for priority topics	2022 result: 3 packages	2 packages	EIGE website and social media	
Number of meetings with Communications Lab participants	N/A	2	Events register	
<b>Total FTEs</b>		<b>Budget</b>		
4.35 (2.9 TA, 1.40 CA, 0.05 SNE)		EUR 946 383.25		



## Activity 11. Facilitating knowledge management

This activity consists of the tasks needed to facilitate efficient capacity development, as well as monitoring and evaluation of the impact of EIGE's work. Building on 2023 work, it will focus on the development of e-learning aspects of EIGE's outputs, augmenting its efforts to provide capacity development tools to stakeholders.

Contributing to strategic objectives				
1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex				
3) Effectively promote gender equality to key stakeholders and target groups				
<b>Specific objective(s):</b> Improve the efficiency of EIGE's tools for capacity development by improving relevant tools and processes, and monitoring and evaluating EIGE's achievements				
Overview of the activity				
EIGE will continue to invest in its digital tools that support capacity development, following initial steps in 2023 to enhance tools with e-learning practices. EIGE will monitor and improve this tool in line with feedback from users (individual/focus group feedback). Pending decisions on further roll out of e-learning, EIGE may develop e-learning courses.				
EIGE will be in closer contact with national-level research institutions on gender equality for better interaction and communication of its research findings. It will also continue to improve its website and the quality of its publications.				
This activity will provide a monitoring mechanism for evaluating EIGE's impact on policy-making at EU level, providing essential feedback for its future strategic actions.				
Expected results				
EIGE's refurbished website has been operating for almost a year, with more regular exchanges of information with national-level research institutions on gender equality. EIGE will aim to improve the user experience and increase stakeholders' capacity on gender equality (i.e. increase in its content being reused by stakeholders). EIGE will amend and improve the e-learning techniques offered via its website.				
The production of EIGE's publications and translations (in line with its policy on translations) will continue, in cooperation with the Publications' Office of the European Union and the Translation Centre for the Bodies of the EU (CdT), and EIGE will continue to be a print-free agency. The number of publications will also be reduced, shifting the focus to developing more dynamic, readable and reusable content on its website. EIGE will continue to monitor and evaluate the use of its outputs by stakeholders and feed those insights into its planning.				
Main outputs				
EIGE's new website will undergo important improvements in 2024, following an analysis of user behaviour patterns and feedback. Improvements will address the website's ability to serve content to its viewers in a more targeted and automated way, allowing content to be reused more widely. Similarly, e-learning capabilities will be enriched according to user feedback.				
EIGE aims to discuss key challenges in gender equality research with national-level research institutions. The service-level agreements (SLAs) with the Publications Office of the European Union and CdT will be maintained, and EIGE will work with both to improve the editorial quality of publications and translations. EIGE will continue to be fully digital, producing electronic publications only.				
EIGE will continue to monitor outreach at an EU level, providing strategic insights for planning. EIGE's staff will continue to have access to the necessary academic articles and books to perform their tasks effectively.				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
Outcome/expected results indicators				
1. Rate of stakeholders' satisfaction with EIGE website	2022 result: 70 %	> 70 %	Annual stakeholders survey	Survey report
Output indicators				
2. Updated web section of Gender Equality Index, including country profiles	Q4	Q4	PMT	Progress reports to EIGE Management Board (Q4)
Total FTEs		Budget		
2.59 (1.59 TA, 1 CA)		EUR 539 941.56		

## Activity 12. Increased capacity of EU candidate countries and potential candidates to monitor and mainstream gender equality (2024-2027) – project

Contributing to strategic objectives				
<p>1) Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex</p> <p>3) Effectively promote gender equality to key stakeholders and target groups</p>				
<p><b>The overall objective</b> of EIGE-IPA cooperation 2024-2027 is to strengthen capacities and regional cooperation of the Western Balkans and Türkiye in monitoring and mainstreaming gender equality by integrating IPA beneficiaries into EIGE's work across its core work areas.</p> <p><b>Specific objectives</b> of the proposed project: (1) IPA beneficiaries have an increased ability to collect gender statistics, measure, monitor and mainstream gender equality; (2) IPA beneficiaries participate and improve their gender equality awareness through the Regional Coordination Platform for Gender Equality Action;</p> <p><i>Full project proposal will be developed in Q4 2023. It remains pending a Management Board decision and signature of a new contribution agreement with DG NEAR, expected in early 2024.</i></p>				
Overview of the activity				
<p>The activity aims to further integrate EU candidate countries and potential candidates into the core areas of EIGE's work programme and to continue fostering regional cooperation in the area of gender equality.</p> <p>Activities will contribute to achieving project objectives and outputs: (1) IPA beneficiaries are included in EIGE's Gender Statistics Database annual data collection on women and men in decision-making; (2) IPA beneficiaries are able to develop and maintain gender equality indexes independently and are empowered for more regional peer-to-peer support; (3) the Regional Coordination Platform for Gender Equality Action continues to meet annually and is used as a hub for learning and exchange among IPA beneficiaries; (4) development begins on a capacity-building module on gender mainstreaming for IPA beneficiaries (<i>subject to additional project staff</i>); (5) preparations for piloting violence against women data collection in the IPA region.</p>				
Expected results				
<p>Project results in 2024 will depend on when the contribution agreement with DG NEAR is signed and new project staff are hired.</p> <p>Expected results of the project in 2024 are: EIGE support provided to up to two IPA beneficiaries in developing their respective gender equality indexes; completion of annual cycle of data collection on women and men in decision-making for the region; launch of mapping methodologies and data collection systems for violence against women and domestic violence in the region; EU candidate countries and potential candidates participate in EIGE events, thematic networks and consultations; one regional coordination meeting.</p>				
Main outputs				
<p>Institutional mechanisms in the region will be improved through EIGE gender mainstreaming capacity-building support (<i>subject to additional project staff</i>). EIGE will promote common tools for monitoring gender equality by supporting beneficiaries' gender equality index calculations and collection of data on women and men in decision-making in the region. Mapping the administrative data sources and methodologies for violence against women will start in the IPA beneficiaries, contributing to a common measurement framework in the future.</p> <p>The Regional Coordination Platform for Gender Equality Action will continue to meet regularly to exchange practices and knowledge and promote awareness of gender equality.</p>				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
Outcome/expected results indicators				
1. IPA beneficiaries monitor their progress in gender equality with own gender equality index	N/A	Min. 1 Gender Equality Index release per year	Government and national statistical office websites	Annual report to DG NEAR
2. EU candidates and potential candidates benefit from regional cooperation on gender equality	N/A	>75 % participants benefit from meetings	Results of evaluation survey from EIGE events	Annual report to DG NEAR
Output indicators				

1. Number of regional coordination meetings with IPA beneficiaries	N/A	1	List of participants, event summary	Annual report to DG NEAR
2. Number of IPA participants engaged in EIGE events	N/A	10	Lists of participants	Annual report to DG NEAR
3. Number of IPA beneficiaries supported to develop national Gender Equality Index	N/A	1-2 per year	Gender Equality Index reports	Annual report to DG NEAR
4. Data collected from IPA beneficiaries on women and men in decision-making	N/A	7 IPA beneficiaries	Gender Statistics Database	Annual report to DG NEAR
<b>Total FTEs</b>		<b>Budget</b>		
3.1 (0.1 TA, 3 CA)		N/A (subject to contribution agreement signature with DG NEAR in late 2023/early 2024)		

## D. Organisation, administration and functioning of EIGE (horizontal)

EIGE is divided into a Research & Policy Support Unit, Outreach & Engagement Unit, Director’s Secretariat, and Administration Unit, with the two latter dealing primarily with horizontal tasks.

This section reports on the horizontal tasks that support the fulfilment of operational objectives.

