European Institute for Gender Equality

Single Programming Document

2026–2028

Adopted by Management Board Decision No MB/2025/015 of 14 November 2025

Amended by Management Board Decision No MB/2025/019 of 9 December 2025

Contents

Foreword 4
Abbreviations 5
Mission statement 6
1. General context 8
1.1. Policy context 8
1.2. Gender equality challenges 9
1.3. EIGE's response to the policy context and gender equality challenges 13
1.4. Key partners 18
2. Multiannual programming for 2026–2028 21
2.1. Multiannual work programme 21
2.1.1. Strategic objectives, actions and thematic priorities for 2026–2028 21
2.1.2. EIGE actions in 2026–2028 23
2.1.3. Monitoring progress in achieving objectives: key performance indicators 32
2.2. Human and financial resources: outlook for 2026–2028 33
2.2.1. Overview of past and current situations 33
2.2.2. Outlook for 2026–2028 34
2.2.3. Resource programming for 2026–2028 36
2.2.4. Strategy for achieving efficiency gains 37
2.2.5. Negative priorities / decrease of existing tasks 39
3. Annual work programme for 2026 40
3.1. Executive summary 40
3.2. Activities 40
3.2.1. Providing evidence: research and data collection 40
3.2.2. Supporting gender-responsive policies: gender mainstreaming and specific tools 52
3.2.3. Communicating gender equality 58
3.2.4. Organisation, administration and functioning of EIGE (horizontal) 66
Annexes 73
Annex 1. EIGE organisation chart in 2025 74
Annex 2. Resource allocation per activity in 2026–2028 75
Annex 3. Financial resources for 2026–2028 77
Annex 4. Human resources – quantitative 84
Annex 5. Human resources – qualitative 90
Annex 6. Environment management 96
Annex 7. Building policy 97

Annex 8. Privileges and immunities 98
Annex 9. Evaluations 100
Annex 10. Strategy for organisational management and the internal control system 108
Annex 11. Plan for grant agreements, contribution agreements and service-level agreements 109
Annex 12. Strategy for cooperation with non-EU countries and/or international organisations 110
Annex 13. Procurement plan 111

Foreword

The European Institute for Gender Equality (EIGE) upholds its reputation as the knowledge centre for gender equality in the EU. Policymakers across Europe continue to rely on the Agency's expert knowledge and resources to inform decision-making. EIGE's data and evidence are essential to help 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, the 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 2026–2028. EIGE's work in this period and in the years to come will be greatly influenced by the outcomes of the European elections in 2024, resulting in new strategic political priorities, such as those set in the EU strategic agenda and the Commission priorities for 2024–2029, which includes a new gender equality strategy for 2026–2030 and a roadmap for women's rights. EIGE's priorities will be closely aligned with those of the EU for achieving gender equality across different policy areas.

Throughout 2026–2028, EIGE will continue to support the presidencies of the Council of the European Union to monitor the EU's international gender equality commitments. This will include reviewing progress in gender equality within the first-semester presidencies' priority areas outlined in the Beijing Platform for Action, and providing evidence on EU policy priorities for the second-semester presidencies. EIGE's Gender Equality Index, the EU's benchmarking and monitoring tool for gender equality, will continue to serve as an annual barometer of the state of gender equality in the EU. The results of EIGE's second CARE Survey of Gender Gaps in Unpaid Care, Individual and Social Activities will allow monitoring of EU commitments in the areas of gender equality, social rights and care.

EIGE's work on gender mainstreaming will focus on developing evidence-based practical resources and providing policy support and technical assistance to help policymakers at the EU and national levels integrate a gender perspective into all policy areas and stages of the policymaking cycle. EIGE will provide tailored and demand-driven support for gender mainstreaming and update the policy areas section in the Gender Mainstreaming Platform. EIGE will continue to provide the EU with the latest sex-disaggregated data and gender statistics for a range of policy areas, and quality standards for gender statistics within its Gender Statistics Database.

Elimination of gender-based violence will remain one of the main EU priorities and the core of EIGE's activities. EIGE has established itself as a primary source of information and tools to support the EU Member States in their responses to violence against women. In 2026–2028, EIGE will continue to standardise data and make it comparable, and establish a coordination system for its collection in the EU to support monitoring of the EU directive on combating violence against women and domestic violence.

EIGE will communicate key messages on gender equality by means of campaigns and through a variety of channels and outreach to its key stakeholders. EIGE will also organise its third Gender Equality Forum in 2026.

Data and evidence are the bedrock of informed and effective policymaking on gender equality. I believe that this work programme provides plentiful and fertile grounds for developing policies across all different areas of life.

Carlien Scheele

Abbreviations

AD	administrator
AST	assistant
BPfA	Beijing Platform for Action
CA	contract agent
CAAR	consolidated annual activity report
CARE survey	Survey of Gender Gaps in Unpaid Care, Individual and Social Activities
Cedefop	European Centre for the Development of Vocational Training
Comms Lab	communications laboratory
DG	Directorate-General
ECA	European Court of Auditors
ECEC	early childhood education and care
EIGE	European Institute for Gender Equality
EP	European Parliament
EPSCO	Employment, Social Policy, Health and Consumer Affairs Council
EUAA	European Union Agency for Asylum
EU-ANSA	EU Agencies Network on Scientific Advice
EU-GBV survey	European Union Gender-Based Violence Survey
EU-OSHA	European Agency for Safety and Health at Work
Eurofound	European Foundation for the Improvement of Living and Working Conditions
Eurojust	European Union Agency for Criminal Justice Cooperation
FG	function group
FGM	female genital mutilation
FRA	European Union Agency for Fundamental Rights
FTE	full-time equivalent
HR	human resources
IAS	Internal Audit Service
IPA	Instrument for Pre-Accession Assistance
JHAAN	Justice and Home Affairs Agencies Network
JRC	Joint Research Centre
KPI	key performance indicator
MFF	multiannual financial framework
NGO	non-governmental organisation
OSCE	Organisation for Security and Cooperation in Europe
PPMT	public procurement management tool
SDG	sustainable development goal
SNE	seconded national expert
SOP	standard operating procedure
SPD	single programming document
TA	temporary agent

Mission statement

Gender equality is a fundamental value of the EU. It is enshrined in the treaties (Article 2 and Article 3(3) of the Treaty on European Union and Article 8 of the Treaty on the Functioning of the European Union) and 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 (EU) No 1922/2006 establishing a European Institute for Gender Equality (Founding Regulation) sets out the mandate and objectives of the European Institute for Gender Equality ([1]). The Founding 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.'

([1]) 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 (OJ L 403, 30.12.2006, p. 9, ELI: http://data.europa.eu/eli/reg/2006/1922/oj).

EIGE's mission is as follows.

To be the European knowledge centre on gender equality

We are an independent knowledge centre and the primary source of 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 and transformative and promote gender equality in all areas of life. We communicate our expertise effectively and work closely with partners to raise awareness at the EU and national levels, and in EU candidate countries and potential candidate countries.

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

- provide research and 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 the EU and Member State levels;
- 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, equal opportunities' organisations, universities and experts, research centres, social partners and related bodies, the media and our EU sister agencies.

1. General context

Gender equality is a fundamental value and a key goal of the EU. The elimination of inequalities between women and men is essential for the creation of a stronger, fairer and more inclusive Europe. EU and EU Member State 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 the work of the European Institute for Gender Equality (EIGE) during the 2026–2028 programming period reaffirm policy attention to gender equality and the EU's efforts towards more gender-responsive gains.

1.1. Policy context

In 2024, there was a leadership change in the EU. EU citizens went to the polls to vote in the European Parliament (EP) elections and a new College of Commissioners then took up power. The EU political priorities, accounting for the new challenges, are outlined in the **2024–2029 EU strategic agenda** ([2]), the **2024–2029 Commission priorities** ([3]) and other strategic documents. In line with the vision outlined in these documents, **progress in gender equality** represents a significant yet underutilised asset for the EU, capable of addressing the long-term challenges of **growth** and **productivity** amid declining populations, as highlighted in the Draghi report *The Future of European Competitiveness – A competitiveness strategy for Europe* ([4]). By advancing gender equality in education, training, the labour market and work–life balance policies, the EU can further boost labour market participation, enhance work intensity and entrepreneurship and more effectively tackle skills shortages and mismatches. This would not only lead to a sustained boost to the EU's economic productivity and innovation, but also foster greater social cohesion, help mitigate demographic imbalances and further enhance the EU's attractiveness to global talent, be it women or men in all their diversity. It would reinforce the EU's commitment to equity and social inclusion, ensuring that economic progress is both sustainable and aligned with its core values.

In 2025, many of the major EU strategies, including the 2020–2025 EU gender equality strategy, the 2020–2025 EU anti-racism action plan and the 2020–2025 LGBTIQ equality strategy (as part of a set of union of equality strategies) ended. While these strategies have set the basis for a renewal of policy priorities and policy continuity, the planning period of 2026–2028 is still within the time span of the 2020–2030 EU Roma strategic framework for equality, inclusion and participation and the 2021–2030 strategy for the rights of persons with disabilities. Gender equality is also one of the key principles of the European Pillar of Social Rights, which calls for equality of treatment and opportunities between women and men in the labour market in relation to terms and conditions of employment, career progression and the right to equal pay ([5]). The European Pillar of Social Rights action plan, put forward by the Commission in March 2021, sets an EU headline target to achieve an employment rate of at least 78 % among the population aged 20–64 by 2030 and to at least halve the gender employment gap compared with 2019. In 2023–2024, the EU accession to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention) and the adoption of the directive on combating violence against women

([2]) https://www.consilium.europa.eu/media/4aldqfl2/2024_557_new-strategic-agenda.pdf.
([3]) https://commission.europa.eu/priorities-2024-2029_en.
([4]) https://commission.europa.eu/topics/competitiveness/draghi-report_en.https://commission.europa.eu/topics/strengthening-european-competitiveness/eu-competitiveness-looking-ahead_en
([5]) European Commission, 'The European Pillar of Social Rights in 20 principles', European Commission website, https://ec.europa.eu/social/main.jsp?catId=1606&langId=en#:~:text=2.,for%20work%20of%20equal%20value.

and domestic violence, the Pay Transparency Directive, the Directives on Standards for Equality Bodies and the Women on Boards Directive were important legislative achievements.
The 2026–2028 programming period will build on the priorities indicated in the 2025–2027 single programming document (SPD) and other EU strategic processes, which will include preparing relevant new strategies, for example gender equality strategy, European democracy shield, LGBTIQ equality strategy, anti-racism strategy, quality jobs roadmap, European Pillar of Social Rights action plan, anti-poverty strategy and civil society strategy.
Specifically, EIGE's programme for 2026–2028 is centred around the Commission's priorities and goals:

- a new plan for Europe's sustainable prosperity and competitiveness;
- a new era for European defence and security;
- supporting people, strengthening our societies and our social model;
- sustaining our quality of life: food security, water and nature;
- protecting our democracy, upholding our values;
- a global Europe: leveraging our power and partnerships;
- delivering together and preparing our union for the future.

The rapidly changing geopolitical and security landscape, for example due to Russia's war of aggression against Ukraine, has increased the urgency of tackling various priorities simultaneously. The green transition and energy security, economic turmoil and EU preparedness to support and integrate (war) refugees all continue to be realities. A number of EU and national policies are in development to tackle these issues, and gender equality should be at the core of policy responses. Given the gendered nature of the crises, marked by increased risks of gender-based violence, trafficking of women and children, gender-unequal integration into labour markets and strained care infrastructure and public services, gender-sensitive solutions are the only sustainable way out. The European Commission's response to these challenges will further guide EIGE's work in these areas, particularly on gender-based violence.

The roadmap on women's rights and the gender equality strategy for 2026–2030 will remain the main reference for the EU's gender equality priorities in the coming years, guiding EIGE's focus during 2026–2028.

In line with its Founding Regulation, EIGE will continue to collect data, conduct research, develop tools and provide technical support for gender mainstreaming, and make policy recommendations on gender equality and communicate these to key stakeholders. The implementation of EU gender equality legislation and strategies requires joint institutional responsibility, so EIGE will continue to provide high-quality data, knowledge and technical support to contribute to the evidence-based policymaking of EU institutions and Member States.

1.2. Gender equality challenges

EIGE planning for 2026–2028 takes into account both the changing policy context as indicated above and recent challenges to and opportunities for gender equality. While insights on the gender equality challenges pertaining to 2026–2028 and beyond are (being) gathered on the basis of various information sources, the following sources are of particular importance to the multiannual planning:

- EIGE research and policy consultations, in the context of:
    - *Beijing Platform for Action + 30*: the sixth review of the implementation of the Beijing

Platform for Action (BPfA) in the Member States ([6]);
    - research on institutional mechanisms for gender equality and gender mainstreaming (i.e. area H of the BPfA) ([7]).
- EIGE strategic foresight work (ongoing since 2023).

In 2023–2024, **EIGE conducted a strategic foresight exercise** that aimed to analyse developments in gender equality in the EU and highlight emerging trends. The Joint Research Centre (JRC) identified drivers of change or megatrends that are relevant for the future of Europe ([8]); in line with these, EIGE's strategic foresight workshops and public opinion survey identified five key trends that are most impactful for future developments in gender equality: digitalisation, the changing nature of work, climate change and the green transition, diversifying inequalities and changing attitudes to, values of and threats to democratic institutions. These five trends were further discussed with EIGE's stakeholders in its second Gender Equality Forum in December 2024 and confirmed as central.

Digitalisation and gender equality

This trend explores the double-edged sword of technological advancement, highlighting the potential for digital tools to enhance accessibility and efficiency, while also acknowledging the risks of reinforcing gender biases, exacerbating gender digital divides and increasing cybersecurity threats. Increasing digitalisation has far-reaching implications for the roles of women and men and the most disadvantaged groups among them in society. If anything, the COVID-19 pandemic has accelerated the digital transition and amplified existing trends in remote work, e-commerce and enhanced labour mobility. The age of hyper-connectivity impacts forms of employment, career models and organisational structures. The digital divide is the fastest-growing inequality, and it is not gender-neutral.

EIGE's stakeholders engaged in strategic foresight identified a number of subtrends in relation to digitalisation that will impact the future of gender equality, such as the following.

- AI and gender bias: AI-driven technologies can perpetuate and amplify gender biases present in their training data, affecting opportunities in the labour market and social media algorithms.
- Cybersecurity and privacy: higher risks of cyberviolence, online harassment and privacy breaches are often faced by women and marginalised groups.
- Remote work and connectivity: digital tools enable remote work, offering flexibility. At home, this may improve work–life balance, but may also blur boundaries between work and personal life, leading to burnout. These processes are closely linked to structural gender inequalities and may deter or facilitate progress.
- Digital literacy and access: the gender digital divide affects access to information, services and opportunities, which could further widen gender inequalities in education and economic opportunities, including career prospects.
- E-government services: digitisation of public services can improve access, but also can exclude those with a low level of, or no, digital skills or access.
- Access to accurate data: more access to more real-time data means that more decisions can be

([6]) EIGE, *Beijing Platform for Action + 30 – Impact driver: Marking milestones and opportunities for gender equality in the EU*, Publications Office of the European Union, Luxembourg, 2025, https://data.europa.eu/doi/10.2839/8280076.

([7]) EIGE, *Institutional mechanisms for gender equality in the EU – Present realities, future priorities,* Publications Office of the European Union, Luxembourg, 2025, https://data.europa.eu/doi/10.2839/9372985.

([8]) JRC megatrends: https://knowledge4policy.ec.europa.eu/foresight/tool/megatrends-hub_en.

made based on evidence to better address gender equality challenges and pave the way for opportunities.

The changing nature of work

This trend reflects the significant transformations in the labour market driven by the gig economy, automation and remote work. While digitalisation and increased flexibility offer new opportunities in the labour market, they also raise concerns about job security, equitable access to emerging jobs and the recognition of unpaid care work, as the last one remains among the main barriers to women's participation in the labour market. Full-time equivalent (FTE) employment rates are consistently lower for women than for men, with gender gaps being particularly large among couples with children.

The strategic foresight exercise identified several subtrends in relation to the changing nature of work and its potential interlinks with gender equality, such as the following.

- Gig economy and precarious employment: the rise of gig work offers flexibility but lacks traditional employment protection. Depending on gender biases in uptake of gig and precarious jobs, gender gaps in access to social and financial security can amplify.
- Care economy transformation: this refers to shifts in who performs care work and how it is valued. Within households, there is much more potential for more equitable distribution of unpaid domestic and care work. In society, recognising and compensating care work would shift societal values towards gender equality.
- Automation and job displacement: automation may threaten jobs in sectors with high levels of female employment, while gender segregation and limited options to access training (e.g. due to unpaid care) might limit women's options for reskilling or upskilling.
- Workplace flexibility and culture: these refer to changing attitudes towards work–life balance and flexible working hours/place. While, within households, this can support a more equitable division of unpaid domestic and care work, in the labour market it requires cultural shifts to avoid penalising those who utilise flexibility.
- Skills and education for the future workforce: continuous learning allows people to keep pace with technological changes, which may pose numerous gendered barriers.

Climate change and the green transition

This trend recognises that climate change disproportionately affects women, through increased inequalities and environmental degradation. However, it also presents unique opportunities for promoting gender equality within the green transition towards an economy and society that is both environmentally sustainable and gender-inclusive.

The strategic foresight exercise identified a number of subtrends in relation to climate change and the green transition that are important with regard to gender equality, such as the following.

- Policy integration and gender-sensitive approaches: encouraging gender-responsive procurement, budgeting and research to ensure gender equality and the green transition go hand in hand. In society, for example, green and gender budgeting tools can lead to more sustainable and equitable allocation of resources.
- Environmental degradation and vulnerability: this requires recognising that climate change disproportionately impacts women and acting on it. For example, gender-specific health risks and increased care demands from environmental degradation should lead to targeted health and social support services.

- Climate change, migration and security: the EU faces significant risks from migration due to climate change. For example, it is noted that climate migration heightens risks for women, including increased sexual violence and trafficking.
- Sustainable urban and rural development: towns, cities and rural areas can be better designed to support gender equality across different areas of life (i.e. employment, accessibility to services, security).

Diversifying inequalities

This trend refers to a growing consensus that widening inequalities is an urgent issue that should top policymakers' agendas. It focuses on the intersectionality of gender with other characteristics, highlighting how inequalities are compounded and often widening for individuals facing discrimination and disadvantages along multiple axes, such as race, sexual orientation and disability. It emphasises the need for policies that address these layered inequalities simultaneously.

The strategic foresight exercise identified a number of subtrends in relation to diversifying gender inequalities, such as the following.

- Intersectionality and multiple identities: more attention needs to be paid to recognising the compounded inequalities faced by individuals at the intersection of gender with race, sexual orientation, disability and other household or individual characteristics.
- Economic/financial inequalities and access to resources: this refers to identifying and acting to reduce gender disparities in earnings, income and wealth accumulation, including retirement income.
- Healthcare accessibility and quality: more attention needs to be paid to gender-specific health needs and gender disparities in healthcare access and treatment.
- Education and skills development: gender gaps in education and vocational training, especially in science, technology, engineering and mathematics (STEM) and education, health and welfare fields, are still large and barely reducing. Overcoming gender stereotypes in education is an essential factor to bring about social and cultural changes.

Changing attitudes to, values of and new challenges for democratic institutions

This trend addresses the impact on gender equality of shifting political landscapes and societal attitudes. It points to the challenges posed by rising populism and anti-gender equality movements. It is rooted in the need for increased representation of women in leadership roles to ensure that gender perspectives are integrated into governance and policymaking. It recognises the role that (social) media channels can play, particularly in spreading disinformation at scale.

The strategic foresight exercise identified several subtrends in relation to changing attitudes to and values of democratic institutions and the need to strengthen them, such as the following.

- Political representation and leadership: addressing the under-representation of women in political and leadership positions. In society, this affects the prioritisation of gender equality in policy agendas. At work, it influences organisational cultures and equality initiatives.
- Legislation and policy for gender equality: the evolution of laws and policies addressing gender discrimination and promoting equality, including ensuring a more 'integrated' analysis of gender issues in policymaking.
- Social movements and activism: the role of grassroots and global movements in advancing gender equality, including global collaborations, generational changes in attitudes and allyship (e.g. with men, with LGBTQIA+ issues and groups) and multipliers.

- Countering anti-equality narratives: developing narratives and tactics to reduce the effectiveness of populist/anti-equality movements, including addressing the rise and spread of disinformation, countering backlash against gender equality and women's rights and countering challenges to fundamental rights and democratic values.
- Sudden shocks to democratic systems: dealing with the disproportionate impacts of (unpredictable) geopolitical and/or humanitarian crises, for example war, migration, pandemic and climate change.
- Cultural norms and media representation: the portrayal of gender in media and entertainment, including social media, and its influence on societal attitudes. In society, such representation can either reinforce stereotypes or promote inclusive narratives.

1.3. EIGE's response to the policy context and gender equality challenges

The 2020–2025 gender equality strategy, the Task Force on Equality and the Commission's commitment to gender equality and gender mainstreaming within relevant portfolios have all increased the need for EIGE's evidence-based information and resources on gender equality, and for technical assistance in implementing gender equality, particularly gender mainstreaming.

Due to growing recognition of the **Gender Equality Index** as a monitoring tool to assess gender equality progress in the EU, the Index has been released annually since 2019. The EU gender equality strategy for 2020–2025 recognises the Index as **a key benchmark for gender equality** and has established a Gender Equality Strategy Monitoring Portal ([9]) that builds on the Index. This adds high political relevance to annual Index releases. Since 2019, the Index has focused on a theme of high political relevance (work–life balance in 2019, digitalisation and the future of work in 2020, health in 2021, care and the COVID-19 pandemic in 2022, the European Green Deal in 2023 violence against women in 2024 and gender stereotypes in 2025). This allows for a broader context for interpretation of Index scores and more comprehensive analysis of gender inequalities in selected areas. The thematic focus also presents key indicators to monitor progress in gender equality in related policy areas. Ten years after its first release in 2013, the Index was conceptually and methodologically updated. The revised edition was launched in 2025. In 2026 the Index will focus on the theme of parental leave policies in the EU.

In 2024, EIGE carried out the second wave of the **EU-wide Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE survey)**. The data was presented in the 2025 Gender Equality Index and the thematic reports responding to broader policy needs. The third wave of the survey will take place in 2027, subject to budget availability. The overall objective of the survey is to fill the data gaps in the EU policy priority areas of work–life balance, gender inequalities in informal care and access to care services. The survey covers several 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. Since 2023, the survey data has improved the capacity of the Gender Equality Index to capture changes in the domain of time in a conceptually sound, coherent and regular way. This EU-wide data contributed to monitoring the 2020–2025 gender equality strategy ([10]), for which closing the

([9]) European Commission, 'Gender Equality Strategy Monitoring Portal', European Commission website, https://composite-indicators.jrc.ec.europa.eu/ges-monitor.

([10]) European Commission, *2023 Report on Gender Equality in the EU*, Publications Office of the European Union, Luxembourg, 2023, https://commission.europa.eu/system/files/2023-04/annual_report_GE_2023_web_EN.pdf.

gender care gap is a key objective. In 2022, the European Commission presented the European care strategy, which called on EIGE to collect data regularly, develop indicators and carry out analyses of the gender care gap, the gender pay gap and the use of time in paid and unpaid work and individual and social activities by women and men with care responsibilities, and of work arrangements throughout their working lives ([11]). The CARE survey data will be used to monitor the implementation of two Council recommendations: one on early childhood education and care (ECEC) and the other on access to affordable, high-quality, long-term care.

Since 2010, the **presidencies of the Council of the European Union have requested EIGE's contributions**, increasing EIGE's research scope to support decision-making at the EU level. As of 2022, reports focusing on BPfA implementation support the presidency of the first semester while the thematic focus of the Gender Equality Index or related policy briefs support the presidency of the second semester. The research support to the presidencies enables EIGE to work on priority policy issues, such as emerging gender equality outcomes of the COVID-19 crisis (2020–2021), gender inequalities in AI and platform work (2020–2021), psychological violence against women and coercive control (2021–2022), young women and men in the aftermath of the COVID-19 pandemic (2021–2022), gender equality and gender mainstreaming in the COVID-19 recovery (2022–2023), work–life balance: bridging the gender care gap (2022–2023), gender inequality and financial independence (2023–2024), return to the labour market after parental leave (2024), gender stereotypes (2025) and cyberviolence affecting girls (2025–2026). In 2025, EIGE published the review *Beijing Platform for Action + 30*, making another important contribution to the assessment of progress in gender equality across the 12 areas of the BPfA since 2019. The review presented recommendations on possible policy actions to promote gender equality after 2025 and strengthen the monitoring of gender equality in the EU. It also informed the EU position on the global assessment of progress in the situation of women and gender equality and empowerment of women and girls (as carried out, for example, by the Commission on the Status of Women). In 2026–2027, EIGE will carry out a study titled 'Breaking barriers, building resilience in the EU: gender equality for a future-ready workforce' in support of the Lithuanian Presidency (2027).

Building on its extensive experience in work–life balance and informal care, EIGE will continue to support **the monitoring of work–life balance and care-related policy initiatives and measures** across the EU by providing relevant data (e.g. CARE survey) and informing policy discussions. Together with the European Commission's Directorate-General for Justice and Consumers (DG Justice and Consumers) and the JRC, EIGE will continue to support updates of the Gender Equality Strategy Monitoring Portal ([12]).

