

Consolidated Annual Activity Report

2025

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2025

Pursuant to Regulation (EU, Euratom) 2018/1046, Commission Delegated Regulation (EU) No 2019/715.

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Abbreviations

ABAC	Accrual Based Accounting Tool
ABM	activity-based management
AOSD	authorising officer by subdelegation
BPfA	Beijing Platform for Action
BEREC	Body of European Regulators for Electronic Communications
CA	contract agent
CAAR	Consolidated Annual Activity Report
CARE	Survey of Gender Gaps in Unpaid Care, Individual and Social Activities
Cedefop	European Centre for the Development of Vocational Training
CERT-EU	Cybersecurity Service for the Union Institutions, Bodies, Offices and Agencies
CO₂	carbon dioxide
DG	Directorate-General
DPO	data protection officer
DV	domestic violence
ECA	European Court of Auditors
EIGE	European Institute for Gender Equality
EPO	European Protection Order
EPSCO	Employment, Social Policy, Health and Consumer Affairs Council
EUAA	European Union Agency for Asylum
EUAN	EU Agencies Network
EU-ANSA	EU Agencies Network on Scientific Advice
eu-LISA	European Union Agency for the Operational Management of Large-Scale IT Systems
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
FEMM	Committee on Women's Rights and Gender Equality
FG	function group
FGM	female genital mutilation
FRA	European Union Agency for Fundamental Rights
Frontex	European Border and Coast Guard Agency
FTE	full-time equivalent
FWC	framework contract
GBV	gender-based violence

Greena	Gender-responsive evaluation for a sustainable future for all
GRPP	gender-responsive public procurement
HR	human resources
IAS	Internal Audit Service
ICF	internal control framework
ICT	information and communications technology
IPA	Instrument for Pre-Accession Assistance
IPV	intimate partner violence
IT	information technology
IWD	International Women's Day
JHAAN	Justice and Home Affairs Agencies' Network
JRC	Joint Research Centre
KPI	key performance indicator
OLAF	European Anti-Fraud Office
PLO	project-led organisation
PPMT	Public Procurement Management Tool
Q1	first quarter
Q2	second quarter
Q3	third quarter
Q4	fourth quarter
SNE	seconded national expert
SPD	single programming document
TA	temporary agent
WAVE	Women Against Violence Europe
WHO	World Health Organization
WMID	women and men in decision-making

Country codes

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

Management Board's analysis and assessment

The Management Board acknowledges the continued strong performance of the European Institute for Gender Equality (EIGE) in 2025 and its success in consolidating its role as the European Union's knowledge centre on gender equality. Under the leadership of its Director, the Agency further strengthened its stakeholder engagement, policy support and organisational resilience, while maintaining high standards of governance, financial management and internal control.

The Consolidated Annual Activity Report provides a comprehensive and transparent account of EIGE's activities in 2025 in implementing its mandate and delivering on the objectives set out in the 'Single programming document 2025–2027'. The Management Board notes with satisfaction that the Agency achieved its strategic objectives and delivered its planned outputs at a high level of performance, as reflected in the key performance indicators presented in Annex I.

The Management Board highlights EIGE's proactive and timely contribution to the development and implementation of key EU strategies and legislative initiatives.

The Agency notably supported the European Commission through the provision of high-quality evidence, analytical input and forward-looking expertise informing the preparation of major strategic initiatives, including the EU gender equality strategy 2026–2030, the European Democracy Shield, the anti-racism strategy, the LGBTIQ+ equality strategy, the civil society strategy, and the European Pillar of Social Rights initiatives such as the quality jobs roadmap and the anti-poverty strategy. In this context, EIGE contributed to several Commission calls for evidence and to the Strategic Foresight Report, providing evidence to ensure that gender equality and intersectional perspectives are systematically reflected in these frameworks.

The Agency also provided substantial technical and analytical support to the implementation of Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence, through the setting up of a task force for the transposition and implementation of Article 44 of the directive. The work involved advanced administrative data analysis, the establishment of coordination structures and the development of harmonised measurement frameworks. Moreover, EIGE supported practical implementation of 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, notably through developing a step-by-step toolkit for gender-neutral job evaluation, which will support implementation.

The Management Board welcomes the methodological upgrade of the Gender Equality Index in 2025, to support its continued relevance in a rapidly evolving socioeconomic and digital context. The Index release and related thematic work aim to strengthen evidence-based policy dialogue across EU institutions and Member States. The Board also acknowledges EIGE's contribution to Council discussions, including through its Beijing Platform for Action +30 report, and its targeted policy brief on dismantling gender stereotypes in support of the Danish Presidency of the Council of the European Union.

The Management Board commends the Agency's commitment to addressing the recommendations of the second external evaluation (2022), particularly, for putting its intersectionality strategy and 2025–2027 action plan into practice, ensuring intersecting inequalities were addressed in research, data, communication, partnerships and horizontal activities through coordinated cross-team efforts.

The Board commends EIGE for reinforcing its stakeholder engagement and enhancing the uptake of its evidence across EU institutions, Member States and civil society. Notable contributions included supporting the European Parliament through hearings and the Committee on Women's Rights and Gender Equality exchanges, advising Council Presidencies during the Employment, Social Policy, Health and Consumer Affairs Council discussions, and conducting country visits to Lithuania, Cyprus and Ireland to share best practices. The Agency also reinforced partnerships with national equality bodies, Women Against Violence Europe and the European Union Agency for Fundamental Rights, and advanced international cooperation through the new contribution agreement with the Directorate-General for Enlargement and Eastern Neighbourhood under the Commission Implementing Decision of 24 June 2025 on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye. Targeted communications – including launch events, press briefings, awareness campaigns and visual explainers – further ensured that complex data on gender equality and gender-based violence were accessible, policy-relevant and actionable.

In the context of Russia's continued war of aggression against Ukraine, the Management Board appreciates management's sustained commitment to crisis preparedness, staff safety and operational continuity. The Board acknowledges the close cooperation with the Agency for Support of the Body of European Regulators for Electronic Communications and the European Union Agency for the Operational Management of Large-Scale IT Systems in advancing coordinated crisis response protocols and preparedness measures. It further notes the active engagement of EIGE's leadership with the European Commission, local authorities and the Lithuanian Ministry of Foreign Affairs.

The Management Board recognises a number of important organisational milestones achieved in 2025. In procurement, the Agency ensured full implementation of the annual procurement plan and advanced digitalisation of procurement processes.

In human resources management, the Agency ensured full staffing in line with the establishment plan and successfully recruited additional posts linked to the implementation of Directive (EU) 2024/1385. The completion of the competency framework represents a significant milestone, providing a structured basis for recruitment, appraisal, development and career progression.

Financial management remained robust despite inflationary pressures and a complex operating environment. The Management Board welcomes the satisfactory level of budget implementation in 2025, and the targeted measures introduced to address high carry-overs and improve efficiency through workflow centralisation. The Board acknowledges that the internal control system functioned effectively and that the implementation of the 2024–2026 anti-fraud strategy further strengthened preventive controls.

The Management Board takes note of the positive opinion of the European Court of Auditors on the reliability and regularity of the Agency's accounts and the granting of discharge for the 2023 financial year. It further welcomes the Director's declaration of assurance, confirming that no reservations or critical issues were identified in relation to financial management in 2025.

Overall, the Management Board considers that EIGE's operational, administrative, financial and governance systems functioned effectively in 2025 and provided a sound basis for the delivery of its mandate.

Concluding comments

In 2025, EIGE further reinforced its position as the EU's authoritative knowledge centre on gender equality. Policymakers across Europe relied on the Agency's data, research and tools to inform decision-making, including in areas such as violence against women, pay transparency, digital transformation and institutional gender mainstreaming. By ensuring that its analytical outputs were timely, user-oriented and aligned with strategic priorities, EIGE strengthened the policy uptake and practical impact of its work.

The Management Board welcomes the Agency's continued efforts to align its activities with evolving EU priorities while maintaining organisational resilience in a challenging geopolitical environment. Through strategic foresight, strengthened stakeholder engagement and sound internal

management, EIGE has demonstrated adaptability and preparedness. In this context, the Management Board also takes note of the findings of the second external evaluation of the Agency and reaffirms, together with EIGE, its commitment to carefully considering and progressively implementing the recommendations in order to further strengthen the Agency's effectiveness and impact.

The Management Board looks forward to supporting the continued implementation of the multiannual work programme and to working closely with the Director, the management team and staff to ensure that EIGE continues to deliver high-quality evidence and practical solutions in support of a more gender-equal European Union.

As attested by the above observations and in accordance with Article 48 of the EIGE Financial Regulation, the Management Board attaches this assessment of the 2025 Consolidated Annual Activity Report for submission to the European Parliament, the Council of the European Union and the European Court of Auditors.

Executive summary

In 2025, the European Institute for Gender Equality (EIGE) further consolidated its role as the European Union's centre of excellence for gender equality evidence and gender mainstreaming. Through high-quality research, robust data systems, strategic policy support and proactive stakeholder engagement, the Agency ensured that gender equality remained firmly embedded in EU policy development, implementation and long-term planning. Throughout the year, EIGE strengthened the link between evidence and action, supporting EU institutions and Member States in advancing structural change across sectors.

EIGE contributed in a timely and coordinated manner to key European Commission initiatives and strategic frameworks. Through close cooperation with EU institutions and the strategic engagement of its Liaison Office in Brussels, the Agency informed the new EU gender equality strategy 2026–2030 and provided evidence for strengthening gender equality considerations in the implementation of the European Pillar of Social Rights – including the quality jobs roadmap and anti-poverty strategy – along with the anti-racism and LGBTIQ+ equality strategies, the civil society strategy, the European Democracy Shield and preparations for the next multiannual financial framework. The Agency responded to multiple Commission calls for evidence, providing forward-looking analysis, including contributions to the Strategic Foresight Report. All submissions were made publicly available, reinforcing transparency and accountability.

A central element of EIGE's work in 2025 was direct technical support provided to the Commission in the implementation of key legislative instruments within its mandate. This included support provided to the Directorate-General for Justice and Consumers on Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence; 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 (Pay Transparency Directive); and Directives (EU) 2024/1499 and 2024/1500 of 7 May 2024 on standards for equality bodies. EIGE also contributed to the Reform and Investment Task Force flagship initiative on gender mainstreaming, providing methodological guidance and expertise to strengthen implementation across policy areas.

The 2025 edition of the Gender Equality Index marked a major milestone, introducing the first substantial methodological upgrade since its launch more than a decade ago. Recognising the

profound socioeconomic transformations since 2013 – including changes in work patterns, caring responsibilities and digitalisation – EIGE updated the conceptual and statistical framework to ensure the Index remains aligned with current realities. The release event in Brussels brought together EU-level and national stakeholders, including Commissioner Hadja Lahbib, fostering substantive debate on persistent gender inequalities and policy responses. The refreshed Index website further enhances accessibility and user engagement.

Earlier in the year, the thematic focus report on violence against women linked to the 2024 Index edition generated strong institutional and media engagement. The first-of-its-kind press briefing, organised in cooperation with the European Commission and the Women Against Violence Europe, enabled an evidence-based and qualitative discussion on combating violence against women. Complementing this work, the second wave of the Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE survey) produced essential evidence on unpaid care, directly supporting the implementation of the European care strategy.

EIGE's report marking the 30th anniversary of the Beijing Platform for Action – *Impact Driver: Marking milestones and opportunities for gender equality in the EU* – provided a comprehensive assessment of progress and future challenges. Its findings directly informed Council conclusions adopted at the Employment, Social Policy, Health and Consumer Affairs Council meeting in June under the Polish Presidency on advancing gender equality in the AI-driven digital age. In support of the Danish Presidency, the Agency published the policy brief 'Perception to policy: Dismantling gender stereotypes in the European Union', offering actionable recommendations to address deeply rooted social norms that hinder progress. This was complemented by foresight analysis outlining future gender equality challenges in digitalisation, labour markets, health and poverty, reinforcing EIGE's contribution to forward-looking policymaking.

Combating gender-based violence (GBV) remained a core priority. In support of the implementation of Directive (EU) 2024/1385, EIGE analysed the latest administrative data, established a functioning EU-level coordination body and created a taskforce to promote comparable and standardised data collection. The Agency published a policy brief on measuring femicide and, in cooperation with the European Union Agency for Fundamental Rights, advanced the analytical report based on the EU-GBV survey. EIGE also addressed critical data gaps by developing operational guidance and indicators to measure emerging and under-reported forms of violence, notably cyber and online violence against women and girls. Work on GBV in crisis

contexts, particularly in migration settings, further expanded the evidence base and will continue into 2026.

At the same time, EIGE strengthened gender mainstreaming in practice. The Agency developed a step-by-step toolkit for gender-neutral job evaluation to support the implementation of Directive (EU) 2023/970, prepared the launch of a Gender Mainstreaming Help Desk and continued enhancing the Gender Statistics Database as a dynamic one-stop resource for high-quality EU-wide data. Updated reports and country profiles on institutional mechanisms identified areas for improvement across Member States and demonstrated that stronger gender equality structures are associated with faster progress, providing concrete evidence to support sustained national investment.

Throughout 2025, the Agency systematically embedded intersectionality across its activities by implementing its intersectionality strategy and 2025–2027 action plan. Dedicated cross-team coordination ensured that intersecting inequalities were consistently reflected in research, data collection, policy advice and partnerships, translating conceptual commitments into operational practice.

Stakeholder engagement intensified significantly. EIGE strengthened cooperation with parliamentary committees and political groups, actively participating in hearings and bilateral exchanges. In October, a delegation from the European Parliament’s Committee on Women’s Rights and Gender Equality visited EIGE, recognising the relevance and impact of its work. The Director held strategic meetings with Commissioners, Vice-Presidents and senior Council representatives and addressed EU Ministers for Equality at both informal and formal Employment, Social Policy, Health and Consumer Affairs Council meetings under the Polish and Danish Presidencies. Country visits to Cyprus, Lithuania and Ireland further reinforced cooperation ahead of future Council presidencies. International cooperation also advanced with the signing of a new 48-month contribution agreement with the Directorate-General for Enlargement and Eastern Neighbourhood under the Commission Implementing Decision of 24 June 2025 on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye, aimed at supporting beneficiary countries in developing Gender Equality Indices, strengthening gender mainstreaming tools and improving data on violence against women.