### Activity 13. Procurement

<b>Specific objective(s):</b>				
To improve the effectiveness and efficiency of procurement processes for the completion of the Annual Work Programme				
<b>Overview of the activity</b>				
Procurement procedures will be carried out in line with the 2024 Procurement Plan. These will support the continuity of EIGE’s services, further digitalise procurement and reporting processes, and obtain additional services where needed.				
<b>Expected results</b>				
EIGE expects to achieve full digitalisation of its procurement services in the programming period, with the adoption of the EU Public Procurement Management Tool (PPMT). EIGE already uses e-tendering and e-submission.				
<b>Main outputs</b>				
<ul style="list-style-type: none"> <li>• Annual procurement plan in place and successfully implemented</li> <li>• Training sessions on procurement processes when needed</li> <li>• Paperless procurement and procurement monitoring tools used</li> </ul>				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
1. Rate of implementation of 2024 Procurement Plan	88 %	>90 %	Minutes of management meetings; 2024 Procurement Plan; procurement status reports; training material; documentation on set-up of PPMT	Management meeting minutes, progress reports to EIGE Management Board, CAAR, procurement intranet and internet page PPMT set-up and reports issued
2. Regular procurement training for EIGE staff	4	>1/year		
3. Procurement guidelines, lessons and templates kept up to date	1/year	>1/year		
4. EU PPMT set-up and used	N/A	Q1 2024		
<b>Total FTEs</b>		<b>Budget</b>		
2.39 (0.35 TA, 2.04 CA)		EUR 232 915.14		

## Activity 14. HR management

<b>Specific objective(s):</b>				
To recruit staff resources in line with EIGE's Establishment Plan, complete annual performance appraisals and ensure that staff are offered appropriate learning and development opportunities to enhance their skills and competencies				
<b>Overview of the activity</b>				
The HR function within the Administration Unit continues to streamline its internal processes and procedures. It applies the EU Staff Regulations and relevant implementing provisions and adopts more efficient HR tools (e.g. Sysper 2, e-recruitment). This work will continue in 2024, as new Model Decisions for Agencies are developed, with HR policies subsequently envisaged. The Administration Unit will work to maintain the quality of HR services in 2024-2026.				
<b>Expected results</b>				
EIGE expects to achieve high implementation of the Establishment Plan and complete all selection and recruitment procedures in a timely manner. The Administration Unit will develop and begin to implement EIGE's competency framework and HR Strategy 2022-2027 to achieve more effective and efficient HR management.				
<b>Main outputs</b>				
<ul style="list-style-type: none"> <li>• Staff with the necessary knowledge and skills recruited and retained</li> <li>• Learning and development activities made available as per identified needs</li> <li>• Annual performance appraisal carried out in line with the rules adopted</li> <li>• Competency framework and HR strategy developed and being implemented</li> </ul>				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
1. Average length of recruitment procedures	2.7 months	<4 months	Recruitment schedule, Establishment Plan, Management Board decisions, Director's decisions	Management meeting minutes, progress reports to EIGE Management Board, CAAR
2. Minimum occupancy rate of TA posts in the Establishment Plan by the end of 2024	100 %	>90 %		
3. Percentage of eligible EIGE staff subject to performance appraisal to undergo evaluation in 2024 in line with implementing rules	100 %	100 %		
4. Average attendance at in-house training	82 %	>75 %		
5. HR Strategy 2022-2027 implemented by Q4 2024, in accordance with the Action Plan set therein	Results in Q4 2023	100 %		
<b>Total FTEs</b>		<b>Budget</b>		
2.57 (1.60 TA, 0.97 CA)		EUR 449 958.72		

## Activity 15. Budget implementation

<p><b>Specific objective(s):</b></p> <p>To draw accurate financial statements that present a fair view of EIGE's financial performance and coordinate the budget planning, consumption forecast, budget reviews and transfer of appropriations aiming at achieving higher budget implementation rates</p>
<p><b>Overview of the activity</b></p> <p>EIGE continuously improves its financial management and budget implementation processes, as evidenced by the high budget execution rates and the ECA's positive opinions on its accounts. A number of policies and tools ensure effective budget management, including the new Activity-Based Budgeting tool, which will be used to plan and measure resource consumption at activity and project level. EIGE will also perform an ex-post control of financial transactions in Q4 2024.</p>
<p><b>Expected results</b></p> <p>EIGE expects to achieve good budget implementation in accordance with its targets and to perform all financial and budgetary transactions in full compliance with the Financial Regulation.</p>
<p><b>Main outputs</b></p> <p>Annual accounts prepared according to current accounting standards, accounting rules and generally accepted accounting principles.</p> <p>Good planning resulting in higher budget implementing rates.</p>

Indicators	Latest results	Target 2024	Source	Means and frequency of verification
1. Final accounts adopted by the deadline	22 June 2022	1 July 2024	ECA report, discharge report, budget implementation reports, ex-post control report	CAAR, progress reports to EIGE Management Board
2. Minimum % budget implementation for commitment appropriation and % for payment appropriation by 31 December 2024	98 % 81 %	> 95 % commitments > 75 % payments		
3. Ex-post control report submitted to the Authorising Officer	October 2022	Q4 2024		
<b>Total FTEs</b>		<b>Budget</b>		
2.95 (1.90, 1.05 CA, 0 SNE)		EUR 464 037.16		

## Activity 16. Internal control and audit

<p><b>Specific objective(s):</b> Implement audit recommendations in a timely manner and undertake regular assessments of the internal control system, including managing deficiencies</p>				
<p><b>Overview of the activity</b></p> <p>EIGE implements and reports on all recommendations issued by the Internal Audit Service (IAS), ECA and external auditors in a timely manner. As a result, it has been granted a discharge for all years for which the discharge procedure was closed. In 2024, EIGE will continue to implement all audit recommendations, perform regular assessments of its internal control system, and address any deficiencies in a timely and effective manner. It will also implement the internal control strategy defined for the programming period (Annex X).</p>				
<p><b>Expected results</b></p> <p>EIGE expects to implement all of the audit recommendations in accordance with the action plans approved by the Director and agreed by the auditors.</p> <p>It will implement the Anti-Fraud Strategy 2024-2026, which is to be developed in 2023.</p> <p>Overall, EIGE will address all internal control deficiencies identified (where applicable), thereby improving its internal control system.</p>				
<p><b>Main outputs</b></p> <ul style="list-style-type: none"> <li>Audit recommendations implemented on time</li> <li>Declaration of assurance in the CAAR</li> </ul>				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
1. % of ECA audit recommendations implemented on time	100 %	> 90 %	ECA report, IAS report, discharge report, Management Board meeting minutes, internal controls assessment report	CAAR, progress reports to EIGE Management Board
2. % of IAS audit recommendations implemented on time	100 %	> 90 %		
3. Assessment report of the effectiveness of internal control system sent to the Authorising Officer	March 2023	Q1 2024		
4. Implementation of the Anti-Fraud Strategy in accordance with the Action Plan	100% (for the Anti-Fraud Strategy 2021-2023)	100%		
<b>Total FTEs</b>		<b>Budget</b>		
1.49 (1.47 TA, 0.02 CA)		EUR 269 146.21		

## Activity 17. ICT infrastructure and facilities management

<b>Specific objective(s):</b>				
Ensure high-level IT support services to enable EIGE's staff to perform their tasks effectively and to ensure effective implementation of the ICT Strategy, and Data Management and Security Policy. Manage the premises in line with the evolving needs of EIGE				
<b>Overview of the activity</b>				
EIGE's IT services support its operational activities by offering digital solutions and support, helpdesk training and technical guidance, as well as developing and implementing the ICT Strategy.				
A new contract for EIGE premises in Vilnius is in place as of 2023 (Annex VII). Certain adaptations and changes will be carried out in 2024, depending on the use of the premises and EIGE's specific needs for office space and security requirements.				
<b>Expected results</b>				
The main goal in 2024 is to continue and enhance the alignment of the IT services with EIGE's strategic goals and objectives, in line with the ICT Strategy. EIGE will ensure that the necessary ICT overarching infrastructure is in place, covering multiple units, ensuring synergies (cross-unit), and providing a unified and secure IT environment.				
EIGE expects to implement the new rental contract and manage the premises in accordance with its needs. EIGE's Green Officer, supported by the eco-group, will develop actions to improve the sustainability of operations, including setting targets for reduction of the carbon footprint stemming from missions and events and a reduction in energy consumption and waste.				
<b>Main outputs</b>				
<ul style="list-style-type: none"> <li>• Service oriented, flexible IT environment suited to EIGE's objectives and needs</li> <li>• New applications and services available to users in line with the identified needs</li> <li>• IT requests fulfilled in a timely and efficient manner, adequate IT support for users</li> <li>• Implementation of ICT Strategy</li> </ul>				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
1. Timely completion of the tasks in the 2022-2024 ICT Strategy	New ICT Strategy developed in 2022	Q4 2024	Action plan for the ICT Strategy, satisfaction survey reports, requests registered in DMS <sup>(60)</sup> , inventory list	Report at Administration Unit meetings, CAAR, DMS, inventory list
2. Number of security breaches	0	0		
3. % of staff satisfied with IT services on the basis of annual satisfaction survey by Q4 2023	89.5 %	> 85 %		
4. Average completion time for requests for work <sup>(61)</sup> submitted (repairs, moves, alterations)	2	<5		
5. Inventory checks performed according to the timeline prescribed in the policy on assets and inventory management (every two years)	Q4 2022	Q4 2024		
6. Set targets for reduction of CO <sub>2</sub> emissions, energy consumption and waste	N/A	Q4 2024		
<b>Total FTEs</b>		<b>Budget</b>		
2.18 (1.19 TA, 0.99 CA)		EUR 310 655.52		

<sup>(60)</sup> Document Management System of EIGE

<sup>(61)</sup> Non-structural repairs and alterations, such as furniture or information technology (IT) equipment. Building-related repairs and alterations are managed by the landlord.