EIGE's work on **gender-based violence** against women and girls is driven by the need to support the EU and Member States to implement a legislative framework. It is well aligned with EU directives, such as the directive on preventing and combating violence against women and domestic violence ([13]), Directive 2012/29/EU (Victims' Rights Directive) ([14]) and Directive 2011/99/EU (European Protection Order

([11]) European Commission, 'A European care strategy for caregivers and care receivers', European Commission website, 7 September 2022, https://ec.europa.eu/commission/presscorner/detail/en/ip_22_5169.

([12]) European Commission, 'Gender Equality Strategy Monitoring Portal', European Commission website, https://composite-indicators.jrc.ec.europa.eu/ges-monitor.

([13]) Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence (OJ L, 2024/1385, 24.5.2024, ELI: http://data.europa.eu/eli/dir/2024/1385/oj).

([14]) 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 (OJ L 315, 14.11.2012, p. 57, ELI: http://data.europa.eu/eli/dir/2012/29/oj).

Directive) ([15]), Regulation 2022/2065/EU amending Directive 2000/31/EC (Digital Services Act) ([16]), the Istanbul Convention and initiatives such as the BPfA that require Member States to uphold commitments to tackle gender-based violence.

Since 2010, EIGE has continuously carried out **research and collected data that is not otherwise available or comparable** to support institutions and experts working to prevent and combat gender-based violence in the EU and beyond. In 2024, the first results from the EU Gender-Based Violence Survey (EU-GBV survey) ([17]), conducted from 2020 to 2024 by Eurostat, EIGE and the European Union Agency for Fundamental Rights (FRA), were released, providing information on physical, sexual and psychological violence, including domestic and non-partner violence. In 2026, more in-depth results and the final results will be published. Furthermore, in 2025, EIGE provided administrative data, and an analysis of it, on violence against women and domestic violence, collected by the police and justice sectors (last data collection exercise in 2023/2024). EIGE continuously assesses Member States' progress in improving their systems for collecting data on violence against women and analyses the data gathered, in line with Article 44 of the directive. The results and analysis support the Commission and Member States to prevent and combat violence against women.

Cyberviolence against women and girls has been augmented 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 and evolving form of gender-based violence. Building on the data from EU-GBV survey, EIGE can further help the EU and Member States to understand the scale of the problem of cyberviolence against women and girls. Following the development of a measurement framework and indicators, EIGE will assess the statistical capability of Member States to collect administrative data on the specific forms of cyberviolence included in the directive on combating violence against women and domestic violence ([18]).

The 2020–2025 EU victims' rights strategy outlined further actions to ensure that victims can fully exercise their rights, including by means of the Victims' Rights Platform. The EU victims' rights strategy calls on EU agencies to cooperate to strengthen justice for victims. More specifically, it calls on EU agencies, the European Union Agency for Criminal Justice Cooperation (Eurojust), FRA and EIGE to report on how to improve cooperation and exchange of information and good practices between competent authorities in cross-border cases. EIGE has cooperated with Eurojust to assess the challenges in implementing the European Protection Order Directive, and how the European Protection Order can be granted to victims of gender-based violence and other forms of violence who are moving to or travelling across the EU.

The 2020–2025 EU security union strategy establishes '**a strong European security ecosystem**' as a strategic priority. It highlights **domestic violence** as one of the most serious security risks. It also emphasises the need to address other serious security concerns, such as Russia's war of aggression against Ukraine, that lead to increased risks of gender-based violence, particularly sexual violence and trafficking for

([15]) Directive 2011/99/EU of the European Parliament and of the Council of 13 December 2011 on the European protection order (OJ L 338, 21.12.2011, p. 2, ELI: http://data.europa.eu/eli/dir/2011/99/oj).

([16]) Regulation (EU) 2022/2065 of the European Parliament and of the Council of 19 October 2022 on a single market for digital services and amending Directive 2000/31/EC (Digital Services Act) (OJ L 277, 27.10.2022, p. 1, ELI: http://data.europa.eu/eli/reg/2022/2065/oj).

([17]) https://eige.europa.eu/newsroom/eu-gender-based-violence-survey.

([18]) Proposal for a directive of the European Parliament and of the Council on combating violence against women and domestic violence, COM(2022) 105 final of 8 March 2022, https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0105.

sexual exploitation. In response to the emerging issues of **violence against women in conflicts and crises**, in 2024, EIGE published a research report on the availability of specialised support services to refugee victims of conflict-related sexual violence and the challenges in accessing and providing such services. In 2025, EIGE published a policy brief on the use of Resolution 1325 national action plans to tackle specific forms of gender-based violence and a report mapping the Member States' policies and actions in responding to gender-based violence in the context of migration. EIGE will continue to support the work of other EU agencies through its expert knowledge on conflict-related violence.

The demand for **gender mainstreaming** knowledge and tools is growing, most notably **the need for technical support** to effectively implement gender mainstreaming in different policy areas. The provision of **tailored support on methods and tools** for gender mainstreaming will become a cornerstone of EIGE's response to gender equality challenges.

As part of its evolving approach to technical assistance, EIGE will launch a **help desk on gender mainstreaming**, a flagship project to respond to the demand for tailored support on gender mainstreaming among EU institutions and Member States. Hands-on support to the Directorate-General for Budget (DG Budget) and DG Justice and Consumers on mainstreaming gender (i.e. gender budgeting) in the next EU long-term budget (multiannual financial framework (MFF)), initiated in 2024–2025, will come to an end in 2026–2027. This task directly addresses the Commission priority **EU budget and reform**, a cross-cutting theme of EIGE's gender mainstreaming work for 2026–2028.

The need for sex-disaggregated data and high-quality gender statistics in the **Gender Statistics Database** has also increased, particularly data on gender mainstreaming, women and men in decision-making and gender-based violence, and data for particular policy areas and emerging issues. Throughout 2026–2028, EIGE will continue to set standards for mainstreaming gender into statistical data collection, production and dissemination, with an intersectional perspective where possible, and offer policymakers and decision-makers a solid, up-to-date tool to help monitor, identify and analyse gender gaps in the EU. EIGE will prioritise statistics that are relevant for its mandate, EU political priorities and emerging issues.

In the context of the European Commission's commitment to mainstreaming gender across the **policy areas**, EIGE supports the integration of gender equality into Commission portfolios and policymaking processes (including budgeting), while focusing on its thematic priorities. EIGE will continue the **provision of policy support** to EU institutions and Member States in selected policy areas and step up efforts to promote transformative and inclusive gender mainstreaming.

EIGE's work addresses the Commission's priority 'democracy and our values' in relation to **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 2026–2028, EIGE's gender mainstreaming work will continue to support the democracy package, including the Commission's efforts to set a monitoring framework on binding standards for equality bodies, with new data collection and analysis of trends on the status of institutional mechanisms for gender equality and gender mainstreaming (area H of the BPfA).

EIGE will update the policy areas section of its Gender Mainstreaming Platform and, ahead of the 2029 EU elections, collect evidence on the gender equality and gender sensitivity of the EP and national parliaments in the EU. This third data collection will rely on a revised measurement framework aligned with the latest policy and legislative developments.

Subject to additional resources provided by the Commission, EIGE will support the implementation of Directive 2022/2381 on improving the gender balance among directors of listed companies and related measures, in order to establish harmonised data collection across the EU in compliance with the directive requirements.

EIGE will build on its experience in standing up for gender equality by responding to anti-gender initiatives. As part of its communications laboratory (Comms Lab) initiative, the Agency will continue to engage with stakeholders to explore efficient strategies to respond to anti-gender initiatives and gender misinformation, in specific areas. The Agency will build on its experience in analysing and shaping narratives related to gender-based violence and violence against women, which was its focus from 2023 to 2025. The lab will aim to explore another thematic area that requires attention, linked to EIGE's priority topics.

The Agency's **thematic communication approach** aligns with the work programme and allows it to develop a deeper and wider communication on specific topics and towards specific audiences. Campaigns are prepared and run over a span of up to two years. Topics for 2026–2028 will be decided in line with megatrends, as mentioned in Section 1.2 of this document. New European Commission priorities will be considered.

EIGE's proactive **communications** approach has contributed to an ongoing increase in the number of media mentions each year, with an associated uptick in requests for interviews with EIGE's experts and requests for data and key research findings. The Agency will continue to use a digital, visual and audiovisual approach to communicating its evidence on its website and social media channels, together with new tools where necessary. This will ensure that EIGE's communication methods continue to be relevant and impactful in a rapidly changing and increasingly digital world.

EIGE continues to be tech-savvy in its operations, including investing in **digital** conferencing solutions for events and stakeholder consultations. In an increasingly digital and more eco-conscious world, the demand for printed publications has reduced. Since 2023, EIGE has discontinued printed publications in favour of online content for its website.

The Agency also aims to continuously improve its cooperation and exchanges with stakeholders (EU institutions), including through its Brussels liaison office and, increasingly, at the national level. Enhanced **engagement with stakeholders** has led to an increased number of requests for information, EIGE presentations and expert advice. EIGE's own data collection, including surveys, not only provides unique information but is likely to increase the number of requests for its contributions to EU policy discussions and documents.

To respond to growing needs for **technical assistance**, EIGE will further explore approaches to efficiently provide support to a broader range of stakeholders, covering different areas of the Agency's activities, in addition to the technical support on gender mainstreaming. A model of a stakeholders' support centre will be introduced to efficiently respond to requests in all areas of work, in a timely manner, where a need for general support is increasing, in particular among EU institutions and Member States.

1.4. Key partners

By providing targeted input and support to its key stakeholders, EIGE will contribute to evidence-based policymaking and decision-making that promotes 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. Specifically, EIGE's input to the Commission's calls for evidence and public consultations pursues this goal ([19]).

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 actively consult its stakeholders. This cooperation is guided by a strategic foresight approach, based on the principle of knowledge creation and information sharing in the area of gender equality. The focus is on cooperation with its key partners and expanding the network of stakeholders across different policy areas. The findings and recommendations of EIGE's second external evaluation in 2022 have been taken into account: EIGE diversified its cooperation with national-level stakeholders by attracting more civil society organisations, social partners and academics, and has been successful in building on its credibility and expertise to create larger networks.

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

- the EP,
- the Council of the European Union,
- the European Commission (DG Justice and Consumers as the partner DG),
- national institutions responsible for gender equality,
- the trio presidency Member States (there is a special focus on these).

EIGE's work is supported by its Experts' Forum, an independent advisory body established by the Agency's Founding Regulation. Representing all Member States, this advisory body constitutes a platform for exchange of information and pooling of knowledge on gender equality issues. It plays an important role in bringing specific knowledge and expertise to EIGE that might not otherwise be available at the Agency. The current term of the Experts' Forum started in December 2024 and runs until November 2027. The Agency will continue actively engaging members of the advisory body in its activities, when needed, by forming ad hoc expert groups on topics of relevance.

In addition to EU- and Member State-level stakeholders, EIGE cooperates with different EU agencies, EU-level social partners (e.g. European Trade Union Confederation, BusinessEurope), equality bodies (European Network of Equality Bodies), relevant civil society organisations (e.g. European Women's Lobby, Social Platform, European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association, European Network against Racism, European Disability Forum, AGE Platform Europe, Transgender Europe, Women against Violence Europe and MenEngage) and platforms such as LinkedIn. EIGE has also developed closer cooperation with policy platforms such as Women Political Leaders and Women 7. The EIGE Director joined the International Gender Champions network. In line with the recommendations of EIGE's second external evaluation in 2022, the Agency expanded its stakeholder networks to enhance its outreach and engagement activities.

As an EU agency working in the broader network of EU agencies, EIGE seeks synergies with the agencies listed in its Founding Regulation (e.g. the European Foundation for the Improvement of Living and Working

([19]) https://eige.europa.eu/about/our-expert-view-informing-key-eu-policies.

Conditions (Eurofound), the European Centre for the Development of Vocational Training (Cedefop), the European Agency for Safety and Health at Work (EU-OSHA), FRA) and those that work on issues related to EIGE's priority topics. EIGE encourages gender mainstreaming efforts in their work programmes and aims to make the Agency's gender equality expertise available to them. As an active member of the Justice and Home Affairs Agencies Network (JHAAN), EIGE maintains regular close contact with all agencies of the JHAAN: the European Agency for Law Enforcement Training, the European Union Agency for Law Enforcement Cooperation, Eurojust, the European Border and Coast Guard Agency, the European Union Agency for Asylum (EUAA), the European Agency for the operational management of large-scale information technology (IT) systems in the area of freedom, security and justice, the European Union Drugs Agency and FRA. With the prospect of holding the presidency of the JHAAN in 2027, EIGE entered the trio presidency coordination in 2025. As part of that trio, EIGE seeks to bring a gender equality perspective closer to the JHAAN sector.

EIGE cooperates with academic partners, including through participation in stakeholder advisory boards of several Horizon projects (the rEUsilience project, the infrastructure for NextGenerationEU (Infra4NextGen) project, the masculinities for the future of European democracy (Men4Dem) project and the transforming European work and social protection: a new proactive welfare state fit for the future world of work (TransEuroWorks) project). EIGE also continues active involvement in the activities of the EU Agencies Network on Scientific Advice (EU-ANSA) and its futures cluster. In 2026–2028, EIGE will enhance its strategic foresight efforts and actively engage various EU institutions and agencies. Its cooperation with data providers, notably through the working groups and task forces of Eurostat, the JRC, the Directorate-General for Research and Innovation (DG Research and Innovation) and EU agencies (e.g. FRA, Eurofound, EU-OSHA) will remain particularly relevant.

EIGE's work programme for 2026–2028 will seek synergies not only with other institutions, but also across policy areas to better highlight the most pressing gender equality challenges. To identify the relevant thematic priorities for this period and plan its activities, the Agency will hold consultations with a broad range of EIGE's stakeholders (Chapter 2), which will be led by the strategic foresight approach. EIGE will align its work with the political priorities of the new Commission and the new gender equality strategy for 2026–2030. In light of the need to increase its efforts to integrate intersectional perspectives, EIGE will seek further synergies with different Commission high-level groups and subgroups on equality data and other equality grounds.

EIGE will use its liaison office in Brussels to strengthen policy dialogue and connect its work with stakeholder needs more efficiently. EIGE's presence in Brussels helps to maintain active engagement with EU-level stakeholders. It raises the visibility and accessibility of the Agency and expands EIGE's engagement with stakeholders beyond the gender equality community. Since the start of a new EP mandate and a new College of the Commission at the end of 2024, the liaison office has continued to play a crucial role in connecting EIGE with relevant stakeholders at EU institutions.

To reach out to stakeholders beyond the EU, the Agency works with regional and international organisations, such as the Council of Europe, UN Women, the UN Economic Commission for Europe, the Organisation for Security and Cooperation in Europe (OSCE), the Organisation for Economic Co-operation and Development, the World Health Organization and the International Labour Organization. This work aims to maximise synergies, avoid duplication and reinforce each other's actions.

In 2026–2028, EIGE will continue its activities under a contribution agreement with the European Commission's Directorate-General for Enlargement and Eastern Neighbourhood (DG Enlargement and

Eastern Neighbourhood) to support the gender equality agenda in the Western Balkans and Türkiye (Annex 11). In addition, it will explore the possibility of cooperating with Georgia, Moldova and Ukraine.

2. Multiannual programming for 2026–2028

2.1. Multiannual work programme

EIGE's multiannual programming for 2026–2028 is based on the Founding Regulation, which lays the foundation for the Agency's objectives (Article 2), tasks (Article 3) and 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 2026–2028 was developed based on the outcomes of EIGE's strategic foresight exercise (2024–2025), an assessment of stakeholders' needs (e.g. by means of EIGE's thematic consultation meetings and the 2024 Gender Equality Forum) and internal strategic planning consultations within the Agency; it aims to respond to the challenges in realising gender equality and policymakers' needs and priorities (Chapter 1). The multiannual programming for 2026–2028 was prepared in line with European Commission guidelines for the SPD and the consolidated annual activity report (CAAR) ([20]).

The multiannual programming takes due consideration of EIGE's second external evaluation, commissioned by the management board in 2022 in line with Article 20 of the Founding Regulation (Annex 9). The final evaluation report was presented to the management board in November 2022 and the management board issued its recommendations in February 2023. Further details are presented in Annex 9. In accordance with Article 20 of Regulation (EC) No 1922/2006, the third evaluation of EIGE will take place in 2028.

In line with the strategy to strengthen EIGE's intersectional approach, the Agency will further include intersecting inequalities perspectives across all areas of work, where relevant, feasible and within its capacity.

2.1.1. Strategic objectives, actions and thematic priorities for 2026–2028

In accordance with Article 2 of the Founding Regulation, EIGE's work aims to achieve three **strategic objectives** for 2026–2028:

1. contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex;
2. support the integration of a gender perspective into EU 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**:

1. providing evidence: research and data collection;
2. supporting gender-responsive policies: gender mainstreaming and specific tools;
3. communicating gender equality.

EIGE's actions are the Agency's operational 'backbone', ensuring long-term achievement of the strategic objectives. For several years, **thematic priorities** have also been identified to ensure that the actions (i.e.

([20]) 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 of 20 April 2020.

work consuming resources and producing outputs) support the ongoing realities. This implies that, during the specified time period, actions are linked to the thematic priorities agreed. A major advantage of this approach is multiple synergies between actions, enabling greater structure and coherence in EIGE's work. It also allows for more timely and comprehensive inputs to EU policymaking. Those expected synergies will enable EIGE to focus its human and budgetary resources in the most effective and efficient way.

Following the strategy to strengthen EIGE's intersectional approach, approved in 2024, EIGE aims to apply a systematic and structured approach to incorporating perspectives on **intersecting inequalities** across all its areas of work, where relevant, feasible and within its capacity. This applies to the conceptualisation and implementation of the research activities (including methodology, data collection and analysis), gender mainstreaming work, communication on gender equality, stakeholder engagement and the horizontal activities of the Agency.

In 2026–2028, EIGE will focus its work on three thematic priorities:

1. gender-based violence;
2. twin green and digital transitions (refers to the interplay between the digital and green transitions and the need to utilise their capacities to reinforce each other, that is, digital technologies can help economies to become (more) resource efficient, circular and climate neutral) ([21]);
3. economic and social sustainability, upholding the values of a free and democratic Europe.

This is in line with the European Commission's priorities for the programming period and in line with the thematic priorities adopted in the 2025–2027 SPD. It will, for example, consider emerging security challenges, the green and digital transitions and widening inequalities.

For this term, EIGE will follow a similar approach to communication activities, focusing on thematic priorities but allowing up to two years to prepare and run thematic campaigns. Gender-based violence will remain an ongoing priority theme in EIGE's communication. Other topics for 2026–2028 communication activities will be decided in line with forthcoming European Commission priorities.

EIGE's work in 2026–2028 will reflect specific challenges in gender equality across relevant thematic priorities and in relation to emerging topics of societal interest. It will continue to strengthen and improve the implementation of the intersectional approach across its activities.

Gender-based violence against women and girls is a key part of EIGE's mandate and remains a continuous thematic priority, with a focus on the profoundly gendered nature of this form of violence. EIGE will continue to provide further research, data and tools to the EU institutions and Member States to better respond to gender-based violence against women. The directive on combating violence against women and domestic violence gives EIGE a prominent role in supporting the gathering of data by Member States. Throughout 2026–2028, EIGE will engage closely with national data providers and other European, international and national stakeholders to develop tools, a methodology and a platform for the collection of administrative data on violence against women and domestic violence. This includes setting up a coordination system for data collection, initiating procurement and agreeing standard operating procedures

([21]) Communication from the Commission to the European Parliament and the Council – 2022 Strategic foresight report twinning the green and digital transitions in the new geopolitical context, COM(2022) 289 final of 29 June 2022, https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52022DC0289.

(SOPs) for data management, including data collection, entry and validation, and supporting the standardisation of administrative data on violence against women and domestic violence.

EIGE will ensure that thematic priorities reflect areas of expertise, focusing on topics where it has already accumulated knowledge and data (e.g. through the BPfA and Gender Equality Index thematic reports, surveys on unpaid care work, gender budgeting, gender-responsive public procurement in the EU and the Gender Statistics Database). EIGE will build on this accumulated expertise and knowledge and use the thematic focus to provide more in-depth research and tools on specific topics.

In addition to its 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, including emerging security and migration challenges, showed the need to be able to quickly adjust priorities and resources and focus attention on an emerging topic with huge consequences for gender equality and wider society. Emerging topics are impossible to predict, but including space and resources within the work programme allows EIGE the flexibility to pivot and shift focus should the need arise. It also ensures that EIGE can communicate relevant research when it is most needed by stakeholders.

The work on the three thematic priorities for 2026–2028 will be closely linked to EIGE's planning processes, including a strategic foresight approach, strategic discussions with management board members and broader stakeholder consultations. For example, the planning for the BPfA report starts about two years ahead of its publication (2026), in this case in the first half of 2024, including preparatory discussions with the Commission and the presidency. Similar multiannual work processes apply to a number of other research products.

In line with these timelines, the thematic priorities identified are agreed in advance, with adequate preparation time, with EIGE's key stakeholders, including the European Commission and the trio presidencies. The Commission has recommended that each of the trio presidencies selects and works around one thematic research priority within its time frame. This will add value by ensuring a more cohesive programme and providing an opportunity for EIGE to accumulate certain thematic knowledge. As a result, a need for more in-depth research, tools and technical assistance can be expected across the specified topics.

A number of possible topics are identified for each of the thematic priority areas. These reflect EIGE's previous work and the human and financial resources available. As the thematic priorities may change in 2026, depending on the priorities of the new Commission, more specific topics for 2026–2028 will be established later in the planning process. Outputs from the previous period will continue to be communicated in line with Commission priorities, wider societal trends and stakeholder needs. Following stakeholder consultations, topics will be decided and indicated during the course of 2025, with the final list ready for adoption in the 2026–2028 SPD.

2.1.2. EIGE actions in 2026–2028

1. 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 2026–2028, in response to ongoing gender equality challenges, EIGE will enhance its research, data collection and analysis at the EU and Member State levels. EIGE will

further apply an intersectional perspective in its research and data collection, as relevant and feasible for a particular activity and subject to resource availability.

Since 2020, the Agency has collected unique microdata on gender (in)equalities through online panel **surveys**. The first survey on gender equality and platform work covered 10 Member States. The second online panel survey, in 2021, provided EU-wide data on gender equality, work–life balance and the consequences of the COVID-19 pandemic. In 2022 and 2024, EIGE collected regular survey data through the CARE survey. The third wave of the CARE survey is planned in 2027. The surveys aim to fill in EU gender data gaps in areas such as informal care, access to care services and the work–life balance of parents and carers. An extensive list of social variables used in EIGE's surveys provides a solid basis for the analysis of intersecting inequalities. Furthermore, the EU-GBV survey also enables an intersectional microdata analysis to better understand the prevalence of violence against women across the Member States.

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 in the EU, when relevant, with findings and recommendations feeding into the policymaking process through Council conclusions. It will build on its reputation as the knowledge centre on gender equality in the EU by continuing to provide high-quality research, data and indicators for evidence-based policymaking.

EIGE supports policymakers and other key stakeholders working to achieve gender equality by identifying gender equality challenges and knowledge gaps, presenting evidence through research and the collection of unique data and producing gender statistics for better-informed policymaking (Gender Equality Index, Gender Statistics Database, BPfA monitoring reports, research and data collection on violence against women, EIGE surveys). EIGE applies innovative research methodologies and works closely with data providers (Eurostat, Eurofound, FRA, Cedefop, EU-OSHA, national authorities, etc.) to close data gaps and include a gender perspective in data collection. Building on the EU-GBV survey, EIGE will continue to support the Eurostat task force in planning the next survey on violence against women.

EIGE's research programme takes a twofold approach, as it can both inform and monitor policies. To inform policies, research is carried out in a targeted way on specific EU policy areas that addresses the needs of stakeholders. EIGE aims to extend its research to cover areas beyond traditional employment and social policy, in line with the thematic priorities agreed. The Gender Equality Index, EIGE surveys and the Gender Statistics Database, for example, are used to monitor the 2020–2025 EU gender equality strategy ([22]) (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 the EU's international commitments, notably the sustainable development goals (SDGs) and the BPfA.

EIGE's statistics have been a crucial instrument in assessing the persistent gender imbalance among key decision-makers in large corporations and financial institutions. Since 2012, the monitoring of the gender composition of boards has supported policy dialogue on the Commission's proposal for a directive on improving the gender balance on corporate boards, adopted in 2022 ([23]). The directive requires listed companies to have at least 40 % of each gender among the non-executive members of boards, or 33 %

([22]) European Commission, 'Gender Equality Strategy Monitoring Portal', European Commission website, https://composite-indicators.jrc.ec.europa.eu/ges-monitor.

([23]) 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, 7.12.2022, p. 44, ELI: http://data.europa.eu/eli/dir/2022/2381/oj).

among all directors. Following directive provisions, Member States submit data once a year from December 2025 and the Commission prepares a report on Member States' fulfilment of requirements every two years, starting in 2026. Subject to additional resources provided by the Commission and formal agreement with the Commission and Member States, EIGE will implement centralised data collection with a common methodology that will help gather comparable data across Member States and track progress.

EIGE's CARE survey provides unique and much-needed data to monitor EU commitments to closing gender gaps in care and ensuring access to affordable, high-quality care services (as recognised in the 2020–2025 EU gender equality strategy, the European Pillar of Social Rights, the European care strategy and the Work–Life Balance Directive). Adopted in 2022, the European care strategy recognises the need for EIGE's input to monitor progress and to work to develop and analyse indicators that track the gender care gap, the gender pay gap, the use of time in paid and unpaid work, individual and social activities by women and men with care responsibilities and their work arrangements throughout their working lives. CARE survey data will be used to monitor the implementation of two Council recommendations: one on ECEC and the other on access to affordable, high-quality long-term care. It will also provide regularly available data to track progress in the domain of time of the Gender Equality Index.