To improve the responsiveness and visibility of supporting key stakeholders, EIGE introduced the concept of a stakeholder support centre, to be further developed in 2026.

Communications played a central role in amplifying evidence and raising awareness. EIGE continued to translate complex data into clear and targeted messages through press briefings, tailored publications, visual explainers and social media outreach. Gender-based violence remained a prominent focus, including a zero-tolerance awareness campaign on sexual harassment at work and the publication of a practical workbook supporting values-based and evidence-driven communication on violence against women, including responses to gendered disinformation. The Agency received extensive coverage in major media outlets, reinforcing its visibility as the EU's leading source on gender equality data.

Internally, EIGE ensured sound governance and operational excellence. The human resources team advanced the human resources strategy, finalised a new competency framework, strengthened onboarding and training, further digitalised processes through Sysper and the advanced records system (ARES) and developed guidelines for transgender inclusion at the workplace, while continuing to promote staff well-being. The finance team ensured transparent and stable budget implementation; the 2024 annual accounts were adopted successfully, with the external audit and European Court of Auditors' reviews concluding without findings. In the area of ICT, the Agency successfully migrated the virtual private network (VPN) infrastructure to the Microsoft cloud, completed the transition to Windows 11 with minimal disruption, developed a new portal to support data collection on GBV and carried out cybersecurity maturity assessments to strengthen digital resilience. The Management Board rotated leadership in June, electing a new Chair and Vice-Chair, and governance meetings were organised efficiently, with the Chair's visit in November providing an opportunity for direct engagement with staff.

Overall, in 2025 EIGE reinforced its position as the EU's central evidence provider on gender equality. Through methodological robustness, high-impact research, practical implementation tools, strategic communications and sustained institutional engagement – including direct support for the implementation of Directive (EU) 2024/1385 and Directive (EU) 2023/970 – the Agency ensured that gender equality considerations remained visible, measurable and actionable across EU policymaking, contributing to meaningful progress towards a more equal European Union.

Part I. Achievements of 2025

Guided by its amended '[Single programming document 2025-2027](#)', the Agency successfully implemented its mandate across research, policy support, gender mainstreaming, stakeholder engagement and communications.

EIGE provided timely, comparable and forward-looking data that shaped policy decisions across EU institutions and Member States. The 2025 Gender Equality Index introduced a major methodological upgrade to reflect evolving work patterns, care roles and digitalisation, reinforcing its role as the EU's core monitoring tool. The second wave of the Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE survey) delivered vital insights on unpaid care, while data from the EU gender-based violence (EU-GBV) survey, produced jointly with Eurostat and the European Union Agency for Fundamental Rights (FRA), strengthened understanding of violence against women, including emerging forms such as cyber and online abuse. Research on gender equality in parliaments and updated gender mainstreaming tools supported the implementation of EU directives, including Directive (EU) 2024/1385 on combating violence against women and domestic violence and Directive (EU) 2023/970 on pay transparency, facilitating practical application at the national and EU levels.

EIGE's evidence directly informed EU strategies, legislative initiatives and Council discussions. The Beijing Platform for Action +30 report guided deliberations on gender equality in the AI-driven digital age. The policy brief 'Perception to policy: Dismantling gender stereotypes in the European Union' provided actionable recommendations under the Danish Presidency. Country-specific data, institutional assessments and step-by-step toolkits strengthened Member States' capacity to integrate gender perspectives into policies and operations, while the provision of technical support to the EU institutions, specifically the Commission, Parliament and agencies, enhanced implementation of directives, strategies and gender mainstreaming initiatives.

Communications and stakeholder engagement amplified operational impact. The 2025 Gender Equality Index launch and different reports, such as the Beijing +30 review and those on institutional mechanisms and GBV in migration, facilitated structured dialogue with policymakers, civil society and the media. Awareness campaigns on sexual harassment and violence against women, alongside a practical workbook for values-based, evidence-driven communication, supported knowledge transfer and reinforced evidence-informed policy action across the EU.

EIGE also contributed to EU and non-EU policy debates. Its research informed Council conclusions on gender equality in the AI-driven digital age, provided input to Parliament and European Economic and Social Committee discussions and contributed to Commission initiatives such as the Strategic Foresight Report, the European Pillar of Social Rights action plan, and preparatory work for the EU gender equality strategy 2026–2030. In parallel, the Agency advanced international cooperation through signing the contribution agreement with the Directorate-General for Enlargement and Eastern Neighbourhood (DG Enlargement and Eastern Neighbourhood) under the Commission Implementing Decision of 24 June 2025 on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye (hereinafter ‘IPA project’), a project that aims at supporting beneficiary countries in producing gender equality indices, enhancing gender mainstreaming tools and improving data on violence against women.

Through its operational activities in 2025, EIGE successfully delivered evidence, tools and expertise that directly strengthened EU policymaking, supported Member States in embedding gender equality in their policies and facilitated stakeholder engagement to advance progress towards a more gender-equal Europe.

The detailed overviews per activity area provided in this report describe how EIGE has achieved its outputs and the policy and societal impacts of those outputs. Overall, **EIGE achieved 98.5 % of its work programme** and reached most of the targets set in the amended 2025–2027 single programming document (SPD).

1.1 Research and data collection in 2025

1.1.1. Gender Equality Index and Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE survey)

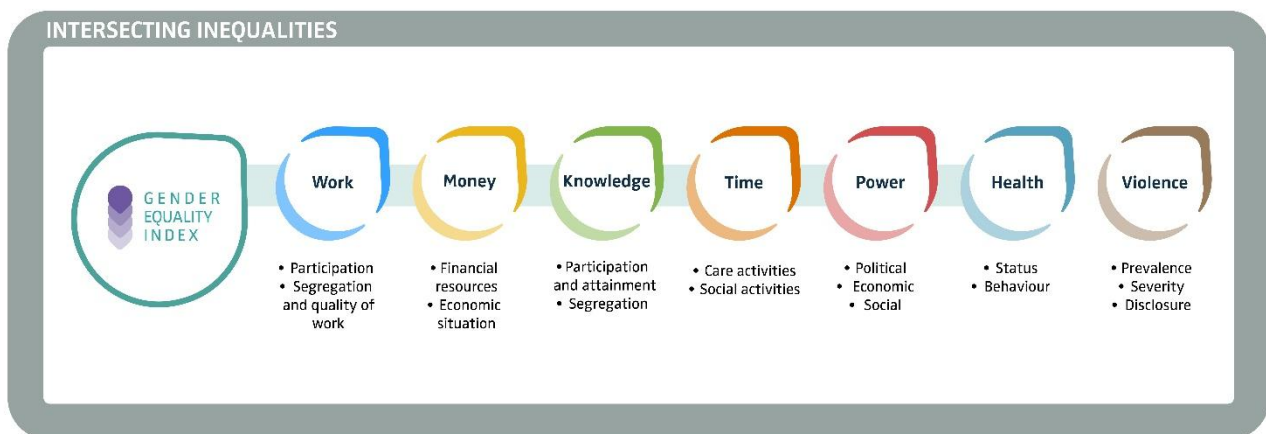
The specific objective of this activity – **to support EU and Member State policymaking by monitoring gaps and trends in gender equality** – was successfully achieved throughout 2025.

The **Gender Equality Index**, developed by EIGE, is a key tool for assessing progress on gender equality within the EU. Since its introduction in 2013, it has become widely recognised for its valuable contribution to policy discussions, monitoring efforts and awareness



raising about gender equality across the EU. [A Union of equality: Gender equality strategy 2020–2025](#) acknowledges the Gender Equality Index as a **key benchmark for gender equality in the EU** and sets the objective of establishing annual monitoring of gender equality based on this framework (1). The [JRC statistical audit of the 2020 Gender Equality Index](#) confirmed that the Index meets high standards of statistical quality and recognised it as a robust and reliable composite indicator tailored to the EU’s policy objectives for measuring gender equality.

In 2025, the Index got its first major upgrade since 2013. This ambitious review assessed which indicators had lost their relevance due to evolving reality, policy priorities or data constraints, while identifying more impactful and forward-looking measures to enhance the Index. EIGE actively sought ways to incorporate new challenges wherever reliable data existed. Through extensive stakeholder engagement, a diverse array of voices and insights shaped the review process, fostering meaningful dialogue and a shared vision for the future of gender equality metrics across the EU. In 2024–2025, EIGE’s experts ran bilateral discussions with Eurostat, the European Centre for the Development of Vocational Training (Cedefop), the Joint Research Centre (JRC), the World Health Organization (WHO) and the Directorate-General for Justice and Consumers (DG Justice and Consumers), an online consultation with more than 200 stakeholders on the shortlist of indicators and indicators’ weights and three rounds of online consultations with five representatives of diverse stakeholders’ groups from each Member State (in April–May 2025), aimed at discussing proposed changes and building consensus.



The revised Index 2025 opens a new chapter, establishing a new baseline for gender equality that stands apart from previous scores. Boasting a revitalised structure and enriched data sources, the

(1) European Commission, Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Regions – A Union of Equality: Gender Equality Strategy 2020–2025, COM(2020) 152 final of 5 March 2020, [https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX %3A52020DC0152](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152).

Index continues to track six key dimensions defining our everyday lives: work, money, knowledge, time, power and health. It also retains two critical cross-cutting domains: violence and intersecting inequalities.

Based on 27 carefully selected indicators, the [Gender Equality Index 2025: Sharper data for a changing world](#) closely aligns with key EU gender equality policies and directly responds to the needs of policymakers. It provides a powerful tool to examine and compare how inequalities shape our lives at work, at home or in public life, paving the way for decisive action towards a fairer and more equal



Europe. In addition to the main report, 27 country analyses and factsheets, an EU factsheet and a dedicated Index website provide more detailed statistical analyses of results in the Member States.



developing the Gender Equality Index, ensuring its methodological robustness and relevance. It details the processes used to construct the Index, explains the rationale behind its updated structure and recalculated values and shows how the Index aligns with EU gender equality policies. By outlining the technical procedures and offering extensive supporting data, the report enables users to understand and trust the Index as a robust and credible tool for monitoring and advancing gender equality across the EU.

[The Index 2025 methodology report](#) presents a comprehensive overview of the foundational steps and choices involved in



Box 1. Gender Equality Index 2025

In 2025, the Index stands at 63.4 out of 100. Since 2015, the score has risen by 7.4 points. This uptick masks a minimal 0.7-point annual rate of progress, putting **full equality out of reach for at least another 50 years.**

The scores vary considerably between the Member States, from 73.7 for Sweden to 47.6 for Cyprus. Following Sweden's top ranking are France, Denmark and Spain. Their performance shows what sustained commitment to gender equality can achieve.

Cyprus, Hungary and Czechia score lowest on gender equality. Some countries such as Malta, Ireland and Lithuania have made remarkable strides since 2020, while others have stagnated or improved only slightly.



Source: [Gender Equality Index website](#)

In addition to updates in methodology, the **Index 2025 also highlights the enduring power of gender stereotypes** and their impact on gender equality. The pattern is clear: countries that score higher on gender equality also embrace more egalitarian views, while more traditional views tend to cluster among countries at the lower end. Gender stereotypes are woven into our cultures, institutions, relationships and daily behaviours, shaping how individuals perceive themselves and one another. They influence the choices people make, the opportunities available to them and the ways in which they experience both private and public life. Furthermore, gender stereotypes impact the design of public services and can determine whether someone seeks or receives the support they need.

EIGE released the results of the 2025 Index in a conference on 2 December 2025 in Brussels and online and in a special briefing and discussion with representatives from Member States the following day. The main event featured a session presenting recent evidence on gender equality across the EU, highlighting both progress and persistent gaps, followed by a panel discussion that examined the influence of gender stereotypes in society and showcased effective strategies for positive change. Speakers included practitioners from various fields committed to combat stereotypes, advance equality and inspire practical action. For media representatives, a press

briefing was held on 1 December 2025. It was attended by major mainstream media organisations covering a wide geographical range. Proactive media engagement helped ensure strong coverage, with over 300 mentions of the Gender Equality Index in the mainstream media up through early January 2026.

The policy brief on ‘[Perception to policy: Dismantling gender stereotypes in the European Union](#)’, developed to support the Danish Presidency of the Council, informed policy discussions in the High Level Group on Gender Mainstreaming and the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) meeting on gender equality, but it also received significant attention in multiple ministries across Member States. It also provided key context for the EU conference on [Gender equality: Zooming in on men and boys](#), held by the Danish Presidency in September 2025.

By addressing critical issues with actionable solutions, the policy brief is strategically positioned to guide the development of transformative policies and drive meaningful change across relevant sectors.



Box 2. Gender stereotypes

Gender stereotypes continue to influence perceptions and behaviours around access to financial resources, reinforcing income gaps and contributing to financial insecurity for women. Despite a decline in traditional attitudes over the past decade – more pronounced in some countries than others – stereotypes persist, with men still more likely to be viewed as primary earners and as more financially competent. While most Europeans support equal financial independence and equal pay, deep-rooted biases and uneven progress across countries mean that women remain more likely to

Women and men agreeing that 'The most important role of man is to earn money' (% , 15+)



Sources: Special Eurobarometers 545 on gender stereotypes, 2024, and 465 on gender equality, 2017.

face pay inequalities throughout their lives, resulting in lower pensions and a higher risk of poverty in older age.

The second wave of EIGE’s **CARE survey** is an EU-wide survey that explores gender differences in unpaid care, social engagement and work–life balance. Initially launched to support the ‘time’ domain of the Gender Equality Index, this new wave now underpins ongoing EU initiatives, such as the gender equality strategy 2026–2030 or the work–life balance directive. CARE survey indicators on access to long-term care services are included in the monitoring framework of the [Council Recommendation of 8 December 2022 on access to affordable high-quality long-term care](#). CARE data will also contribute to the monitoring of the implementation of the [Council Recommendation of 8 December 2022 on early childhood](#)



[education and care: the Barcelona targets for 2030](#). Paragraph 23 of this recommendation encourages EIGE to collect data regularly, develop indicators and carry out analyses on the gender care gap, the gender pay gap, the use of time in paid and unpaid work, and the individual and social activities of women and men with care responsibilities and their work arrangements throughout their working lives. The survey data help advance broader goals of the [European Pillar of Social Rights](#) and strengthen the social dimension of the European Semester. At its core, the **CARE survey strengthens the EU’s commitment to gender equality**, aiming to provide robust evidence on persistent inequalities in informal care, access to care services and work–life balance. In 2024, the survey was conducted across all 27 EU Member States. By focusing on people aged 16 to 74 and including more than 65 000 participants, the survey demonstrates how unpaid care responsibilities impact daily life, work and well-being. In 2025, the survey results were validated and presented in the main survey report and technical report.