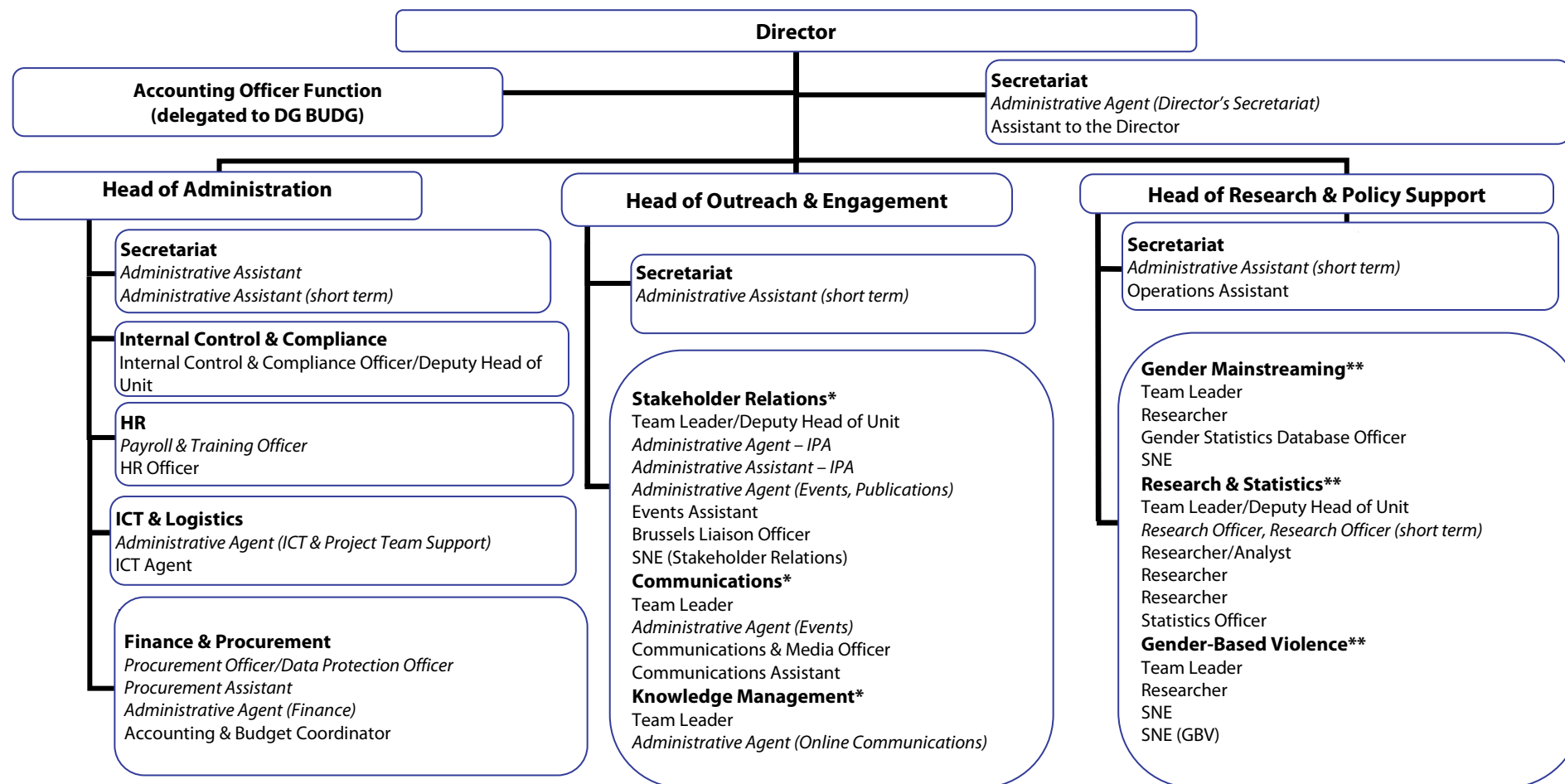


## Activity 18. Management support assistance

<b>Specific objective(s):</b>				
Ensure executive assistance to enable the Director to effectively and efficiently manage EIGE's administrative and operational processes				
<b>Overview of the activity</b>				
The Director's Secretariat supports the Director by running the Management Board Secretariat, communicating executive and managerial decisions to staff, processing daily workflows, and ensuring that milestones and deadlines are achieved on time.				
<b>Expected results</b>				
A key aim for 2024 is to ensure continuity in the work of the Management Board. EIGE also expects to support the Director to run the business of the Institute by applying lessons and incorporating best practices into communication and workflow management processes.				
<b>Main outputs</b>				
<ul style="list-style-type: none"> <li>Tailored and dedicated support to EIGE's Management Board leadership and members</li> <li>Timely and efficient responses to information and support requests by the management team and colleagues</li> <li>Timely processing of daily workflows and administrative tasks</li> </ul>				
Indicators	Latest results	Target 2024	Source	Means and frequency of verification
1. Consult and report to the Management Board	16-17 June 2022 10-11 November 2022	2/year	Summaries of proceedings on EIGE website; Management Board wrap-up email to all staff; Director's messages to all staff; Director's Secretariat site on EIGE intranet	CAAR
2. Monitoring and review of project schedule for key programming documents for submission to the Management Board and Steering Committee	28 January 2022 12 August 2022	2/year		
3. Communicate management decisions/actions to Units, staff consultations	Monthly staff meetings Quarterly/consultation meetings	Monthly staff meetings Quarterly/consultation meetings		
<b>Total FTEs</b>		<b>Budget</b>		
3.46 (1.36 TA, 2.10 CA)		EUR 364 828.39		

## Annexes

### Annex I. EIGE organisation chart



Notes: CA posts in italics; \*denotes presence of trainee;

## Annex II. Resource allocation per activity, 2024-2026

Activity group/activity	2023			2024			2025			2026		
	TA	CA & SNE	Budget allocated (EUR)	TA	CA & SNE	Budget allocated (EUR)	TA	CA & SNE	Budget allocated (EUR)	TA	CA & SNE	Budget allocated (EUR)
<b>Providing evidence: research and data collection</b>	<b>7.46</b>	<b>2.52</b>	<b>2 859 848.39</b>	<b>7.13</b>	<b>4.05</b>	<b>2 586 734.99</b>	<b>8.53</b>	<b>4.15</b>	<b>3 539 523</b>	<b>8.53</b>	<b>4.15</b>	<b>3 651 460.65</b>
Monitoring of international commitments and supporting the Presidencies of the Council of the EU	1.97	0.33	655 479.97	1.59	0.85	540 148.40	1.59	0.85	688 026.71	1.59	0.85	710 414.24
Gender Equality Index	2.97	1.08	770 408.12	3.02	1.25	1 136 746.26	3.02	1.25	812 705.88	3.02	1.25	835 093.41
Data collection on gender-based violence: administrative and survey data on violence against women and domestic violence	1.90	0.17	920 123.08	1.75	0.90	516 202.11	3.00	0.90	1 466 186.17	3.00	0.90	1 488 573.70
Research and development of the indicators on gender-based violence	0.20	0.22	228 414.45	0.50	0.22	161 244.75	0.50	0.22	257 081.08	0.50	0.22	279 468.61

EIGE SINGLE PROGRAMMING DOCUMENT 2024-2026

(2023/2024: violence against women; 2025: harmful practices)												
Research on emerging issue(s): gender-based violence in times of crisis	0.42	0.72	285 422.78	0.42	0.20	232 393.47	0.42	0.20	315 523.16	0.42	0.20	617 379.3
<b>Supporting gender-responsive policies: gender mainstreaming and specific tools</b>	<b>3.49</b>	<b>2.46</b>	<b>1 671 513.96</b>	<b>3.99</b>	<b>2.20</b>	<b>1 903 375.02</b>	<b>3.99</b>	<b>2.20</b>	<b>1 782 318.53</b>	<b>3.99</b>	<b>2.20</b>	<b>1 849 481.12</b>
Policy support on gender mainstreaming	0.67	1.25	360 502.37	0.57	0.65	465 787.04	0.57	0.65	392 491	0.57	0.65	414 878.53
Methods and tools for gender mainstreaming	1.42	1.08	573 958.37	1.97	1.20	665 525.31	1.97	1.20	611 315.42	1.97	1.20	633 702.95
Gender Statistics Database	1.40	0.13	737 053.23	1.45	0.35	772 062.68	1.45	0.35	778 512.11	1.45	0.35	800 899.64
<b>Communicating gender equality</b>	<b>7.95</b>	<b>3.01</b>	<b>2 254 613.12</b>	<b>7.30</b>	<b>5.45</b>	<b>2 783 775.49</b>	<b>7.30</b>	<b>5.45</b>	<b>2 380 082.64</b>	<b>7.30</b>	<b>5.45</b>	<b>2 447 245.23</b>
Communication campaigns and activities	3.00	1.71	725 978.98	2.90	1.45	946 383.25	2.90	1.45	767 159.35	2.90	1.45	789 546.88
Building and maintaining stakeholder relationships	2.65	2.4	801 730.29	2.82	2.00	1 297 450.68	2.82	2.00	844 815.81	2.82	2.00	867 203.34
Facilitating knowledge management	2.30	0.90	726 903.85	1.59	1.00	539 941.56	1.59	1.00	768 107.48	1.59	1.00	790 495.01
<b>Organisation, administration</b>	<b>8.10</b>	<b>9.20</b>	<b>1 930 419.78</b>	<b>8.23</b>	<b>7.30</b>	<b>2 075 602.24</b>	<b>8.23</b>	<b>7.30</b>	<b>2 116 496.83</b>	<b>8.23</b>	<b>7.30</b>	<b>2 250 822.01</b>