For 2026–2028, EIGE will continue to provide research support to the Commission and the first-semester presidencies (Cyprus, Lithuania, Italy) through **BPfA monitoring reports**, with one research report to be published in the first semester of each year. In 2026, EIGE will publish a report on cyberviolence against girls (aged 13–18 years) for the Cypriot Presidency (2026) and will develop a report for the High-Level Group on Gender Mainstreaming review 'Breaking barriers, building resilience in the EU: gender equality for a future-ready workforce' in support of the Lithuanian Presidency (2027). In 2026, EIGE will also initiate research support to the Italian Presidency (topic to be confirmed in early 2026).

In line with the approach introduced in 2019 (Chapter 1), the annual updates of the **Gender Equality Index** will contain a thematic focus offering evidence to support the political priorities of the second-semester presidencies of the Council (Ireland in 2026, Greece in 2027, Latvia in 2028). Subject to resource availability, EIGE might develop an extra policy brief to enhance its support to the second-semester presidencies; this extra brief would be on a more specific policy issue addressed by the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) conclusions.

The 2025 Gender Equality Index featured conceptual and methodological updates to its original structure and provided new impetus for monitoring gender equality in the EU. The 2026 Gender Equality Index will focus on parental leave policies (e.g. estimates of eligibility for parental leave in the Member States, the gap between the end of (well-paid) leave and ECEC entitlement, policies promoting the take-up of parental leave by fathers). The review of the eligibility for parental leave will inform the Commission's report on the revised Barcelona targets, which is due five years after the adoption of the Council recommendation, and the follow-up work on the Work–Life Balance Directive. Eligibility estimates and analysis of some aspects of the design of leave policies will also provide strong evidence for Member States to assess their parental leave policies and exchange promising practices. The 2027 Gender Equality Index will focus on the impacts of AI on gender equality. The thematic focus of the 2028 Index is yet to be confirmed.

For 2026–2028, EIGE plans to further expand its gender-based violence data collection and research activities. EIGE will support the Member States in developing and improving the collection of data on violence against women and domestic violence, to accordance with their obligations under the directive on combating violence against women and domestic violence. It will develop measurement tools and processes for effective prevention practices that are culturally and gender sensitive and appropriate for

the population in question. Furthermore, EIGE will explore new data sources to assist Member States in collecting and providing data on the list of indicators specified in the directive on combating violence against women and domestic violence (including the new ones on cyberviolence, number of shelters and number of calls to hotlines).

EIGE will continue to develop a comparable measurement framework to strengthen institutional capacity to respond to violence against women in collaboration with the relevant institutions at the Member State (e.g. data providers, ministries) and EU levels (e.g. Eurostat). EIGE's analysis of the incidence and patterns of violence against women and domestic violence will focus on the gendered social structures and institutions underpinning and enabling such crimes. EIGE will also support the EU and Member States to apply victims' rights standards in the areas of protection and access to justice, and to respond to challenges in risk assessment, effective protection measurement and security-related issues.

The list of activities planned for 2026–2028 will cover the proposed thematic priorities with different research and data perspectives.

Thematic priority	EIGE's provisional response in 2026–2028
Gender-based violence	• Initiate the preparatory steps for the administrative data collection process in accordance with the directive. • Assess the feasibility of the indicators specified in the directive, including the proposed measurement framework for cyberviolence against women and girls and on the demand and use of support services. • Contribute to the new (2027) EU-GBV survey developed by Eurostat. • Provide evidence on the victims of conflict-related sexual violence and guidance for their protection. • Revise and update the methodology for accurate estimation of women and girls at risk of female genital mutilation (FGM) across Member States. • Advance a harmonised data collection on femicide. • Provide an annual update on violence against women in the Gender Equality Index. • Analyse cyberviolence against women and girls within the BPfA framework in support of the Cypriot Presidency.
Twin green and digital transitions	• Provide evidence on digitalisation and the changing nature of work (e.g. workplace/work-time flexibility, remote work and connectivity, skills for the future workforce, digitalisation in the care sector) and how digitalisation shapes access to services from a gender perspective (e.g. access to care, education, employment, health, victim support services). • Provide further outputs on selected topics of the green transition, based on the thematic focus of the 2023 Gender Equality Index, CARE survey data (second wave) and *Beijing Platform for Action + 30*.
Economic and social	• Provide evidence on demographic imbalances, ageing and the

Thematic priority	EIGE's provisional response in 2026–2028
sustainability, upholding the values of a free and democratic Europe	demands they create for the care economy, welfare and economic growth. • Expand knowledge on widening inequalities in the labour market and new forms of work. • Provide regular evidence on the state of play and trends in closing gender care gaps, the design of parental leave policies in the Member States, the uptake of parental leave and work–life balance. • Support the Commission in advancing gender equality through pay transparency. • Expand knowledge on gender stereotypes and their impact on economic and social equality and well-being.

2. Supporting gender-responsive policies: gender mainstreaming and specific tools

In line with the strategic objective of supporting the integration of a gender perspective into EU policies and the resulting national policies, throughout 2026–2028 EIGE will continue to (1) **support the EU and Member States to design more effective gender mainstreaming strategies in selected policy areas**, (2) provide tailored technical support and **develop gender mainstreaming tools and methods** for policy implementation and (3) **provide reliable and centralised gender statistics to policymakers and other stakeholders**.

During 2026–2028, EIGE will continue to support the EU institutions and Member States with their practical implementation of gender mainstreaming in EU policies, programmes and projects and step up efforts to promote transformative and inclusive gender mainstreaming.

In 2026–2027, EIGE will update the policy areas section of its Gender Mainstreaming Platform and strengthen the competence development, gender analysis, intersectional perspective, good practices and funding for gender equality components of the updated policy areas. The update will cover the relevance of gender equality to policy areas, the main gender inequalities in policy areas, policy objectives and milestones and practical examples of gender mainstreaming in the policy cycle.

In 2027–2028, EIGE's **policy support** on gender mainstreaming will continue to reinforce the EU defence of democracy package. In 2027–2028, ahead of the European elections, EIGE will collect evidence on the gender equality and gender sensitivity of the EP and national parliaments in the EU. This third data collection will rely on a revised measurement framework aligned with the latest policy and legislative developments.

In addition, EIGE will support the Commission's efforts to set up a monitoring framework on binding standards for equality bodies and the monitoring of the directive, complementing a new data collection and analysis of trends on the status of institutional mechanisms for gender equality and gender mainstreaming (area H of the BPfA), starting in 2028.

Work on the provision of tailored **technical support for the development of gender mainstreaming methods and tools** will continue throughout 2026–2028. The provision of demand-driven technical assistance to DG Budget and DG Justice and Consumers on mainstreaming gender (i.e.

utilising gender budgeting) in the next EU long-term budget (MFF) will continue throughout this period, having been initiated in 2024–2025.

In 2026–2027, to respond to the growing need for technical support in gender mainstreaming and as part of EIGE's evolving approach to technical assistance, EIGE plans to develop a help desk on gender mainstreaming. This initiative aims to meet the demand for quick tailor-made support in gender mainstreaming, while also enhancing awareness and use of EIGE's Gender Mainstreaming Platform and methods and tools within EU institutions and Member States. The help desk will provide demand-driven assistance to EU institutions and Member States on mainstreaming gender into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting gender equality and institutional transformation.

Throughout 2026–2028, the work on the development of gender mainstreaming tools will focus on gender-neutral job evaluation and gender analysis, with an intersectional approach. The web version of the step-by-step toolkit on gender-neutral job evaluation will facilitate the engagement and competence development of end users.

New options to support the dissemination of the developed tools will be tested (e.g. dedicated webinars). These will aim to increase stakeholders' information and expertise on the application of EIGE's gender mainstreaming tools and approaches. The results of these activities will support the efforts of EU institutions and Member States to deliver better lawmaking and high-quality legislation and policies at the EU and national levels.

EIGE envisages further engagement with the Thematic Network on Gender Mainstreaming during 2026–2028. As a unique forum to gather and validate information, build common approaches and share results, the network informs EIGE's work on trends, priorities and political agendas in the Member States. It offers a space for Member States and EU institutions' practitioners to exchange information on gender mainstreaming progress, and provides support on the use of relevant methods and tools. The network will be involved in data collection, peer assessment, quality assurance, peer learning and competence development.

EIGE will maintain and update its **Gender Statistics Database** to support its research and gender mainstreaming work and to provide reliable structured guides and centralised access to gender statistics for policymakers and other stakeholders. It will prioritise statistics that are relevant to its mandate and the current political agenda, such as EIGE's unique data based on administrative data sources and its own surveys ([24]). Continuity will be assured for established statistical activities, such as regular collection of data on women and men in decision-making, gender-based violence (violence against women and domestic violence), gender-sensitive parliaments and institutional mechanisms for gender equality and gender mainstreaming. Synergies and complementarities will be sought with statistics' users and data providers through cooperation with other EU agencies and bodies, particularly Eurostat, FRA, Cedefop, EU-OSHA and Eurofound. Subject to resource availability, routine data collection may be expanded to fulfil specific measurement and monitoring needs within EIGE's focus areas of work and emerging topics.

([24]) For example, EIGE's data on women and men in decision-making is part of the European Statistical System, with Eurostat publishing data on seats held by women in national parliaments and governments ([sdg_05_50] Seats held by women in national parliaments and governments

Since 2012, EIGE's statistics have been a key instrument in assessing the persistent gender imbalance among key decision-makers in large corporations and financial institutions. Subject to additional resources provided by the Commission and upon formal agreement with the Commission and Member States, EIGE will implement a centralised data collection with a common methodology that will help gather comparable data across Member States and track progress on the gender balance on corporate boards in the EU. As part of a transition period, EIGE will continue its current statistical data collection on a biannual basis until 2027 and carry out a data quality and comparability assessment in 2028, that is, after the third data collection for the directive. EIGE will directly collect data on chief executive officers and board chairs for all listed companies from 2026, and for additional positions not covered by the directive and for non-EU countries from 2028 onwards.

EIGE will cooperate with the relevant parts of the Commission throughout the period on data collection on women and men in decision-making from EU candidate countries and potential candidates within the Instrument for Pre-Accession Assistance (IPA) ([25]) in 2026–2028.

Throughout 2026–2028, through its gender mainstreaming action, EIGE will continue to collect data relevant to all thematic priorities. EIGE aims to provide data on decision-making, institutional mechanisms for gender equality and gender mainstreaming and gender-based violence, and other relevant data, for monitoring the 2020–2025 EU gender equality strategy and its possible successor.

([25]) European Commission, 'Overview – instrument for pre-accession assistance', European Commission website, https://neighbourhood-enlargement.ec.europa.eu/enlargement-policy/overview-instrument-pre-accession-assistance_en.

Thematic priority	EIGE provisional response in 2026–2028
Gender-based violence	• Support the monitoring process of the 2020–2025 EU gender equality strategy and subsequent policy framework. • Develop a standardised methodology and a process to ensure yearly data collection in accordance with the directive on violence against women and domestic violence. • Publish/update indicators on violence against women (e.g. new administrative data collection on violence against women and domestic violence exercises) in the Gender Statistics Database.
Twin green and digital transitions	• Update and collect data to populate relevant indicators within the Gender Statistics Database, including on women and men in decision-making in related sectors. • Update relevant policy areas on the Gender Mainstreaming Platform.
Economic and social sustainability, upholding the values of a free and democratic Europe	• Update and collect data to populate relevant indicators within the Gender Statistics Database, including on women and men in decision-making in related sectors. • Update relevant policy areas on the Gender Mainstreaming Platform. • Provide tailored gender mainstreaming tools and practical guidance, including gender analysis for better lawmaking. • Support the European Commission to implement certain EU legal provisions on pay transparency, that is, update existing EU guidelines and develop practical guidance on gender-neutral job evaluation. • Support the European Commission in monitoring the directive on gender balance on boards and the directives on the functioning of equality bodies, reflecting the standards established by Directives 2024/1499 and 2024/1500. • Provide evidence, support and entry points on gender mainstreaming and budgeting in the next MFF.

3. Communicating gender equality

EIGE's **communication and stakeholder engagement** activities aim to ensure that its evidence is relevant to policy, familiar and well used by policymakers and other target groups. EIGE will identify stakeholders' needs in relation to the thematic priorities, communicate existing, ongoing and future findings by means of communication products suited to the needs of the target audience and prioritise relevant stakeholders. It will communicate to people in Europe (public-facing communication) through active engagement with mainstream media (news outlets, television, radio), through its own digital channels (website, social media) and by engaging with partners and influential voices. EIGE participates in different networks of senior communicators, including the C10 group, a group of international (intergovernmental) organisations mandated to protect and promote human rights in Europe (including DG Justice and Consumers, FRA, the Office of the UN High Commissioner for Human Rights, the Council of Europe, the Commissioner for Human Rights, the OSCE Office for Democratic Institutions and Human Rights, the EEA

and Norway Grants, the European Network of Equality Bodies and the European Network of National Human Rights Institutions).

To ensure that its communication products are modern, easy to read and relevant, EIGE will continue to take a digital and visual approach to communicating research findings and follow developments in gender-sensitive and inclusive communication. EIGE will monitor and evaluate the impact of outreach activities and improve knowledge management to facilitate organisational learning.

EIGE will continue to address the challenges of the backlash against gender equality and women's rights and help to develop knowledge and skills on promoting gender equality through impactful communication and storytelling. EIGE will use the Comms Lab approach to facilitate conversations and explore the use of evidence-based communication techniques, such as digital research and similar tools, to counter gender-based disinformation, allowing for a more structured response and proactive messaging.

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

- establishing **communication topics**, based on findings from its thematic priorities, including for the development of campaigns that are developed and run over up to two years;
- linking EIGE's work to **EU policy priorities** and **emerging topics** related to gender equality;
- maintaining **active engagement with stakeholders** in EU institutions and Member States to understand policy needs and increase the added value of EIGE's work;
- expanding engagement with stakeholders **beyond the gender equality community** through targeted action.

In 2026, EIGE will organise its third Gender Equality Forum.

As part of EIGE's evolving model of **technical assistance**, EIGE will further explore approaches to efficiently provide support to a broader range of stakeholders, covering different areas of the Agency's activities, in addition to the technical support on gender mainstreaming. A model of a stakeholders' support centre will be also explored for other areas of work where a need for support is growing, in particular among EU institutions and Member States.

Thematic priority	EIGE provisional response in 2026–2028
Gender-based violence	• Engage with relevant stakeholders working on gender-based violence to understand their policy needs and support them through data and evidence. • Develop outreach and engagement approaches for (policy) stakeholders and broader audiences. • Contribute to the annual awareness-raising campaign 'orange the world'.
Twin green and digital transitions	• Engage with relevant stakeholders working on the twin green and digital transitions to understand their policy needs and support them through gender equality data and evidence. • Develop outreach and engagement approaches for (policy) stakeholders and broader audiences.
Economic and social sustainability, upholding the values of a free and democratic Europe	• Engage with relevant stakeholders to understand their policy needs and support them through gender equality data and evidence. • Develop outreach and engagement approaches for (policy) stakeholders and broader audiences.

2.1.3. Monitoring progress in achieving objectives: key performance indicators

EIGE's performance management framework was adopted by Director's Decision No 257 of 19 July 2022. It establishes a number of key performance indicators (KPIs) to measure the Agency's performance, focusing on its outputs and the outcomes of its work. The indicators 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 and measure progress in delivering EIGE's work (e.g. number of reports published). They include measures on aspects of organisational performance that are seen as critical to the Agency's current and future success. In line with the Commission guidelines on KPIs ([26]), they are linked to both operational achievements and administrative performance.

([26]) European Commission, Commission staff working document – Guidelines on key performance indicators (KPI) for directors of EU decentralised agencies, SWD(2015) 62 final of 13 March 2025'

	KPI	Target	Source
KPIs for operational objectives	Timely submission of the draft SPD to the Commission for consultation	31 January year *n* [a]	CAAR
	Rate (%) of achievement of annual activities [b]	> 95 %	CAAR
	Number of contributions to EU policies	5	Stakeholder register
	Number of presentations of EIGE's work in stakeholder events	60	Stakeholder register
KPIs for management of financial and human resources	**KPI**	**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 the legal/contractual deadlines	> 75 %	Budget implementation reports
	Rate (%) of out-turn	< 5 %	Budget implementation reports
	Rate (%) of implemented external and accepted internal audit recommendations	> 90 %	Team Central
	Average (%) of authorised posts of the annual establishment plan that are vacant at the end of the year	< 10 %	Sysper2
	Annual average number of days of sick leave per staff member	Absence without medical certificate < 3 Absence with medical certificate < 9	Sysper2

(a) Year *n* is the year preceding the programming period set for *n* + 1 to *n* + 3, in accordance with Article 32 of EIGE's Financial Regulation (i.e. year *n* is 2025 for the 2026–2028 programming period).

(b) 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 set out in the annual work programme and the sum of actual achievement rates of all activities, in line with indicated outcome- and output-level indicators. The target for 2026–2028 will be set after the evaluation of the baseline year.

In addition to KPIs, EIGE will use more specific performance indicators to track and monitor performance in action areas implemented through research, data collection and outreach activities.

Furthermore, in accordance with Article 20 of Regulation (EC) No 1922/2006, the third evaluation of EIGE will take place in 2028; more details are provided in Annex 9 of this document.

2.2. Human and financial resources: outlook for 2026–2028

2.2.1. Overview of past and current situations

EIGE remains one of the smallest EU decentralised agencies, with an establishment plan of 28 temporary agents (TAs). Despite this limited capacity, the Agency's tasks have expanded significantly without a corresponding increase in resources.

EIGE's second external evaluation (in 2022) found that insufficient staffing, particularly in gender

mainstreaming, prevents the Agency from meeting stakeholder demand, with only one in four requests for technical assistance fulfilled. Support is largely confined to EU institutions, leaving little scope to assist Member States, despite EIGE's recognised expertise.

In parallel with a decrease in the establishment plan (from 30 posts in 2013 to 27 in 2017 and 28 ([27]) in 2025) new responsibilities have been assigned, including management of the Database on Women and Men in Decision-Making and harmonised data collection for monitoring Directive (EU) 2022/2381 on improving gender balance on company boards. Further tasks are expected owing to recent legislative development on pay transparency, work–life balance and standards for equality bodies, and the upcoming gender equality strategy for 2026–2030.

Two contract agent (CA) posts granted in 2024 for gender mainstreaming provide temporary relief, but do not address structural needs. EIGE maintains its call for a sustainable and structural reinforcement of the Agency in accordance with the recommendations of the external evaluation.

Furthermore, compliance with the EU Cybersecurity Regulation also requires the establishment of an in-house cybersecurity officer and investments to strengthen IT security, given EIGE's heightened exposure to cyber threats.

2.2.2. Outlook for 2026–2028

2.2.2.1. New tasks

Directive 2024/1385 on combating violence against women and domestic violence requires all Member States to have a system in place for the collection, development, production and dissemination of statistics on violence against women and domestic violence. The data will be transmitted to EIGE on a yearly basis, following the incorporation of the directive. Under Article 44, EIGE is tasked with supporting Member States in gathering data, including by establishing common standards. To ensure that EIGE meets the main requirements in the short- and long-terms, established capacity at EIGE (human and financial resources) is provided (details in Section 2.2.3).

The Agency also has additional tasks deriving from new directives and strategies, with a role envisaged for EIGE in the following:

- 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;
- Directive (EU) 2022/2381 on improving gender balance among directors of listed companies;
- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work–life balance for parents and carers;
- Directive (EU) 2024/1499 on standards for equality bodies in the field of equal treatment between persons and Directive (EU) 2024/1500 on standards for equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation;
- monitoring of the European Pillar of Social Rights and the care strategy, including two Council

([27]) The additional post was assigned for new tasks conferred to the Agency under Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence.

recommendations on the revised Barcelona targets and on access to affordable, high-quality long-term care;
- the implementation of the 2026–2030 gender equality strategy and related union of equality strategies;
- the EU MFF for 2028–2034.

2.2.2.2. Growth of existing tasks

Some of the new instruments and new initiatives as presented in chapter 1 have brought new activities and opportunities for the promotion of gender equality. Gender mainstreaming is a horizontal principle under Regulation (EU) 2021/241 ([28]). The 2020–2025 EU gender equality strategy and the special report on gender mainstreaming in the EU budget by the European Court of Auditors (ECA) ([29]) put 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 abovementioned instruments.

Since the onset of the 2020–2025 EU gender equality strategy and in preparation for the new gender equality strategy for 2026–2030, EIGE has received a large number of stakeholder requests for technical assistance, input on policy documents and presentations of its work, data and statistics. Responses to these requests have become increasingly demanding in terms of the use of human resources. EIGE anticipates that the number of requests overall will remain high, and it can sustain the level and quality of responses only if additional resources are made available (Section 2.2.3).

EIGE receives proposals for additional studies and research that are very relevant to its stakeholders but are nevertheless resource intensive and conditional on the availability of additional posts, for example those using forecast methodologies.

In order to respond to the increasing number of requests for technical assistance, capacity building and training, and following the management board recommendations of EIGE's second external evaluation, EIGE intends to explore other options to satisfy stakeholders' needs in relation to gender mainstreaming tools and methods.

Other areas that have experienced considerable growth in time and suffered from shortages in human resources are as follows:
- gender mainstreaming: tailored support and capacity building on gender mainstreaming and the use of tools and methods, for example on gender budgeting, including in the new MFF;
- research requests and filling data gaps related to emerging issues, for example digitalisation and AI, and gender-based violence, the energy crisis and energy poverty due to Russia's war of aggression against Ukraine;
- collection of EIGE's (microdata) surveys to close gaps on knowledge and data in EU priority areas, namely digitalisation (platform work), work–life balance and care (implications of the COVID-19 pandemic, use of time in paid and unpaid work, individual and social activities);
- Gender Statistics Database (EIGE's statistical data collection activities on women and men in

([28]) Regulation (EU) 2021/241 of the European Parliament and of the Council of 12 February 2021 establishing the Recovery and Resilience Facility (OJ L 57, 18.2.2021, p. 17, ELI: http://data.europa.eu/eli/reg/2021/241/oj).

([29]) ECA, *Special Report 10/2021: Gender mainstreaming in the EU budget: time to turn words into action*, Publications Office of the European Union, Luxembourg, 2021, https://www.eca.europa.eu/en/publications?did=58678.

decision-making, and collection of other secondary and institutional data under gender mainstreaming);
- supporting the monitoring of the 2020–2025 gender equality strategy by providing input to the Gender Equality Monitoring Portal ([30]);
- supporting the implementation and monitoring of the EU gender equality legislation, for example on gender balance on boards, pay transparency, standards for equality bodies and work–life balance;
- addressing the backlash against women's rights and gender equality, including anti-gender initiatives;
- new forms to communicate gender equality.

2.2.3. Resource programming for 2026–2028

For 2026–2028, EIGE foresees a need to strengthen its staffing and operational resources to deliver on tasks under new legislative developments and to respond to growing stakeholder demand.

To implement the new tasks under Directive (EU) 2022/2381 on improving gender balance among directors of listed companies, EIGE identified the need for two additional CA posts (function group (FG) IV). These posts are required to establish harmonised data collection and manage related activities during 2026–2029, when the new collection will coexist with existing datasets. The posts would be phased out upon completion of the deliverables under the directive (i.e. by 2030).

In addition, EIGE assessed the need for three TA posts (two grade-5 administrator (AD 5) posts and one grade-4 assistant (AST 4) post) to reinforce technical assistance, particularly in gender mainstreaming. These posts would restore the Agency's staffing to pre-2017 levels, addressing cuts that were never reversed, despite an expansion of tasks and increasing demand. The request aligns with recommendations from EIGE's second external evaluation and the management board, which called for structural reinforcement to ensure full delivery on EIGE's mandate and the political priorities of the new Commission.

EIGE also seeks to reinforce its cybersecurity capacity to comply with the EU Cybersecurity Regulation and to protect its systems against heightened cyber risks, given its geographical location and exposure to anti-gender attacks. The Agency requires one CA FG IV post to serve as cybersecurity officer and dedicated infrastructure funding (estimated EUR 50 000 in Title II) for regular security assessments, testing and system upgrades. Timely investment is essential to prevent vulnerabilities and avoid higher recovery costs in the case of an attack, as demonstrated by incidents in other EU agencies. The post of the cybersecurity officer is sensitive; if outsourced, it could expose the Agency to risks such as loss of control over critical security decisions and incident response and conflict of interest.

The 2026 draft EU budget does not support the Agency's request for staffing. EIGE will continue to engage in a constructive dialogue with the Commission to establish the best methods for implementing the new tasks stemming from Directive (EU) 2022/2381 and to substantiate its overall budgetary and human resource needs. Moreover, EIGE's Director will continue to pursue synergies and efficiency gains within EIGE's operational and administrative activities.

Based on the 2026 draft budget, the budget estimations for 2026–2028 are as follows ([31]).

([30]) European Commission, 'Gender Equality Strategy Monitoring Portal', European Commission website, https://composite-indicators.jrc.ec.europa.eu/ges-monitor.

([31]) This section will be updated to reflect the outcome of the budgetary procedure.

Revenue	2026	2027	2028
	Revenue estimated by the Agency	Budget forecast	Budget forecast
EU contribution	EUR 10 871 426.58	EUR 10 862 912.00	EUR 11 071 000.00
Other revenue			

Based on the draft budget for 2026, the staffing estimations for 2026–2028 are as follows ([32]).