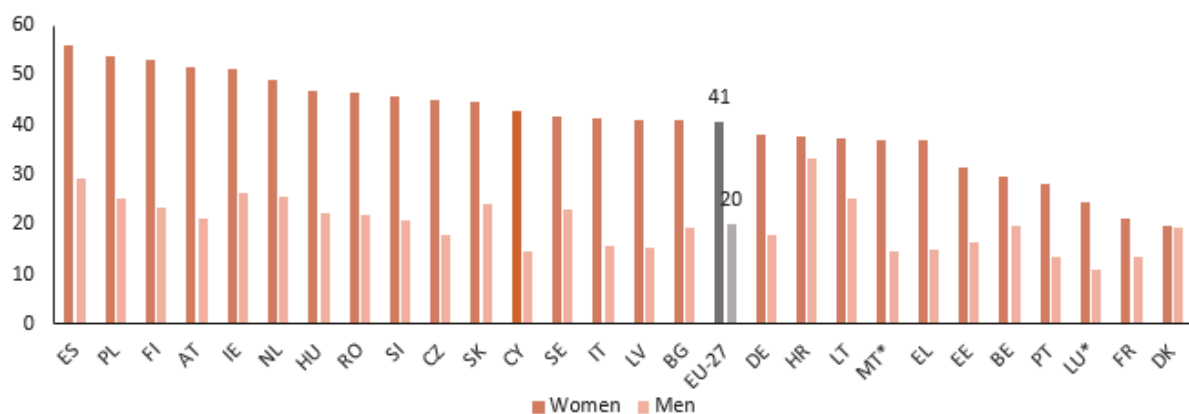
Box 3. Gender care gap

Key findings

- **Women shoulder the heaviest childcare load.** While women and men provide childcare at similar rates overall, women are more than twice as likely to dedicate over 35 hours per week to childcare. Gender disparities are most evident in daily personal and physical care, supervision and emotional support.

- **Men benefit more from informal support.** Men are more likely to receive regular help from relatives, friends or neighbours, whereas women more often report needing such support but not receiving it.
- **Cost is a key barrier to accessing childcare services, particularly for women.** Affordability limits access to formal childcare, with women more likely than men to cite financial constraints as a reason for unmet childcare needs.

Provision of childcare to their own children (aged 0–11) exceeding 35 hours per week, (%)



Source: Q41. How many hours in a typical week are you involved in providing childcare for your children?
 Note: * low reliability. Sample – respondents providing childcare for their own children aged 0-11. Weighted results.

The survey results indicate the need to redefine care and rethink time use to maximise equality gains. With a score of 65 out of 100, the ‘time’ domain of the Gender Equality Index manifests large gender disparities in caregiving and social activities. Overcoming these imbalances calls for both a cultural shift and strategic policy interventions. Promoting equal, non-transferable parental leave for both parents can encourage men to take on caregiving roles, while awareness campaigns and public discussions can help reframe unpaid care as a collective societal responsibility. Embedding time-use awareness into workplace equality policies and actively challenging stereotypes around housework and care for family members are essential steps forward. Progress in this domain would ripple across all areas of gender equality, leading to increased economic opportunities and well-being for everyone. Ultimately, it is not just about managing time; it is about changing how we value care and striving for a fairer future.

Table 1. Achievement of indicators for activity 1.1.1, Gender Equality Index

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references to the Index	125	95	76 %	Policy monitoring reports
Output	Gender Equality Index 2025 report internally developed on time	Q3	September 2025	100 %	Project management tool
	Gender Equality Index: EU and 27 Member State profiles internally developed on time	Q3	September 2025	100 %	Project management tool
	Gender Equality Index: methodological report	Q4	December 2025	100 %	Project management tool
	Survey thematic report(s) and technical report on gender gaps in unpaid care, individual and social activities (second wave) developed internally on time	Q4	December 2025	100 %	Project management tool
	Policy brief to support the Danish Presidency of the Council internally developed on time	Q3	August 2025	100 %	Project management tool
	Number of consultation meetings with relevant EU and Member State stakeholders	3	29 April 2025 30 April 2025 6 May 2025	100 %	Events register

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

The specific objective of this activity – **to support the EU and Member States in the implementation of international and EU commitments on gender equality** – was successfully achieved in 2025.

In 2025, the global community marked the 30th anniversary of the Fourth World Conference on Women (1995) and adoption of the Beijing Platform for Action (BPfA) – the most comprehensive and groundbreaking global policy document for the empowerment of women and girls. The EU and

its Member States have remained firmly committed to its implementation, regularly reviewing the progress made and incorporating its objectives into internal and external policies.

Employment, Social Policy, Health and Consumer Affairs Council, 19 June 2025



On 19 June 2025, the Ministers approved the [Council conclusions on advancing gender equality in the AI-driven digital age: Sixth horizontal review of the implementation of the Beijing Platform for Action by the Member States and the EU institutions](#) that call for targeted efforts to **advance gender equality**

in the digital age, with a focus on the **risks and opportunities presented by AI**. The conclusions set out several measures aimed at addressing continued gender inequalities, with specific emphasis on **discrimination, bias and violence towards women and girls** in the digital world. The document was drawn up based on EIGE's report [Beijing Platform for Action+30: Impact driver – Marking milestones and opportunities for gender equality in the EU](#), which was developed to support the Polish Presidency.



The report monitors the EU's and Member States' commitment to gender equality across all [12 BPfA areas of concern](#) in order to (1) inform post-2025 gender equality strategy debates; (2) increase knowledge among key stakeholders of the main trends and challenges in gender equality within the context of key [EU megatrends](#); (3) provide examples of policy initiatives at the EU and Member State levels to strengthen gender equality and social dimension of the EU; and (4) inform the EU's position on the global assessment of progress in the situation of women and gender equality and the empowerment of women and girls (e.g. as set out by the Commission on the Status of Women).

EIGE's report offers robust evidence and strategic foresight on gender equality for several calls for evidence launched by the European Commission across various policy areas. The themes ranged from addressing labour market imbalances, poverty and gender stereotypes more robustly to future-proofing strategies against democratic backsliding to safeguard our values and rights. The complete list of recent calls for evidence to which EIGE has contributed: [Our expert view: Informing key EU policies | European Institute for Gender Equality](#).

Box 4. Gender equality: key to the EU's success in uncertain times

The EU is navigating profound global and internal challenges that require coordinated, forward-thinking solutions. Economically, the EU is facing a slowdown in growth and challenges to its competitiveness, exacerbated by an ageing population and a shrinking workforce. These pressures highlight the urgent need for sustained innovation and investment. Geopolitical tensions have exposed critical vulnerabilities, particularly in energy dependence. Similarly, the global race for technological leadership has revealed innovation weaknesses in the EU. At the same time, strengthening anti-democratic forces are testing the EU's commitment to democratic principles, human rights and gender equality.

Gender equality emerges as a critical enabler of EU success in addressing these challenges and achieving its objectives in uncertain times. Empowering women in the labour market and ensuring their full participation across all sectors can significantly enhance productivity and competitiveness. Diverse leadership and gender-balanced teams drive innovation and are essential to closing gaps in high-growth sectors, such as digital technology and the green transition industries. Moreover, addressing gender disparities in employment and education will unlock a broader talent pool, mitigating demographic pressures. Gender-responsive policies in areas such as childcare, long-term care and flexible work arrangements, along with the equitable distribution of unpaid care work between women and men, will also strengthen social cohesion and economic resilience, framing care as a cornerstone of Europe's economy. These policies are not only vital for achieving gender equality, but also essential for fostering a more resilient society – particularly in the polycrisis context.

As the EU strives to uphold the common values set out in Article 2 of the Treaty on European Union and to strengthen internal unity, advancing gender equality also reinforces trust and shared values. By keeping gender equality central to its priorities, the EU can address immediate challenges and build a foundation for an equitable and prosperous future for all.

EIGE's BPfA+30 report delivers strong evidence for change, inspiring a collective commitment to shaping the EU into a place where everyone can thrive and enjoy gender equality.

Source: [Beijing Platform for Action +30: Impact driver – Marking milestones and opportunities for gender equality in the EU | European Institute for Gender Equality](#).

The key findings of the report were shared at numerous policy events, including during the 69th session of the UN [Commission on the Status of Women](#) in New York in March 2025 and the EU Informal Meeting of Gender Equality Ministers in Warsaw in April 2025. They were also published

on the website [The Beijing Platform for Action: How far have we come 30 years on?](#) and widely communicated on EIGE's social media. The communications placed [five key policy areas in the spotlight](#): gender stereotypes, men and masculinity, poverty and inequalities, security, and the digital transition.

In December 2025, and in support of the Cyprus Presidency of the EU, EIGE delivered to the High-Level Group on Gender Mainstreaming the final draft of the report ***The Lived Reality to Policy Action: Combatting cyber violence against girls in the EU***. The research is framed within the BPfA, with a focus on BPfA areas concerning 'violence against women' and 'the girl child' and supporting EU efforts to prevent and address GBV in all its forms.

The study combines legal and policy analysis, statistical evidence and participatory insights from adolescents across ten EU Member States. The study explores how girls aged 13–18 define, experience and respond to cyber violence, both as victims and as bystanders, and considers the effectiveness of existing policy and legal responses. The analysis of boys' (aged 15–18) experiences focuses on social norms, masculinity, bystander behaviour, and empathy. Particular attention is given to the ways in which gender norms, social expectations and patterns of digital interaction shape young people's perceptions and behaviours online. The study expands the knowledge of both the structural and lived dimensions of cyber violence and provides a strong basis for evidence-based policy action at the EU and national levels. The publication will be launched in 2026, along with the forthcoming EPSCO conclusions in June 2026. To enhance the quality of research findings, EIGE held an experts' consultation on 12 November 2025, discussing policy recommendations and outreach.

In 2025, EIGE initiated a study, ***Breaking Barriers, Building Resilience in the EU: Gender equality for a future-ready workforce***, at the request of the forthcoming Lithuanian Presidency of the EU. The study will review the implementation of the BPfA in the areas on 'women and the economy' and 'education and training of women' in the EU. It will provide a gender-responsive analysis of the challenges and opportunities in ensuring relevant skills and work–life balance and supportive employment opportunities for a future-ready (competitive, resilient and inclusive) workforce in the EU. The findings will inform policy debates in EPSCO and the Council conclusions in June 2027.

Table 2. Achievement of indicators for activity 1.1.2, monitoring the international commitments and supporting the presidencies of the Council of the European Union

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references to BPfA reports	40	39	97 %	Policy monitoring reports
Output	Beijing+30 report in support of Polish Presidency of the Council (first semester 2025) developed internally on time	Q2	June 2025	100 %	Project management tool
	BPfA report in support of Cypriot Presidency of the Council (first semester 2026) developed internally on time for High-Level Group review	Q4	December 2025	100 %	Project management tool
	Number of consultation meetings with relevant EU and Member State stakeholders	1	12 November 2025	100 %	Events Register

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

The specific objectives of this activity – **to support the use of a comparable measurement framework for violence against women, through the collection of administrative and survey data at the EU and Member State levels, and to support EU and Member State legislative and policy developments to prevent and combat violence against women and domestic violence** – were successfully achieved throughout 2025.

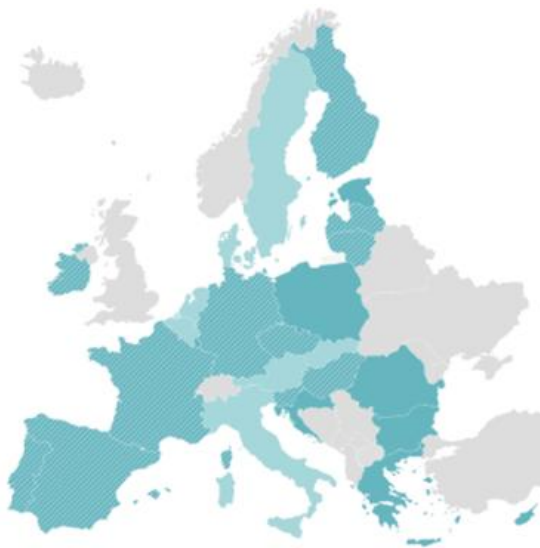
Data collection on gender-based violence against women and girls remained a central priority for EIGE in 2025, building on previous work on the measurement framework and supporting the implementation of the Directive on Combating Violence against Women and Domestic Violence. In line with the directive’s requirements concerning the comparable and standardised collection of administrative data, EIGE focused on refining and advancing a common EU methodology while strengthening coordination with Member States.

A key 2025 milestone was the formal establishment of a dedicated **Task Force** to support the development of a standardised approach to administrative data collection. The Task Force is composed of representatives from the Member States, along with representatives of institutions and organisations participating as observers, including Eurostat, the UN Office on Drugs and Crime, the Council of Europe, UN Women, WHO, WAVE, the European Women’s Lobby and the Organisation for Economic Co-operation and Development. The Task Force met twice during the year, in June and December, providing a structured platform for exchange with Member States and relevant stakeholders.

In addition, four specialised working groups were established under the Task Force to address technical issues requiring specific expertise. These working groups focus on indicators and standards, methodology, the online platform and support services data and indicators. A meeting of the first working group was held in November to address technical aspects related to the operationalisation of indicators and data standardisation.

To ensure broad participation and technical alignment, EIGE also launched written consultations with Member States on a preliminary list of indicators. This consultative process enabled detailed feedback on definitions, scope and feasibility considerations and contributed to advancing agreement on core elements of the future data collection framework. Together, these activities strengthened the foundations for **the coordination systems required under the directive** and supported Member States in preparing **standard operating procedures for data collection, entry, validation and management**.