EIGE SINGLE PROGRAMMING DOCUMENT 2024-2026

<b>and functioning (horizontal)</b>												
Procurement	0.35	2.04	227 737.90	0.35	2.04	232 915.14	0.35	2.04	256 387.51	0.35	2.04	278 775.04
HR management	1.60	0.97	420 468.73	1.60	0.97	449 958.72	1.60	0.97	453 965.52	1.60	0.97	476 353.05
Budget implementation	2.24	1.08	410 772.59	2.27	1.18	448 098.26	2.27	1.18	444 025.52	2.27	1.18	466 413.05
Internal control and audit	1.47	0.02	247 335.91	1.47	0.02	269 146.21	1.47	0.02	276 478.40	1.47	0.02	298 865.93
ICT infrastructure and facilities management	1.19	0.99	292 169.06	1.19	0.99	310 655.52	1.19	0.99	322 439.11	1.19	0.99	344 826.64
Management assistance support	1.25	4.12	331 935.59	1.36	2.10	364 828.39	1.36	2.10	363 200.77	1.36	2.10	385 588.3
<b>EIGE total</b>	<b>27</b>	<b>19.22</b>	<b>8 716 395.24</b>	<b>26.65</b>	<b>18</b>	<b>9 349 487.74</b>	<b>28</b>	<b>20</b>	<b>10 361 000</b>	<b>28</b>	<b>20</b>	<b>10 745 000</b>

## Annex III. Financial resources, 2024-2026

Table 1. Revenue

### General revenue

Revenue	2024	2025	2026
	Revenue estimated by EIGE	Budget forecast	Budget forecast
EU contribution	9 349 488	10 361 000	10 745 000
Other revenue	0	0	0

Revenue	General revenue						
	Executed 2022	Estimated by EIGE 2023	2024		Var. 2024/2023 (%)	Envisaged 2025	Envisaged 2026
			EIGE request	Budget forecast			
1 Revenue from fees and charges							
2 EU contribution	8 257 919.91	8 716 395.24	9 597 554.00	9 349 487.74	7.26	10 361 000.00	10 745 000.00
- of which assigned revenue deriving from previous years' surpluses	274 826.91	122 337.24	248 114.74	248 114.74			
3 Third countries' contributions (including EEA/European Free Trade Association (EFTA) and candidate countries)							

- of which EEA/EFTA (excluding Switzerland)							
- of which candidate countries							
<b>4 Other contributions</b>							
<b>5 Administrative operations</b>							
- of which interest generated by funds paid by the Commission by way of the EU contribution (Financial Regulation, Article 58)							
<b>6 Revenue from services rendered against payment</b>							
<b>7 Correction of budgetary imbalances</b>							
<b>Total</b>	<b>8 257 919.91</b>	<b>8 716 395.24</b>	<b>9 597 554.00</b>	<b>9 349 487.74</b>	<b>7.26</b>	<b>10 361 000.00</b>	<b>10 745 000.00</b>

**Additional EU funding: grant agreements, contribution agreements and SLAs**

Revenue	2023	2024
	Revenues estimated by EIGE	Budget forecast
<b>Total revenue</b>	124 283.05	TBC

Revenue	Additional EU funding: grant agreements, contribution agreements, SLAs						
	Executed 2022	Estimated by EIGE 2023	2024		Var. 2024/2023 (%)	Envisaged 2025	Envisaged 2026
			EIGE request	Budget forecast			
Additional EU funding from grants (Financial Regulation, Article 7)							
Additional EU funding from contribution agreements (Financial Regulation, Article 7)	223 498.88	124 283.05	TBC	TBC	-	N/A	N/A
Additional EU funding from SLAs (Financial Regulation, Article 43(2))							
<b>Total</b>	<b>223 498.88</b>	<b>124 283.05</b>					

Table 2. Expenditure

Expenditure	Commitment/payment appropriations ***						
	Executed 2022	Budget 2023	Draft budget 2024		Var. 2024/2023 (%)	Envisaged 2025	Envisaged 2026
			EIGE request	Budget forecast			
<b>Title 1 - Staff expenditure</b>	<b>4 307 092.10</b>	<b>4 290 991.24</b>	<b>5 105 054.49</b>	<b>4 856 987.74</b>	<b>13.19</b>	<b>5 193 272.00</b>	<b>5 297 137.44</b>
<b>11 Salaries &amp; allowances</b>	4 058 747.43	3 951 756.23	4 808 054.49	4 549 987.74	15.14	4 859 272.00	4 956 457.44
<i>- of which establishment plan posts</i>	3 043 017.32	3 042 756.23	3 406 004.19	3 434 987.74	12.89	3 584 272.00	3 655 957.44
<i>- of which external personnel</i>	1 015 730.11	909 000.00	1 402 050.30	1 115 000.00	22.66	1 275 000.00	1 300 500.00
<b>12 Expenditure relating to staff recruitment</b>	3 177.96	5 550.00	6 000.00	2 000.00	-63.96	6 000.00	6 120.00
<b>13 Mission expenses</b>	13 473.90	23 400.00	15 000.00	15 000.00	-35.90	20 000.00	20 400.00
<b>14 Socio-medical infrastructure</b>	137 343.75	157 000.00	157 000.00	170 000.00	8.28	180 000.00	183 600.00
<b>15 Training</b>	55 842.81	99 285.01	65 000.00	75 000.00	-24.46	80 000.00	81 600.00
<b>16 External services</b>	35 313.75	49 000.00	49 000.00	40 000.00	-18.37	42 000.00	42 840.00
<b>17 Receptions, events and representation</b>	3 192.50	5 000.00	5 000.00	5 000.00	0.00	6 000.00	6 120.00



EIGE SINGLE PROGRAMMING DOCUMENT 2024-2026

<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 075 616.66</b>	<b>1 311 172.50</b>	<b>1 292 500.00</b>	<b>1 292 500.00</b>	<b>-1.42</b>	<b>1 420 728.00</b>	<b>1 449 142.56</b>
20 Rental of buildings and associated costs	578 867.33	725 445.00	641 800.00	672 628.00	-7.28	739 728.00	754 522.56
21 ICT and data processing	215 361.66	280 200.00	324 200.00	309 000.00	10.28	325 000.00	331 500.00
22 Movable property and associated costs	859.57	7 000.00	7 000.00	0.00	-100.00	7 000.00	7 140.00
23 Current administrative expenditure	218 426.38	122 372.50	130 700.00	122 500.00	0.10	147 000.00	149 940.00
24 Postage/ telecommunications	-	-	-	-	-	-	-
25 Meeting expenses	56 541.02	161 155.00	168 800.00	173 372.00	7.58	182 000.00	185 640.00
26 Running costs in connection with operational activities	-	-	-	-	-	-	-
27 Information and publishing	5 560.70	15 000.00	20 000.00	15 000.00	0.00	20 000.00	20 400.00
28 Studies	-	-	-	-	-	-	-
<b>Title 3 - Operational expenditure</b>	<b>2 285 364.09</b>	<b>3 114 231.50</b>	<b>3 200 000.00</b>	<b>3 200 000.00</b>	<b>2.75</b>	<b>3 747 000.00</b>	<b>3 998 720.00</b>
30 Translations	80 566.50	41 204.00	40 000.00	30 000.00	-27.19	30 000.00	30 000.00
31 Operational missions	90 312.37	110 000.00	74 000.00	44 000.00	-60.00	140 000.00	150 000.00
32 Research, statistics and indices	239 300.00	432 000.00	560 000.00	660 000.00	52.78	525 000.00	550 000.00
33 Gender-based violence	391 138.00	873 500.00	320 000.00	320 000.00	-63.37	1 045 000.00	1 100 000.00
34 Implementing gender mainstreaming	617 625.00	940 000.00	1 010 000.00	1 010 000.00	7.45	997 000.00	1 025 00.00
35 Stakeholders and communication	866 422.22	717 527.50	1 196 000.00	1 136 000.00	58.32	1 010 000.00	1 143 720.00
36 Effective organisation and bodies of EIGE	-	-	-	-	-	-	-
40 External assigned expenses	-	-	-	-	-	-	-
<b>Total expenditure</b>	<b>7 668 072.85</b>	<b>8 716 395.24</b>	<b>9 597 554.49</b>	<b>9 349 487.74</b>	<b>7.26</b>	<b>10 361 000.00</b>	<b>10 745 000.00</b>