Staff	2025	2026	2027	2028
Establishment plan posts	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
Total establishment plan posts	28	28	28	28
Total external staff (CAs + SNEs)	19	19	19	19
Total staff	**47**	**47**	**47**	**47**

NB: SNE, seconded national expert.

As regards assigned revenue, on 15 July 2025 the Agency and DG Enlargement and Eastern Neighbourhood signed Contract No 700003298 under the Commission implementing decision on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye for 2024, action document for 'EU4 social inclusion'. The implementation period of the action is 48 months, and total eligible costs for the full action period are EUR 1 500 000.00. The budget will cover three CA posts. The action will continue the inclusion of the IPA beneficiaries in EIGE's Gender Statistics Database and support the development and maintenance of gender equality indices and their work on standardised administrative data on violence against women. This will strengthen their capacity to monitor and mainstream gender equality and facilitate regional cooperation.

2.2.4. Strategy for achieving efficiency gains

EIGE systematically pursues efficiency through strengthened inter-agency cooperation, streamlined workflows, digitalisation and improved governance, ensuring optimal use of resources while maintaining its capacity to deliver on an expanding mandate. These efforts release administrative capacity but cannot offset the structural staffing needs arising from new or additional tasks.

The strategy for efficiency gains in 2026–2028 is structured on the following pillars.

2.2.4.1. Inter-agency cooperation and shared services

EIGE continues to cooperate closely with EU agencies, in particular Eurofound, EU-OSHA, Cedefop, FRA and Eurojust, in line with its Founding Regulation. Systematic exchange of work programmes prevents overlap, identifies synergies and supports joint action. EIGE actively participates in the JHAAN to set out shared priorities and will contribute to the peer risk assessment exercise in 2026–2028, making risk

([32]) This section will be updated to reflect the outcome of the budgetary procedure.

management practices comparable and reducing audit burden. In 2027, EIGE will assume the rotating presidency of the JHAAN and will focus on deepening knowledge sharing and cooperation within the network.

Shared services are already delivering tangible benefits: since November 2023, EIGE has shared the accounting officer function with Cedefop and, since January 2025, it has shared the data protection officer function with Eurofound, reducing administrative overheads and ensuring service continuity. As EIGE has obligations under Regulation (EU) No 2019/881 (EU Cybersecurity Regulation), which sets specific requirements for EU agencies, and since EIGE does not have a cybersecurity officer post in its establishment plan, synergies will be sought with other EU agencies and bodies (e.g. the Cybersecurity Service for the Union institutions, bodies, offices and agencies).

EIGE also uses interinstitutional procurement procedures for human resources (HR) consultancy, digital and cloud services to reduce costs and accelerate procurement.

2.2.4.2. Process optimisation

In line with the results of its second external evaluation in 2022, EIGE strengthened its work on technical assistance, including technical support on gender mainstreaming. At a strategic level, EIGE will strive to more efficiently meet stakeholders' needs through the following actions:

- update the stakeholders' requests registry to allow for an easy analysis of requests for a better mapping and needs analysis;
- establish a stakeholders' support centre to optimise the process for receiving and processing incoming requests, ensuring that stakeholders are aware of the various types of support available and the most effective channels for submitting requests;
- develop EIGE's expertise in capacity building / technical assistance, including new approaches (e.g. e-learning).

2.2.4.3. Digitalisation and administrative simplification

EIGE has fully digitalised its key HR and financial processes through e-signatures and paperless workflows. The adoption of the public procurement management tool (PPMT) in 2024 completed the Agency's e-procurement strategy. In 2025, EIGE adopted the Commission's document management tool, streamlining document registration, retrieval and archiving. In 2026–2028, EIGE will extend digitalisation through full deployment of the e-recruitment tool, further Sysper modules and migration to SUMMA, the Commission's new financial management system, which replaces ABAC. These tools reduce manual processing, strengthen audit readiness and increase efficiency across administrative functions.

2.2.4.4. Performance management and evaluation

EIGE will use the Inter-agency Framework Contract for evaluation and feedback services to assess project results and stakeholder satisfaction. This reduces procurement effort, facilitates evidence-based decision-making and ensures alignment with EU best practices.

Through these combined measures, EIGE is maximising internal efficiency and ensuring sound financial management while fulfilling its mandate.

2.2.5. Negative priorities / decrease of existing tasks

Despite relatively small staffing, EIGE remains fully committed to fulfilling its mandate and responding to the growing number of requests from stakeholders. If it is to be able to deliver all tasks efficiently and to a high standard, EIGE will have 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, while reiterating the need for sufficient resources if it is to sustain full implementation.

The following tasks will be reduced in scope.

- Data collection on gender-based violence: EIGE will focus on the collection of data under the directive on violence against women and domestic violence and limit the development of and data collection on new indicators, for example on harmful practices.
- Policy support to EU presidencies: following the management board decision to discontinue thematic reports as of 2022 for the second-semester EU presidencies due to limited resources, but to still maximise policy impact (e.g. through Council conclusions and other developments), EIGE has been supporting second-semester presidencies with tailored evidence based on the Index findings and EIGE's broader research and knowledge (i.e. policy briefs). However, this highly relevant policy support will be reduced in scope due to resource constraints.
- Scope of research projects: EIGE is introducing strategic foresight in its research activities, which also requires the use of foresight research methods. These are resource intensive, regarding both budget and staff, so the application of strategic foresight in EIGE's research will be limited.

3. Annual work programme for 2026

3.1. Executive summary

A detailed description of EIGE's planned activities for 2026 for each action area is presented in Section 3.2:

- providing evidence: research and data collection;
- supporting gender-responsive policies: gender mainstreaming and specific tools;
- communicating gender equality;
- organisation, administration and functioning of EIGE (horizontal).

The description of each activity is arranged in a table template, explaining how that activity contributes to EIGE's strategic objectives, together with its specific objectives and expected results. Each table also describes the outputs for 2026 and, where relevant, links to preceding and successive years. As a number of EIGE's activities are multiannual in nature, considering the entire process from initial preparation to implementation and communication, work often spreads across several years.

To facilitate efficient performance monitoring, the description of each activity includes output and outcome indicators, and 2026 targets and latest results (for recurring activities, where relevant). The means and frequency of verification are outlined, enabling monitoring of targets to support annual reporting. The description of each activity also shows estimates for human and financial resources.

Horizontal activities about the organisation, administration and functioning of EIGE relate to procurement, HR management, budget implementation, internal control and audit, information and communications technology (ICT) and facilities management and management support assistance.

3.2. Activities

3.2.1. Providing evidence: research and data collection

EIGE's Founding Regulation states that the Agency was set up to collect, analyse and disseminate objective, comparable and reliable information on gender equality. EIGE will enhance its work on collecting and analysing data on gender equality at the EU and Member State levels. As a frequently unique source of comparable data on gender equality for the EU, EIGE will continue to build on its reputation as the knowledge centre on gender equality in the EU by continuing to provide high-quality research and data for evidence-based policymaking and gender mainstreaming. It will also explore new areas for data analysis on selected gender equality topics in line with EU policy priorities.

Activity 1. Gender Equality Index

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. The Gender Equality Index is a composite indicator of gender equality attainment at the EU and Member State levels, providing insights on the core domains of work, money, knowledge, time, power and health, and two additional domains: violence against women and intersecting inequalities. Since 2019, the Index is 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 focus area and (3) highlight key indicators to monitor progress in gender equality in related policy areas. The Gender Equality Index has been widely acknowledged for its contribution to monitoring progress on gender equality in the EU and plays an important role in informing policy debates and developments. The 2020–2025 EU gender equality strategy recognised the Index as the key benchmark for gender equality in the EU.

Contributing to strategic objectives			
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Support the integration of a gender perspective into EU policies and resulting national policies • Effectively promote gender equality to key stakeholders and target groups			
Specific objective(s): to support EU and Member States' policymaking by monitoring gaps and trends in gender equality			
Overview of the activity			
The 2025 Gender Equality Index featured conceptual and methodological updates to its original structure and provided new impetus for monitoring gender equality in the EU. This work built on the main challenges and opportunities in gender equality across different policy areas within the current context and key EU megatrends. In 2026, the Index will follow the revised structure and will have a thematic focus on parental leave policies in the EU (e.g. estimates of eligibility for parental leave in the Member States, the gap between the end of (well-paid) leave and ECEC entitlement, policies promoting the take-up of parental leave by fathers and their impact on gender equality). One EU and 27 country factsheets will present the scores and key trends of the Index and key indicators and country data in relation to the thematic focus. If in the presidency's objectives, the 2026 Index will offer primary evidence to support policy priorities of the Irish Presidency of the Council of the European Union (second semester of 2026).			
Expected results			
The 2026 Gender Equality Index aims to strengthen its monitoring capacity and policy impact in a rapidly changing context. The main expected result for 2026 is increased use of the Index as a reference source by EU institutions, Member States and other stakeholders.			
Main outputs			
The main Gender Equality Index report will follow the conceptual and methodological updates introduced in 2025 and provide Index scores for the EU and Member States. The main report will present the updated scores and trends of the Index across the Member States and have a thematic focus on parental leave policies in the EU. In addition, EIGE will update the dedicated web section for the Gender Equality Index and develop EU and country profiles (28 in total), enabling a concise overview of gender equality overall and in each Member State, including country-level data on the thematic focus. EIGE will communicate the Gender Equality Index results at the 2026 Gender Equality Forum to key stakeholders in policy areas addressed by the Index and its thematic focus. The impact of the Index will be assured through communication products that respond to stakeholders' needs.			
Indicators	**Latest results**	**Target**	**Means and frequency of verification**
Outcome / expected results indicators			
Number of policy references to the Index	126 (2024 results)	100	CAAR
Output indicators			
2026 Gender Equality Index report internally developed on time	Q3 2025	Q4 2026	Progress reports to the management board (Q2 and Q4)
Gender Equality Index EU and 27 country profiles internally developed on time	Q3 2025	Q4 2026	
Total FTEs		**Budget**	
3.9 (2.85 TAs, 1.05 CAs)		EUR 773 197.36	

NB: Q2, second quarter; Q3, third quarter; Q4, fourth quarter.

Activity 2. Monitoring international commitments and supporting the presidencies of the Council of the European Union

The BPfA continues to serve as the blueprint for achieving gender equality across the globe. Successive Council presidencies have established indicators to measure progress in implementing gender equality in 11 of the 12 BPfA 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, developing progress reports and research notes and providing recommendations that frequently lead to new policy orientations through Council conclusions adopted at the EPSCO meetings every semester. EIGE works closely with the rotating presidencies of the Council, providing gender equality expertise for policy discussions and maintaining gender equality on the agenda.

Contributing to strategic objectives			
• Contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex • Support the integration of gender perspective into EU policies and resulting national policies • Effectively promote gender equality to key stakeholders and target groups			
Specific objective(s): to support the EU and Member States to implement the BPfA and EU policy priorities in gender equality			
Overview of the activity			
In 2026, EIGE will work closely with the Cypriot Presidency (first semester of 2026) to finalise and publish a comprehensive BPfA report on cyberviolence against girls (aged 13–18 years). It will provide a basis for Council conclusions on progress in gender equality in this area and will inform discussions in EPSCO and presidency events. If in the presidency's objectives, the 2026 Index and CARE survey outcomes will offer primary evidence to support policy priorities of the Irish Presidency of the Council of the European Union (second semester of 2026). By the end of 2026, EIGE will develop a report on the study 'Breaking barriers, building resilience in the EU: gender equality for a future-ready workforce' in close cooperation with the forthcoming Lithuanian Presidency (first semester of 2027), which will also serve as a basis for Council conclusions. In 2026 EIGE will also initiate research on the selected priority theme of the Italian Presidency (first semester of 2028). In its reports, EIGE might propose new indicators for the BPfA monitoring framework, where relevant. The new indicators, if agreed at the Council, will be integrated into the Council conclusions.			
Expected results			
The BPfA report to support the Cypriot Presidency (first semester) will provide research findings and recommendations to support the development of new policy commitments through Council conclusions adopted at Council meetings. The main expected result for 2026 is an increased use of BPfA monitoring reports as a reference source to inform policy response and to measure progress in implementing gender equality in the selected critical area of concern in the EU and Member States.			
Main outputs			
During the Cypriot Presidency, the BPfA report 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 Commission on the Status of Women. A variety of communication activities will assure broader outreach of the BPfA reports. The draft BPfA report to support the forthcoming Lithuanian Presidency (first semester of 2027) will be developed by the end of 2026 and submitted to the Commission's High-Level Group on Gender Mainstreaming for review. During 2026, EIGE will also launch a procurement procedure to gather data and information for a study in support of the Italian Presidency (first semester 2028).			
Indicators	**Latest results**	**Target**	**Means and frequency of verification**
Outcome / expected results indicators			
Number of policy references to EIGE's research products for monitoring international commitments and to support the presidencies of the Council of the European Union	60 (2024 results)	50	CAAR

Output indicators			
BPfA report in support of the Cypriot Presidency of the Council (first semester of 2026) developed internally on time	Q2 2025	Q2 2026	Progress reports to the management board (Q2 and Q4)
BPfA report in support of the Lithuanian Presidency of the Council (first semester of 2027) developed internally on time for review by the high-level group	Q4 2025	Q4 2026	
Number of consultation meetings with relevant EU and Member State stakeholders	1	1	
Total FTEs		**Budget**	
2.14 (1.79 TAs, 0.35 CAs)		EUR 562 676.61	

NB: Q2, second quarter; Q4, fourth quarter.

Activity 3. EU-wide Survey of Gender Gaps in Unpaid Care, Individual and Social Activities

In 2022, EIGE conducted an EU-wide online survey to analyse the involvement of women and men in unpaid care and social activities (CARE survey). This survey aims to address data gaps on gender inequalities in care and to enhance the Gender Equality Index's ability to monitor changes in the domain of time more effectively and consistently, contributing to the monitoring of the 2020–2025 EU gender equality strategy, the European care strategy and the Work–Life Balance Directive. EIGE's CARE survey aims to establish regularity of monitoring and to gather additional comparable data across the 27 Member States, meeting the needs of EU policymakers.

Contributing to strategic objectives			
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Support the integration of a gender perspective into EU policies and resulting national policies • Effectively promote gender equality to key stakeholders and target groups			
Specific objective(s): to support EU and Member States' policymaking by monitoring gaps and trends in gender equality			
Overview of the activity			
In 2024, EIGE carried out the second wave of the CARE survey (the first wave was in 2022). The data was released in the 2025 Index and in the survey report, which were used for monitoring the 2020–2025 EU gender equality strategy, the European care strategy and the implementation of two Council recommendations on ECEC and long-term care. 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, use of digital tools and environmental considerations, including in caring activities. In 2026, preparations for the third wave of the CARE survey will begin. EIGE will work closely with the Commission to ensure that the survey is even more closely aligned with policy needs.			
Expected results			
The second wave of the CARE survey provides unique data to monitor EU commitments to close gender gaps in caring and ensure access to affordable high-quality services (as recognised in the 2020–2025 EU gender equality strategy, the European Pillar of Social Rights, the European care strategy and the Work–Life Balance Directive). Survey data will be used for the 2026 Gender Equality Index, the Commission's annual gender equality report and its Gender Equality Strategy Monitoring Portal, and by other Commission services and networks (e.g. DG Justice and Consumers, Directorate-General for Employment, Social Affairs and Inclusion, Directorate-General for Climate Action, Directorate-General for Mobility and Transport, Directorate-General for Education, Youth, Sport and Culture, European Social Policy Network), advisory committees to the Council (e.g. the Social Protection Committee) and other EU and Member State institutions.			
Main outputs			
To establish a time series of data for the time domain of the Index and monitoring of EU policy priorities, the EU-wide CARE survey (second wave) was carried out in 2024 (fieldwork and data collection), with the survey's thematic and technical reports submitted for publication in 2025. The survey data will be used in the 2026 edition of the Index. In 2026, EIGE will publish one EU and 27 country factsheets and policy briefs on informal care, access to services and work–life balance (the scope will be established based on EU policy needs, including the Irish Presidency priorities). The selected list of indicators and data talks will be published on the Gender Statistics Database. The survey microdata will be stored on and accessible via a certified trusted digital repository that ensures an open archival information system (e.g. GESIS – Leibniz Institute for the Social Sciences data archive).			
Indicators	**Latest results**	**Target**	**Means and frequency of verification**
Outcome / expected results indicators			
Number of policy references to the CARE survey	20	20	CAAR
Output indicators			
EU and country factsheets (28 in total)	n/a	2026	Progress reports to

Policy briefs on use of long-term care and ECEC services (from work–life balance and intersectional perspectives) and unmet needs for formal care services based on survey data (second wave) developed internally on time	n/a	2026	the management board (Q2 and Q4)
Data and data talks published on the Gender Statistics Database	n/a	2026	
Microdata published by a certified trusted digital repository with an open archival information system (e.g. GESIS data archive)	n/a	2026	
Total FTEs		**Budget**	
1.40 (0.75 TAs, 0.65 CAs)		EUR 325 903.33	

NB: n/a, not applicable; Q2, second quarter; Q4, fourth quarter.

Activity 4. Supporting the implementation of Directive (EU) 2024/1385 on combating violence against women and domestic violence: data collection and development of new indicators

Data collection on gender-based violence against women and girls remains a key priority for EIGE, building on previous work on the measurement framework and strengthening institutional capacity to respond to different forms of gender-based violence. This activity supports the implementation of the directive on combating violence against women and domestic violence. The directive requires Member States to collect administrative data on violence against women and domestic violence as of 2027, following the common methodology and standards developed by EIGE. In preparation for this data collection, EIGE will establish a coordination system for data collection and SOPs for data management, which includes data collection, entry and validation, and supporting the standardisation of administrative data on violence against women and domestic violence.

Contributing to strategic objectives
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Effectively promote gender equality to key stakeholders and target groups
Specific objective(s): to support the use of a comparable measurement framework on violence against women, through the collection of administrative and survey data at the EU and Member State levels. To support EU and Member States' legislative and policy developments to prevent and combat violence against women
Overview of the activity
Building on EIGE's activities on the administrative and survey data collection and analysis, in 2025 EIGE assumed the technical work on the new indicators as per the directive. This work comprised mapping different data sources and categories of shelters and helplines, as a basis for proposing indicators that enable the collection of comparable data across the EU. In 2026, EIGE will focus on several partial activities to establish the SOP agreement for data management (collection, entry and validation, and supporting the standardisation of administrative data), design the data collection tool that will include the new indicators (tested and hosted on a platform established and managed by EIGE), develop the platform for hosting the data and report and disseminate collected statistics and results. To cover all forms of violence against women included in the directive, EIGE will continue its work on cyberviolence, based on the proposal of gender-sensitive definitions for the most prevalent forms of cyberviolence against women and girls, and accompanied indicators (published in 2022 and 2024) aligned with the directive. In 2026, EIGE will conduct a feasibility study to assess national statistical capabilities to collect data on the newly developed indicators on cyberviolence against women and girls. EIGE's engagement with different working groups and task forces (e.g. Eurostat Working Group on Crime and Criminal Justice Statistics, the task force for the EU-GBV survey), together with its contextualising of gender-sensitive data, contributes to the best use of data for policy impact in the area of violence against women.
Expected results
This activity directly supports the Member States and Commission in the implementation of Article 44 (on data collection) of the directive on combating violence against women and domestic violence. It will also enable a more comprehensive and intersectional analysis of the unique data on violence against women collected through administrative sources and a population-based survey. The results of 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, which, together with the EU-wide prevalence data on violence against women (EU-GBV II survey), will facilitate more targeted EU and Member State legislation and policies to prevent and combat violence against women. Strengthened cooperation with national, EU and global data providers through EIGE's task force on Violence against Women Administrative Data Collection will serve to improve a common measurement framework on violence against women and domestic violence and enhance EIGE's capacity and role as EU data coordinator. EIGE will continue supporting Eurostat's task force, established in 2024, in its preparatory work for the second wave of the EU-GBV survey.
Main outputs

The establishment of a coordination system for data collection on violence against women and domestic violence will serve as the cornerstone for standardised data that is comparable across Member States. This system will enable outputs for 2026:

- the agreement on the operationalisation of the new indicators included in the directive (e.g. number and capacity of shelters, number of calls to national helplines) based on EIGE's previous work to make definitions and categories comparable across the EU;
- the establishment of a data collection tool and its deployment with accompanying guidelines issued by EIGE and approved by Member States in full alignment with the directive, and the development of guidelines for standardising crime statistics on violence against women and domestic violence and making them comparable, in cooperation with relevant stakeholders such as Eurostat and the UN Office on Drugs and Crime;
- SOP agreement for data management (collection, entry and validation, and supporting the standardisation of administrative data).

Furthermore, EIGE will regularly update indicators on the gender-based violence entry point in the Gender Statistics Database using data from external providers (FRA, Women against Violence Europe, Eurostat) and its own unique data collection. It will also disseminate survey data to support relevant policy and legislative developments.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Number of policy references to EIGE's data collection on gender-based violence (administrative and survey data)	33	25	CAAR
Number of policy references to EIGE's work on cyberviolence against women and girls	34	25	CAAR
Number of policy references to report(s) on violence against women (based on EU-GBV survey results)	71	60	CAAR
Output indicators			
Gender-based violence entry point in the Gender Statistics Database updated on time	2025	2026	Progress reports to the management board (Q2 and Q4)
Comparable indicators on the national capacity of shelters and calls to helplines developed on time	n/a	2026	
Number of meetings of EIGE's task force on Violence against Women Data Collection	n/a	1–2	

Total FTEs	Budget
4.43 ([a]) (2.25 TAs, 1.40 CAs, 0.78 SNEs)	EUR 1 282 518.46 ([b])

([a]) The FTEs are adjusted depending on the time of onboarding of new staff in 2025.

([b]) Costs of developing a common framework for administrative data collection should be borne by the EU budget and reflected in the budget of the agency concerned (i.e. EIGE). Within the scope of this proposal, the increase in the EU contribution to EIGE will be financed from the citizens, equality, rights and values programme for 2025–2027. From 2028 onwards, these costs will become an integral part of the EU contribution to EIGE, to be adopted by the budget authority by means of the annual budgetary procedure. (Proposal for a directive on combating violence against women and domestic violence, Point 1.5.5 'Legislative financial statement'.)

NB: n/a, not applicable; Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

Activity 5. Research and development of the indicators on gender-based violence: female genital mutilation and femicide

The 2020–2025 EU gender equality strategy recognised FGM, forced abortion, forced sterilisation, early and forced marriage, so-called honour-related violence and other harmful practices against women and girls as forms of gender-based violence and serious violations of women's and children's rights in the EU and around the world. Ending FGM was a key action point under the 2020–2024 EU action plan on human rights and democracy and the 2021–2025 EU gender action plan and is an integral part of the directive on combating violence against women and domestic violence.

Building on EIGE's previous work on FGM and femicide, this activity will support the implementation of the directive on combating violence against women and domestic violence and the Commission's (proposed) recommendation to prevent and tackle harmful practices by initiating research and exploring methods and developing indicators for Member States to systematically collect data on harmful practices against women and girls.

Contributing to strategic objectives
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight harmful practices against women and girls • Effectively promote gender equality to key stakeholders and target groups
Specific objective(s): to support the development of a comparable measurement framework on violence against women by providing the tools to collect reliable data on harmful practices at the EU and Member State levels
Overview of the activity
Building on its previous work on developing conceptual and measurement frameworks on specific forms of violence against women (e.g. intimate partner violence, femicide, cyberviolence against women and girls, FGM) and to support the implementation of the directive on combating violence against women together with the Commission's recommendation to prevent and tackle harmful practices, EIGE will assess the possibility of extending the data collection to specific forms of violence against women and harmful practices, such as FGM and femicide. In 2026–2028, EIGE will focus on research for measuring specific forms of harmful practices against women and girls, paying particular attention to FGM. EIGE will test the updated step-by-step methodological guide (third edition), to ensure a more accurate estimate of FGM-related practices. The new edition of the step-by-step guide will aim to be a practical support for those appointed the task of estimating the risk of FGM in a region or a country within the EU. Furthermore, EIGE aims to establish new ways to observe the prevalence of femicide at the EU level and to continue to explore additional avenues for data collection from an intersectional perspective (e.g. liaising with non-governmental organisations (NGOs) active in the field of LGBTQIA+ rights or NGOs focused on sexual violence and trafficking for sexual exploitation).
Expected results
EIGE's ongoing work on administrative data collection on violence against women aims to establish a standardised measurement framework to collect comparable data at the EU level. The measurement of violence against women should also advance the collection of data on harmful practices. The expected results of this activity are as follows: 1. updated methodology for estimating the prevalence of FGM across Member States; 2. examined new approaches for reporting on femicide and good practices for prevention across Member States.
Main outputs
EIGE will provide mapping of different definitions, available data sources and statistical products for indicators on femicide. As part of that mapping and consultation, EIGE will work closely with different stakeholders such as Eurostat, the UN Office on Drugs and Crime, DG Justice and Consumers, the Directorate-General for Health and Food Safety, the World Health Organization, medical professionals, women's rights organisations and experts. Building on EIGE's previous work on FGM and femicide, in 2026 EIGE will publish a policy brief on understanding the changing landscape of FGM, work on updating the methodological tool for the estimation of women and girls at risk of FGM and continue exploring avenues for collecting data on femicide from an intersectional perspective in consultation with key experts and stakeholders.