This work builds upon EIGE’s previous data collection activities on violence against women, in particular the exercise conducted in 2023–2024, which concluded with the publication of its findings, mainly two policy briefs: [‘Counting to counter gender-based violence: Improving the collection of disaggregated administrative data’](#) and [‘Improving the national administrative data on femicide in the EU’](#), and which shows that not yet all Member States produce sex-disaggregated data on GBV and domestic violence (DV).

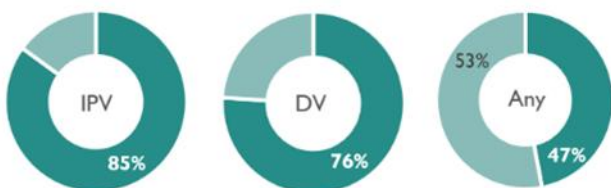


- No sex-disaggregated data available
- Sex-disaggregated data only about DV
- Sex-disaggregated data about IPV and DV

Data from Member States able to provide sex-disaggregated statistics show that women are disproportionately affected. They account for 85 % of victims of intimate partner violence (IPV) and 76 % of victims of DV. In the context of homicide, women represent 87 % of victims of intimate partner homicides and 60 % of victims of domestic homicides, versus 42 % of total homicide victims.

Average percentages of female and other victims of violence by intimate partner, domestic and any perpetrator, as recorded by the police in Member States that shared sex-disaggregated data for 2022:

Number of **female** victims and **other** victims of violence:



EIGE further encourages Member States to establish a common legal definition of femicide and collect data disaggregated by sex and relationship and advocates for an expanded collection of data related to the context and circumstances of the killing to support improved understanding of femicide and enable improvements in the development and use of risk assessment tools.

The data collected in 2023 underwent a comprehensive validation process, including bilateral consultations with Member States and Eurostat. Following validation, the data were published through the GBV entry point of the Gender Statistics Database, both in the form of [indicators](#) and [country profiles](#), and were accompanied by a detailed [methodological report](#).

In 2025, EIGE and FRA finalised the analysis of the EU-GBV survey results. The analysis expanded knowledge on prevalence patterns, risk factors and the characteristics of victims and perpetrators, applying an intersectional perspective. In parallel, the agencies held bilateral methodological discussions with the eight Member States in which EIGE and FRA conducted the survey, to clarify the technical aspects of survey implementation and the interpretation of results. EIGE continued supporting Eurostat's Task Force in its assessment of the survey findings and in discussions aimed at simplifying the questionnaire for the second wave of the EU-GBV survey. Work also progressed on exploring connections between the EU-GBV survey results and the findings of the 2024 Flash Eurobarometer, with the aim of ensuring that violence against women is fully addressed within the broader gender equality framework.

EIGE further advanced its work on cyber violence against women and girls, building on previously operationalised gender-sensitive definitions aligned with the directive. A report, [Combating Cyber Violence against Women and Girls: Developing an EU measurement framework](#), supporting national statistical systems in collecting comparable and standardised data on cyber violence, was published in 2025. This work contributes to ensuring consistency between EU-level statistical requirements and ongoing international initiatives, including exchanges with FRA, Eurostat, UN Women, the UN Office on Drugs and Crime and the UN Economic Commission for Europe aimed at developing coherent global approaches to measuring cyber violence against women and girls.

Cooperation with the European Union Agency for Criminal Justice Cooperation (Eurojust) was successfully concluded with the publication of a [Joint Report on the European Protection Order: Perspectives from the judiciary and support services](#) and an accompanying leaflet, [The European Protection Order: Overview for victim support services](#), summarising key findings and operational implications.

This joint initiative with Eurojust aims to inform policymakers and practitioners about ways to enhance the implementation of the European



Protection Order Directive and to raise awareness among support services and legal practitioners, including judges and prosecutors.

The results of this cooperation were disseminated through presentations at several key forums, including the European Network of Victims' Rights and the Working Party on Judicial Cooperation in Criminal Matters, thereby enhancing awareness among judicial and law enforcement stakeholders and promoting the uptake of findings in practice.

Overall, 2025 marked substantial progress in consolidating the governance structures, methodological foundations and analytical outputs necessary for the comparable collection and use of data on violence against women and DV across the EU. The establishment of the Task Force, structured engagement with Member States, finalisation of the EU-GBV survey analysis, advancement of cyber violence indicators and the conclusion of cooperation with Eurojust represent important steps towards the effective implementation of the directive.

Table 3. Achievement of indicators for activity 1.1.3., data collection on gender-based violence: administrative and survey data on violence against women and domestic violence

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references to EIGE's data on gender-based violence (administrative and survey data)	90	65	72 %	Policy monitoring reports
	Number of policy references to EIGE's work on cyber violence against women and girls	2	12	100 %	Policy monitoring reports
	Number of policy references to report/s on violence against women (based on VAW II and EU-GBV survey results)	2	32	100 %	Policy monitoring reports
Output	Report on the administrative data collection on violence against women and domestic violence	Q3	November 2025	75 %	Project management tool

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
	internally developed on time				
	Report/s on violence against women (based on VAW II and EU-GBV survey results) internally developed on time	Q3	December, 2025	75 %	Project management tool
	Methodological report on VAW II survey internally developed on time	Q3	September 2025	100 %	Project management tool
	Gender-based violence entry point in Gender Statistics Database updated on time	Q4	Administrative data on VAW dataset published in February together with the country profiles New indicators based on the EU-GBV survey published in October 2025	100 %	Gender Statistics Database
	Statistical policy briefs (up to three) on data collection on IPV and femicide internally developed on time	Q2	Published in April and July 2025	100 %	Project management tool
	Number of consultation meetings with relevant stakeholders and experts to set up a coordination system for data collection	2	Task Force meetings: June and November 2025 Working group meeting: November 2025	100 %	Project management tool
	Technical report on the development of standard operating procedures for administrative data management on VAW and DV internally developed on time	Q4	Cancelled, due to the late launch of the GBV Framework Contract	n/a	Project management tool

NB: VAW, violence against women.

1.1.4. Research and development of the indicators on gender-based violence: harmful practices

The specific objective of this activity – 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 – was successfully achieved in 2025.

In 2025, EIGE prioritised research on the measurement of specific forms of harmful practices against women and girls, with a particular focus on female genital mutilation (FGM). Building on its previous methodological work, including the development and refinement of the step-by-step guide to estimate the number of girls and women at risk of FGM in the EU, the Agency initiated a new analytical phase aimed at strengthening and updating the existing framework.

During the reporting period, EIGE decided to concentrate its efforts specifically on FGM to further develop the evidence base underpinning risk estimation methodologies. To this end, the Agency launched a comprehensive desk research process, complemented by targeted interviews with relevant stakeholders and experts. The research explores the most relevant risk factors associated with FGM occurring within the EU context, including in humanitarian settings, reception centres and along migration routes. Particular attention is being paid to how these contextual factors may influence patterns of FGM practice, including changes in prevalence, risk exposure and vulnerability dynamics.

The ongoing research also assesses the extent to which identified risk factors can be systematically translated into measurable variables and incorporated into a strengthened measurement framework. Outcomes of this research will be available in 2026.

This activity contributes to the broader objective of supporting the implementation of Directive (EU) 2024/1385 and advancing the measurement of specific forms of violence against women defined therein as criminal offences.

Table 4. Achievement of indicators for activity 1.1.4, research and development of the indicators on gender-based violence: harmful practices

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Not applicable in 2025	n/a	n/a	n/a	n/a
Output	Not applicable in 2025	n/a	n/a	n/a	n/a

1.1.5. Research on emerging issue(s): gender-based violence in times of crises

The specific objectives of this activity – **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 enjoy 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; and to collect data on gender-based violence against women and girls in transit and reception centres** – were successfully achieved in 2025.

EIGE’s work on gender-based violence in times of crises builds on earlier research demonstrating that crises, including pandemics, armed conflicts, natural disasters and climate-related emergencies, exacerbate existing gender inequalities and increase the prevalence and severity of violence against women and girls.

Building on the 2024 project outcomes, which included a mapping of Member States’ measures, policies, guidelines and national action plans addressing GBV in migration and asylum settings, EIGE delivered two key outputs in 2025.

First, EIGE published a comprehensive report [Responding to gender-based violence in the context of migration: Mapping EU Member States’ policies and actions](#), with identified national approaches and promising practices in addressing GBV in the context of migration and asylum seeking. The report analyses how Member States operationalise relevant legal and policy frameworks, including provisions linked to the Istanbul Convention, with particular attention to gender-sensitive asylum procedures and the principle of *non-refoulement*. The findings highlight persistent gaps in coordination, protection and gender sensitivity but also promising practices that can guide more coherent and survivor-centred responses to GBV in migration.



Second, 2025 saw the publication of the policy brief on ['Addressing gender-based violence in migration: How to strengthen national action plans on Women, Peace and Security across the EU'](#).

Through these outputs, EIGE contributed to advancing evidence-based policymaking in the field of gender, migration and asylum.

Furthermore, EIGE is examining how GBV is screened in reception centres, recognising such screening as a critical step in ensuring access to protection, support services and sustainable solutions for victims. In 2025, EIGE held consultation meetings with EU agencies and international organisations, including the European Union Agency for Asylum (EUAA), the International Organization for Migration, the European Border and Coast Guard Agency (Frontex) and the UN High Commissioner for Refugees, to ensure the methodological robustness and policy relevance of this project. Close cooperation was established with the EUAA, with an agreement about EUAA’s contribution to the practical gender-responsive and trauma-informed guidance for frontline staff on improving GBV identification, referral and prevention. EUAA will provide operational input and methodological feedback to help ensure the tools are realistic and applicable in reception contexts, aligned with existing standards and supportive of frontline staff in improving GBV identification, referral and prevention in line with Articles 60 and 61 of the Istanbul Convention.

Table 5. Achievement of indicators for activity 1.1.5, research on emerging issue(s): gender-based violence in times of crises

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Not applicable in 2025	n/a	n/a	n/a	n/a
Output	Report on GBV in the context of crisis internally developed on time	Q2	The report was approved by the Head of Unit in June and published on 9 October	100 %	Project management tool

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

In line with the long-term objective of supporting the integration of a gender perspective into EU policies and national policies, in 2025 EIGE continued providing support and developing gender mainstreaming resources for policy implementation. EIGE provided new, evidence-based knowledge, methods and tools and high-quality gender statistics to further support the EU and its Member States in designing more effective gender mainstreaming strategies in selected policy areas. EIGE continued to provide technical assistance to a number of EU institutions.

1.2.1. Policy support on gender mainstreaming

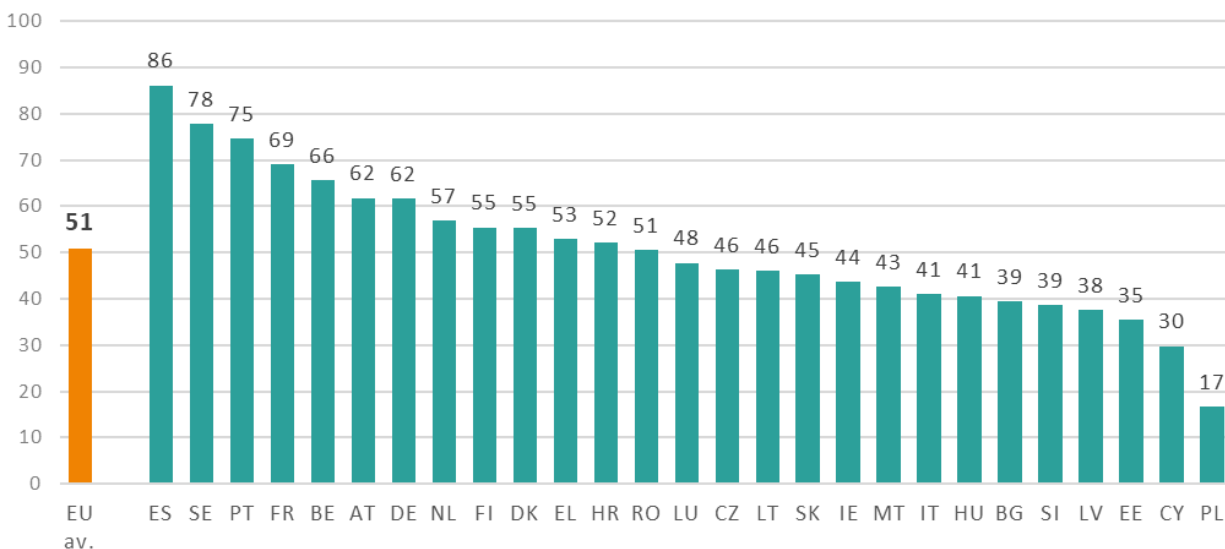
The specific objective of this activity – **to support EU and Member State policymaking on the implementation of gender mainstreaming as a strategy to achieve gender-responsive policy objectives** – was successfully achieved in 2025.

EIGE published the report [Institutional Mechanisms for Gender Equality in the EU: Present realities, future priorities](#), a comprehensive snapshot of how equipped Member States are to drive meaningful progress. It captured data to monitor progress, identify gaps and provide recommendations as part of the monitoring of Area H of the BPfA. The data collection tracked four crucial areas:

- governments’ formal commitments to gender equality;
- the resources and reach of gender equality bodies;
- the extent to which gender considerations are built into all policies (gender mainstreaming); and
- the production and dissemination of gender statistics.

The findings showed that countries with stronger institutional frameworks consistently perform better in EIGE’s Gender Equality Index, across policy outcomes like financial resources, political representation and work–life balance. More than half of Member States score below 50 % on institutional strength (Figure 1). The study also found that many governmental bodies are under-resourced. While five Member States have 100 people or more actively dedicated to promoting gender equality, others have as few as five on staff.

Figure 1. Overall scores for institutional mechanisms, 2024 (%)



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

The report highlighted the patchy nature of national strategies and accountability. Only a handful of Member States have robust action plans with clear, costed targets and regular reporting. This leaves a gap between aspirations for gender equality and on-the-ground delivery, with data on gender mainstreaming showing a weak link, with an average score of just 34 % and outright declines since 2021.