**Table 3. Budget outturn and cancellation of appropriations, 2019-2022**

Budget outturn	2019	2020	2021	2022
Reserve from previous years' surplus (+)				
Revenue actually received (+)	8 487 270.00	8 146 295.56	8 696 231.33	8 435 072.52
Payments made (-)	-6 731 768.00	-5 943 777.49	-6 381 441.76	-7 062 834.31
Carryover of appropriations (-)	-1 679 227.00	-2 400 725.18	-2 828 275.19	-1 629 722.29
Cancellation of appropriations carried over (+)	54 638.00	100 259.43	12 032.88	71 504.16
Adjustment for carryover of assigned revenue appropriation from previous year (+)	10 831.00	372 877.66	624 063.41	434 360.91
Exchange rate differences (+/-)	-494	-103.07	-273.43	-266.25
Adjustment for negative balance from previous year (-)				
<b>Total</b>	<b>141 250.00</b>	<b>274 826.91</b>	<b>122 337.24</b>	<b>248 114.74</b>

## Annex IV. Human recourses – quantitative

**Table 1. Staff population and evolution: overview of all categories of staff**

### A. Statutory staff and SNEs

Staff	2022			2023	2024	2025	2026
Establishment Plan posts	Authorised budget	Actually filled at 31 December 2022	Occupancy rate (%)	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
<b>Administrators (AD)</b>	21	21	100	21	21	22 <sup>a</sup>	22
<b>Assistants (AST)</b>	6	6	100	6	6	6	6
<b>Assistants/secretaries (AST/SC)</b>	0	0	0	0	0	0	0
<b>Total Establishment Plan posts</b>	27	27	100	27	27	28	28
External staff	FTE corresponding to authorised budget	Executed FTE at 31 December 2022	Execution rate (%)	Headcount at 31 December 2022	FTE corresponding to authorised budget	Envisaged FTE	Envisaged FTE
<b>CA</b>	10	15.08 <sup>b</sup>	150	15 <sup>c</sup>	12	14 <sup>d</sup>	14
<b>SNE</b>	5	4.45 <sup>e</sup>	89	4	5	5	5
<b>Total external staff</b>	15	19.53	130	19	17	19	19
<b>Total staff</b>	<b>42</b>	<b>46</b>	<b>110</b>	<b>46</b>	<b>44</b>	<b>47</b>	<b>47</b>

Notes: <sup>a</sup>Includes one TA AD 6 proposed in the legislative financial statement for the proposed Directive on combating violence against women and domestic violence; <sup>b</sup>Includes 2 FTEs for 2 CAs funded by the IPA contribution agreement; includes 0.33 FTE for one CA FG IV to cover for parental leave and 2.3 FTEs for three CAs FG II to replace interims (recruited at different times in the year); <sup>c</sup>Excludes CAs funded by contribution agreement as per the Commission guidelines (Table B); one CA FG IV and 3 CA FG II short-term contracts will end in Q4 2023; <sup>d</sup>Includes 2 CA FG IV proposed in the draft legislative financial statement for the proposed Directive on combating violence against women and domestic violence; <sup>e</sup>Executed FTEs throughout the year, 4.45; at 31 December 2022, there were 4 SNEs as headcount.

B. Additional external staff expected to be financed from grant agreements, contribution agreements or SLAs

Human resources	2022	2023	2024	2025
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
CA	2	1.5	TBC	TBC
SNE	0	0	0	0
<b>Total</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>

C. Other human resources

- Structural service providers

	Actually in place at 31 December 2022
Security	N/A
IT	N/A
Other (specify) .....	N/A

Notes: Service providers are contracted by a private company and carry out specialised outsourced horizontal/support tasks. At the Commission, for example, the following general criteria should be fulfilled: 1) no individual contract with the Commission; 2) based at the Commission premises, usually with a PC and desk; 3) administratively followed by the Commission (badge, etc.); and 4) contributing to the added value of the Commission.

- Interim workers

	Total FTE 2022
Number	N/A

**Table 2. Multiannual Staff Policy Plan, 2024-2026**

Function group and grade	2022				2023		2024		2025		2026	
	Authorised budget		Actually filled at 31 December		Authorised budget		Envisaged		Envisaged		Envisaged	
	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
AD 16												
AD 15												
AD 14		1		1		1		1		1		1
AD 13						1		1		1		1
AD 12		2		2								
AD 11		2				3		3		4		4
AD 10		4		4		1		1		0		0
AD 9		2				3		4		4		4
AD 8		4		4		5		4		4		5
AD 7		3		3		4		5		5		4
AD 6		3		3		3		2		3		3
AD 5		0		0		0						
AD Total		21		21		21		21		22		22
AST 11												
AST 10												

EIGE SINGLE PROGRAMMING DOCUMENT 2024-2026

Function group and grade	2022				2023		2024		2025		2026	
	Authorised budget		Actually filled at 31 December		Authorised budget		Envisaged		Envisaged		Envisaged	
	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
AST 9		1		1		1		1		1		1
AST 8												
AST 7		3		3		3		4		4		4
AST 6		1		1		1		1		1		1
AST 5		1		1		1		0		0		0
AST 4												
AST 3												
AST 2												
AST 1												
AST Total		6		6		6		6		6		6
AST/ SC 6												
AST/ SC 5												
AST/ SC 4												
AST/ SC 3												
AST/ SC 2												
AST/ SC 1		0		0		0		0		0		0

Function group and grade	2022				2023		2024		2025		2026	
	Authorised budget		Actually filled at 31 December		Authorised budget		Envisaged		Envisaged		Envisaged	
	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
<b>Total</b>		27		27		27		27		28		28
<b>Grand total</b>		27		27		27		27		28		28

- External personnel

CA

CA	FTE corresponding to authorised budget 2022	Executed FTE at 31 December 2022	Headcount at 31 December 2022 <sup>a</sup>	FTE corresponding to authorised budget 2023	FTE corresponding to authorised budget 2024	FTE corresponding to authorised budget 2025	FTE corresponding to authorised budget 2026
<b>FG IV</b>	3	3.33	4	3	4	6	6
<b>FG III</b>	5	6.70 <sup>b</sup>	7	5	6	6	6
<b>FG II</b>	2	5.05 <sup>c</sup>	6	2	2	2	2
<b>FG I</b>	-	-	-	-	-	-	-
<b>Total</b>	10	15.08	17	10	12	14	14

Notes: <sup>a</sup>1 CA FG IV and 3 CA FG II short-term contracts will end in 2023; includes 1 FG III and 1 FG II funded by IPA contribution agreement with DG NEAR; <sup>b</sup>Includes 1 CA FG III funded by IPA contribution agreement with DG NEAR; <sup>c</sup>Includes 1 CA FG II funded by IPA contribution agreement with DG NEAR.

SNE

SNE	FTE corresponding to authorised budget 2022	Executed FTE at 31 December 2022	Headcount at 31 December 2022	FTE corresponding to authorised budget 2023	FTE corresponding to authorised budget 2024	FTE corresponding to authorised budget 2025	FTE corresponding to authorised budget 2026
	5	4.45	4	5	5	5	5

**Table 3. Recruitment forecasts 2023 following retirement/mobility or new requested posts**

(information on entry level for each type of posts: indicative table)

Job title at EIGE	Type of contract (Official, TA , CA)		TA/official		CA
	Due to foreseen retirement/ mobility	New post requested due to additional tasks	FG/grade of recruitment internal (brackets) and external (single grade) foreseen for publication*		Recruitment FG (I, II, III, IV)
			Internal (brackets)	External (brackets)	
N/A	-				

Notes: \*Indication of both is required.

Number of interagency mobility in 2022 from and to EIGE: N/A.



## Annex V. Human resources qualitative

### A. Recruitment policy

Implementing rules in place:

		Yes	No	If no, what other implementing rules are in place
<b>Engagement of CA</b>	Model Decision C(2019) 3016	x		
<b>Engagement of TA</b>	Model Decision C(2015) 1509	x		
<b>Middle management</b>	Model Decision C(2018) 2542	x		
<b>Type of posts</b>	Model Decision C(2018) 8800		x	Commission Decision C(2013) 8979

### B. Appraisal of performance and reclassification

Implementing rules in place:

		Yes	No	If no, what other implementing rules are in place
<b>Reclassification of TA</b>	Model Decision C(2015)9560	x		
<b>Reclassification of CA</b>	Model Decision C(2015)9561	x		

**Table 1. Reclassification of temporary staff/promotion of officials**

Grades	Average seniority in grade among reclassified staff						Actual average over 5 years	Average over 5 years (according to Decision C(2015) 9563)
	2018	2019	2020	2021	2022			
<b>AD 5</b>		2 years		2.05 years		2.02 years	2.8	
<b>AD 6</b>	4 years	3.26 years	2.2 years	2 years		2.28 years	2.8	
<b>AD 7</b>			3.3 years		2 years	2.13 years	2.8	

EIGE SINGLE PROGRAMMING DOCUMENT 2024-2026

				3.35 years			
<b>AD 8</b>	7.8 years					7.67 years	3
<b>AD 9</b>	2.4 years		5 years			3.67 years	4
<b>AD 10</b>			2 years		2.3 years	2.13 years	4
<b>AD 11</b>							4
<b>AD 12</b>							6.7
<b>AD 13</b>							6.7
<b>AST 1</b>							3
<b>AST 2</b>							3
<b>AST 3</b>							3
<b>AST 4</b>							3
<b>AST 5</b>	4 years	4 years			7 years	5 years	4
<b>AST 6</b>							4
<b>AST 7</b>	4 years					4 years	4
<b>AST 8</b>			2 years			2 years	4
<b>AST 9</b>							N/A
<b>AST 10</b> <b>(Senior assistant)</b>							5
<b>AST/SC 1</b>							4
<b>AST/SC 2</b>							5
<b>AST/SC 3</b>							5.9
<b>AST/SC 4</b>							6.7
<b>AST/SC 5</b>							8.3

**Table 2. Reclassification of contract staff**

FG	Grade	Staff in activity at 1 January 2022	Number of staff reclassified in 2022	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to Decision C(2015) 9561
CA IV	17				Between 6 and 10 years
	16				Between 5 and 7 years
	15	1			Between 4 and 6 years
	14	2	1	2 years	Between 3 and 5 years
	13				Between 3 and 5 years
CA III	11	1			Between 6 and 10 years
	10	5			Between 5 and 7 years
	9	1*			Between 4 and 6 years
	8				Between 3 and 5 years
CA II	6				Between 6 and 10 years
	5	1*	1	2 years	Between 5 and 7 years
	4	2			Between 3 and 5 years
CA I	2				Between 6 and 10 years
	1				Between 3 and 5 years

Notes: \*Engaged under IPA budget.