Indicators	Latest results	Target	Means and frequency of verification

Outcome / expected results indicators			
Number of policy references to EIGE's work on FGM and measuring femicide	n/a	5	CAAR
Output indicators			
Number of consultation meetings with relevant stakeholders and experts	n/a	1	Progress reports to the management board (Q2 and Q4)
Policy brief on understanding the changing landscape of FGM, internally developed on time	n/a	2026	
Total FTEs	**Budget**		
1.34 (0.61 TAs, 0.38 CAs, 0.35 SNEs)	EUR 311 936.04		

NB: n/a, not applicable; Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

Activity 6. Research on emerging issue(s): gender-based violence in times of crisis

EIGE's work on gender-based violence in times of crisis started with an assessment of the increased risk of intimate partner violence as a consequence of COVID-19-related lockdown policies. The research found that the prevalence and severity of gender-based violence, particularly sexual and domestic violence, are exacerbated in crisis settings. It also showed that an increase in violence during the COVID-19 pandemic could be projected to other crises, such as civil conflicts, natural disasters and climate change. For example, Russia's war of aggression against Ukraine posed a new crisis scenario in the EU, with significant displacement and many women and children from Ukraine exposed to heightened levels of sexual violence. EIGE's research confirms that gender inequalities are exacerbated in conflict settings.

To ensure comprehensive, high-quality and impactful research, EIGE will work closely with EU agencies working in this field (e.g. EUAA, Eurojust, the European Border and Coast Guard Agency) and international organisations (e.g. OSCE, the UN High Commissioner for Refugees), strengthening collaboration on gender and migration.

Contributing to strategic objectives
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Effectively promote gender equality to key stakeholders and target groups
Specific objective(s): to complement the work of EU institutions and international organisations ensuring that women and girls fleeing conflict-related sexual and gender-based violence in specific settings can exercise their rights and receive gender-sensitive, trauma-oriented and victim-centred support and care in transit and reception centres; to support the monitoring of the implementation of the Istanbul Convention, especially Articles 60 and 61; to collect data on gender-based violence of women and girls in transit and reception centres
Overview of the activity
In 2025, EIGE published the findings on Member States' measures, policies, guidelines and national action plans, especially those related to UN Resolution 1325, to assess policy gaps for migrant, refugee, and asylum seeker victims of gender-based violence. In 2026, EIGE plans to analyse the implementation of the Istanbul Convention provisions on gender-based asylum claims and non-refoulement. The project will build on its previous work identifying national and EU-wide policies, guidelines and actions plans on the gender aspects of refugees and asylum seekers arriving in the EU. The new project will take a closer look at how these policies and guidelines are implemented at transit and reception centres, focusing on the operationalisation of gender-based violence screenings. Article 60(3) of the Istanbul Convention will serve as a reference point, 'Parties shall take the necessary legislative or other measures to develop gender-sensitive reception procedures and support services for asylum-seekers as well as gender guidelines and gender-sensitive asylum procedures, including refugee status determination and application for international protection.' Given the sensitivity of the topic, EIGE will work closely with experts from European and international organisations, such as the EUAA and the UN High Commissioner for Refugees, with ethical and security questions at the centre of the research design. Semi-structured, in-depth interviews will seek to gain a comprehensive overview of the implementation of gender-sensitive and victim-oriented screenings at reception centres. Research participants will be humanitarian workers, reception centre staff, officers, volunteers and relevant professionals, NGOs dealing with women and girl refugees and asylum seekers and, if possible, victims who have passed through reception centres. Building on the findings of the previous year, reports by the Group of Experts on Action against Violence against Women and Domestic Violence and the interviews, EIGE will develop practical guidance on how best to implement gender-based violence screening and apply Articles 60 and 61 of the Istanbul Convention, enabling adequate psychological support, justice and *non-refoulement* rights.
Expected results
EIGE's 2026 activity will further build on the 2024–2025 work to increase awareness of potential gaps in the implementation of Articles 60 and 61 of the Istanbul Convention. The activity aims to (1) identify potential gaps, promising practices and recommendations in the area of gender-sensitive screenings at reception centres, (2) increase awareness of the need to implement victim- and trauma-oriented screening for women and girls fleeing crisis so that they can receive adequate psychological support, justice and legal status, and create functioning, efficient and up-to-date referral systems and (3) support policymakers and officials of the EU institutions and Member States to increase their efforts in designing asylum seeker and refugee policies protecting and supporting women and girl victims of gender-based violence.

Main outputs			
The main output will be a report containing a practical guide to promising practices and recommendations for EU institutions and Member States. This report will be published in 2026.			
Indicators	**Latest results**	**Target**	**Means and frequency of verification**
Outcome / expected results indicators			
Number of policy references to EIGE's work on gender-based violence in the context of crises	3	3	CAAR
Output indicators			
Practical guidance for the early identification of sexual and gender-based violence	n/a	2026	Progress reports to the management board (Q2 and Q4)
Number of consultation meetings with relevant stakeholders and experts	n/a	1	
Total FTEs		**Budget**	
0.70 (0.25 TAs, 0.02 CAs, 0.43 SNEs)		EUR 97 053.16	

NB: n/a, not applicable; Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

3.2.2. 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's long-term objective is to support the integration of a gender perspective into EU policies and the resulting national policies.

Throughout 2026–2028 EIGE will continue to support the EU and Member States to design more effective gender mainstreaming strategies in selected policy areas, provide tailored technical support and develop gender mainstreaming tools and methods for policy implementation and provide reliable and centralised gender statistics to policymakers and other stakeholders.

Activity 7. Policy support on gender mainstreaming

In line with the long-term objective of supporting the integration of a gender perspective into EU and national policies, 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 practical materials on the practical implementation of gender mainstreaming into one policy area and (2) strengthening their capacities to mainstream gender into the selected policy area. Throughout 2026–2027, EIGE will update the policy areas of its Gender Mainstreaming Platform and continue to support the Commission on the establishment of a monitoring framework of the Directives on Standards for Equality Bodies, and SG Reform's Technical Support Instrument on gender mainstreaming.

Contributing to strategic objectives
• Support the integration of a gender perspective into community policies and resulting national policies • Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex
Specific objective(s): to support EU and Member State policymaking on the implementation of gender equality policy and gender mainstreaming as a strategy to achieve gender-responsive policy objectives
Overview of the activity
Throughout 2026–2027, EIGE will update the policy areas of its Gender Mainstreaming Platform. In 2026, EIGE will consult key stakeholders (see activity 8) on their related needs and gather data, good practices and information to update the sections on gender inequality, policy cycles and practical examples. With a view to promoting transformative and inclusive gender mainstreaming, EIGE will consider practical examples and competence development, gender analysis, intersectionality and funding for gender equality as cross-cutting components for updating the policy areas. The updated policy areas will be available in 2027–2028. In 2026, will continue to provide technical support to SG Reform and Investment Taskforce, under the Technical Support Instrument which is prolonged until December 2026. EIGE will also assess the possibility of disseminating the tools developed under SG REFORM's 2022 and 2024 Gender Flagship initiative on its Gender Mainstreaming Platform. In addition, EIGE will support the Commission's efforts to set a monitoring framework on binding standards for equality bodies.
Expected results
EIGE's 2026 policy support on gender mainstreaming aims to strengthen institutional capacity and mechanisms for gender equality and the implementation of gender mainstreaming across policy areas. The expected result for 2026 is to increase the awareness and capacity of policymakers and officials of the EU institutions and Member States to effectively implement gender mainstreaming across different policy areas.
Main outputs
EIGE will launch a two-year project to update the policy areas of the Gender Mainstreaming Platform. Consultation with key stakeholders and other relevant actors and experts will serve as a mechanism to raise awareness, develop competence and gather feedback on their needs. The 2026 internally finalised outputs will include general information for updating the sections on gender inequalities and policy cycles. This includes examples and good practices for mainstreaming gender and intersectionality in the

policy areas, indicators and available data, in coordination with the Gender Statistics Database.
Launched in 2016, several parts of EIGE's Gender Mainstreaming Platform need revisions and updates, including functional improvements to make the platform more dynamic and user-friendly. To ensure that the platform is regularly maintained and updated (among other objectives), EIGE has launched a procedure to establish framework contract(s) on gender mainstreaming. The platform update will become a core and structured task.
In 2026, EIGE will publish a policy brief presenting key research findings and recommendations on gender equality and gender budgeting in the next long-term EU budget (MFF). It will present insights on the relevance and economic impact of gender equality and gender budgeting in the post-2027 financial framework.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Number of policy references to EIGE's work on gender mainstreaming (Q1–Q4)	80	50	CAAR
Output indicators			
Policy brief on gender equality in the next EU long-term budget internally developed on time	n/a	Q1 2026	Progress reports to the management board (Q2 and Q4)
Update of the Gender Mainstreaming Platform (web section)	n/a	2026	
Total FTEs		**Budget**	
1.19 (0.91 TAs, 0.10 CAs, 0.18 SNEs)		EUR 501 062.95	

NB: n/a, not applicable; Q1, first quarter; Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

Activity 8. Methods and tools for gender mainstreaming

In line with its long-term objective to support the integration of a gender perspective into EU and national policies, EIGE continues to provide support on gender mainstreaming methods and tools to the EU institutions (e.g. the EP, the Commission and agencies) and the Member States. This support includes (1) providing technical support on the practical use of EIGE's methods and tools, (2) developing new methods and tools and (3) strengthening cooperation and partnerships to boost gender mainstreaming. The Thematic Network on Gender Mainstreaming will continue to offer the practitioners of Member State and EU institutions a space to exchange information on the progress of implementing gender mainstreaming strategies, and a channel for identifying good practices and supporting the use of gender mainstreaming methods and tools.

Contributing to strategic objectives
Support the integration of a gender perspective into community policies and resulting national policies
Specific objective(s): to provide tailored technical support and tools to build the capacity of EU institutions and Member States to mainstream gender into all policy areas
Overview of the activity
Methods and tools for gender mainstreaming facilitate the integration of a gender perspective into policies and programmes. In line with EU and international commitments and approaches, EIGE has developed a coherent gender mainstreaming system for the EU and Member States, which proposes the strategic use of different methods and tools in all steps of the policy/programming cycle. EIGE's tools and methods are practical, ready-to-use how-to guides that can be used separately or together to shape policies and programmes. EIGE has strengthened its technical support for and cooperation with EU institutions, and its support for and partnership with Member States and other stakeholders, including through the Thematic Network on Gender Mainstreaming. In 2026, EIGE will make the provision of tailored support on methods and tools for gender mainstreaming a cornerstone of EIGE's response to gender equality challenges. EIGE will launch a help desk on gender mainstreaming for EU institutions and Member States.
Expected results
EIGE's 2026 development of methods and tools for gender mainstreaming aims to (1) increase the knowledge and capacity of EU and Member State policymakers and other stakeholders to enable them to implement gender mainstreaming effectively and (2) foster the uptake of gender mainstreaming methods and tools. 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. Members' expertise will be collected and reflected in EIGE's methods.
Main outputs
In 2026, EIGE will continue working to integrate gender equality into the programming/project cycle and institutions by developing a tool on gender analysis, integrating an intersectional approach. The tool will provide guidance on gender analysis, with an intersectional perspective, for key EU policy priorities and emerging issues (e.g. climate change). Practical guidance will be aligned with the better regulation agenda (the Commission's regulatory approach to designing and evaluating EU policies transparently based on evidence and the views of citizens and stakeholders) and will support the Commission's efforts to expand evidence-based policy. EIGE will launch a help desk on gender mainstreaming, a flagship initiative to respond to the demand for tailored support on gender mainstreaming, and increase the knowledge base and use of EIGE's gender mainstreaming methods and tools. EIGE will expand efforts to carry out technical assistance activities and provide ad hoc support to EU institutions on the practical implementation of gender mainstreaming in their policies, programmes, projects and institutions. The help desk will provide demand-driven assistance to EU institutions and Member States on mainstreaming gender into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting gender equality and institutional transformation. EIGE's Gender Mainstreaming Platform will be expanded with the help desk. In 2026, as part of its new approach to technical support for and capacity development of key stakeholders and dissemination of its mainstreaming tools, EIGE will implement dedicated webinars to increase stakeholders' information and expertise on the application of gender mainstreaming tools and approaches. The results of these activities will support the efforts of EU institutions and Member States to deliver better lawmaking and high-quality legislation and policies at the EU and national levels. The annual meeting of the Thematic Network on Gender Equality will focus on the EU gender mainstreaming help desk and the practical application of methods and tools.

In 2026, EIGE will continue to support DG Budget and DG Justice and Consumers on mainstreaming gender (i.e. gender budgeting) in the next EU long-term budget (MFF), initiated in 2024–2025.
In 2026, EIGE will publish the results of its work on gender-neutral job evaluation and classification systems on its gender mainstreaming online platform and will conduct an experts' webinar on the topic. The results aim to contribute to increased uptake of gender-neutral job evaluation and classification systems in the EU and strengthened capacities to ensure gender-responsive and transparent pay structures.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Number of policy references on gender mainstreaming methods and tools	80	50	CAAR
Output indicators			
Help desk on gender mainstreaming launched on time	n/a	2026	Progress reports to the management board (Q2 and Q4)
Online toolkit on gender-neutral job evaluation and classification systems internally developed on time	n/a	Q2 2026	
Policy brief on gender-neutral job evaluation internally developed on time	n/a	Q1 2026	
Factsheet on gender-neutral job evaluation internally developed on time	n/a	Q1 2026	
Number of capacity development webinars	n/a	1	
Number of ad hoc stakeholders provided with technical support and assistance	n/a	10	
Number of experts' meetings on specific gender mainstreaming tools, examples and structures	n/a	1	
Total FTEs	**Budget**		
2.16 (1.32 TAs, 0.80 CAs, 0.04 SNEs)	EUR 594 234.94		

NB: n/a, not applicable, Q1, first quarter; Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

Activity 9. Gender Statistics Database

EIGE's Gender Statistics Database is a centralised, reliable and 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, thereby improving the quality, production and availability of gender statistics. It also provides a platform to disseminate developments in the field of gender statistics. EIGE ensures that the database is maintained as a key source of reference data on gender statistics, updated regularly, user-friendly and accessible.

Contributing to strategic objectives
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Support the integration of a gender perspective into community policies and resulting national policies • Effectively promote gender equality to key stakeholders and target groups
Specific objective(s): to support EU and Member State policymaking by improving the collection and availability of high-quality gender statistics
Overview of the activity
In 2026, the Gender Statistics Database will focus on providing continuity to statistical data collection, for which EIGE is a primary, unique and harmonised source, such as women and men in decision-making, intimate partner violence and survey data collected by EIGE (e.g. the CARE survey). The Commission has called on EIGE to support the monitoring of the directive on improving the gender balance on corporate boards. Subject to additional resources from the Commission, EIGE will support the Commission in establishing and implementing a centralised data collection with a common methodology that will help gather comparable data across Member States and track the progress of the gender balance on corporate boards in the EU. As part of the transition period, EIGE will continue its current statistical data collection on a biannual basis. During the transition period, EIGE will address the request of key stakeholders to ensure consistency in the use and interpretation of data. For example, EIGE will support Eurostat's monitoring of indicator SDG 05_06, 'Positions held by women in senior management', by calculating the data and aligning it with the target of 33 % representation for all director positions of Directive (EU) 2022/2381 on gender balance on boards. This task started in 2025, as referenced in the 2025 edition of Eurostat's SDG monitoring report. Through maintaining and updating the Gender Statistics Database, EIGE will continue to highlight outstanding gaps in data collection and availability, improve the quality of gender statistics and set standards on mainstreaming gender into statistical data production. It will pay particular attention to the EU gender equality policy framework, given the Commission's commitment to integrating a gender perspective into all major initiatives to ensure that policies and programmes maximise the potential of women and men, girls and boys, in all their diversity. Appropriate disaggregation will gradually be introduced into the database to expand the intersectional approach across EIGE's activities and the monitoring of key EU policy strategies. Within the framework of its unique data collection on women and men in decision-making, EIGE will update and consolidate its statistical activity to reflect emerging statistical dimensions and key policy priorities. These include gender balance on boards and/or in other decision-making positions for key policy priorities. Subject to a separate agreement with DG Enlargement and Eastern Neighbourhood, EIGE will collect data on women and men in decision-making in pre-accession and candidate countries. EIGE will strengthen its engagement with key stakeholders for gender statistics to create synergies and complementarities with statistic users and producers of statistical data. Prioritising its unique statistical data collection, EIGE will communicate and promote the Gender Statistics Database through communication products that help users to digest data meaningfully, and make statistics accessible to users who prefer to concentrate on headline trends shown by the data.
Expected results
EIGE will use the Gender Statistics Database to support communication, promote production of gender statistics and address gender statistics gaps, and encourage the use of gender statistics through innovative tools and appropriate communication channels. It will support stakeholders' needs to better inform the decision-making process. Through the database's information tools and dissemination products, EIGE will increase the availability and improve the quality of gender statistics.
Main outputs

EIGE will collect and update unique statistics on women and men in decision-making, gender mainstreaming and violence against women. It will also update the entry point on gender-based violence and relevant gender statistics using data from external providers (e.g. Eurostat, Eurofound, FRA).
EIGE will produce up to five statistical factsheets to communicate its unique data (women and men in decision-making, violence against women) and its own surveys among stakeholders and general public. In parallel, it will create synergies and complementarities with key strategic stakeholders at the national and international levels, including those with similar initiatives on gender statistics. It will organise up to one experts' meeting on the developments most relevant to its Gender Statistics Database activities.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Number of policy references to the Gender Statistics Database	84	50	CAAR
Output indicators			
Datasets from EIGE's data collection activities, including surveys, and external providers (Eurostat, others), and respective methodological reports regularly updated on time	Q4	Q4 2026	Progress reports to the management board (Q2/Q4)
Datasets on women and men in decision-making updated on time	Q1, Q2, Q3, Q4	Q1, Q2, Q3, Q4 2026	
Methodological report on women and men in decision-making data collection internally developed on time	Q1, Q2, Q3, Q4	Q1, Q2, Q3, Q4 2026	
Number of experts' meetings on Gender Statistics Database	Up to 1	Up to 1	
Statistical factsheets (up to two) on women and men in decision-making internally developed on time	Q2	2026	
Statistical factsheet (up to three, pdf or data talks) on the topical area of the year internally developed on time	Q4	2026	
Total FTEs		**Budget**	
2.42 (1.47 TAs, 0.10 CAs, 0.85 SNEs)		EUR 950 094.48	

NB: Q1, first quarter; Q2, second quarter; Q3, third quarter; Q4, fourth quarter; SNE, seconded national expert.

3.2.3. Communicating gender equality

EIGE's Founding Regulation tasks the Agency with raising awareness of gender equality among its stakeholders and EU citizens. To support this mandate, the Agency will continue targeted outreach and engagement with key stakeholders to ensure that all knowledge it produces meets their needs. EIGE's outreach and engagement activities focus on stakeholder relations and communication with broader audiences. Both areas of outreach are supported by knowledge management tools and activities that ensure the efficiency and relevance of communications.

Activity 10. Building and maintaining stakeholder relations

The overall objective of this activity is to ensure that the Agency focuses on areas of political relevance and that its tools and resources are used by stakeholders. The Agency systematically follows legal and policy developments relevant to gender equality in the EU. It also applies a strategic foresight approach to anticipate and respond to changes in the EU gender equality policy environment. EIGE consults its key stakeholders on their needs and actively looks for opportunities to contribute to evidence-based policymaking on gender equality.

Contributing to strategic objectives:
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Effectively promote gender equality to key stakeholders and target groups
Specific objective(s): to identify opportunities and contribute to strengthening the gender perspective with an intersectional approach in EU policies in line with the Agency's thematic priorities
Overview of the activity
The Agency will focus on providing targeted input and support to stakeholders working with the thematic priorities in the new gender equality strategy after 2025. Its work with national- and EU-level policymakers and decision-makers, EU agencies, EU-level social partners, equality bodies and civil society organisations will continue. Priority will be given to engagement with key institutional partners at the EU level with the aim of bringing gender equality to the fore of EU policymaking. In this regard, close cooperation with the EP, the Council and the Commission will be key. The strategic foresight approach, which will include experience from previous EIGE strategic foresight projects, will guide the Agency's outreach and engagement activities. In 2026 the Agency will continue its horizontal work to strengthen gender equality with an intersectional perspective through consultations, input to EU-level policy documents and awareness-raising among gender equality policymakers. EIGE's liaison office in Brussels will continue to play a central role in ensuring the success of these activities. In 2026, the Agency will cooperate closely with the Cypriot, Irish and Lithuanian (upcoming) Presidencies of the Council of the European Union to support gender mainstreaming in their presidency agendas. Country visits to selected Member States will bring EIGE's work and expertise closer to national-level stakeholders. In 2026, EIGE will continue to actively engage the Agency's Experts' Forum, including on topics of strategic relevance. EIGE will enhance its network of stakeholders by seeking closer cooperation with (national) gender equality ambassador networks, innovative platforms promoting gender equality in policy and business communities and the wider equality, diversity and human rights area (intersectionality). In 2026 the Agency will organise a third edition of its biennial Gender Equality Forum. It will contribute to establishing successful partnerships and build on the accumulated know-how from previous Gender Equality Forum editions. The Agency will continue to expand its stakeholder network to those working on intersectional aspects of gender equality, guided by its organisational strategy to strengthen the intersectional approach. As an agency working in a broader landscape of EU agencies, EIGE will seek further synergies and enhance cooperation with other EU agencies, especially those that are listed in its Founding Regulation (Eurofound, FRA, Cedefop, EU-OSHA) and those in the JHAAN. The agencies will consult each other and provide each other with expertise that is relevant to ongoing research projects. EIGE will regularly coordinate cooperation with these agencies and agree on annual cooperation plans when appropriate (with Eurofound and FRA). As a member of the JHAAN, EIGE has started preparations for its 2027 presidency of the network. The Agency entered the JHAAN trio of presidencies (with FRA and the European Union Drugs Agency) in 2025. In 2026, EIGE will further set out its presidency priorities, linking to the Agency's priority topics that are also of relevance for the JHAAN area. As part of the JHAAN, in 2026, EIGE will continue to actively engage with different working groups of the network and attend thematic and regular coordination meetings. In addition, EIGE will further engage with the EU Agencies Network and EU-ANSA.

EIGE will participate in activities of the three EU-ANSA clusters: survey data, socioeconomic analysis and futures.
Stakeholder engagement work for activities under the action areas of providing evidence and supporting gender-responsive policies is described in the respective activities above.

Expected results

Structured cooperation between EIGE and its stakeholders will help to better establish, develop and coordinate its priorities and activities. Combined with strategic foresight-led consultations and analysis, this cooperation will increase the political relevance of the Agency's work and complement the work of its stakeholders and partners.
Close cooperation and strategic relationships with stakeholders at the EU and Member State levels will ensure that EIGE's data and findings inform national- and EU-level policies. Close cooperation with the presidencies of the Council of the European Union will result in better gender mainstreaming in presidency agendas.

Main outputs

EIGE's data and findings will provide input to the policy discussions at the EP, Council and European Commission levels. EIGE will participate and present its findings at high-level political events to support the gender equality work of policymakers and decision-makers at relevant EU institutions. EIGE will organise dedicated stakeholder consultations and meeting(s) of the Agency's Experts' Forum to better inform its work and take stock of gender equality developments at the national level. Members of the Experts' Forum will be consulted on various topics, including strategic foresight efforts, monitoring national gender equality developments, promoting EIGE's work to national-level stakeholders and participating in 'audience testing' some of EIGE's communication products.
The Agency will organise and participate in a number of stakeholder meetings, including presentations to the upcoming presidencies and country visits to Member States to support national discussions on gender equality with facts and data. The third edition of EIGE's Gender Equality Forum will be organised in 2026.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Number of policy references to EIGE's work	634 (2024 results)	> 600	CAAR
Number of agreed annual cooperation plans with other EU agencies	2 (2024 results)	2	
Output indicators			
Number of events organised by EIGE (Gender Equality Forum, country visits, meeting of the Experts' Forum)	6 (2024 results)	5	Progress reports to the management board (Q2 and Q4)

Total FTEs	Budget
5.63 (2.88 TAs, 1.40 CAs, 1.35 SNEs)	EUR 1 273 073.94

NB: Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

Activity 11. EIGE's communication campaigns and activities

EIGE's communication activities promote gender equality in the EU in line with its mandate and share its research findings with key stakeholders and broader target groups in engaging, clear and creative ways.