Findings of more than 90 interviews with civil society organisations in all Member States revealed that an intersectional approach to gender equality policies remains an emerging practice and that financial insecurity is often critical, as many organisations rely on short-term, competitive grants just to keep running. Without consistent and long-term funding, civil society organisations face structural barriers that hinder their capacity to contribute to long-term transformative changes.



Accompanying the report, EIGE published a comprehensive [methodological report](#), two data talks (see Section 1.2.3), [27 country profiles](#) and infographics, and, aiming to create a more interlinked environment and improve users' experience of EIGE's resources, the dedicated web section on [institutions and structures](#) was revised and updated in 2025 with EIGE's latest data and assessment regarding institutional mechanisms for the promotion of gender equality and gender mainstreaming.

The work on institutional mechanisms was featured at the 69th session of the Commission on the Status of Women and was completed with the provision of technical support to the Commission in the development of indicators for the monitoring of the functioning of equality bodies, reflecting the standards established by Directives (EU) 2024/1499 and (EU) 2024/1500. EIGE's data collection on Area H of the BPfA and participation in the Expert Group on the Implementation of EU Equality Law were crucial for the development of indicators for the monitoring of the functioning of equality bodies.

Support provided to the Reform and Investment Task Force, initiated in 2022, continued throughout 2025, and, upon the request of the Commission, EIGE confirmed the extension of technical support until mid-2027. In 2025, EIGE initiated work on the update of all policy areas of the Gender Mainstreaming Platform and scaled up efforts for structured partnership development on gender budgeting, including the provision of support to the Directorate-General for Budget (DG Budget) for gender mainstreaming in the next EU long-term budget (multiannual financial framework (MFF)).

Table 6. Achievement of indicators for activity 1.2.1, policy support on gender mainstreaming

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references to EIGE's work on gender mainstreaming (Q1–Q4)	50	62	100 %	Policy monitoring report
Output	Dataset on institutional mechanisms for gender equality and gender mainstreaming updated on time	Q2	Dataset uploaded in March 2025	100 %	Project management tool
	27 country factsheets (country-specific information) on institutional mechanisms internally developed on time	Q2	27 country factsheets internally approved in January, and published in June 2025	100 %	Project management tool
	Update of the Gender Mainstreaming Platform web page on institutional mechanisms for gender equality and gender mainstreaming (i.e. institutions and structures and country-specific information)	Q2	Country-specific information web page updated in June 2025	100 %	Project management tool
	Number of consultation meetings	1	Consultation meeting held on	100 %	Events register

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
			20–21 October in Brussels		

1.2.2. Methods and tools for gender mainstreaming

The specific objective of this activity – **to provide tools to build the capacity of EU institutions and Member States to mainstream gender into all policy areas** – was successfully achieved in 2025.

EIGE developed gender mainstreaming methods and tools to support EU and national priorities and provided varied technical support on the practical use of gender mainstreaming to EU institutions and Member States. In addition, EIGE made significant efforts to strengthen cooperation and partnership development, which resulted in a network of multipliers peer-reviewing the tools and boosting the uptake and use of gender mainstreaming methods and tools in the EU.

To support the update of the EU guidelines under Article 4(3) of the Pay Transparency Directive, EIGE finalised the step-by-step toolkit on gender-neutral job evaluation and classification, developed jointly with the Commission.

The toolkit was informed by extensive evidence collection, including a review of more than 30 EU and international resources and over 50 interviews, including with employers. It provides three methodological pathways tailored to micro-organisations, small and medium-sized enterprises and larger employers, supported by a consolidated factor and subfactor plan, ready-to-use-templates, case studies and tools for workers and trade unions.

EIGE ensured usability through written consultations with EU-level and national social partners, equality bodies and international organisations, along with an employer testing session in September 2025. The testing session brought together participants from across the EU, who applied the toolkit to fictional case studies using the accompanying tools. This combined approach provided both institutional feedback on legal and methodological clarity and hands-on insights from practitioners. All feedback was integrated into the final toolkit and its dedicated web version.

To support the use of the toolkit, EIGE has prepared a webinar with practical guidance and step-by-step demonstrations, along with a concise factsheet summarising the toolkit’s main features and

a policy brief co-developed with the European Foundation for the Improvement of Living and Working Conditions (Eurofound), highlighting the benefits of gender-neutral job evaluation. The policy brief builds on the ongoing collaboration and regular exchange between EIGE and Eurofound, which includes sharing examples and tools from Member States and the provision of feedback on the draft toolkit. The webinar launched in March 2026 and will be available together with the toolkit, factsheet and policy brief on EIGE's Gender Mainstreaming Platform.

In 2025, EIGE initiated preparatory work for a two-year project (2026–2027) to develop a framework and practical tools on gender analysis, integrating an intersectional approach. In addition, the Agency developed a new approach to technical support / capacity development for key stakeholders and the dissemination of its mainstreaming tools. EIGE developed a model for dedicated webinars to increase stakeholders' information and expertise on the application of gender mainstreaming tools which will be tested in March 2026 with the launch of the EU-wide guidelines on gender-neutral job evaluation and classification.

The new approach to technical support on gender mainstreaming was introduced in 2025, and a feasibility assessment for a help desk on gender mainstreaming was completed, confirming the need for and the relevance of the initiative. Further preparatory work to design and set up the help desk continued throughout the year with the aim of launching the help desk in the second half of 2026. The help desk will provide short-term, tailored technical support on gender mainstreaming to the target audience in EU institutions and Member States.

Nominated members from Member States, together with observers from EU institutions and the Council of Europe, examined the key elements of the help desk at the annual meeting of EIGE's Thematic Network on Gender Mainstreaming in Brussels on 20–21 October 2025. Members also discussed gender mainstreaming inputs for the 2026–2030 gender equality strategy and the next MFF and provided insights and identified needs to update the policy areas in EIGE's Gender Mainstreaming Platform. In addition, the meeting included a practice-sharing session on intersectional gender analysis, as well as on updates and interactive capacity development exercise on gender statistics and EIGE's Gender Statistics Database.

The work on methods and tools for gender mainstreaming also involved hands-on provision of technical support to priority stakeholders on the practical implementation of gender mainstreaming in their policies, programmes, projects and institutions. The European Commission was the main stakeholder receiving support in 2025, with the Reform and Investment Task Force, DG Budget

and DG Justice and Consumers (two different units across three topics) being the primary beneficiaries. Other stakeholders include the EU Agencies Network (EUAN) on gender mainstreaming in the work of EU agencies (institutional transformation, projects and outreach), the Directorate-General for Research and Innovation on gender monitoring, the Directorate-General for Climate Action on gender action plans, Eurostat on women and men in decision-making (WMID) and the European Parliament on gender budgeting.

Table 7. Achievement of indicators for activity 1.2.2, methods and tools for gender mainstreaming

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references on gender mainstreaming methods and tools	70	63	90 %	Policy monitoring reports
Output	Concept note for capacity development webinars internally developed on time	Q2	Cancelled. Indicator was not monitored, nor part of EIGE's performance measurement framework. Cancellation reflected in the amended SPD.	n/a	Project management tool
	Practical toolkit on gender-neutral job evaluation developed internally on time	Q4	Practical toolkit jointly developed by EIGE and DG Justice and Consumers, tested by employers and revised by external stakeholders internally approved in December 2025.	100 %	Project management tool
	Number of stakeholders provided with technical support	Up to 5	Support provided to the Reform and Investment Task Force, DG Budget, DG Justice and Consumers (two	100 %	Stakeholders' request register

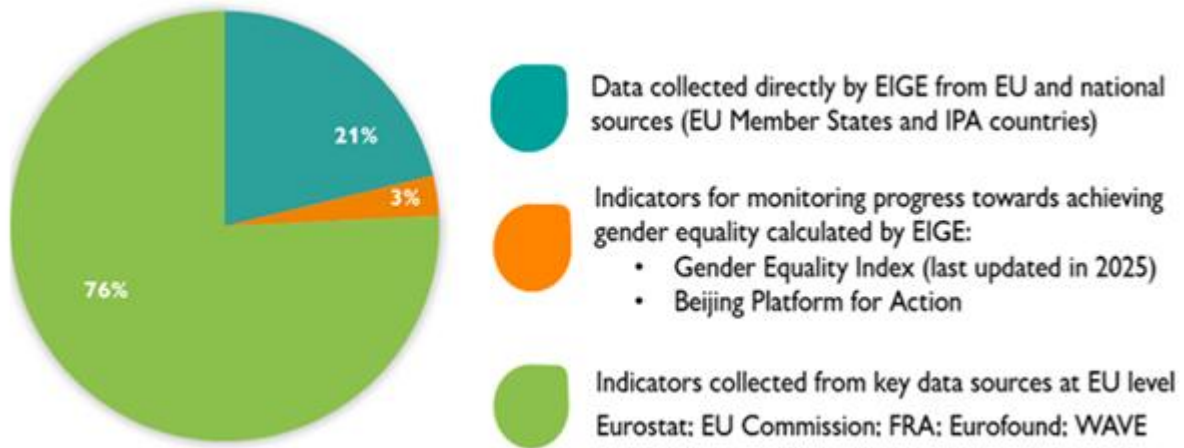
Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
			different units / three topics), Parliament and EUAN throughout the year		
	Number of experts' meetings on specific gender mainstreaming tools, examples and structures	1	Expert meeting on gender-neutral job evaluation took place in September 2025	100 %	Events Register

1.2.3. Gender Statistics Database

The specific objective of this activity – **to support EU and Member State policymaking by improving the collection and availability of high-quality gender statistics** – was successfully achieved in 2025.

The Database is a comprehensive and user-friendly platform designed to support evidence-based policymaking and gender mainstreaming across the EU. Throughout 2025, EIGE's Database continued to consolidate a wide range of sex-disaggregated data and gender indicators from both national and international sources, offering insights into key areas such as decision-making, employment, education, health and violence. It kept not only facilitating access to up-to-date statistics but also providing contextual metadata, visualisation tools and thematic entry points (such as the Gender Equality Index and the BPfA) enabling users to explore trends, compare countries and better understand the structural dimensions of gender inequality. (Figure 2).

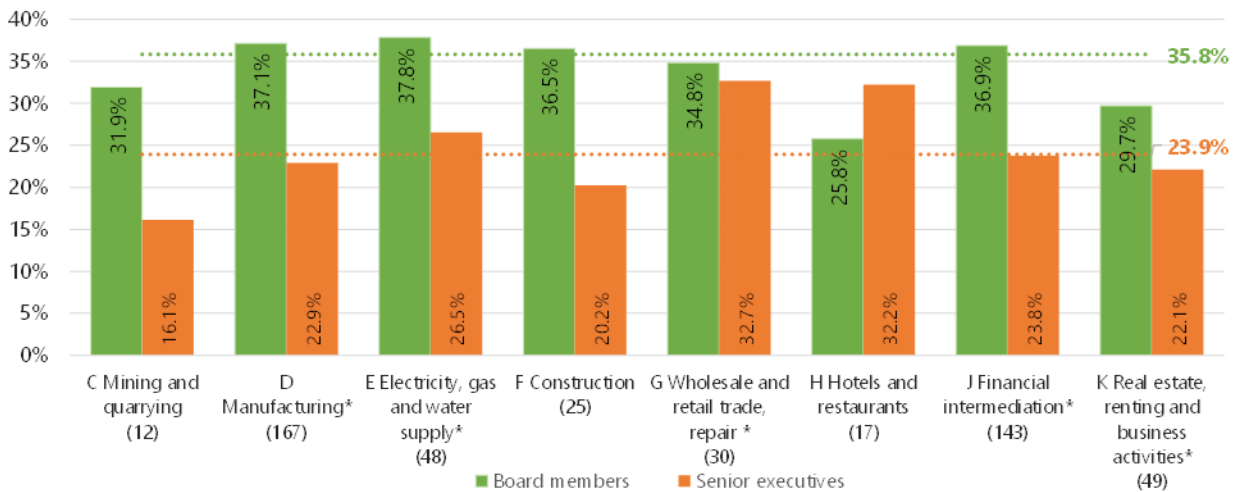
Figure 2. Sources of indicators used in EIGE's Gender Statistics Database



Source: [EIGE's Gender Statistics Database](#).

EIGE's Gender Statistics Database offered decision-makers a solid and regularly updated tool to help monitor, identify and analyse gender gaps in the EU and to monitor policy implementation. For example, data on WMID aided the monitoring of the implementation of the Commission's 2020–2025 gender equality strategy, specifically its objective of 'leading equally throughout society'. EIGE's data revealing the persistent gender imbalance among key decision-makers in large corporations (Figure 3) has been used by EU institutions to support and unlock legislative action, resulting in the adoption of the new directive on gender balance on corporate boards in November 2022. The Commission called on EIGE to further monitor the progress related to gender balance in the corporate boards of listed companies. In 2025, negotiations continued for a formal agreement with the Commission and the Member States to expand and align EIGE's indicator set on WMID to the monitoring needs of Directive (EU) 2022/2381 on gender balance among directors of listed companies across Member States.

Figure 3. Share of women among board members and senior executives of largest listed companies in the EU-27 (October 2025), by economic activity

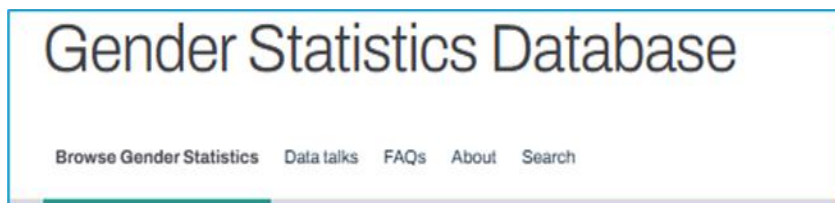


Source: [EIGE's Gender Statistics Database](#).

Notes: (N) – Number of companies covered in the sample. Data on employment refer to 2024 and use NACE Rev 2 classification for economic activities. Data on board members and senior executives refer to Oct 2025 and use NACE Rev 1 classification. * Companies and employment data are largely comparable though there are some variations between NACE 1 and NACE Rev 2 data.