### C. Gender representation

**Table 1. Data at 31 December 2022**

Gender representation at 31 December 2021	Temporary AD		Temporary AST		CA		SNE		Trainee		Total	
	No	%	No	%	No	%	No	%	No	%	No	%
Women	14	67	4	67	12*	79	4	100	6	100	40	74
Men	7	33	2	33	5	21	0	0	0	0	14	26
<b>Total</b>	<b>21</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>54</b>	<b>100</b>

Notes: \*Includes 2 CAs financed under the IPA contribution agreement.

**Table 2. Gender evolution over five years at middle and senior management, 2017 and 2022**

Middle and senior management	31 December 2017		31 December 2022	
	Number	%	Number	%
Women	4	100	2	50
Men	0	0	2	50

## D. Geographical balance

Explanatory figures to highlight nationalities of staff (split by AD/CA FG IV and AST/CA FG I, II, III)

**Table 1. Data at 31 December 2022**

Nationality	AD + CA FG IV		AST/SC- AST + CA FGI/CA FGII/CA FGIII		TOTAL	
	Number (max. 25)	% of total staff in AD and FG IV categories	Number (max. 19)	% of total staff in AST SC/AST and FG I, II, III categories	Total number (max. 44)	% of total staff
Belgian	1	0.040			1	0.023
Bulgarian	1	0.040			1	0.023
Croatian			1	0.052	1	0.023
Dutch	3	0.120			3	0.068
Estonian	1	0.040			1	0.023
Finnish			1	0.052	1	0.023
French	1	0.040	1	0.052	2	0.045
German	1	0.040			1	0.023
Greek	2	0.080			2	0.045
Italian	1	0.040			1	0.023
Latvian			1	0.052	1	0.023
Lithuanian	6	0.240	12	0.631	18	0.409
Maltese	1	0.040			1	0.023
Polish			1	0.052	1	0.023
Portuguese	2	0.080			2	0.045
Romanian	1	0.040	1	0.052	2	0.045
Slovenian	1	0.040			1	0.023
Spanish	3	0.120	1	0.052	4	0.090
<b>Total</b>	<b>25</b>	<b>1.00</b>	<b>19</b>	<b>1.00</b>	<b>44</b>	<b>1.00</b>

**Table 2. Evolution of the most represented nationality at EIGE, 2018-2022**

Most represented nationality*	31 December 2018		31 December 2022	
	Number	%	Number	%
Lithuanian	14	28%	19	34%

Notes: Includes trainees and SNEs.

### E. Schooling

Agreement in place with the European School(s) of N/A				
Contribution agreements signed with the European Commission on Type I European Schools	Yes		No	X
Contribution agreements signed with the European Commission on Type II European Schools	Yes		No	X
Number of service contracts in place with Vilnius-based schools:	19			
Description of any other solutions or actions in place: N/A				

## Annex VI. Environment management

EIGE remains committed to ensuring that its contracts include environmentally sustainability clauses. To date, EIGE has included environmental measure requirements in contracts covering:

- Cleaning services;
- Delivery and installation of office furniture;
- Production of promotional materials;
- Catering services;
- Organisation of events;
- Provision of lighting services.

EIGE provides measures for recycling paper and plastic. It is committed to reducing paper use, including setting printing options to duplex format and requiring personal card readers on commonly used printers. In 2022, electronic workflows replaced paper-based workflows almost entirely. Environmental aspects are highlighted to newcomers at induction.

EIGE's Missions Management tool (MMT) includes an electronic workflow for mission approval and reporting (mission reports). It also collects data on CO<sub>2</sub> emissions for business travel, as provided by the travel agent.

In 2022, the CO<sub>2</sub> emissions of EIGE's missions amounted to 41 tonnes, lower than in the pre-COVID-19 pandemic period (47 tonnes in 2019). This is primarily due to the mission pre-approval process, which considers possibilities for online participation.

EIGE's Green Officer will propose targets for further reductions in carbon footprint stemming from business travels in the programming period.

In 2022, EIGE arranged to procure an application to track the environmental footprint of its operations. Unfortunately, the procurement received no offers. EIGE will look at the possibility of shared services with other agencies in the programming period.

EIGE's Green Officer is part of an internal task force on refurbishing the office in the context of the new lease contract. Proposed improvements to the sustainability of the facilities include environmentally conscious refurbishment materials (e.g. Ecolabel paint, furniture made from recycled materials), proposed green spaces (green wall and mini garden area), and the use of A+++ appliances.

In 2024, the main tasks of the Green Officer and the eco-group will be to:

- Discuss and agree environmentally relevant indicators;
- Establish baselines and propose targets to reduce the negative impacts of EIGE's operations;
- Propose additional green measures;
- Raise staff awareness of environmental sustainability.



## Annex VII. Building policy

	Building name and type	Location	Surface area (m <sup>2</sup> )			Rental contract					Host country (grant or support)
			Office space	Non-office	Total	RENT (EUR/year)	Duration of contract	Type	Breakout clause Y/N	Conditions attached to breakout clause (if applicable)	
1	Europa House (multi-purpose building)	Gedimino pr.16, Vilnius, Lithuania	1 535.34	516.79	2 052.13	465 000	10 years	Rental contract	N	N/A	No
2	EIGE Liaison Office	17-21 Avenue de la Joyeuse Entrée, 1040 Brussels. Belgium	27.8	N/A	27.8	7 416.00	Contract ends on 31 December 2023; an extension will be made for 2024, after termination of a 2-year pilot project	Rental contract	N/A	N/A	No
<b>Total</b>			<b>1 563.14</b>	<b>516.79</b>	<b>2 079.93</b>	<b>456 445.8</b>					

## Annex VIII. Privileges and immunities

EIGE privileges	Privileges granted to EIGE staff	
	Protocol of privileges and immunities/diplomatic status	Education/ daycare
<ul style="list-style-type: none"> <li>• The premises of the Institute are inviolable. They are exempt from search, requisition, confiscation or expropriation.</li> <li>• The property and assets of the Institute, wherever located and by whomsoever held, are not subject to any administrative or legal measure of constraint without the authorisation of the CJEU.</li> <li>• The archives of the Institute are inviolable.</li> <li>• The Institute, its assets, revenue and other property are exempt from all direct taxes. The Institute is exempt from value added tax (VAT) and excise duties when it is making purchases for official use.</li> <li>• The Institute is exempt from all customs duties, prohibitions and restrictions on imports and exports in respect of articles intended for its official use.</li> <li>• The Institute is also exempt from any customs duties and any prohibitions and restrictions on imports and exports in respect of its publications.</li> </ul>	<ul style="list-style-type: none"> <li>• Immunity from jurisdiction as regards acts carried out by them in their official capacity, including their spoken and written statements. This immunity shall continue after cessation of their functions.</li> <li>• Exemption from regulations restricting immigration and formalities for the registration of foreigners. This exemption also applies to their family members.</li> <li>• Have the right to import free of duty their furniture and effects of their household at the time of first taking up their post in the country concerned, and the right to re-export free of duty their furniture and effects of their household on termination of their duties in that country.</li> <li>• Is entitled to import free and exempt from customs duties, prohibitions and restrictions, within one year of first taking up their post in Lithuania, and re-export free of duty on termination of their duties in Lithuania, personal and household effects and a motor car for personal use.</li> <li>• Is entitled to the reimbursement of VAT on the purchase of personal and household effects, including a motor car for personal use, for purchases made during the period of the first year of employment subject to the procedural rules foreseen for diplomatic missions in Lithuania.</li> <li>• The Director, management staff and members of their family forming part of their household, provided they are not Lithuanian nationals nor held permanent residence status before being employed by the Institute, shall be accorded the privileges and immunities, exemptions and facilities accorded to the diplomatic staff of diplomatic missions and the members of their family in accordance with the Vienna Convention on Diplomatic Relations of 18 April 1961.</li> </ul>	N/A

## Annex IX. Evaluations

In line with Article 20 of its Founding Regulation, EIGE's Management Board periodically commissions an external evaluation of the Institute. By decision of the Management Board at its 32<sup>nd</sup> meeting in June 2019, the second evaluation of EIGE was carried out in 2022. The evaluation report<sup>(62)</sup> was presented at the November 2022 Management Board meeting.