Contributing to strategic objectives
Effectively promote gender equality to key stakeholders and target groups
Specific objective(s): to 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
Overview of the activity
EIGE uses targeted communication approaches to promote gender equality and raise stakeholder awareness. In line with annual thematic priorities, EIGE will continue to roll out the communication on a priority theme and on gender-based violence as a continuous priority. Campaigns that are run over a period of up to two years will be developed for selected themes. These campaigns are based on identified communication objectives, segmented target audiences and prioritised communication messages. Channel strategies may include the development of visual or audiovisual products, 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 serve as an avenue to present EIGE's evidence, positioned within broader topics and issues, and to explore storytelling approaches to reach wider audiences and encourage stakeholder and public engagement. Campaigns will be implemented in close cooperation with the EP, the European Commission and other key communication multipliers, including the C10 group. They will apply both gender and intersecting inequalities perspectives. EIGE will continue to reach out to broader audiences, particularly young people. By strengthening the understandings of the need for gender equality, EIGE can help to maintain a key value underpinning societies in the EU today and in the future. EIGE will continue to explore the use of various communication channels and tools to reach these audiences, for example by refreshing its presence on social media channels or adopting new formats. While EIGE will integrate its evidence into its communication campaigns, specific communication and monitoring will be used for relevant projects and evidence. In 2026, EIGE will continue to engage with media at the EU and national levels to strengthen reporting on gender equality. Beyond the reactive response to media queries, it aims to develop more proactive engagement through its established networks and through timely interaction with key media outlets and influential voices responding to current topics and developments. There is a continued backlash against gender equality and women's rights, fuelled by gender-based mis- and disinformation. As the European knowledge centre on gender equality, EIGE continues to play its role in developing knowledge on better ways to communicate gender equality topics, both in policymaking contexts and in the broader public discourse. In 2026, EIGE will continue its Comms Lab activities to provide a platform for exchange (community of practice), learning and joint testing of communication approaches. In 2026, EIGE will organise its third Gender Equality Forum. EIGE will continue activities to strengthen the Agency's crisis preparedness and response, and to increase the ability of key staff to present findings in effective and engaging ways to the media and at high-level events.
Expected results
EIGE expects to engage stakeholders and the wider public through communication campaigns that foster an evidence-based public discussion on important issues for gender equality. It will maintain EIGE's media coverage and social media outreach, in line with the results of the latest baseline (see the table below). EIGE intends to be the first reference point for policymakers, decision-makers, experts, journalists and citizens searching for information and resources on gender equality.
Main outputs
Communication campaign(s) aim to raise awareness and/or change attitudes related to selected thematic priorities by highlighting EIGE's work and evidence. Using digital communications through EIGE's website and proactive media engagement, each campaign and related communication approaches will provide an easy-to-understand explanation of key research findings and evidence. Audiovisual and visual products and editorial content will present information creatively and concisely and explore storytelling approaches. EIGE's social media posts on relevant social media platform(s) will raise awareness of key gender equality issues and EIGE's work, serving as a funnel to the website. The Comms Lab approach helps to create a better understanding of the evolving communications environment and gender equality conversations, including the backlash against gender equality and anti-gender narratives. It supports stakeholders to broaden their knowledge and skills on ways to communicate gender equality, including responses to gendered disinformation. It also opens avenues for more structured engagement through exchange, learning and joint testing of communication approaches.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Media coverage of EIGE's work	Average per annum (2022–2024): 3 435 2024 results: 3 980	> 3 000	CAAR
Media coverage of the Gender Equality Index	Average per annum (2022–2024): 1 222 2024 results: 1 354	> 900	
Output indicators			
Number of campaigns implemented during the year	2	2	Progress reports to the management board (Q2 and Q4)
Number of news items published	Average per annum (2022–2024): 26.33 2024 results: 26	20	
Number of posts published on EIGE's social media channels	2024 results: 1 141	> 1 000	
Number of visual/audiovisual materials for priority topics published	3	2	
Number of meetings/workshops organised under the Comms lab	2	2	
Total FTEs		**Budget**	
4 (2.7 TAs, 1.25 CAs, 0.05 SNEs) (to be confirmed)		EUR 1 065 245.06	

NB: Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

Activity 12. Supporting stakeholders with improved tools and formats

This activity covers the Agency's efforts to develop new tools and formats (e-learning, webinar, modules for workshop, etc.) in relation to types of general support beyond technical assistance in the area of gender mainstreaming.

Contributing to strategic objectives

- Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex
- Effectively promote gender equality to key stakeholders and target groups

Specific objective(s): the Agency's knowledge and tools are provided in such a way that EIGE's stakeholders find it easy to understand, use and apply them in their work

Overview of the activity

In the preceding years, EIGE has received an increasing number of requests for general support from a wide spectrum of stakeholders. During 2023, EIGE received more than 600 requests, many of them asking for some kind of assistance on areas EIGE is working on, for example guidance on indicators on cyberviolence, Gender Equality Index results, the Comms Lab and methodologies used by EIGE. While it is not possible to satisfy each individual request, it is possible to cluster parts of key data and knowledge, develop these in accessible and practical formats and make them available on EIGE's website or on platforms such as EU Learn. That could include, for example, the development and provision of e-learning, webinars and workshops. EIGE will also find synergies in providing technical support on gender mainstreaming with actors working and producing knowledge on the same areas that EIGE will explore. A model of a stakeholders' support centre will also be explored for other areas of work where a need for support is growing, in particular among EU institutions and Member States.

EIGE's current website version will reach its third anniversary of operation in 2026. To ensure it continues to serve its audience effectively, EIGE will conduct a comprehensive evaluation of its performance and alignment with user needs. This assessment will also involve analysing current web trends to inform a strategic overhaul of its website, planned for 2027. The review aims to redefine the website's direction, with a focus on enhancing accessibility, navigation, design and technological infrastructure, ultimately strengthening EIGE's corporate visual identity and user experience. The Agency's website will continuously be updated with the new knowledge produced and maintenance activities will ensure the website's availability.

Moreover, the appeal and user-friendliness of the Agency's publications and tools will be prioritised as a follow-up to EIGE's new corporate visual identity. Targeted/tailor-made technical assistance will be offered to specific stakeholders, provided the necessary resources are available.

Expected results

EIGE will be able to fulfil more requests for general support from its stakeholders. The tools EIGE produces will be enhanced with e-learning practices, which will result in more impactful usage of these tools. EIGE's high-quality publications will continue to be produced, and will have a greater level of accessibility. EIGE's knowledge on what works and what needs to be improved on its website will be strengthened. The Agency's website visitors will have a rich, useful and pleasant user experience.

Main outputs

The Agency's e-learning offering will be enhanced, with a digital course/tutorial developed. Synergies, in the form of cooperation agreements (or a similar type of official agreement) will be established and cover technical assistance activities. The website evaluation report will lead the way to the website refurbishment (planned for 2027).

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
Rate of stakeholder satisfaction with EIGE's website	75 %	75 %	Survey report
Output indicators			
Number of stakeholders provided with general assistance	n/a	n/a (baseline to be established in 2026)	Progress reports to the management board (Q2 and Q4)
EIGE's website evaluation report, including new design, developed internally on time	2022	2026	

EIGE's website sections (e.g. Index, Gender Statistics Database, gender mainstreaming, gender-based violence) updated on time	2025	2026	
Total FTEs		**Budget**	
2.45 (1.20 TAs, 1.25 CAs)		EUR 536 327.47	

NB: n/a, not applicable; Q2, second quarter; Q4, fourth quarter

Activity 13. Increased capacity of EU candidates and a potential candidate in the Western Balkans and Türkiye to monitor and mainstream gender equality (2024–2027)

On 15 July 2025 the Agency and DG Enlargement and Eastern Neighbourhood signed Contract No 700003298 under the Commission implementing decision on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye for 2024, action document for 'EU4 social inclusion'. The implementation period of the action is 48 months.

The action contributes to the European Commission action document for 'EU4 social inclusion' implementing the multi-country annual action plan in favour of the Western Balkans and Türkiye, financed under IPA III. It is aligned with the EU gender action plan III for 2021–2025 and the IPA III programming framework, both of which emphasise the importance of mainstreaming gender equality as a cross-cutting issue. It is also directly relevant to SDG 5 (gender equality).

The overall objective of the action is to facilitate the effective participation of the EU candidate countries and a potential candidate country in the Western Balkans and Türkiye in EIGE's activities upon EU accession, by supporting their alignment with the EU *acquis* in the area of gender equality. The action will focus on continuing and building on the results of the previous EIGE cooperation with the beneficiaries under the IPA since 2013, adjusting to stakeholders' needs, the objectives outlined in the EU enlargement package and the Commission's Western Balkans strategy.

Contributing to strategic objectives
• Contribute to better-informed and evidence-based policymaking and decision-making to achieve gender equality and fight discrimination based on sex • Effectively promote gender equality to key stakeholders and target groups
Specific objective(s)
• Specific objective 1: IPA beneficiaries are further integrated into core areas of EIGE's work programme and have an increased ability to monitor and mainstream gender equality, including to develop and independently maintain national gender equality indices • Specific objective 2: IPA beneficiaries have strengthened their capacities in the collection of data on violence against women in alignment with Directive (EU) 2024/1385 on combating violence against women and domestic violence • Specific objective 3: IPA beneficiaries participate effectively in the Regional Coordination Platform for Gender Equality Action
Overview of the activity
EIGE has implemented IPA projects since 2013. This is the sixth IPA project. The project aims to contribute to beneficiary countries' progress towards the adoption of the EU *acquis* on gender equality, an aim that is nearly self-evident given that the *acquis* is a legal prerequisite for EU accession. It focuses on continuing and building on the results of the previous project, that is, maintaining strong regional cooperation and aligning the project with gender equality needs in the beneficiary countries. The activity aims to further integrate EU candidate countries and potential candidate countries into EIGE's core work areas and to continue to foster regional cooperation on gender equality. The following activities will contribute to achieving the project objectives and outputs in 2026: • EIGE will support up to two IPA beneficiaries in calculating and releasing national gender equality indices and will organise a workshop to introduce the 2025 Gender Equality Index updates and thematic focuses; • EIGE will assess the feasibility of conducting EIGE's CARE survey in IPA III beneficiaries, to ensure that the necessary data are available for the Gender Equality Index domain of time; • EIGE's Gender Statistics Database will include data from the IPA beneficiaries on women and men in decision-making; • EIGE will introduce its latest gender mainstreaming tools and methods to the IPA beneficiaries; • EIGE will launch the mapping of the sources of administrative data on violence against women and domestic violence in the IPA beneficiaries; • up to two regional coordination meetings will continue to bring together representatives from IPA beneficiaries; • experts from IPA beneficiaries will be invited to attend relevant meetings and thematic events (e.g. conferences, working groups, study visits, thematic networks and experts' meetings) organised by EIGE;

- EIGE's experts will attend relevant events organised by IPA beneficiary countries.

Expected results

Project results in 2026 will depend on the activity's plan and the timeline as per the signed contract with DG Enlargement and Eastern Neighbourhood. Up to two IPA beneficiaries will be supported in developing their own national gender equality indices and all IPA beneficiaries will be informed of the updated methodology of the Gender Equality Index. The IPA beneficiaries will increase their capacity for monitoring gender statistics on women and men in decision-making and mainstreaming gender equality. The launch of the mapping of the sources of administrative data on violence against women in the IPA beneficiaries is the first step in strengthening the capacity for collecting data on violence against women. EU candidate countries and potential candidate countries will be engaged in EIGE's gender mainstreaming and gender-based violence discussions through participation in relevant EIGE events, thematic networks and consultations. Regional coordination will be fostered through regular meetings, exchange of practices, thematically focused discussions, co-shaping meeting agendas and promotion of peer-to-peer learning in the Western Balkans and Türkiye. Awareness on gender equality is further promoted among the IPA beneficiaries.

Main outputs

Common tools for monitoring gender equality in the region will be promoted, including the Gender Equality Index and Gender Statistics Database. EIGE will provide methodological guidance to IPA beneficiaries calculating their own indices and IPA beneficiaries will have a good understanding of the updated Gender Equality Index. Gender statistics on women and men in decision-making in the region will populate EIGE's Gender Statistics Database. Mapping the sources of administrative data on violence against women in IPA beneficiaries will contribute to a common measurement framework in the future. The Regional Coordination Platform for Gender Equality Action will continue to meet regularly to exchange practices and knowledge. Finally, EIGE will promote awareness of gender equality in the IPA beneficiaries.

Indicators	Latest results	Target	Means and frequency of verification
Outcome / expected results indicators			
IPA III beneficiaries continue calculating and releasing national gender equality indices	n/a	Up to two countries provided with support	Annual report to DG Enlargement and Eastern Neighbourhood
IPA III beneficiaries are introduced to EIGE's gender mainstreaming methods and tools	n/a	Participation in at least one meeting	
The Regional Coordination Platform for Gender Equality Action continues functioning and meeting regularly	n/a	Up to two meetings	
Output indicators			
Workshop on 2025 Gender Equality Index updates and quality of gender statistics	n/a	1	Annual report to DG Enlargement and Eastern Neighbourhood
Annual data collection of women and men in decision-making	n/a	Annual update of dataset	
Feasibility assessment of conducting EIGE's CARE survey in IPA beneficiaries	n/a	Completed	
Mapping the sources of administrative data on violence against women in the IPA beneficiaries	n/a	Completed	
Country-specific recommendations regarding the mapping of administrative data sources and statistical products on violence against women	n/a	Prepared	
Workshop on gender mainstreaming	n/a	1	
Number of IPA participants engaged in EIGE events	TBC	80	

Total FTEs	Budget
3.1 (0.1 TAs, 3 CAs)	EUR 418 000

NB: n/a, not applicable; TBC, to be confirmed.

3.2.4. Organisation, administration and functioning of EIGE (horizontal)

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

Activity 14. Procurement

Specific objective(s): to further improve the effectiveness and efficiency of procurement processes for the completion of the annual work programme			
Overview of the activity			
Procurement procedures will be carried out in line with the 2026 procurement plan to support the continuity of EIGE's services, further digitalise procurement and reporting processes and procure additional services, where needed.			
Expected results			
EIGE expects to increase the digitalisation of its procurement processes through the adoption and use of the EU PPMT. A high level of implementation of the 2026 procurement plan is expected.			
Main outputs			
• Annual procurement plan preparation, and its successful implementation • Training sessions on procurement processes, both planned and ad hoc • Application of Commission-based procurement platforms, paperless procurement and monitoring tools			
Indicators	**Latest results**	**Target**	**Means and frequency of verification**
Rate of implementation of the adopted 2026 procurement plan	98 %	> 90 %	Progress reports to the management board (twice per year) and CAAR
Regular procurement training for EIGE staff	6	> 2/year	
Procurement guidelines, lessons learned and templates are kept up to date	Updated twice	> 1/year	
Use of the PPMT for low- or medium-value procedures	Q1 2024 (tool set up and used for open procedures)	Q1 2026 (full use)	
Total FTEs		**Budget**	
2.70 (0.60 TAs, 2.10 CAs, 0 SNEs)		EUR 317 905.50	

NB: Q1, first quarter; SNE, seconded national expert.

Activity 15. Human resources management

Specific objective(s): to recruit staff resources in line with EIGE's establishment plan; to complete the annual performance appraisal exercise; to ensure that staff members are offered appropriate training opportunities to improve their skills and competencies

Overview of the activity

The HR function within the administration unit continues to streamline internal HR processes and procedures. It applies the EU Staff Regulations ([a]) and relevant implementing provisions, and adopts more efficient HR tools. This work will continue in 2026, as new model decisions for agencies are in development, with HR policies envisaged in those areas. Moreover, the HR team will work on addressing all the audit recommendations stemming from the Internal Audit Service (IAS) audit on HR management that took place in 2025.

Expected results

EIGE expects to achieve a high level of implementation of the establishment plan and complete all recruitment procedures in a timely manner. The administration unit will start to implement EIGE's competency framework and continue to implement the HR strategy to achieve more effective and efficient HR management. EIGE will work to enhance the inclusiveness among and diversity of its staff, with targeted measures set out in the HR strategy for 2022–2027.

Main outputs

- Staff with the necessary knowledge and skills recruited and retained
- Learning and development activities made available as per identified needs
- Annual performance appraisal carried out in line with the rules adopted
- Competency framework and HR strategy developed and being implemented

Indicators	Latest results	Target	Means and frequency of verification
Average length of recruitment procedures	2.4 months	< 4 months	Report twice per year in management meetings, progress reports to the management board (twice per year), CAAR
Minimum occupancy rate of TA posts in the establishment plan by the end of 2026	100 %	> 90 %	
Percentage of eligible EIGE staff subject to performance appraisal to undergo evaluation in the 2026 exercise in line with the current implementing rules	100 %	100 %	
Average attendance at in-house organised training	84 %	> 75 %	
HR strategy for 2022–2027 implemented by Q4 2026 in accordance with the action plan set out in the strategy	90 %	100 %	

Total FTEs	Budget
3.17 (2.20 TAs, 0.97 CAs, 0 SNEs)	EUR 617 798.78

([a]) 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 (OJ P 045, 14.6.1962, p. 1385, ELI: http://data.europa.eu/eli/reg/1962/31(1)/2014-05-01).

NB: Q4, fourth quarter; SNE, seconded national expert.

Activity 16. Budget implementation

Specific objective(s): to draw up accurate financial statements that present a fair view of EIGE's financial performance; to coordinate the budget planning, consumption forecast, budget reviews and transfer of appropriations to achieve higher budget implementation rates

Overview of the activity

EIGE continuously improves its financial management and budget implementation processes, as attested by the high budget execution rates and positive ECA opinions on EIGE's accounts. A number of policies and tools have been introduced and followed to ensure effective budget management. For example, the activity-based budgeting tool will be used in this programming period to plan and measure resource consumption at the activity and project levels. EIGE will also perform an *ex post* control of financial transactions in Q4 2026.

Expected results

EIGE expects to achieve good budget implementation in accordance with the targets set and to perform all financial and budgetary transactions in full compliance with the Financial Regulation.

Main outputs

- EIGE's annual accounts are prepared according to current accounting standards, accounting rules and general accepted accounting principles
- Good planning results in higher budget implementing rates

Indicators	Latest results	Target	Means and frequency of verification
Final accounts adopted by the deadline	28 May 2025	1 June 2026	CAAR
Minimum % budget implementation for commitment appropriation and % for payment appropriation by 31 December 2025	98 % and 81 %	> 95 % and > 75 %	
Ex post controls report submitted to the authorising officer	Q4 2024	Q4 2026	

Total FTEs	Budget
3.74 (2.61 TAs, 1.13 CAs, 0 SNEs) (to be confirmed)	EUR 552 050.17

NB: Q4, fourth quarter; SNE, seconded national expert.

Activity 17. Internal control and audit

Specific objective(s): to implement the audit recommendations in a timely manner, perform regular assessments of the internal control system and manage deficiencies

Overview of the activity

EIGE implements and reports, in a timely manner, on all recommendations issued by the IAS, ECA and external auditors. As a result, EIGE has been granted a discharge for all years for which the discharge procedure has been closed. In 2026, EIGE will continue to implement all audit recommendations in a timely manner, perform regular assessments of its internal control system and address any deficiencies effectively. It will also implement the internal control strategy drafted for the programming period (see Annex 10).

Expected results

EIGE expects to implement all audit recommendations in accordance with the action plans approved by the Director and agreed with the auditors. It will implement the 2024–2026 anti-fraud strategy. Overall, it expects to address all identified internal control deficiencies (where applicable) and thus improve its internal control system.

Main outputs

- Audit recommendations implemented on time
- Declaration of assurance in the CAAR

Indicators	Latest results	Target	Means and frequency of verification
% of ECA audit recommendations implemented on time	100 %	> 90 %	CAAR, reports to the management board (twice per year), report to the authorising officer (once per year)
% of IAS audit recommendations implemented on time	100 %	> 90 %	
Assessment report of the effectiveness of the internal control system sent to the authorising officer	March 2025	Q1 2026	
Implementation of the 2024–2026 anti-fraud strategy in accordance with the action plan	100 %	100 %	

Total FTEs	Budget
0.93 (0.92 TAs, 0.01 CAs, 0 SNEs) (to be confirmed)	EUR 212 181.05

NB: Q1, first quarter; SNE, seconded national expert.

Activity 18. ICT infrastructure and facilities management

Specific objective(s): to ensure high-level ICT support services to enable EIGE's staff to perform their tasks effectively and ensure effective implementation of the 2025–2027 ICT strategy and the cybersecurity framework; to manage the premises in line with the evolving needs of EIGE

Overview of the activity

EIGE's ICT services support operational activities by providing digital solutions, help-desk assistance, training and technical guidance. These services encompass the development and implementation of the ICT strategy and cybersecurity framework, ensuring the protection of digital assets and safeguarding information across all systems and processes. The ICT services will also have the challenge of implementing the requirements of the EU Cybersecurity Regulation. EIGE has a very small ICT team that deals with operational and strategic needs and compliance and control requirements.

A new contract for EIGE premises in Vilnius is in place as of 2023 (see the building forecast in Annex 7). Certain adaptations and changes were implemented in 2024 (e.g. repainting and renewal of furniture). Further adaptations may take place in 2026 depending on the use of the premises and EIGE's specific needs for office space and security requirements. EIGE also has a lease contract for its liaison office in Brussels.

Expected results

The main goal in 2026 is to enhance the alignment of ICT 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 and ensuring synergies (cross-unit) and a unified and secure ICT environment. It will implement Regulation (EU) No 2019/881 (EU Cybersecurity Regulation) ([a]), which sets specific requirements for EU agencies. As EIGE does not have a cybersecurity officer post in its establishment plan, synergies will be sought with other EU agencies and bodies (e.g. Cybersecurity Service for the Union institutions, bodies, offices and agencies).
For facility management, EIGE expects to manage the premises according to its needs. It will strive to achieve the targets set for reducing its carbon footprint and energy consumption in the programming period.

Main outputs

- Service-oriented, flexible ICT environment suitable for EIGE's objectives and needs
- New applications and services made available to users, in line with identified needs
- ICT requests fulfilled in a timely and efficient manner; adequate ICT support given to users
- Implementation of ICT strategy
- Implementation of EU Cybersecurity Regulation
- Implementation of the equipment and tools for data collection for EU Directive 2024/1385 on combating violence against women and domestic violence

Indicators	Latest results	Target	Means and frequency of verification
Timely completion of the tasks included in the 2025–2027 ICT strategy	New ICT strategy developed in 2024	Q4 2026	Reported at meetings of the administration unit (once per month), progress reports for the management board (twice per year), CAAR
Number of security breaches	0	0	
% of staff satisfied with ICT services on the basis of an annual satisfaction survey by Q4 2026	89.5 %	> 85 %	
Average completion time for requests for work ([b]) submitted (repairs, moves, alterations)	2	< 5	
Maintain EIGE's travel-related CO_2 emissions within the target established for 2026	85 tonnes	< 100 tonnes	

Total FTEs	Budget
2.38 (1.19 TAs, 1.19 CAs, 0 SNEs)	EUR 378 077.31

([a]) Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act) (OJ L 151, 7.6.2019, p. 15, ELI: http://data.europa.eu/eli/reg/2019/881/oj).

([b]) Non-structural repairs and alterations, such as furniture or ICT equipment. Building-related repairs and alterations are managed solely by the property owner.

NB: CO_2, carbon dioxide; Q4, fourth quarter; SNE, seconded national expert.

Activity 19. Management support assistance

Specific objective(s): to ensure executive assistance to enable the Director to effectively and efficiently manage EIGE's administrative and operational processes			
Overview of the activity			
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.			
Expected results			
A key aim for 2026 is to ensure continuity in the work of the management board. EIGE also expects to support the Director to run the Agency's business by applying lessons learned and incorporating best practices into communication and workflow management processes.			
Main outputs			
• Tailored and dedicated support to EIGE's management board leadership and members • Timely and efficient responses to information and support requests by the management team and colleagues • Timely processing of daily workflows and administrative tasks			
Indicators	**Latest results**	**Target**	**Means and frequency of verification**
Consult and report to the management board	Q2, Q4	Twice per year	CAAR
Monitoring and review of the project schedule for key programming documents for submission to the management board and standing committee	Q2, Q4	Twice per year	
Communicate management decisions/actions to units; staff consultations	Monthly staff meetings Quarterly/consultation meetings	Monthly staff meetings Quarterly/consultation meetings	
Total FTEs		**Budget**	
3.91 (1.91 TAs, 2.00 CAs, 0 SNE)		EUR 520 089.97	

NB: Q2, second quarter; Q4, fourth quarter; SNE, seconded national expert.