Throughout 2025, aiming to actively engage stakeholders and ensure that the Database remained relevant and responsive to user needs, EIGE communicated its updated data releases through ‘[Data talks](#)’ and social media outreach. This allowed for the broadening of the Database’s reach and impact, especially among non-expert audiences. Updating and developing regular statistical briefs were also important parts of EIGE’s efforts in communicating findings from its collection and dissemination of gender statistics (Figure 4). EIGE prioritised statistics that are relevant to its mandate and that support the monitoring of policy frameworks such as the Commission’s gender equality strategy and/or the UN’s 2030 Agenda for Sustainable Development ⁽²⁾. EIGE continued to maintain, update, consolidate and provide continuity to the Gender Statistics Database with its unique statistical activities, while populating the Database with updated statistics and indicators throughout its entry points.

Figure 4. EIGE’s Gender Statistics Database entry points



⁽²⁾ EIGE’s data was included (as recurrently from previous years’ editions) in Eurostat’s *Sustainable Development in the European Union – Monitoring report on progress towards the SDGs in an EU context – 2025 edition*, Publications Office of the European Union, Luxembourg, 2025, <https://ec.europa.eu/eurostat/web/products-flagship-publications/w/ks-01-24-018>.

▼ EIGE surveys	→
▼ EU policies and strategies	→
▼ Thematic areas	→
▼ Beijing Platform for Action	→
▼ Gender Equality Index	→
▼ Women and men in decision-making	→
▼ Gender-based violence	→
▼ Gender mainstreaming	→

Intersectionality is a foundational principle of the EU gender equality strategy 2020–2025 and a central element of EIGE’s approach to gender statistics. It recognises that women and men experience inequality in distinct ways, shaped by the intersection of gender with other characteristics such as age, education, disability, ethnicity and socioeconomic status. Throughout 2025, EIGE implemented further steps towards the integration of intersectionality into the Gender Statistics Database, allowing a more nuanced and inclusive analysis of gender equality and moving beyond aggregate comparisons to reveal the complex realities faced by different groups. EIGE published a short statistical brief (‘data talk’) on the [‘Monitoring of EU gender equality commitments through an intersectional lens’](#), presenting an example of an indicator from EIGE’s Gender Statistics Database that showcases the multifaceted nature of gender equality in the field of employment.

[Home](#) > [Gender Statistics Database](#) > [Data talks](#) >

Monitoring EU gender equality commitments through an intersectional lens

NEWS ARTICLE

TOPICS: Economic and financial affairs, Education, Employment, Health

PUBLICATION DATE: 20 May 2025

Additionally, the Database [entry point dedicated to the BPfA](#) has been updated and reorganised to facilitate navigation and improve clarity of the most recent available statistics. Indicators are now grouped in a more coherent manner, historical series are clearly distinguished, and metadata have been revised to enhance transparency and usability.

Beijing Platform for Action

149 indicators

Filter:

Filter all indicators by typing 3 letters at least

Statistics on the [gender balance of leadership positions](#) have been routinely collected within the 27 Member States, covering 13 life domains: politics, public administration, judiciary, business and finance, social partners and non-governmental organisations, environment and climate change, media, education, science and research, sports, transport, COVID-19 and EU funding.

In 2025, EIGE conducted a feasibility study to see how WMID data for the politics domain can be further enriched by incorporating additional categories. The aim was to reflect the EU commitment to inclusive and representative decision-making by adding a small number of extra breakdowns where this is useful, reliable and realistically available. The feasibility work gives a clear and safe route to enrich WMID in the politics domain with a few targeted breakdowns ⁽³⁾, subject to resource availability, keeping the Database easy to read while making gaps in representation more visible and easier to address. These additions help show not just how many women and men occupy decision-making positions, but which groups are still missing.

In 2025, EIGE published two updated statistical briefs – one addressing [gender balance in politics](#) and the other focusing on [gender balance in business and finance](#). EIGE published two additional short statistical briefs ('data talks') in areas for which EIGE offers unique gender statistics. Both data talks focused on EIGE's findings from data collection on institutional mechanisms for gender equality and gender mainstreaming within Member States, highlighting shortcomings and a [small increase in the commitment to promoting gender equality](#), along with the need for [stronger institutional mechanisms](#).

Table 8. Achievement of indicators for activity 1.2.3, Gender Statistics Database

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references to the Gender Statistics Database	120	58	48 %	Policy monitoring reports
Output	Datasets from EIGE's data collection activities, including surveys and	Q4	Datasets and methodological reports updated on time according to the annual data	100 %	Project management tool

⁽³⁾ The study proposes introducing three practical breakdowns because they are both useful and obtainable with the variables of age, country of birth and education level. Variables such as disability, ethnicity, religion/belief, sexual orientation and degree of urbanisation have not been proposed at this stage because public data are scarce or sensitive and group sizes are small, so publishing them could be misleading or risk identification.

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
	external providers (Eurostat, others), and respective methodological reports regularly updated on time		release calendar and scheduling of statistics data collection.		
	Datasets on WMID updated on time	Respectively: Q1, Q2, Q3 and Q4	Datasets on WMID collected and published on time for Q1, Q2, Q3 and Q4.	100 %	Project management tool
	Methodological report on WMID data collection internally developed on time	Respectively: Q1, Q2, Q3 and Q4	The WMID methodological report is updated and published following each data publication, totalling 12 updates in 2025.	100 %	Project management tool
	Evaluation report of EIGE's Gender Statistics Database Framework Contract EIGE-2019-OPER-18 internally approved on time	Q4	Cancelled. This evaluation lost relevance due to the launch and award of a new framework contract (FWC), in place from January 2025. Reflected in amended SPD.	n/a	Annual evaluation plan
	Statistical factsheets (up to two) on WMID internally developed on time	Q2	Factsheet gender balance in politics approved in January 2025. Factsheet gender balance in business and finance approved in March 2025.	100 %	Project management tool
	Short statistical factsheet (up to four, PDF or data talks) on the topical area of the year internally developed on time	Q4	Data talk on IM EU level and data talk on IM country level approved in January 2025 and a data talk on	100 %	Project management tool

Indicator	Target for 2025	Achievement	Achievement rate (%)	Source of data
		intersectionality approved in May 2025.		

NB: IM, institutional mechanisms.

1.3. Communicating gender equality

In 2025, EIGE achieved its strategic objectives: **to contribute to better-informed and evidence-based policy and decision-making to achieve gender equality and fight discrimination based on sex; to support the integration of a gender perspective into EU policies and the resulting national policies; and to effectively promote gender equality to key stakeholders and target groups.** The Agency provided its key stakeholders with clear, timely and useful information and continued to reach out to new stakeholder groups active in various policy areas, ranging from the environment to security and care.

1.3.1. EIGE’s communication campaigns and activities

In 2025, EIGE’s communication activities focused on maximising the policy relevance, visibility and uptake of the Agency’s evidence at a pivotal moment for EU gender equality policymaking.

In the area of GBV, communication activities built on the results of the EU-GBV survey, while taking into account the timing of analytical outputs. Although the in-depth EU-GBV survey analysis report was not launched in 2025, EIGE and FRA agreed to prioritise communication on one particularly urgent and policy-relevant area: [sexual harassment at work](#). From May to November 2025, joint communication efforts focused on raising awareness of this issue, drawing on survey findings showing that nearly one third of working women in the EU have experienced sexual harassment at work, with significantly higher prevalence among younger women. At the same time, survey data revealed a substantial perception gap, as sexual harassment often remains hidden and widely underestimated.



To address this gap, EIGE and FRA developed a targeted awareness-raising campaign grounded in evidence and informed by consultations with employers' organisations, trade unions and partner EU agencies, including the European Agency for Safety and Health at Work (EU-OSHA) and Eurofound. The campaign aimed to support prevention efforts, promote a zero-tolerance culture and provide practical communication tools for organisations and intermediaries. The resulting package brought together complementary formats, including a dedicated web page, a short explanatory video, a practical slide deck for use by human resources (HR) professionals and equality officers, and a set of visual materials and a poster reinforcing key messages. The package was promoted across EIGE and partner channels and received positive feedback from stakeholders, confirming its relevance, clarity and practical value in supporting workplace action.

Downloads



Poster



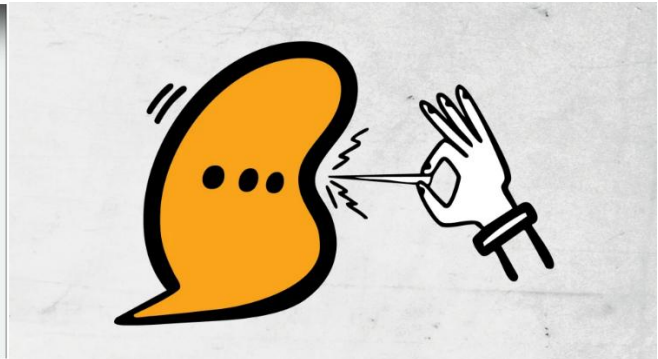
Slide deck



Visuals & messages



Alongside this focused GBV communication work, EIGE deliberately shifted away from a second year-long thematic campaign and instead developed a series of targeted mini-campaigns linked to key political, policy and communication moments. This approach reflected the Agency's objective of reinforcing gender equality as a core, cross-cutting priority of the current EU administrative cycle. Communication activities therefore accompanied and amplified major institutional milestones, including [International Women's Day \(#AccelerateAction\)](#), the [Beijing Platform for Action +30 report](#), the methodological update of the [Gender Equality Index](#) and the [16 Days of Activism against GBV](#). Each of these moments was treated as an opportunity to translate evidence into accessible narratives, sustain visibility over time and reach audiences beyond specialist policy circles.



Media relations played a central role in this strategy. Throughout 2025, EIGE strengthened the visibility and reach of its evidence across the EU, with notable peaks in media interest around flagship outputs and awareness-raising moments. A key milestone was the February 2025 press briefing accompanying the release of the Gender Equality Index thematic focus on violence against women, organised in cooperation with the European Commission (DG Justice and Consumers) and WAVE. This first-of-its-kind format combined a technical briefing with an interactive exchange, enabling journalists to engage directly with experts, better understand methodological aspects and report more accurately on the findings.

The year also saw notable peaks in media interest around flagship outputs, particularly the Index release and International Women’s Day (IWD), bolstered by proactive outreach, tailored media lists and targeted newsletters to a network of nearly 3 000 journalists. In addition, EIGE shared five newsletters with its established subscriber base of nearly 12 000 recipients, keeping this audience regularly informed about the Agency’s latest and forthcoming evidence and activities.



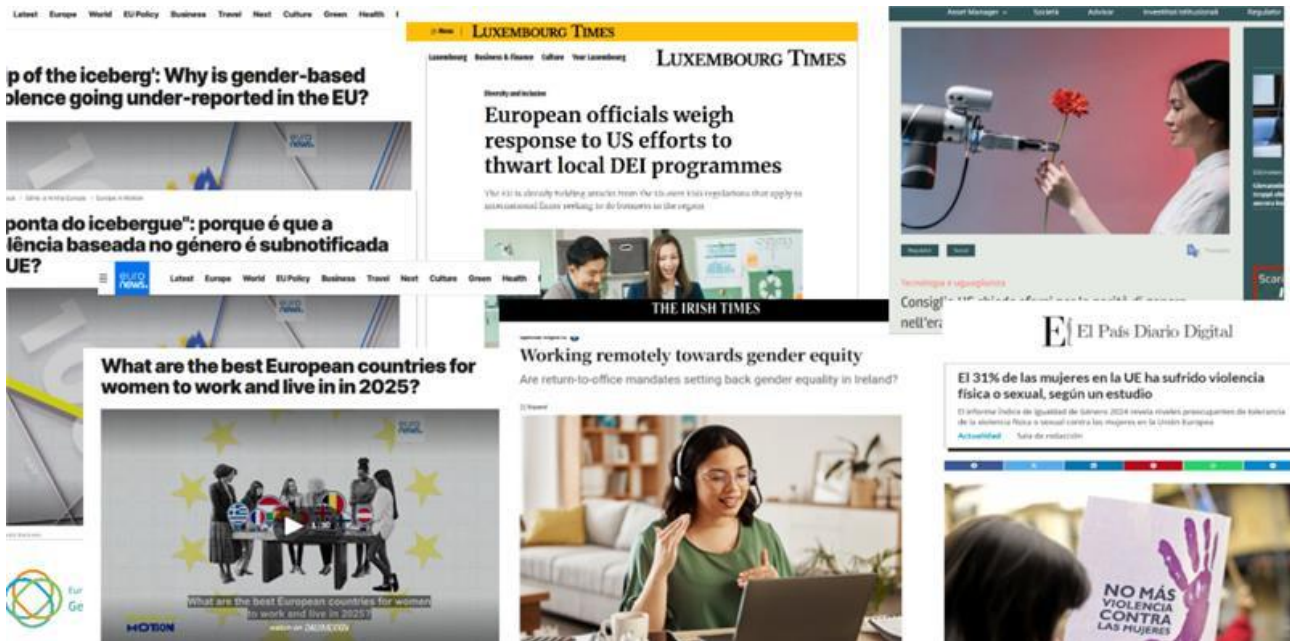
Newsletter February 2025

Not settling or giving up

The year of accountability for gender equality



European Commissioner for Equality, Preparedness and Crisis Management, Hadja Lahbib and EIGE Director Carlien Scheele



Overall, EIGE’s media performance continued its upward trajectory, with substantial year-on-year growth in mainstream coverage and improved reach in Member States where EIGE had previously been less visible, including the Netherlands, Poland and Finland. Strategic relationship-building with key journalists contributed to more consistent and higher-quality coverage, while supporting materials such as embargoed media kits and methodological explainers reinforced EIGE’s reputation as a reliable and accessible source of expertise on gender equality in the EU.

Communication support given to the Director remained a core activity throughout the year, strengthening EIGE’s strategic positioning and external voice. In 2025, this support covered sixteen speeches and five high-level interventions requiring tailored speaking points, in addition to thought-leadership content published on LinkedIn. Close coordination with research outcomes and stakeholder engagement ensured that messages were aligned with institutional and political priorities and accurately reflected EIGE’s evidence base. Speaking engagements linked to flagship publications and policy milestones played a particularly important role in reinforcing the Director’s role as a recognised authority on gender equality at the EU level.