According to the external evaluation, EIGE is a well-functioning organisation and fulfils the mandate set out in its Founding Regulation. Its expertise and programme of work is key in the promotion of gender equality in the EU, and data and research produced by EIGE is essential to ensure and inform further progress. Stakeholders value EIGE's contribution to the development of effective policies and initiatives. The Gender Equality Index continues to be the main reference within the EU, providing a platform for comparing Member States and monitoring the status of gender equality.

The report shows several improvements since the first evaluation of EIGE in 2015. However, some key concerns persist, such as the role of the Experts' Forum, the functioning of the Management Board, and staffing issues.

Based on the results of the external evaluation report, the Management Board defined and submitted its recommendations<sup>(63)</sup> to the Commission on 9 February 2023. EIGE will develop an action plan to implement these recommendations.

Recommendations to the Commission arising from the second external evaluation of EIGE:

1. Allocate sufficient and adequate resources to the Institute:  
The evaluation findings make a strong case that the current resources allocated to EIGE are not sufficient to fulfil its tasks under the Founding Regulation. This is exacerbated by increasing demand for support to EU institutions and Member States, alongside EIGE's specific tasks and operational activities.
2. Revise the composition of the Management Board  
The evaluation shows that revising the composition of the Management Board to include representatives of all Member States would ensure continuity of work and maintain dialogue with all Member States. The creation of an Executive Board based on the current Standing Committee would help to streamline the decision-making process. These changes would result in better alignment with the Common Approach and increase EIGE's efficiency and effectiveness.
3. Experts' Forum

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<sup>(62)</sup> European Commission (2022), *Second independent external evaluation of the European Institute for Gender Equality (EIGE/2020/ADM/04)*, [https://commission.europa.eu/system/files/2023-02/EIGE\\_2nd\\_External\\_Evaluation\\_Final\\_Report\\_112022\\_EN.pdf](https://commission.europa.eu/system/files/2023-02/EIGE_2nd_External_Evaluation_Final_Report_112022_EN.pdf)

<sup>(63)</sup> EIGE (2023), 'Recommendations arising from the second external evaluation of the European Institute for Gender Equality', Letter to the European Commission, [https://commission.europa.eu/system/files/2023-02/Letter\\_EIGE\\_Management\\_Board\\_recommendations\\_to\\_Commission\\_on\\_2nd\\_External\\_Evaluation\\_20230209\\_EN.pdf](https://commission.europa.eu/system/files/2023-02/Letter_EIGE_Management_Board_recommendations_to_Commission_on_2nd_External_Evaluation_20230209_EN.pdf)

The evaluation finds that the Experts' Forum still struggles to demonstrate clear added value. It suggests that securing the excellence and independence of EIGE's activities could instead be supported by a scientific committee, ad hoc experts' groups or another forum.

Recommendations to EIGE's management:

1. Develop an organisational strategy to strengthen the intersectional approach:  
The evaluation shows that EIGE has made significant steps in applying an intersectional approach to data collection, analysis and reporting. Nevertheless, an organisational strategy for enhanced intersectionality could facilitate a more coherent approach across all EIGE's activities and a commitment to continuous improvement.
2. Map and review needs in the area of gender mainstreaming in the EU and among national-level stakeholders with policy-making and budgetary competences:  
Against the available resources, EIGE should consider the work on toolkit development against other viable options to satisfy stakeholders' needs (more direct technical assistance, emerging policy areas that may require specific competence development for gender mainstreaming, etc.).
3. Build on EIGE's accumulated credibility and expertise to create larger networks:  
The evaluation recommends that EIGE increasingly embed its work on gender equality within larger policy programmes, following the priorities of the Commission's agenda. EIGE is already taking such steps, such as its rapid reaction to the COVID-19 pandemic or the recent focus on the European Green Deal. Stakeholders suggested, however, that EIGE could become more involved in other policy areas and broader networks. Further work will be coupled with communication efforts to ensure that existing knowledge reaches EIGE's stakeholders and audiences.

### **Project evaluation strategy 2024-2026:**

Based on the scope and budget of the activities in the SPD 2024-2026, there are several considerations for the definition of annual evaluation plans:

- High expenditure projects engage at least 10 % of the operational budget (Title III);
- High expenditure projects executed in 2023 are eligible for ex-post evaluation in 2024;
- Independently of their budget, brand new initiatives merit consideration for ex-ante evaluation, as they could lead to assimilation of important lessons.

## Annex X. Strategy for organisational management and internal control systems

The internal control system aims to ensure appropriate management of risks relating to the legality and regularity of the underlying transactions and the nature of payments. The internal control system is designed to provide reasonable assurance in achieving effectiveness, efficiency and economy of operations, reliability of reporting, safeguarding of assets and information, prevention, detection, correction and follow-up of fraud and irregularities.

The internal control system is based on segregation of duties, risk management and control strategy, avoidance of conflicts of interest, appropriate audit trails and data integrity in data systems, and established procedures for monitoring performance and follow-up of internal control weaknesses.

On 12 June 2019, EIGE's Management Board adopted a new internal control framework in line with the revised internal control framework of the European Commission. Seventeen principles are defined to provide assurance in meeting the organisation's objectives. Specific assessments will be conducted annually during 2024-2026, in accordance with the assessment methodology.

**A primary internal control objective in the programming period is to implement all of the audit recommendations in line with the action plans established.** EIGE also intends to carry out ex-post controls on financial transactions, in line with ECA recommendations. EIGE has already made all necessary preparations to undertake these controls annually in-house, beginning in 2021.

**A second objective in the programming period is the implementation of the Anti-Fraud Strategy 2024-2026 (developed by the end of 2023).** The objectives set in the Anti-Fraud Strategy will contribute to strengthening EIGE's anti-fraud system and enhancing its internal control system. Director's Decision No 198 of 1 February 2021 adopting the procedure for identifying and managing sensitive functions establishes that an assessment of sensitive functions should take place every three years. Accordingly, EIGE will assess sensitive functions in 2024 and organise training on ethics and integrity, fraud prevention and management of conflict of interests.

**A third objective is the implementation of the new Conflict of Interests Policy<sup>(64)</sup>, including its actions:** annual screening of the declarations of interest of the Management Board and Experts' Forum members; management of potential conflicts of interest of external experts engaged following a publication of a call for expression of interests; and assessment and management of potential conflicts of interest for staff

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<sup>(64)</sup> Management Board Decision No MB/2023/009 of 17 May 2023 on the policy on management of conflict of interests in the European Institute for Gender Equality: Management Board, experts in advisory bodies, external experts and staff not covered by the Staff Regulations.

not covered by the EU Staff Regulations <sup>(65)</sup>. EIGE will implement other elements to enhance the transparency of its activities, such as setting-up a transparency page on its website and annual publication of the meetings of the Director with interest representatives.

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<sup>(65)</sup> Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community, ELI: [http://data.europa.eu/eli/reg/1962/31\(1\)/2014-05-01](http://data.europa.eu/eli/reg/1962/31(1)/2014-05-01)

## Annex XI. Plan for grant, contribution or service-level agreements

	General information					Financial and HR impacts				
	Actual or expected date of signature	Total amount (EUR)	Duration	Counterpart	Short description		2023	2024	2025	2026
<b>Grant agreements</b>										
						<b>Amount</b> <b>No of CAs</b> <b>No of SNEs</b>				
Total grant agreements						<b>Amount</b> <b>No of CAs</b> <b>No of SNEs</b>				
<b>Contribution agreements</b>										
1. IPA/2018/402-854 (2019/414-064) - increased capacity of EU candidate countries and potential candidates to measure and monitor impact of gender equality policies (2018-2023)	20 December 2018 Addendum No 1 signed on 19 December 2019, Addendum No 2 signed on 12 October 2022 for non-additional cost extension until September 2023	928 950.30	1 January 2019 - 30 September 2023	European Commission, DG NEAR, D5 Western Balkans Regional Cooperation Programmes	The action has two specific objectives: 1 - Strengthening capacities of IPA beneficiaries in monitoring and mainstreaming gender equality 2 - Improving regional cooperation and gender equality awareness in the region of the Western Balkans and Turkey	<b>Amount</b> <b>No of CAs</b> <b>No of SNEs</b>	EUR 124 283.05 CA: 2 (FG II and FG III) SNE: 0	N/A	N/A	N/A
Total contribution agreements						<b>Amount</b> <b>No of CAs</b> <b>No of SNEs</b>	124 283.05 CA: 2 (FG II and FG III) SNE: 0	N/A	N/A	N/A

## **Annex XII. Strategy for cooperation with third countries and/or international organisations**

EIGE works with international organisations and third countries at different levels: 1) Special projects; 2) Ad hoc cooperation; 3) Regular information exchange; 4) Promoting its work.