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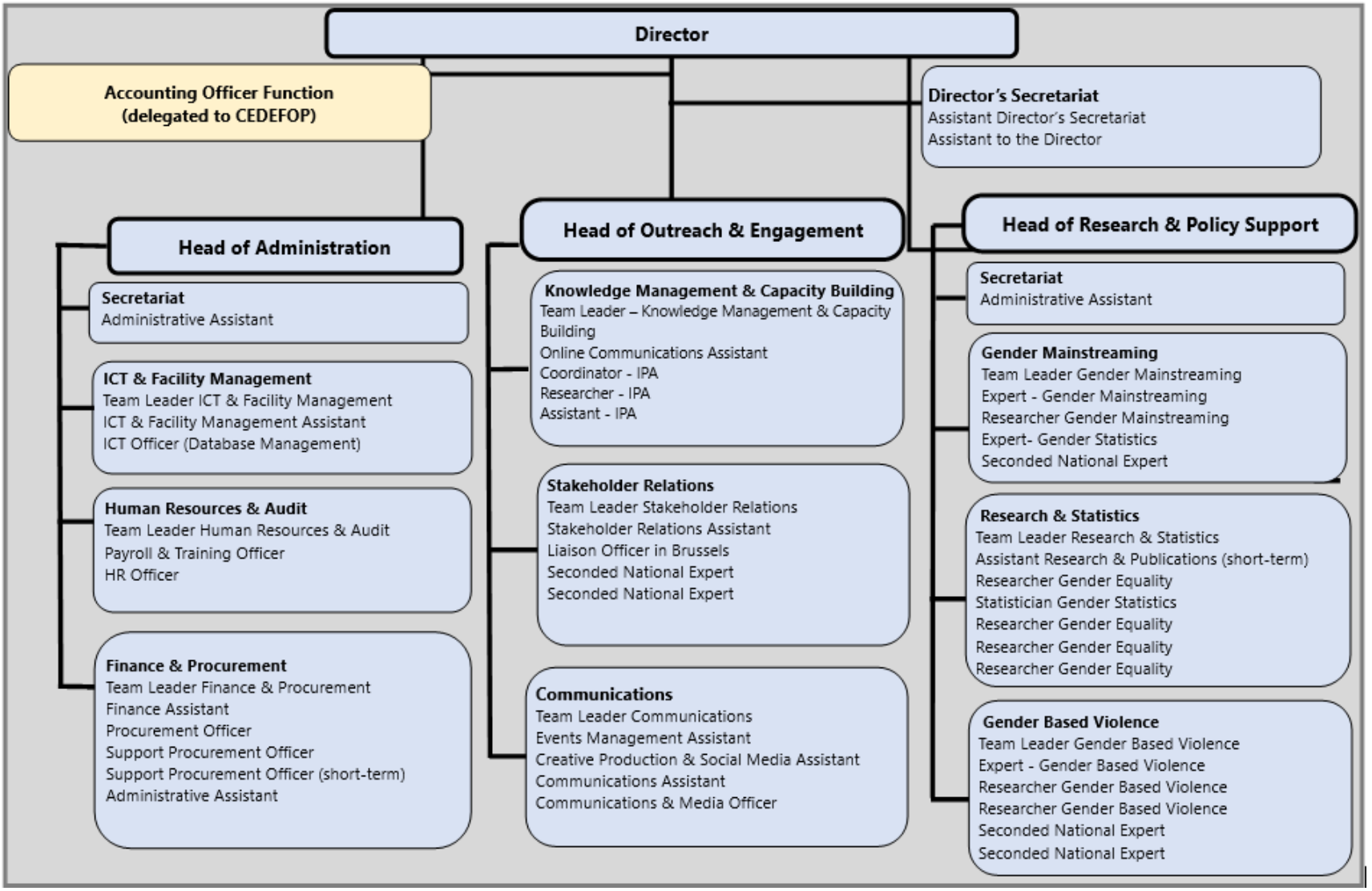
Annexes

Annex 1. EIGE organisation chart in 2025



Annex 2. Resource allocation per activity in 2026–2028

Activity group / activity	2026			2027			2028		
	TA	CA and SNE	Budget allocated (EUR)	TA	CA and SNE	Budget allocated (EUR)	TA	CA and SNE	Budget allocated (EUR)
Providing evidence: research and data collection	**8.50**	**5.41**	**3 353 284.96**	**8.50**	**5.41**	**3 351 183.90**	**8.50**	**5.41**	**3 415 784.54**
Monitoring of international commitments and supporting the presidencies of the Council of the European Union	1.79	0.35	562 676.61	1.79	0.35	562 713.47	1.79	0.35	575 633.60
Gender Equality Index	2.85	1.05	773 197.36	2.85	1.05	773 221.22	2.85	1.05	772 642.70
EU-wide CARE survey	0.75	0.65	325 903.33	0.75	0.65	325 344.93	0.75	0.65	338 843.60
Monitoring the implementation of the directive on combating violence against women and domestic violence: data collection and development of new indicators	2.25	2.18	1 282 518.46	2.25	2.18	1 281 984.00	2.25	2.18	1 294 904.15
Research and development of the indicators on gender-based violence: FGM and femicide ([a])	0.61	0.73	311 936.04	0.61	0.73	311 401.58	0.61	0.73	324 321.73
Research on emerging issue(s): gender-based violence in times of crisis	0.25	0.45	97 053.16	0.25	0.45	96 518.70	0.25	0.45	109 438.76
Supporting gender-responsive policies: gender mainstreaming and specific tools	**3.70**	**2.07**	**2 045 392.37**	**3.70**	**2.07**	**2 043 788.99**	**3.70**	**2.07**	**2 082 549.44**
Policy support on gender mainstreaming	0.91	0.28	501 062.95	0.91	0.28	500 528.49	0.91	0.28	513 448.64
Methods and tools for gender mainstreaming ([b])	1.32	0.84	594 234.94	1.32	0.84	593 700.48	1.32	0.84	606 620.63
Gender Statistics Database	1.47	0.95	950 094.48	1.47	0.95	949 560.02	1.47	0.95	962 480.17
Communicating gender equality	**6.78**	**5.30**	**2 874 646.47**	**6.78**	**5.30**	**2 873 043.09**	**6.78**	**5.30**	**2 911 803.54**

EIGE's communication campaigns and activities	2.7	1.3	1 065 245.06	2.7	1.3	1 064 710.60	2.7	1.3	1 077 630.75
Building and maintaining stakeholder relations	2.88	2.75	1 273 073.94	2.88	2.75	1 272 539.48	2.88	2.75	1 285 459.63
Supporting stakeholders with improved tools and formats	1.2	1.25	536 327.47	1.2	1.25	535 793.01	1.2	1.25	548 713.16
Organisation, administration and functioning of EIGE (horizontal)	**9.43**	**7.41**	**2 598 102.78**	**9.43**	**7.41**	**2 594 896.02**	**9.43**	**7.41**	**2 660 862.48**
Procurement	0.6	2.1	317 905.50	0.6	2.1	317 371.04	0.6	2.1	330 291.19
HR management	2.2	0.98	617 798.78	2.2	0.98	617 264.32	2.2	0.98	630 184.47
Budget implementation	2.61	1.13	552 050.17	2.61	1.13	551 515.71	2.61	1.13	564 435.86
Internal control and audit	0.92	0.01	212 181.05	0.92	0.01	211 646.59	0.92	0.01	224 566.74
ICT infrastructure and facilities management	1.19	1.19	378 077.31	1.19	1.19	377 542.85	1.19	1.19	390 463.00
Management assistance support	1.91	2	520 089.97	1.91	2	519 555.51	1.91	2	520 921.22
EIGE total	**28.41**	**20.19**	**10 871 426.58**	**28.41**	**20.19**	**10 862 912.00**	**28.41**	**20.19**	**11 071 000.00**

([a]) From 2027, the research and indicators will focus on harmful practices.

([b]) From 2027, the activity will be titled 'Technical support on gender mainstreaming methods and tools: the help desk'.

NB: SNE, seconded national expert.

Annex 3. Financial resources for 2026–2028

Table A3.1. General revenue

(a)

Revenue	2026	2027	2028
	Revenue estimated by the Agency	Budget forecast	Budget forecast
EU contribution	EUR 10 871 426.58	EUR 10 862 912.00	EUR 11 071 000.00
Other revenue			

(b)

Revenues	General revenues						
	Executed	Budget	2026		VAR 2026/2025 (%)	Envisaged	Envisaged
	2024	2025	Agency request	Budget forecast		2027	2028
1 Revenue from fees and charges							
2 EU contribution	9 381 887.70	10 485 107.40	11 540 720.00	10 871 426.58	3.68	10 862 912.00	11 071 000.00
— Of which assigned revenues deriving from previous years' surpluses	248 114.74	178 176.40	116 551.74	116 551.74			
3 Non-EU countries' contribution (including EEA/EFTA and candidate countries)							
— Of which EEA/EFTA (excluding Switzerland)							

— Of which candidate countries							
4 Other contributions							
5 Administrative operations							
— Of which interest generated by funds paid by the Commission by way of the EU contribution (Framework Financial Regulation, Article 58)							
6 Revenues from services rendered against payment							
7 Correction of budgetary imbalances							
Total	9 381 887.70	10 485 107.40	11 540 720.00	10 871 426.58	3.68	10 862 912.00	11 071 000.00

NB: EEA, European Economic Area; EFTA, European Free Trade Association; VAR, budget variance.

Table A3.2. Additional EU funding: grant agreements, contribution agreements and service-level agreements

(a)

Revenue	2025	2026
	Revenues estimated by the Agency (EUR)	Budget forecast (EUR)
Total revenue	103 000	354 000

(b)

Revenue	Additional EU funding: grant agreements, contribution agreements, service-level agreements						
	Executed 2024	Estimated by the Agency 2025	2026		VAR 2026/2025 (%)	Envisaged 2027	Envisaged 2028
			Agency request	Budget forecast			
Additional EU funding from grants (Article 7 of the Financial Regulation)							
Additional EU funding from contribution agreements (Article 7 of the Financial Regulation)	n/a	103 000	354 000	354 000	3.43	396 000	396 000

Revenue	Additional EU funding: grant agreements, contribution agreements, service-level agreements						
	Executed 2024	Estimated by the Agency 2025	2026		VAR 2026/2025 (%)	Envisaged 2027	Envisaged 2028
			Agency request	Budget forecast			
Additional EU funding from service-level agreements (Article 43(2) of the Financial Regulation)							
Total	**n/a**	**103 000**	**354 000**	**354 000**	**3.43**	**396 000**	**396 000**

NB: EIGE and DG Enlargement and Eastern Neighbourhood signed the contract under the Commission implementing decision on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye in 2025. The total budget is EUR 1 500 000 for four years (cashed in 2025: EUR 1 425 000; to be cashed in 2028: EUR 75 000). This table shows the breakdown of the expenditure per year. n/a, not applicable; VAR, budget variance.

Table A3.3. Expenditure

EXPENDITURE	Commitment appropriations						
	Executed 2024	Budget 2025	Draft Budget 2026		VAR 2026/2025(%)	Envisaged 2027	Envisaged 2028
			Agency request	Budget forecast			
TITLE 1 - STAFF EXPENDITURE	**5,149,545.05**	**5,527,199.40**	**6,244,462.94**	**5,841,122.58**	**5.68%**	**6,102,826.00**	**6,224,600.00**
11 Salaries & allowances	4,832,472.30	5,204,999.40	5,921,262.94	5,483,422.58	5.35%	5,699,946.00	5,813,662.40
- Of which establishment plan posts	3,495,151.48	3,727,410.45	4,150,003.36	3,893,709.42	4.46%	4,048,438.58	4,129,124.83
- Of which external personnel	1,337,320.82	1,477,588.95	1,771,259.58	1,589,713.16	7.59%	1,651,507.42	1,684,537.57
12 Expenditure relating to Staff recruitment	1,213.80	2,000.00	2,000.00	2,000.00	0.00%	2,040.00	2,080.80
13 Mission expenses	19,100.00	20,000.00	20,000.00	38,500.00	92.50%	50,000.00	51,000.00
14 Socio-medical infrastructure	110,786.00	156,000.00	156,000.00	142,000.00	-8.97%	144,840.00	147,736.80
15 Training	99,711.74	80,000.00	80,000.00	95,000.00	18.75%	110,000.00	112,200.00
16 External Services	68,285.67	60,000.00	60,000.00	75,000.00	25.00%	90,000.00	91,800.00
17 Receptions, events and representation	17,975.54	4,200.00	5,200.00	5,200.00	23.81%	6,000.00	6,120.00

TITLE 2 - INFRASTRUCTURE AND OPERATING EXPENDITURE	**1,350,313.28**	**1,400,908.00**	**1,637,732.00**	**1,527,304.00**	**9.02%**	**1,460,000.00**	**1,489,200.00**
20 Rental of buildings and associated costs	661,245.36	710,200.00	707,300.00	707,700.00	-0.35%	730,000.00	744,600.00
21 Information, communication technology and data processing	387,608.73	312,300.00	503,000.00	493,872.00	58.14%	350,000.00	357,000.00
22 Movable property and associated costs	7,454.40	4,000.00	2,000.00	2,000.00	-50.00%	5,000.00	5,100.00
23 Current administrative expenditure	138,663.88	138,748.00	188,000.00	177,500.00	27.93%	200,000.00	204,000.00
24 Postage / Telecommunications		-	-	-		-	
25 Meeting expenses	104,340.91	180,660.00	182,432.00	116,232.00	-35.66%	140,000.00	142,800.00
26 Running costs in connection with operational activities		-	-	-		-	
27 Information and publishing	51,000.00	55,000.00	55,000.00	30,000.00	-45.45%	35,000.00	35,700.00
28 Studies		-	-	-		-	
TITLE 3 - OPERATIONAL EXPENDITURE	**2,882,029.37**	**3,557,000.00**	**3,658,525.00**	**3,503,000.00**	**-1.52%**	**3,300,086.00**	**3,357,200.00**
30 Translations	29,406.00	30,000.00	30,000.00	30,000.00	0.00%	10,000.00	10,200.00
31 Oper Missions	127,000.00	140,000.00	120,000.00	120,000.00	-14.29%	100,000.00	102,000.00
32 Research, statistics and indices	624,485.08	505,000.00	333,000.00	543,000.00	7.52%	800,000.00	815,000.00
33 Gender Based Violence	197,463.52	950,000.00	772,000.00	699,000.00	-26.42%	620,000.00	632,000.00
34 Implementing Gender Mainstreaming	924,856.00	997,000.00	1,180,525.00	1,025,000.00	2.81%	930,000.00	948,000.00
35 Stakeholders and Communication	978,818.77	935,000.00	1,223,000.00	1,086,000.00	16.15%	840,086.00	850,000.00
36 Effective organisation and bodies of EIGE		-	-	-		-	-
40 External assigned expenses		-	-	-		-	-
TOTAL EXPENDITURE	**9,381,887.70**	**10,485,107.40**	**11,540,719.94**	**10,871,426.58**	**3.68%**	**10,862,912.00**	**11,071,000.00**

EXPENDITURE	Payment appropriations						
	Executed 2024	Budget 2025	Draft Budget 2026		VAR 2026/2025(%)	Envisaged	Envisaged
			Agency request	Budget forecast		2027	2028
TITLE 1 - STAFF EXPENDITURE	**5,149,545.05**	**5,527,199.40**	**6,244,462.94**	**5,841,122.58**	**5.68%**	**6,102,826.00**	**6,224,600.00**
11 Salaries & allowances	4,832,472.30	5,204,999.40	5,921,262.94	5,483,422.58	5.35%	5,699,946.00	5,813,662.40
- Of which establishment plan posts	3,495,151.48	3,727,410.45	4,150,003.36	3,893,709.42	4.46%	4,048,438.58	4,129,124.83
- Of which external personnel	1,337,320.82	1,477,588.95	1,771,259.58	1,589,713.16	7.59%	1,651,507.42	1,684,537.57
12 Expenditure relating to Staff recruitment	1,213.80	2,000.00	2,000.00	2,000.00	0.00%	2,040.00	2,080.80
13 Mission expenses	19,100.00	20,000.00	20,000.00	38,500.00	92.50%	50,000.00	51,000.00
14 Socio-medical infrastructure	110,786.00	156,000.00	156,000.00	142,000.00	-8.97%	144,840.00	147,736.80
15 Training	99,711.74	80,000.00	80,000.00	95,000.00	18.75%	110,000.00	112,200.00
16 External Services	68,285.67	60,000.00	60,000.00	75,000.00	25.00%	90,000.00	91,800.00
17 Receptions, events and representation	17,975.54	4,200.00	5,200.00	5,200.00	23.81%	6,000.00	6,120.00
TITLE 2 - INFRASTRUCTURE AND OPERATING EXPENDITURE	**1,350,313.28**	**1,400,908.00**	**1,637,732.00**	**1,527,304.00**	**9.02%**	**1,460,000.00**	**1,489,200.00**
20 Rental of buildings and associated costs	661,245.36	710,200.00	707,300.00	707,700.00	-0.35%	730,000.00	744,600.00
21 Information, communication technology and data processing	387,608.73	312,300.00	503,000.00	493,872.00	58.14%	350,000.00	357,000.00
22 Movable property and associated costs	7,454.40	4,000.00	2,000.00	2,000.00	-50.00%	5,000.00	5,100.00
23 Current administrative expenditure	138,663.88	138,748.00	188,000.00	177,500.00	27.93%	200,000.00	204,000.00
24 Postage / Telecommunications		-	-	-		-	
25 Meeting expenses	104,340.91	180,660.00	182,432.00	116,232.00	-35.66%	140,000.00	142,800.00

26 Running costs in connection with operational activities		-	-	-		-	
27 Information and publishing	51,000.00	55,000.00	55,000.00	30,000.00	-45.45%	35,000.00	35,700.00
28 Studies		-	-	-		-	
TITLE 3 - OPERATIONAL EXPENDITURE	**2,882,029.37**	**3,557,000.00**	**3,658,525.00**	**3,050,500.00**	**-14.24%**	**3,300,086.00**	**3,357,200.00**
30 Translations	29,406.00	30,000.00	30,000.00	30,000.00	0.00%	10,000.00	10,200.00
31 Oper Missions	127,000.00	140,000.00	120,000.00	120,000.00	-14.29%	100,000.00	102,000.00
32 Research, statistics and indices	624,485.08	505,000.00	333,000.00	543,000.00	7.52%	800,000.00	815,000.00
33 Gender Based Violence	197,463.52	950,000.00	772,000.00	699,000.00	-26.42%	620,000.00	632,000.00
34 Implementing Gender Mainstreaming	924,856.00	997,000.00	1,180,525.00	572,500.00	-42.58%	930,000.00	948,000.00
35 Stakeholders and Communication	978,818.77	935,000.00	1,223,000.00	1,086,000.00	16.15%	840,086.00	850,000.00
36 Effective organisation and bodies of EIGE		-	-	-		-	-
40 External assigned expenses		-	-	-		-	-
TOTAL EXPENDITURE	**9,381,887.70**	**10,485,107.40**	**11,540,719.94**	**10,418,926.58**	**-0.63%**	**10,862,912.00**	**11,071,000.00**

NB: VAR, budget variance.

Table A3.4. Budget out-turn and cancellation of appropriations in 2021–2024

Budget out-turn	2021	2022	2023	2024
Reserve from the previous years' surplus (+)				
Revenue actually received (+)	8 696 231.33	8 435 072.52	9 360 040.49	9 435 482.28
Payments made (–)	– 6 381 441.76	– 7 062 834.31	– 7 725 099.17	– 7 654 856.14
Carry-over of appropriations (–)	– 2 828 275.19	– 1 629 722.29	– 1 702 388.61	– 1 751 028.59
Cancellation of appropriations carried over (+)	12 032.88	71 504.16	33 379.52	65 750.23
Adjustment for carry-over of assigned revenue appropriation from	624 063.41	434 360.91	212 243.13	21 203.95

previous year (+)				
Exchange rate differences (±)	– 273.43	– 266.25	1.04	0.01
Adjustment for negative balance from previous year (–)				
Total	122 337.24	248 114.74	178 176.40	116 551.74

Annex 4. Human resources – quantitative

Table A4.1. Staff population and its evolution: overview of all categories of staff

(a) Statutory staff and seconded national experts

Staff	2024			2025	2026 [a]	2027	2028
Establishment plan posts	**Authorised budget**	**Actually filled at 31 December 2024**	**Occupancy rate (%)**	**Authorised staff**	**Envisaged staff**	**Envisaged staff**	**Envisaged staff**
ADs	21	21	100	22	22	22	22
ASTs	6	6	100	6	6	6	6
ASTs/SCs	0	0	100	0	0	0	0
Total establishment plan posts	27	27	100	28	28	28	28
External staff	**FTE corresponding to authorised budget**	**Executed FTE at 31 December 2024**	**Execution rate (%)**	Headcount at 31 December 2024	FTE **corresponding to authorised budget**	**Envisaged FTE**	**Envisaged FTE**
CA	12	12.92 [b]	108	13	14	14	14
SNE	5	4.75	95	4	5	5	5
Total external staff	17	17.67	103	17	19	19	19
Total staff	**44**	**45**	**102**	**45**	**47**	**47**	**47**

([a]) Based on the draft budget for 2026. This section will be updated if needed, to reflect the outcome of the budgetary procedure.

([b]) Includes a short-term FG IV contract for ensuring service continuity due to long-term absence in the procurement team.

NB: SC, secretary; SNE, seconded national expert.

(b) Additional external staff expected to be financed from grant agreements, contribution agreements or service-level agreements

HR	2025	2026	2027	2028
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
CAs	2 ([a])	3	3	3
SNEs	0	0	0	0
Total	2	3	3	3

([a]) The contribution agreement covers the expenditure for three CAs. Two CAs (project manager and assistant) are to be engaged in 2025 for the duration of the project (48 months), and one research officer is to be engaged in 2026 for 36 months.

NB: SNE, seconded national expert.

(c) Other HR

- Structural service providers

	Actually in place at 31 December 2024
Security	n/a
IT	n/a
Other (specify) ……	n/a

NB: n/a, not applicable.

- Interim workers

	Total FTEs in 2024
Number	n/a

NB: n/a, not applicable.

Table A4.2. Multiannual staff policy plan for 2026–2028

(a)

FG and grade	2024				2025		2026		2027		2028	
	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								1		1		1
AD 14		1		1		1						
AD 13		1				1		1		1		1
AD 12				1								
AD 11		3		1		4		3		3		3
AD 10		1		2				1		1		1
AD 9		3		1		4		5		5		5
AD 8		5		7		4		5		5		5
AD 7		5		4		5		5		5		5
AD 6		2		3		3		1		1		1
AD 5				1								
AD total		21		21		22		22		22		22
AST 11												

FG and grade	2024				2025		2026		2027		2028	
	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 10												
AST 9		1		1		1		1		1		1
AST 8								2		1		3
AST 7		2		3		4		2		2		2
AST 6		2		1		1		1		2		
AST 5		1		1								
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												

FG and grade	2024				2025		2026		2027		2028	
	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/SC 2												
AST/SC 1												
AST/SC total		0		0		0		0		0		0
Total		27		27		28		28		28		28

NB: perm., permanent; SC, secretary; temp., temporary.

(b) External personnel

- Contract agents for 2026–2028

CAs	FTE corresponding to authorised budget 2024	Executed FTE at 31 December 2024	Headcount at 31 December 2024	FTE corresponding to authorised budget 2025	FTE corresponding to authorised budget 2026	FTE corresponding to authorised budget 2027	FTE corresponding to authorised budget 2028
FG IV	5	4.38	5	7	7	7	7
FG III	5	6.67	7	5	6	6	6
FG II	2	1.87	1	2	1	1	1
FG I	—	—	—	—	—	—	—
Total	12	12.92	13	14	14	14	14

- Seconded national experts for 2026–2028

	FTE corresponding to authorised budget 2024	Executed FTE at 31 December 2024	Headcount at 31 December 2024	FTE corresponding to authorised budget 2025	FTE corresponding to authorised budget 2026	FTE corresponding to authorised budget 2027	FTE corresponding to authorised budget 2028
Seconded national experts	5	4.75	4	5	5	5	5

Table A4.3. Recruitment forecasts for 2026 following retirement/mobility or new requested posts

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

(a) Indication of both is required.

NB: Information on entry level for each type of post: indicative table. Number of inter-agency moves in 2024 to and from EIGE: n/a. n/a, not applicable.

Annex 5. Human resources – qualitative

A. Recruitment policy

Implementation rules in place:

		Yes	No	If no, which other implementation rules are in place
Engagement of CAs	Model Decision C(2019) 3016	x		
Engagement of TAs	Model Decision C(2015) 1509	x		
Middle management	Model Decision C(2018) 2542	x		
Type of posts	Model Decision C(2018) 8800		x	Commission Decision C(2013) 8979

B. Appraisal of performance and reclassification

Implementation rules in place:

		Yes	No	If no, which other implementation rules are in place
Reclassification of Tas	Model Decision C(2015) 9560	x		
Reclassification of CAs	Model Decision C(2015) 9561	x		

Table A5.1. Reclassification of temporary staff, 2021–2024

Average seniority in grade among reclassified staff (years)							
Grades	**2020**	**2021**	**2022**	**2023**	**2024**	**Actual average over five years** [a]	**Average over five years (according to Decision C(2015) 9563)**
AD 05		2			2	**2**	2.8

AD 06	2	2		2	**2.2**	2.05	2.8
AD 07	**3.4**	6	2	4	5	**4**	2.8
AD 08					2	2	3
AD 09	5					5	4
AD 10	2		**2.3**			2.15	4
AD 11							4
AD 12							6.7
AD 13							6.7
AST 1							3
AST 2							3
AST 3							3
AST 4				3.1		**3.1**	3
AST 5			7				4
AST 6				**12.9**	5	**8.95**	4
AST 7							4
AST 8	2					2	4
AST 9							n/a
AST 10 **(senior assistant)**							5
AST/SC 1							4
AST/SC 2							5
AST/SC 3							5.9
AST/SC 4							6.7
AST/SC 5							8.3

([a]) Duration in post of each agent in the grade who was reclassified, added up and divided by number of agents reclassified in this grade over the five years. The actual average is in years.

NB: n/a, not applicable; SC, secretary.

Table A5.2. Reclassification of contract staff in 2024

FG	Grade	Staff in activity at 1 January 2024	Staff members reclassified in 2024	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to Model Decision C(2015) 9561
CA IV	17				Between 6 and 10
	16	1 ([a])			Between 5 and 7
	15	2			Between 4 and 6
	14	1			Between 3 and 5
	13				Between 3 and 5
CA III	11	3			Between 6 and 10
	10	2			Between 5 and 7
	9	1			Between 4 and 6
	8				Between 3 and 5
CA II	6				Between 6 and 10
	5	1	1	2 years	Between 5 and 7
	4	1			Between 3 and 5
CA I	2				Between 6 and 10

	1				Between 3 and 5

(a) Includes one short-term contract that ended in March 2024 for parental leave replacement.

C. Gender representation

Table A5.3. Gender representation at 31 December 2024

Gender representation at 31 December 2024	Temporary ADs		Temporary ASTs		CAs		SNEs		Trainees		Total	
	No	%	No	%	No	%	No	%	No	%	No	%
Women	16	76 %	4	67 %	8	62 %	4	100 %	9	100 %	41	77.4 %
Men	5	24 %	2	33 %	5	38 %	0	0	0	0	12	22.6 %
Total	**21**	**100 %**	**6**	**100 %**	**13**	**100 %**	**4**	**100 %**	**9**	**100 %**	**53**	**100 %**

NB: SNE, seconded national expert.