Our [2025 report](#) provides a comprehensive review of the 12 critical areas of concern

Scroll down for a brief introduction to how far we've come in key gender equality issues.



A. Women and Poverty



Poverty affects women in complex and intersecting ways. From unpaid care burdens to housing insecurity, the gender gap is real and persisting.

But the data we have at the moment still doesn't capture the full picture. It's not just about low income.

To overcome systemic barriers that disproportionately affect women in poverty, we need to see gender-responsive policies and better data to address the root causes of ongoing challenges.

Fighting poverty needs to be tackled with gender specific approaches, taking stock of the multiple, interconnected inequalities which women face every single day.

For IWD, EIGE rolled out a week-long sequence of explainer-style videos supported by complementary social content, positioning EIGE experts as visible voices for change and generating above-average engagement. Creative audiovisual explainers and digital assets were used to communicate the BPfA +30, introducing its key areas in an accessible way with longer shelf-life content. Communication around the methodological update of the Gender Equality Index combined strong visuals, vox-pop-style audiovisual material and ongoing follow-up content to broaden audience appeal and maintain momentum beyond the launch. In addition, a coordinated, multiformat mini-campaign during the 16 Days of Activism helped raise awareness of online GBV, highlighting key EIGE evidence.

Overall, audience reach and interaction continued to grow steadily, reflecting stronger planning, tighter messaging and closer alignment between institutional priorities and social media communication.

Digital communication and social media further amplified these efforts. In 2025, EIGE strengthened its digital presence through more creative, audience-centred approaches and sustained investment in diverse formats. The Agency expanded its use of short videos, data visualisations, carousels, photography and campaign graphics, making complex gender equality topics more accessible and shareable.



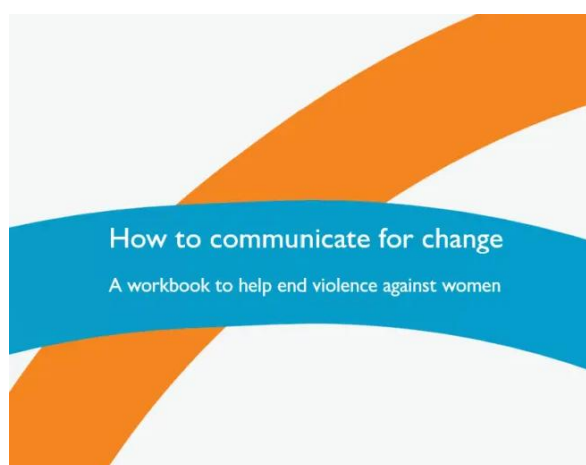
Where change matters most: Spotlight on five key policy areas

Based on wide-ranging data and expert insight, it shows where inequalities persist and where Europe is making progress.

Here, we zero in on five key policy areas that matter for our lives and futures. The report covers these and more in fine detail, highlights why gender equality is vital for women and men. And why it's essential for fair economies, strong democracies and thriving societies.

- Gender stereotypes >
- Men and masculinity >
- Poverty and inequalities >
- Security >
- Digital transition >

Innovation in communication methods remained a priority in 2025 through the continued development of EIGE's Communications Lab, which serves as a space for testing, learning and applying evidence-informed approaches to communicating gender equality. Throughout the year, the Communications Lab built on insights generated in 2023–2024, shifting its focus from analysis to application. Drawing on research, media analysis and participatory workshops with communicators, experts and stakeholders, the Communications Lab concentrated on translating what is known about how violence against women is discussed, framed and contested in public discourse into a practical communication output.



These efforts resulted in the workbook 'How to communicate for change', which turns the insights generated through the Communications Lab into concrete, user-oriented guidance. The workbook distils lessons from research and workshops into practical tools, examples and principles designed to support values-based, evidence-driven communication aimed at preventing and addressing violence against women.

EIGE launched the workbook through a livestreamed webinar in November 2025, followed by dedicated online workshops that brought together members of the EIGE Experts' Forum in their roles as experts, policymakers and influential voices to reflect on how the guidance can be applied in practice. The strong level of engagement and positive feedback from these activities confirmed a clear demand for practical communication resources that bridge evidence and day-to-day communication work.



In summer 2025, EIGE also launched a new phase of the communications with a thematic focus on care and family. In this phase, we aimed to ensure that insights generated continue to inform the

Agency’s wider communication work and generate transferable knowledge and practical outputs that support more effective and coherent narratives on gender equality across policy areas.

Taken together, these highlights show how EIGE’s communication in 2025 actively supported evidence-based policymaking, helped keep gender equality high on the EU policy agenda and further consolidated the Agency’s role as a trusted knowledge centre at a critical moment for the EU.

Table 9. Achievement of indicators for activity 1.3.1, EIGE’s communication campaigns and activities

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Media coverage of EIGE’s work	>2 500	4 293	100 %	Media monitoring reports
	Media coverage of the Gender Equality Index	>600	1 811	100 %	Media monitoring reports
	Rate of success of campaigns implemented during the year	> 80 % (rate of success for agreed objectives in measurement framework of campaigns)	Conducting 1 joint main campaign with FRA, and 3 smaller digital campaigns to amplify institutional milestones	100 %	Progress report
Output	Number of campaigns implemented during the year	2	4 (EU-GBV survey related campaign with focus on sexual harassment , 3 smaller digital campaigns for IWD , BPfA +30 and 16 Days)	100 %	Progress report
	Number of news items published	20	20	100 %	EIGE website

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
	Regular posts on EIGE's social media channels	750	1 087	100 %	Social media plan
	Visual/audiovisual materials for priority topics	2 packages of audiovisual materials	5 packages (EU GBV survey, IWD, BPfA +30, 16 Days, Index)	100 %	EIGE's website and social media
	Comms Lab related output, e.g. number of meetings/workshops organised	1 activity (workshop), 1 output (Comms Lab/10 keys) and 1 contribution to partner publication	2 workshops held, 1 workbook published, 2 contributions to external activity by Council of Europe	100 %	Progress report

1.3.2. Building and maintaining stakeholder relations

Through continuous dialogue and cooperation with policymakers, EIGE ensured that its **work remained closely aligned with the policy needs of EU institutions and Member States** and was delivered in a timely and practical manner. To inform its ongoing work and identify emerging issues and trends shaping the future of gender equality in the EU, EIGE engaged with its stakeholders throughout the year. The Agency's Liaison Office in Brussels played a central role in closely monitoring EU policy developments and identifying opportunities for EIGE to contribute with evidence. Internally developed strategies on strategic stakeholder engagement and communications further strengthened the foundations for more structured and effective outreach and engagement activities across the Agency.

In 2025, EIGE worked closely with the Polish and Danish Presidencies of the Council of the European Union to promote gender equality across their respective presidency agendas. This cooperation focused on providing timely data, evidence and policy support tailored to presidency priorities. During the Polish Presidency, EIGE contributed with evidence from the BPfA +30 review, which informed the Council conclusions on gender equality in the AI-driven digital age, and addressed EU Ministers for Gender Equality during an informal ministerial meeting in Warsaw. As the incoming presidency, Poland provided an outlook into their presidency priorities at EIGE's

second Gender Equality Forum in Brussels in December 2024. Cooperation with the Danish Presidency centred on advancing discussions on gender stereotypes, including EIGE's contribution to the formal EPSCO meeting in October 2025 and evidence-based inputs provided to the High-Level Group on Gender Mainstreaming in Copenhagen. Holding the presidency at that time, Denmark contributed to conversations on how to combat gender stereotypes during EIGE's Gender Equality Index 2025 release event in Brussels in December. Across both presidencies, EIGE's engagement helped embed gender equality considerations in policy debates, supported ministerial discussions and reinforced evidence-based decision-making at the EU level.

In parallel, EIGE proactively engaged with upcoming Council presidencies – Cyprus, Ireland and Lithuania – to support the early integration of gender equality into their presidency priorities. This engagement focused on identifying presidency needs for gender equality data, evidence and policy support well in advance. As part of this approach, EIGE undertook a country visit to Cyprus in April 2025 and a visit to Ireland in November 2025. In addition to high-level meetings with national authorities, the EIGE delegation met with civil society organisations to identify priority gender equality issues and explore ways in which EIGE's evidence and expertise could support their work. In parallel, EIGE held several high-level exchanges with Lithuanian government officials and civil society organisations throughout 2025, laying the groundwork for a tailored EIGE contribution and supporting the systematic integration of gender equality considerations into the presidency agenda and policy debates from the outset.

Throughout the year, EIGE contributed actively to EU policymaking by providing targeted and evidence-based inputs to Commission initiatives and by supporting the work of the European Parliament. EIGE's Liaison Office in Brussels coordinated these efforts by monitoring EU policy developments, identifying engagement opportunities and facilitating EIGE's timely responses to calls for evidence launched by the Commission. These included contributions to the EU gender equality strategy 2026–2030; the EU anti-racism and EU LGBTIQ+ equality strategies; the 2025 EU strategic foresight report; the EU quality jobs roadmap; the new action plan for the European Pillar of Social Rights; the EU anti-poverty strategy; the EU civil society strategy; and the European Democracy Shield. All contributions were published on a dedicated web page (<https://eige.europa.eu/about/our-expert-view-informing-key-eu-policies>) on EIGE's website. As an observer of the Commission's Advisory Committee on Equal Opportunities for Women and Men, the Agency contributed to two opinions on women and poverty and to an opinion on men, boys and gender equality.

To support the Commission in the preparation of the EU gender equality strategy 2026–2030, EIGE organised a dedicated workshop in May 2025 with colleagues from the Commission’s DG Justice and Consumers. Drawing on EIGE’s data and evidence, the workshop helped identify key focus areas and actions for the future strategy. The outcomes were shared with the Commission to inform the drafting process.

In parallel, EIGE supported the European Parliament through inputs provided to reports created through its own initiative, including on the [gender equality strategy](#), the [gender pay and pension gaps, advancing towards a care society](#), [gender mainstreaming in the European Parliament](#), [public procurement](#) and the [interim report on the proposal for the multiannual financial framework for 2028–2034](#). EIGE also provided information to the European Parliamentary Research Service for its brief on addressing the gender care gap. Through these contributions, EIGE helped ensure that robust gender equality evidence informed EU legislative debates and policy development throughout the year.

In terms of cooperation with the European Parliament, EIGE participated in a number of meetings and hearings of various European Parliament committees, including activities held as part of the European Parliament’s Gender Equality Week. At the beginning of the year, EIGE presented its annual work programme to the Committee on Women’s Rights and Gender Equality (FEMM), spoke on the topic of gender-sensitive parliaments on the occasion of IWD, and presented EIGE’s evidence on gender-based violence and domestic violence during a dedicated event at the European Parliament.

As part of the European Parliament’s Gender Equality Week, EIGE addressed members of the Committee on Employment and Social Affairs on the topic of care and work–life balance and spoke on radical movements and their efforts to advocate against gender equality at a joint meeting of the FEMM Committee and the Special Committee on the European Democracy Shield. EIGE also addressed Members of the European Parliament during a Joint Public Hearing on Digital Violence and Women’s Mental Health, organised by the FEMM Committee and the Committee on Public Health. EIGE’s expertise on gender mainstreaming in the EU budget was also shared on several occasions, including during a European Parliament workshop on the implementation of the gender mainstreaming methodology in the EU budget, organised by the Budgetary Support Unit for the Committee on Budgetary Control.

The Agency's Liaison Office in Brussels also played a key role in supporting EIGE's management, including the Director, by organising and facilitating high-level meetings and strategic exchanges with key EU institutional stakeholders. Building on its close monitoring of EU policy developments and its permanent presence in Brussels, the Liaison Office supported the preparation and coordination of bilateral meetings with senior Commission officials, including Commissioners and Commission Vice-Presidents, along with exchanges with the General Secretariat of the Council of the European Union. The Liaison Office also supported EIGE's engagement with the Parliament by facilitating meetings with relevant committees and political groups, contributing to hearings and exchanges of views and coordinating high-level visits, including the October 2025 visit of the Parliament's FEMM Committee delegation to EIGE's headquarters in Vilnius, Lithuania.

Other high-level visits to EIGE in 2025 included a visit by the Italian Parliament Inquiry Committee on Femicide and the Swedish Parliament Labour Market Committee. In addition, EIGE hosted a visit by the Lithuanian Minister of Foreign Affairs for a high-level exchange with EIGE staff.

In addition, EIGE organised the Gender Equality Index 2025 conference on 2 December 2025 in Brussels. The event brought together EU-level policymakers, Member State representatives, civil society organisations, researchers and institutional partners to discuss the latest Gender Equality Index results and their implications for EU policy priorities. The conference provided a high-level platform for evidence-based exchange on gender stereotypes and persistent inequalities, reinforced the visibility of the Index as the EU's key monitoring tool and further strengthened EIGE's role as a trusted source of gender equality data and analysis.

Despite limited resources, EIGE maintained regular exchanges of information and close contact with EU-level civil society organisations and social partners, as well as with key international and regional organisations. Cooperation was particularly strong with UN Women, notably on GBV; with the Council of Europe, focusing on GBV, countering anti-gender initiatives and promoting gender mainstreaming more broadly; and with the WHO Regional Office for Europe, especially on health and care and on violence against women and girls. EIGE also continued its close cooperation with the European Network of Equality Bodies. As part of these engagement efforts, EIGE participated in a number of high-visibility events, including the European Economic and Social Committee High-Level Forum on Women's Rights, the 69th session of the UN Commission on the Status of Women in New York, and meetings of the Council of Europe's Gender Equality Commission and the Committee of the Parties to the Istanbul Convention.

Throughout the year, EIGE also worked closely with other EU agencies and sought further synergies where appropriate. Its most active cooperation was with Eurofound and FRA. Cooperation with Eurofound included regular exchanges of information and mutual contributions to reports and research projects, drawing on complementary expertise in areas such as the labour market and care, gender pay transparency measures and gender-neutral job evaluation. Cooperation with FRA focused primarily on GBV, with joint work on the development of an analytical report based on the EU-GBV survey. EIGE also contributed to the strategic communication network C10, which includes FRA among its members.