- 1) Special projects such as EIGE's cooperation with EU candidate countries and potential candidates (Activity 12) under the IPA are subject to Management Board decision and a new contribution agreement with DG NEAR in early 2024.
- 2) Ad hoc cooperation is subject to a Director's decision and agreement with DG JUST. It may involve organisation of joint events, sharing data or expertise, with the view that it contributes to or promotes the work carried out by EIGE.
- 3) Information exchange is coordinated by the Outreach & Engagement Unit. It involves participating in and contributing to working groups and meetings of key international organisations, such as the Council of Europe's Gender Equality Commission or the Group of Experts on Action against Violence against women and domestic violence (GREVIO). EIGE also organises regular information exchange with its key partners to ensure that partners are aware of each other's work and contribute to that work where appropriate.
- 4) EIGE promotes its work at international level through regular communication channels or presentations at events organised by international organisations.



## Annex XIII. 2024 Procurement Plan

The overall budgetary allocation represents the resources foreseen for the activities of the Research & Policy Unit and Outreach & Engagement Unit. It excludes appropriations planned for missions and for translations and publications, which are primarily implemented through relevant SLAs with the CdT and the Publications Office of the European Union.

### Procurement

In 2024, the overall budgetary allocation of EUR 3 126 000 will be implemented through procurement contracts.

### Legal basis:

Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council of 18 July 2018 on the financial rules applicable to the general budget of the Union, amending Regulations (EU) No 1296/2013, (EU) No 1301/2013, (EU) No 1303/2013, (EU) No 1304/2013, (EU) No 1309/2013, (EU) No 1316/2013, (EU) No 223/2014, (EU) No 283/2014, and Decision No 541/2014/EU and repealing Regulation (EU, Euratom) No 966/2012.

Area of activity	Activity	Procurement procedure	Budget (EUR)	Indicative number of procurement procedures	Type of contract and procurement procedure	Indicative start of contract	
AREA 1: Research, statistics and indices EIGE-B2024-3215-C1	Monitoring the BPfA and supporting the Presidencies of the Council of the EU	<b>Activity 2</b>					
		<i>BPfA study to support the Cypriot Presidency launched, including examples of good policy initiatives</i>	160 000	1	Direct service contract Open call for tenders	Q4	
		<i>Consultation meetings with experts on areas of concern selected by Presidencies and QA</i>	5 000	2	Order form(s)/specific contract(s) Request for Services under FWC Specific external expert contract (Article 237 of Regulation 2018/1046)	Q3	
	Gender Equality Index	<b>Activity 1</b>					
		<i>Survey on gender gaps in unpaid care, individual and social activities (second wave)</i>	320 000	1	Direct service contract Open call for tenders	Q1	
		<i>Country profiles for all Member States and EU factsheet</i>	100 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q1	
		<i>Additional statistical analysis</i>	20 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q4	
		<i>Consultation meeting(s) on update of Index and QA</i>	55 000	2-3	Order form(s)/specific contract(s) Request for Services under FWC Specific external expert contract(s) (Article 237 of Regulation 2018/1046)	Q2	
	<b>Total for research, statistics and indices</b>			<b>660 000</b>			
AREA 2: Gender-based violence EIGE-B2024-3315-C1	Gender-based violence	<b>Activity 3</b>					
		<i>Methodological report on administrative data collection</i>	60 000	1	Order form(s)/specific contract(s) Request for Services under FWC (Lot 3-Database)	Q2	
		<i>27 Member State profiles included in VAW II survey data visualisation</i>	10 000	1	Order form(s)/specific contract(s) Request for Services under FWC (Lot 3-Database)	Q2	
		<i>Consultation meetings with national data providers</i>	20 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q1-Q2	
	<i>Statistics for gender-based violence entry point collected and updated</i>	70 000	1	Order form(s)/specific contract(s) Request for Services under FWC (Lot 3-Database)	Q4		
	<b>Activity 4</b>						

		<i>QA for cyber violence project</i>	10 000	1	Specific external expert contract(s) (Article 237 of Regulation 2018/1046)	Q4
		<i>Consultation meeting with online platforms</i>	20 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q4
		<b>Activity 5</b>				
		<i>Project on gender-based violence and crises: development of practical tools to identify early signals of gender-based violence</i>	110 000	1	Direct service contract Open call for tenders	Q4
		<i>QA for project on gender-based violence and crises</i>	20 000	1	Specific external expert contract(s) (Article 237 of Regulation 2018/1046)	Q3
<b>Total for gender-based violence</b>			<b>320 000</b>			
Implementing gender mainstreaming EIGE-B2024-3415-C1	Implementing gender mainstreaming	<b>Activity 6</b>				
		<i>Quality assurance for policy support on gender mainstreaming</i>	20 000	1-2	Specific external expert contract(s) (Article 237 of Regulation 2018/1046)	Q2-Q3
		<i>Data collection and report on Institutional Mechanisms for Gender Equality and Gender Mainstreaming (BPfA Area H)</i>	250 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q1
		<i>Update of gender mainstreaming platform</i>	10 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q4
		<b>Activity 7</b>				
		<i>Meeting of Gender Mainstreaming Thematic Network</i>	20 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q4
		<i>Collection of examples and case studies and development of practical tools on gender-neutral job evaluation</i>	210 000	1	Direct service contract Open call for tenders	Q2
		<i>Technical assistance for gender mainstreaming (including prep work)</i>	20 000	1-2	Specific external expert contract(s) (Article 237 of Regulation 2018/1046) and/or negotiated low value procedure	Q2
	<i>Quality assurance on methods and tools for gender mainstreaming</i>	10 000	1-2	Order form(s)/specific contract(s) Request for Services under FWC	Q4	
	Gender Statistics Database	<b>Activity 8</b>				
		<i>Maintenance and update of data and technical functionalities of EIGE's Gender Statistics Database, including quality assurance</i>	450 000	5-6	Order form(s)/specific contract(s) Request for Services under FWC Specific external expert contract(s) (Article 237 of Regulation 2018/1046)	Q1-Q4
		<i>Back-to-back Experts' Meeting on Gender Statistics Database</i>	20 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q4
			<b>FWC for maintenance and update of EIGE's gender statistics tools, resources and other related services<sup>66</sup></b>	4 000 000	3	FWC Open procedure (validity of up to 4 years)

<sup>66</sup> The presentation of framework contracts is in accordance with the ECA recommendations, however, to note, that they do not consume the budget allocation in Title III for 2024.

		Total for implementing gender mainstreaming	1 010 000				
Stakeholders and communications EIGE-B2024-3512-C1	Stakeholder relations	<b>Activity 9</b>					
		<i>Gender Equality Forum</i>	480 000	2	Order form(s)/specific contract(s) Request for Services under FWC	Q1-Q2	
		<i>Country visits (~3 visits)</i>	41 000	1-2	Request for Services under FWC and/or invoice under 1000 EUR	Q1-Q2	
		<i>Other meetings with stakeholders</i>	19 000	1-2	Request for Services under FWC and/or invoice under 1000 EUR		
	Communications	<b>Activity 10</b>					
		<i>Media and social media engagement and monitoring</i>	75 000	1-2	Order form(s)/specific contract(s) Request for Services under FWC	Q1-Q3	
		<i>Communication campaigns and products development (including strategy development, multimedia design and production services, digital communications support, capacity-building)</i>	230 000	3-5	Order form(s)/specific contract(s) Request for Services under FWC and negotiated low (middle) value procedure(s)	Q1-Q4	
		<i>Communications Lab</i>	70 000	2-3	Order form(s)/specific contract(s) Request for Services under FWC and negotiated low (middle) value procedure(s)	Q1-Q4	
		<i>Crisis communications</i>	10 000	1-2	Order form(s)/specific contract(s) Request for Services under FWC	Q1-Q4	
		<b>FWC for communications support services<sup>67</sup></b>	250 000	1	FWC Open procedure	Q3	
	Knowledge management	<b>Activity 11</b>					
		<i>Policy monitoring</i>	30 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q1	
		<i>Further development of EIGE website</i>	100 000	2-4	Order form(s)/specific contract(s) Request for Services under FWC	Q1-Q4	
		<i>Improvement of e-learning tool</i>	25 000	1	Order form(s)/specific contract(s) Request for Services under FWC or low value negotiated procedure	Q2	
		<i>Editing services</i>	30 000	1-2	Order form(s)/specific contract(s) Request for Services under FWC	Q2-Q4	
		<i>Meeting with national-level research institutions on gender equality</i>	25 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q4	
		<i>Access to gender equality resources</i>	1 000	1	Order form(s)/specific contract(s) Request for Services under FWC	Q1	
		<b>FWC for measuring EIGE's impact in policy-making<sup>68</sup></b>	200 000	1	FWC Open procedure (validity of up to 4 years)	Q1	
	<b>Total for stakeholders and communications</b>		<b>1 136 000</b>				
	<b>Total</b>		<b>3 126 000</b>				

<sup>67</sup> See footnote 66

<sup>68</sup> See footnote 66.