Table A5.4. Gender evolution at middle and senior management level, 2019–2024

	2019		2024	
Middle and senior management	**No**	**%**	**No**	**%**
Women	4	100 %	2	50 %
Men	0	0 %	2	50 %

D. Geographical balance

Table A5.5. Staff nationalities at 31 December 2024

Nationality	AD + CA FG IV		AST/SC- AST + CA FG I / CA FG II / CA FG III		Total	
	Number (max. 26)	% of total staff members in AD and FG IV	Number (max. 15)	% of total staff members in AST SC/AST and FG I, II, III	Total (max. 41)	% of total staff
Belgian	2	0.08			2	0.05
Bulgarian	1	0.04			1	0.025
Croatian						
Dutch	2	0.08			2	0.05
Estonian						
Finnish	1	0.04	1	0.07	2	0.05
French	1	0.04			1	0.025
German	1	0.04			1	0.025
Greek	2	0.08			2	0.05
Irish	1	0.04			1	0.025
Italian	1	0.04			1	0.025
Latvian	1	0.04			1	0.025
Lithuanian	4	0.16	11	0.79	15	0.384
Maltese	1	0.04			1	0.025
Polish	1	0.04			1	0.025
Portuguese	1	0.04			2	0.05
Romanian	1	0.04	1	0.07	2	0.05
Slovenian	1	0.04			1	0.025

Spanish	3	0.12	1	0.07	4	0.10
Total	**25**	**1.00**	**14**	**1.00**	**39**	**1.00**

NB: Explanatory figures to highlight nationalities of staff, by AD/CA FG IV and AST/CA FG I, II, III. SC, secretary.

Table A5.6. Most represented nationality at EIGE, 2020–2024

Most represented nationality	2020		2024	
	No	%	No	%
Lithuanian	16	39 %	15	38 %

E. Schooling

Agreements in place with European school(s)				
Contribution agreements signed with the Commission on type I European schools	Yes		No	X
Contribution agreements signed with the Commission on type II European schools	Yes		No	X
Number of service contracts in place with Vilnius-based schools	21			
Description of any other solutions or actions in place: n/a				

NB: n/a, not applicable.

Annex 6. Environment management

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

- stationery and printing materials,
- cleaning services,
- delivery and installation of office furniture,
- production of promotional materials,
- catering services,
- organisation of events.

EIGE provides measures for recycling food waste, paper and plastic. An example of this is EIGE's successful bottles for charity programme. A reduction in the amount of printing paper used is actively encouraged. To achieve this, EIGE's default printing option is set to duplex format in black and white, and shared printers are fitted with staff ID card readers. In 2023, electronic workflows replaced paper-based workflows entirely. During induction training, EIGE's commitment to environmentally friendly work practices is highlighted to new staff.

EIGE's missions management tool includes an electronic workflow for mission approval and reporting (mission reports). It also collects data on carbon dioxide (CO_2) emissions for business travel, as provided by the travel agent.

In 2024, EIGE's mission-related CO_2 emissions amounted to 85 tonnes. The Agency reinforced the mission pre-approval process, which considers possibilities for online participation, and the need for in-person meetings over remote participation must be justified. EIGE intends to remain below 100 tonnes of CO_2 emissions in 2026.

Following the new rental contract for EIGE's premises in Vilnius, the Internal Refurbishment Committee was set up to process the design and overview the works carried out to improve the office space. This includes using environmentally sustainable refurbishment materials (e.g. Ecolabel paint, furniture made from recycled materials), introducing green spaces (e.g. green wall and mini-garden area) and using appliances with the most efficient energy rating according to the EU energy label (A+++). In addition, EIGE's premises now includes signs encouraging colleagues to use the stairs instead of the elevator.

EIGE's Green Officer will propose targets for further reductions in the carbon footprint from business travel in the programming period. Travelling to work has also been addressed through a pilot summer programme called green commute, which aimed to educate colleagues and reduce their daily CO_2 footprint when travelling to work. This was achieved by promoting modes of transport such as walking, cycling, public transport and carpooling.

Overall, the main tasks of the Green Officer in 2026 will be to:

- discuss and agree on environmentally relevant indicators;
- achieve the targets to reduce the negative impacts of EIGE's operations;
- propose additional green measures;
- raise staff awareness of environmental sustainability.

Annex 7. Building policy

No	Building name and type	Location	Surface area (m^2)			Rental contract					Host country (grant or support)
			Office space	Non-office	Total	Rent (EUR/year)	Duration of contract	Type	Breakout clause (yes/no)	Conditions attached to breakout clause (if applicable)	
1	Europa House (multipurpose building)	Gedimino pr.16, Vilnius, Lithuania	1 535.34	526.85	2 062.19	480 000 Indexation is applied each year	10 years	Rental contract	No	n/a	No
2	EIGE liaison office	17–21 Avenue de la Joyeuse Entrée, 1040 Brussels, Belgium	46.2	n/a	46.2	12 324	4 years	Rental contract	n/a	n/a	No
Total			**1 581.54**	**516.79**	**2 098.33**	**492 324**					

NB: n/a, not applicable.

Annex 8. Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
• The premises of the Agency are inviolable. They are exempt from search, requisition, confiscation or expropriation. • The property and assets of the Agency, wherever located and by whomsoever held, are not subject to any administrative or legal measure of constraint without the authorisation of the Court of Justice of the European Union. • The archives of the Agency are inviolable. • The Agency, its assets, revenues and other property are exempt from all direct taxes. The Agency is exempt from value added tax and excise duties when it is making purchases for official use. • The Agency is exempt from all customs duties, prohibitions and restrictions on imports and exports in respect of articles intended for its official use. • The Agency is also exempt from any customs duties and any prohibitions and restrictions on imports and exports in respect of its publications.	• Immunity from jurisdiction as regards acts carried out by them in their official capacity, including their spoken and written statements. This immunity will continue after cessation of their functions. • Exemption from regulations restricting immigration and formalities for the registration of foreigners. This exemption also applies to their family members. • 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. • Entitlement to import, free and exempt from customs duties, prohibitions and restrictions, personal and household effects and a motor car for personal use within one year of first taking up their post in Lithuania and to re-export, free of duty, the same on termination of their duties in Lithuania. • Entitlement to the reimbursement of value added tax 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 set out for diplomatic missions in Lithuania. • The Director, management staff and members of their family forming part of their household, provided they are not Lithuanian nationals nor have held permanent residence	Not applicable

	status before being employed by the Agency, will 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.	

Annex 9. Evaluations

A. External evaluations

In line with Article 20 of its Founding Regulation, EIGE's management board commissions the organisation of the external evaluations of the Agency.

The second evaluation of EIGE took place in 2022. The evaluation report ([33]) 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 are key in the promotion of gender equality in the EU, and its data and research are needed 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 on gender equality within the EU, providing a platform to compare Member States and monitor gender equality.

The report shows considerable improvement since the first evaluation of EIGE in 2015. Nevertheless, 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 EIGE's second external evaluation, the management board set out and submitted its recommendations ([34]) to the Commission on 9 February 2023. Following the Commission's reply in June 2023, the management board met in an extraordinary meeting in October and decided to further substantiate its recommendations in a second letter. A further exchange of letters ([35]) took place in 2024, and in July 2025 Commissioner Lahbib confirmed that any prospect for the revision of EIGE's Founding Regulation would be considered no sooner than 2028 (the start of the new MFF).

The following recommendations were made to the Commission on arising from EIGE's second external evaluation in 2022.

1. Allocating 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 for EU institutions and Member States, alongside EIGE's specific tasks and operational activities.
2. Revising the composition of the management board. The evaluation showed that revising the composition of the management board to include representatives of all Member States would

([33]) European Commission, *Second independent external evaluation of the European Institute for Gender Equality (EIGE/2020/ADM/04) – Final evaluation report, 25 November 2022*, PPMI, 2022, https://commission.europa.eu/system/files/2023-02/EIGE_2nd_External_Evaluation_Final_Report_112022_EN.pdf.

([34]) EIGE, 'Recommendations arising from the second external evaluation of the European Institute for Gender Equality', Letter to the European Commission, 9 February 2023, https://commission.europa.eu/system/files/2023-02/Letter_EIGE_Management_Board_recommendations_to_Commission_on_2nd_External_Evaluation_20230209_EN.pdf.

([35]) All the letters can be found here: https://eige.europa.eu/newsroom/news/eige-has-successfully-established-itself-eu-knowledge-centre-gender-equality-external-evaluation-finds?language_content_entity=en.

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. The evaluation found 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.

The following recommendations were made to EIGE's management.

1. Develop an organisational strategy to strengthen the intersectional approach. The evaluation found that EIGE has made significant steps in applying the intersectional approach to data collection, analysis and reporting. Nevertheless, an organisational strategy for enhanced intersectionality could allow for a more coherent approach across EIGE's activities, as could a commitment to continuous improvement.
2. Map and review gender mainstreaming needs among EU- and national-level stakeholders with policymaking and budgetary competences. In light of 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 response 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. Further work should be coupled with better dissemination efforts to ensure that existing knowledge reaches EIGE's stakeholders.

Action plan

EIGE developed an action plan to implement the recommendations addressed to the Agency.

Recommendation	Description	Status	Time frame
No 12: Develop an organisational strategy to strengthen EIGE's intersectional approach	EIGE has already taken positive steps in this regard, but an organisational strategy for enhanced intersectionality could allow for a more coherent approach across EIGE's activities and a commitment to continuous improvement. All actors in the gender equality field are developing their thinking and understanding of intersectionality and the management board thinks that EIGE could benefit from drafting an organisational strategy on the intersectional approach.	EIGE has taken steps to apply the intersectional approach to data collection, analysis and reporting and to stakeholder outreach and communication. An overview of the state of play will be annexed to the organisational strategy. EIGE will develop an **organisational strategy on the integration of an intersectional perspective** into EIGE's work. The strategy will set out EIGE's approach to intersecting inequalities at different levels of its work, in (1) research and data collection, (2) gender mainstreaming and specific tools, (3) outreach and engagement and (4) horizontal activities (i.e. human resources, capacity building, procurement).	Completed
No 15: On an operational level, map and review the needs in the area of gender mainstreaming of EU- and national-level stakeholders with policymaking and budgetary competences	The evaluation found that EIGE was effective in meeting the general objectives set out in its Founding Regulation and in complying with its tasks. EIGE is also effective in meeting its strategic objectives. EIGE has been found to be particularly effective in meeting its first strategic objective of providing high-quality research, data and tools to support decision-making by EU and national policymakers. Specifically, EIGE's stakeholders were largely satisfied with the quality of the	EIGE and the management board have incorporated a strengthened strategic perspective on EIGE's gender mainstreaming work and provision of technical assistance in preparation of the draft 2025–2027 SPD and draft 2026–2028 SPD. To better map and review the needs of stakeholders and identify improved ways to respond to those needs on gender mainstreaming, EIGE consulted its Thematic Network on Gender Mainstreaming on 30 November 2023, with the participation of Member	Ongoing and to be considered each year during preparation of the SPD

Recommendation	Description	Status	Time frame
	services and outputs produced by EIGE in 2015–2020. An increasing demand for EIGE's expertise in gender mainstreaming is expected to continue growing in the near future. However, due to limited capacity in this area, EIGE should consider other options to meet stakeholders' needs. In light of 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.).	States, the Commission and the Council of Europe. The outcomes of the discussion served as an initial blueprint for developing further action on technical assistance on gender mainstreaming. The following approaches to meet stakeholders' needs in the area of gender mainstreaming more efficiently are being considered, subject to available human and financial resources: 1. **Provision of expanded and tailored gender mainstreaming technical assistance** and response to requests of external stakeholders. a. Provision of tailored support (Reform and Investment Task Force and Member States on the gender mainstreaming flagship project, DG Justice and Consumers on the implementation of the Pay Transparency and Women on Boards Directives). b. Development of the approach for the new technical assistance component for ongoing work on methods and tools, including the technical assistance gender mainstreaming webinars. 2. **Development and implementation of an advanced technical assistance approach.** a. Help desk on gender mainstreaming (launch in 2026). b. Overhaul of EIGE's Gender Mainstreaming Platform, including updates of content every five years. The	Ongoing Development: 2024–2025

Recommendation	Description	Status	Time frame
		next updates will be country profiles (2025) and policy areas (2026). c. Tool on gender and intersecting inequalities analysis with technical assistance component (e.g. capacity-building / awareness-raising webinars and information pills). The additional component will be tested in 2025 with the tool on gender-neutral job evaluation. d. Development and launch of a new framework contract on gender mainstreaming for regular tasks, which will enable quick request response. 3. **Consultations with relevant EU- and national-level stakeholders** related to planned multiannual and annual activities in the area of gender mainstreaming (including on new tools and updates of existing resources). 4. As of 2027, within the advanced technical assistance approach, the work on **gender mainstreaming methods and tools will be fully merged with technical assistance**, meaning that developed or updated tools will be more tailored and provide the basis for the provision of technical assistance. 5. From 2027, EIGE plans to resume a **sectorial approach for gender mainstreaming policy support**, with the aim to better cover emerging issues and/or policy areas that require specific competence development for gender mainstreaming.	Implementation: 2025 onwards: a. 2026 b. 2026 c. 2026 d. completed 2027 onwards

Recommendation	Description	Status	Time frame
		In 2024, EIGE established an internal **task force on technical assistance** to further develop technical assistance and general support to key stakeholders. As of July 2025, the task force was disbanded and the Knowledge Management and Capacity Building Team reinstated. The following approaches to meet stakeholders' needs more efficiently are being considered, subject to available human and financial resources: • **update the stakeholders' requests registry** to allow for an easy analysis of requests for a better mapping and needs analysis; • launch a **stakeholders' support centre** to optimise the process for receiving and processing incoming requests, ensuring that stakeholders are aware of the various types of support available and the most effective channels for submitting requests; • **develop EIGE's expertise in capacity building / technical assistance**, including new approaches (e.g. e-learning).	
No 23: 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, as discussed in the evaluation's chapter on relevance. According to the external evaluation, EIGE is already taking steps in the right direction: it reacted quickly to the COVID-19 pandemic, offering gender analyses of its developments in terms of public health,	This recommendation is incorporated into the 2024–2026 SPD and into the preparation of the 2025–2027 SPD. Building on **EIGE's current approach to strategic engagement** with stakeholders, the following approaches are being considered, subject to available human and financial resources:	Ongoing and to be considered each year during preparation of the SPD

Recommendation	Description	Status	Time frame
	employment and economic hardships. EIGE's recent focus on the European Green Deal represents another step in the right direction. However, stakeholders suggested that EIGE could become more involved in other policy areas. Further work should be coupled with better dissemination efforts to ensure that existing knowledge reaches EIGE's stakeholders.	1. **consider which stakeholders (including those in existing EIGE networks) can work as multipliers** and make the most of their support in EIGE's outreach and engagement activities; 2. use **EIGE's liaison office in Brussels** to support the **identification of institutional and non-institutional stakeholders** who can act as multipliers at the **EU level**; 3. **link and connect stakeholders** who work on gender equality with those who do not (yet) but are working on, for example, the Green Deal and may be interested in a gender perspective, and let the latter know about EIGE's work.	

EIGE's third external evaluation is expected to take place in 2028, in line with the decision of the management board. The Commission has agreed to financially cover the evaluation and to coordinate its organisational and preparatory work, making use of the Commission's contracted services for the conduct of external evaluations.

B. Evaluation of projects

EIGE undertakes evaluations of its projects and activities in accordance with Article 29 of the Financial Regulation. Since 2022, it uses the services contracted via an inter-agency joint procurement procedure. The evaluations are coordinated by the Project Support Office, based on the annual evaluations plan, approved by the Director and conducted in accordance with the evaluation strategy set out in the SPD.

Evaluation strategy for 2026–2028

Based on the scope and budget of the activities planned in the 2026–2028 SPD, the following need to be considered when drafting annual evaluation plans:

- high expenditure projects engage at least 10 % of the operational budget (Title III);

- high expenditure projects executed in 2025 are eligible for *ex post* evaluation in 2026;
- independently of their budget, new initiatives merit consideration for *ex ante* evaluation, as they could lead to assimilation of important lessons.

Annex 10. Strategy for organisational management and the internal control system

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

The internal control system is based on segregation of duties, a 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 following up 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 set out to provide assurance in meeting the organisation's objectives. Specific assessments will be conducted annually during 2026–2028, in accordance with the assessment methodology.

A main internal control objective in the programming period is the implementation of all audit recommendations in line with the relevant action plans. A related objective is to carry out *ex post* controls on financial transactions. EIGE has already made all preparations to carry out these inspections in-house. This activity began in 2021 and will be performed annually in the programming period.

A second objective is the implementation of the 2024–2026 anti-fraud strategy. The strategy will contribute to strengthening the anti-fraud system in EIGE and enhancing its internal control system. EIGE will also conduct training on ethics and integrity, fraud prevention and management of conflicts of interest. In 2026, a thorough fraud risk assessment will be performed in preparation for the anti-fraud strategy for 2027–2029.

A third objective is the implementation of the conflicts of interest policy and of the actions set out in that policy, namely, 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 expressions of interest and assessment and management of potential conflicts of interest for staff not covered by the EU Staff Regulations. As regards transparency requirements, EIGE will publish monthly on its website the Director's meetings with interest representatives, in accordance with Director's Decision No 316 of 25 June 2024 on the publication of Director's meetings with interest representatives and guidelines on the use of the Transparency Register.

Annex 11. Plan for grant agreements, contribution agreements and service-level agreements

	General information					Financial and HR impacts					
	Actual or expected date of signature	Total amount (EUR)	Duration	Counterpart	Short description		2024	2025	2026	2027	2028
Grant agreements											
n/a	n/a	n/a	n/a	n/a	n/a	**Amount (EUR)** **Number of CAs** **Number of SNEs**	n/a	n/a	n/a	n/a	n/a
Total grant agreements						**Amount** **Number of CAs** **Number of SNEs**	n/a	n/a	n/a	n/a	n/a
Contribution agreements											
Contract No 700003298 under the Commission implementing decision on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye	15 July 2025	1 500 000	48 months	DG Enlargement and Eastern Neighbourhood	The action will continue the inclusion of the IPA beneficiaries in EIGE's Gender Statistics Database, support the development and maintenance of their gender equality indices and their work on standardised administrative data on violence against women. This will strengthen their capacity to monitor and mainstream gender equality and facilitate regional cooperation	**Amount (EUR)** **Number of CAs** **Number of SNEs**	n/a n/a	103 000 2 CAs	354 000 3 CAs	396 000 3 CAs	396 000 3 CAs
Total contribution agreements						**Amount (EUR)** **Number of CAs** **Number of SNEs**	n/a n/a	103 000 2 CAs	354 000 3 CAs	396 000 3 CAs	396 000 3 CAs

NB: n/a, not applicable; SNE, seconded national expert.

Annex 12. Strategy for cooperation with non-EU countries and/or international organisations

EIGE works with international organisations and non-EU countries at different levels: (1) special projects, (2) ad hoc cooperation, (3) regular information exchange and (4) promoting its work.

1. Special projects are subject to external funding, such as EIGE's cooperation with the EU candidate and potential candidate countries, which is funded by DG Enlargement and Eastern Neighbourhood.

2. Ad hoc cooperation is subject to the Director's decision and agreement with DG Justice and Consumers. It may involve organisation of joint events, or sharing data or expertise, with the view that it contributes to or promotes the work done by EIGE.

3. Information exchange is coordinated by the Outreach and Engagement Unit. It involves participating 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. EIGE organises regular information exchanges 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 the international level through regular communication channels or presentations at events organised by international organisations.

Annex 13. Procurement plan

The overall budgetary allocation represents the resources envisaged for the activities of the Research and Policy Support Unit and Outreach and Engagement Unit. It excludes appropriations planned for missions and for translations and publications, which are primarily implemented through service-level agreements with the Translation Centre for the Bodies of the EU and the Publications Office of the EU.

Procurement

In 2026, the overall budgetary allocation of EUR 3 353 000 will be implemented through procurement contracts.

Legal basis

Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union.

Area of activity	Procurement procedure	Budget	Indicative number of procurement procedures	Type of contract and procurement procedure	Indicative start of contract
Research, statistics and indices EIGE-B2026-3215-C1					
Gender Equality Index	**Activity 1**				
	2027 Gender Equality Index thematic focus	140 000	1	Middle value (below 143 000)	Q2
	Country profiles for all Member States and an EU factsheet	70 000	1	Index FWC Lot 1 Request for Services	Q1
	Additional statistical analysis – intersectionality	90 000	1	Index FWC Lot 1 Request for Services	Q1
	Quality assurance	10 000	1	Expert contract (experts' database)	Q2
Monitoring the BPfA and supporting the presidencies of the Council of the European Union	**Activity 2**				
	BPfA study to support the Italian Presidency launched, including examples of good policy initiatives	140 000	1	Middle-value procedure	Q3
Other research initiatives	**Activity 3**				
	Policy briefs on use of long-term care and ECEC services	60 000	1	Low-value procedure	Q2
	Care indicators testing (Eurobarometer)	30 000	1	Interinstitutional FWC with European Commission	Q3
	Upload of second-wave data on GESIS	3 000	1	Very-low-value procedure	Q4
Total for research, statistics and indices		**543 000**			
Gender-based violence EIGE-B2026-3315-C1					

Data collection on gender-based violence: administrative data on violence against women and domestic violence	**Activity 4**				
	Developing indicators, standards and methodological guidance for data collection and technical support	120 000	1	Gender-based violence FWC Lot 1	Q1
	Refined data collection tool	50 000	1	Gender-based violence FWC Lot 1	Q3
	Gender-based violence entry point updated (including up to three policy briefs)	70 000	1	Gender-based violence FWC Lot 1	Q1
	Feasibility study of new violence against women and domestic violence indicators on cyberviolence	200 000	1	Gender-based violence FWC Lot 1	Q1
	Consultation meetings with violence against women administrative data task force	80 000	2	FWC events, planned to be signed in January 2026	Q1
	Quality assurance	5 000	1	External Experts' Database – contract	Q2
Research and development of indicators: FGM and femicide	**Activity 5**				
	Updated step-by-step guide to estimate women and girls at risk of FGM	70 000	1	FWC – Lot 2	Q3
	Updated indicators on femicide	100 000	1	FWC – Lot 2	Q1
	Quality assurance	4 000	1	Specific external experts contract(s)	Q3
Total for gender-based violence		**699 000**			
Implementing gender mainstreaming EIGE-B2026-3415-C1					
Policy support on gender mainstreaming	**Activity 7**				
	Update of policy areas of EIGE's Gender Mainstreaming Platform	230 000	1	FWC GM Lot 1	Q2
	Quality assurance	30 000	Up to 6	Expert contract / low / very low	Q2
Technical support and methods and tools for gender mainstreaming	**Activity 8**				
	EU gender mainstreaming help desk (provision of technical assistance on gender mainstreaming)	90 000	1	FWC GM Lot 2	Q3
	Gender and intersectional analysis tool	60 000	1	FWC GM Lot 1	Q1
	Updates of the Gender Mainstreaming Platform	40 000	1	FWC GM Lot 1	Q1
	Experts' meeting, including TN gender mainstreaming	20 000	1	FWC events	Q2–Q3

	Capacity development webinars (gender-neutral job evaluation)	20 000	1	Current events FWC	Q1
	Quality assurance	15 000	Up to 3	Expert contract / very low value	Q2
Gender Statistics Database	**Activity 9**				
	Maintenance and update of data and technical functionalities of EIGE's Gender Statistics Database, including quality assurance	500 000	Up to 6	FWC database Lots 1–2, and FWC quality assurance	Q1–Q2
	Experts' meeting on EIGE's Gender Statistics Database	20 000	1	Current events FWC	Q1
Total for implementing gender mainstreaming		**1 025 000**			
Stakeholders and communications EIGE-B2026-3512-C1					
Building and maintaining stakeholder relations	**Activity 10**				
	2026 Forum	400 000	2	Order form(s) / specific contract(s). Request for services under FWC	Q1–Q2
	Other meetings with stakeholders	5 000	1	Request for services under FWC and/or invoice under EUR 1 000	Q1
	Other event-related services	12 000	1	Request for services under FWC and/or invoice under EUR 1 000	Q1
	Country visits	4 000	2	Order form(s) / specific contract(s). Request for services under FWC	Q1
	Strategic foresight	30 000	1	Negotiated very-low-value procedure	Q2
	Policy monitoring and measuring policy references	30 000	2	Negotiated very-low- and/or low-value procedure(s)	Q1
	FWC: provision of event organisation services for EIGE	3 140 000	1	FWC	Q1
EIGE's communication campaigns and activities	**Activity 11**				
	Media and social media engagement and monitoring	90 000	1–2	Request for services under FWC	Q1
	Communication campaigns and product development (e.g. strategy development, multimedia design and production services, digital communications support, capacity building)	160 000	2–4	Request for services under FWC	Q2–Q4
	Crisis communication	10 000	1–2	Request for services under FWC	Q1–Q3
	Editing	60 000	2–3	Request for services under FWC	Q1–Q3

	Comms lab	90 000	2–3	Request for services under FWC	Q2–Q3
	FWC: media and social media monitoring	396 000	1	FWC	Q1
Providing technical assistance	**Activity 12**				
	Technical assistance project	20 000	1	Request for services under FWC	Q2
	Website evaluation and maintenance	110 000	1–2	Request for services under FWC	Q2–Q4
	Update Gender Equality Index web section	25 000	1	Request for services under FWC	Q3
	E-learning course	40 000	1	Service-level agreement with European Commission / EU Academy	Q3
Total for stakeholders and communications		**1 086 000**			
Total		**3 503 000.00**			

NB: FWC, framework contract; GM, gender mainstreaming; Q1, first quarter; Q2, second quarter; Q3, third quarter; Q4, fourth quarter