In 2025, EIGE initiated closer cooperation with Cedefop on gender equality and skills, in the context of its study supporting the Lithuanian Presidency of the Council of the European Union. EIGE also partnered with Eurojust to examine challenges in the implementation of the European Protection Order and to support the EU strategy on victims' rights by improving cross-border protection for victims. A dedicated report resulting from this cooperation was published in 2025 and presented jointly by EIGE and Eurojust on several occasions, including at the second Symposium on Victims' Rights in April and the meeting of the Working Party on Cooperation in Criminal Matters later in October 2025.

Beyond bilateral cooperation, EIGE actively participated in the work of EUAN and its subnetworks, such as the EU Agencies for Scientific Advice (EU-ANSA) and the Justice and Home Affairs Agencies Network (JHAAN). Through its engagement in EU-ANSA and its futures cluster, EIGE contributed to a multiagency horizon scanning project on preparedness and futureproof strategy development using the 'one health' approach. Within the JHAAN, EIGE engaged in the trio coordination of the JHAAN presidency, which it will assume in 2027. In line with the trio programme, activities in 2025 focused on digitalisation and artificial intelligence in the justice and home affairs domain and internal security, with EIGE systematically mainstreaming a gender perspective into these discussions.

Table 10. Achievement of indicators for activity 1.3.2, building and maintaining stakeholder relations

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Number of policy references to EIGE's work	791	586	74 %	Media monitoring reports
Output	Number of events organised by EIGE	5	8	100 %	Events Register

Indicator	Target for 2025	Achievement	Achievement rate (%)	Source of data
(Gender Equality Index 2025 release event, country visits, Experts' Forum meeting)				

1.3.3. Facilitating knowledge management

EIGE continued to enhance the accessibility and engagement of its online outputs in 2025. Key website sections were revamped, such as the ‘What is GBV’ page, and enriched with new features, including interactive graphs, highlighted areas and marginalia, to improve the visibility and prominence of relevant content.

From a technical perspective, the website was migrated to an updated version of Drupal, improving performance and responsiveness. Initial enhancements were also introduced to strengthen both generative engine optimisation and search engine optimisation, increasing the website’s visibility to search engines and AI-driven tools. Additionally, EIGE developed the infrastructure for a new ‘story’ web page format, which will underpin several planned 2026 digital outputs.

The Gender Equality Index section was redesigned to align with the updated methodology, featuring refreshed visuals that offer clearer, more direct access to the Index’s results and key messages. A dedicated section supporting the establishment and application process for the EIGE External Experts’ database was launched in July 2025.

A set of 19 publications was produced, in various formats, including reports, methodological reports, factsheets and policy briefs, allowing a concise and detailed presentation of EIGE’s research findings. EIGE’s publications met the reader’s needs well or excellently for 90 % of readers who responded to a relevant survey conducted on EIGE’s website.

EIGE is moving towards the implementation of a stakeholder support centre. In 2025, a model of its operation was developed and will be implemented in 2026.

Table 11. Achievement of indicators for activity 1.3.3, facilitating knowledge management

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Outcome	Rate of stakeholders' satisfaction with EIGE's website	> 70 %	75 %	100 %	Survey report
Output	EIGE's website evaluation report, including new design, developed internally on time	Q4	Project was moved to 2026	n/a	Project management tool
	Updated web section of Gender Equality Index, including country profiles	Q4	Web section of the Gender Equality Index published in December 2025	100 %	Project management tool

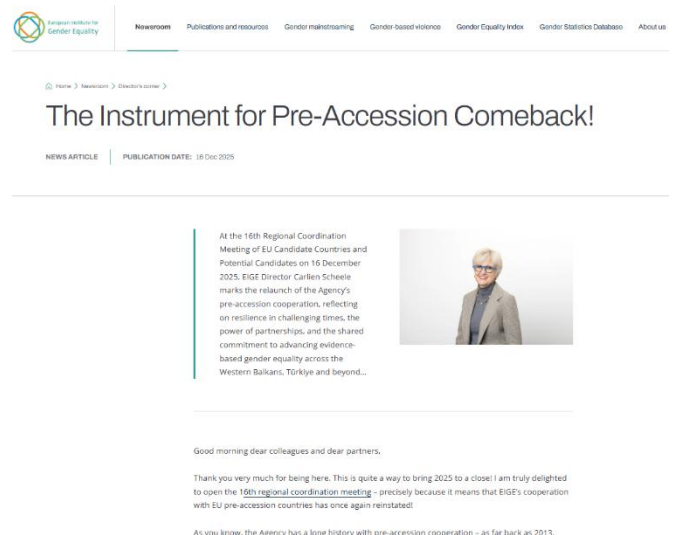
1.3.4. Increased capacity of EU candidates and a potential candidate in the Western Balkans and Türkiye to monitor and mainstream gender equality (2025–2029) – project

On 15 July 2025, EIGE signed Contribution Agreement No 700003298 with the European Commission, titled 'Increased capacity of EU candidates and a potential candidate in the Western Balkans and Türkiye to monitor and mainstream gender equality (2025–2029)'. The project implementation period is 48 months starting from 1 July 2025.

A project assistant joined the project team on 1 September; the project coordinator joined on 1 December, and the selection procedure for the final team member (an expert in gender equality) was still ongoing as of 31 December.

During 2025, the following project activities were initiated.

- Procurement documents for data collection on WMID positions in IPA project beneficiaries were prepared, and a request for services was launched under FWC EIGE/2024/OPER/02 Lot 2. The order form was countersigned by EIGE on 5 December, with work starting immediately afterward.



- The first regional coordination meeting of the project was held online on 16 December (official title: 16th regional coordination meeting of EU candidate countries and potential candidates). A total of 60 participants joined the online event.
- Participants from the Western Balkans and Türkiye were regularly invited to participate in EIGE events outside of the project in 2025: seven participants in a webinar and workshop 'Messages Matter: Communicating effectively to help end violence against women' (4 November); the launch of EIGE's Gender Equality Index (2 December; precise participation numbers are not available for this online event due to technical reasons); seven participants in a Task Force Meeting on the implementation of Article 44 of Directive (EU) 2024/1385 on Combating Violence Against Women and Domestic Violence (9 December).
- A procurement procedure for two EIGE-organised events in the first and second quarters of 2026 was started (RS42 under FWC EIGE/2021/OPER/07). The events include (1) two back-to-back workshops on Gender Equality Index 2025 updates and the gender and policy impact of gender and intersecting inequalities' statistics, 24–25 February 2026; and (2) the 17th regional coordination meeting of EU candidate countries and potential candidates, 21 April 2026, Tirana, Albania.
- Action visibility was increased via two social media posts (on Facebook and LinkedIn) and two news articles on EIGE's website.

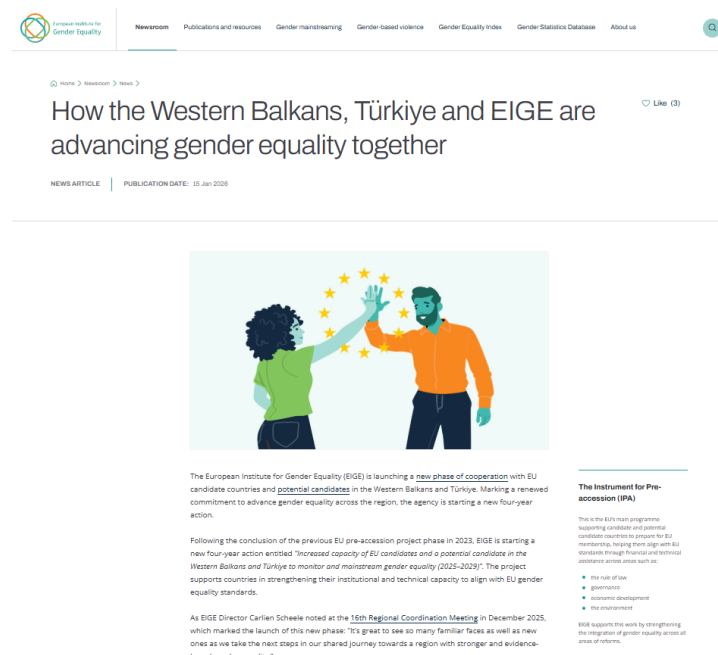


Table 12. Achievement of indicators for activity 1.3.4, increased capacity of EU candidates and a potential candidate in the Western Balkans and Türkiye to monitor and mainstream gender equality (2025–2029)

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Number of IPA III participants engaged in EIGE events	n/a	84	n/a	Lists of participants in EIGE events
	Number of events (regional coordination meetings) with IPA III beneficiaries	n/a	1	n/a	EIGE's events plan
	Number of country datasets collected from IPA beneficiaries on WMID	n/a	7	n/a	Final report of RS03, EIGE/2024/OPER/023 Lot 2
	Number of activities related to action visibility (social media posts, news items, etc.)	n/a	4	n/a	EIGE social media and website

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

The agency is divided into the following units: the Research & Policy Support Unit, the Outreach & Engagement Unit, the Director’s Secretariat and the Administration Unit. The last two units deal primarily with cross-cutting tasks.

Some organisational changes took place in 2025. In order to increase operational effectiveness and to strengthen knowledge management and capacity building particularly in the area of technical assistance, the Director established the Knowledge Management & Capacity Building Team in the Outreach & Engagement Unit. The Team manages knowledge assets such as the website,

coordinates knowledge management activities and supports capacity building for technical assistance, in addition to overseeing the activities under the IPA project.

This section reports on the cross-cutting tasks that support the fulfilment of operational objectives.

1.4.1. Procurement

In 2025, the procurement services in the Administration Unit further improved the effectiveness and efficiency of procurement processes to ensure the completion of the 2025 work programme (part of the SPD).

Procurement procedures were carried out in line with the 2025 procurement plan wherein a 100 % implementation rate was achieved on 31 December 2025. Moreover, in order to support the continuity of EIGE’s services and to procure essential and additional services, a further digitalisation of procurement processes took place with the full use of the internal EIGE contract library. This platform enables the clear identification of all EIGE procurement-related procedures and actively assists project managers and the procurement team in implementing contractual deadlines via automated email alerts. Moreover, the Public Procurement Management Tool (PPMT) was used also for low- and middle-value procedures, in addition to open procedures.

The procurement services delivered eight training sessions, including on contract management, induction to EU public procurement, lessons learned, external experts’ database and social media monitoring in relation to contractual obligations.

Procurement services also helped address the audit recommendations by developing the template for the monitoring of consumption of FWCs while at the same time successfully transitioning to the legal commitments module in the Accrual Based Accounting Tool (ABAC), which enables the recording and monitoring of legal commitments in an automated way, thus reducing the likelihood of human error.

Table 13. Achievement of indicators for activity 1.4.1, procurement and facility management

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Rate of implementation of	> 90 %	100 %	100 %	Procurement plan

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
	the adopted 2025 procurement plan				
	Regular procurement training of EIGE staff	> 1/year	8	100 %	Training material
	Full use of PPMT	Q4	Full use	100 %	PPMT
	Procurement guidelines, lessons learned, and templates kept up to date	> 1/year	3	100 %	Procurement intranet page

1.4.2. Human resources management

In 2025, HR services within the Administration Unit focused on recruiting staff in line with EIGE’s establishment plan, whereby a 100 % occupancy rate was in place on 31 December 2025. In addition, following the adoption of the Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence, three additional posts granted to the Agency for the implementation of the directive were successfully recruited in 2025. Furthermore, two out of three contract agent (CA) posts that were granted via a contribution agreement under the IPA project were also successfully filled. EIGE completed the annual performance appraisal exercise for all eligible staff and ensured that staff members were offered appropriate training opportunities aimed at improving their skills and competencies.

In 2025, HR services continued to streamline internal HR processes and procedures, in light of the implementation of the Staff Regulations and implementing provisions and adopted new modules in Sysper2 (the Commission’s online HR management tool), such as the probations and pensions management modules. New implementing rules were also adopted, including on missions and authorised travel; these rules were duly presented to staff to ensure clarity and consistent application.

Moreover, EIGE implemented relevant actions from its 2022–2027 HR strategy, particularly those related to staff development. A key milestone was the successful completion of the Agency’s competency framework, which provides a structured and transparent basis for recruitment, performance appraisal, learning and development, and career progression. Preparatory steps were also undertaken to conduct a 360-degree leadership assessment in early 2026, aimed at strengthening leadership effectiveness and fostering a feedback-oriented organisational culture.

In the follow-up to the staff engagement survey conducted in 2024, the results of which were presented to all staff in July 2024, the management team, in cooperation with the Staff Committee, established an action plan to address the areas in need of improvement. The action plan was approved by all staff in 2024. In 2025, relevant training activities were delivered in line with this action plan, including sessions on EIGE’s mission and vision in relation to EU and global developments with a focus on EIGE’s mandate and portfolio, mental health and resilience, along with initiatives aimed at strengthening cooperation among units and enhancing communication.

A major milestone for HR in 2025 was the audit of HR management conducted by the Commission’s Internal Audit Service (IAS), which resulted in two very important recommendations. These recommendations aimed to further enhance EIGE’s HR processes, internal controls and compliance framework, thereby contributing to strengthened governance and accountability.

Last but not least, the HR team contributed to the implementation of EIGE’s intersectionality strategy by adopting internal guidelines for transgender inclusion in the workplace and by advancing other diversity and inclusion measures at the Agency. These included the systematic collection of data on the ratio of gender-diverse staff recruited and applicants, supporting evidence-based monitoring and the promotion of an inclusive working environment.

Table 14. Achievement of indicators for activity 1.4.2, human resources management

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Average length of recruitment procedure	< 4 months	2.4 months	100 %	Recruitment plan
	Minimum occupancy rate of TA posts in the establishment plan by the end of 2025	90 %	Full occupancy	100 %	Establishment plan
	Percentage of eligible EIGE staff subject to performance appraisal to undergo evaluation in the 2025 exercise in	100 %	All staff	100 %	HR tool

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
	line with the current implementing rules				
	Average attendance at in-house training	> 75 %	83 %	100 %	Attendance lists
	2022–2027 HR strategy implemented by Q4 2025 in accordance with the action plan set therein	100 %	1 out 34 actions not completed, that of developing the employer branding strategy, which took second place to the development of the competency framework in 2025.	97 %	Report to the management team

NB: TA, temporary agent.

1.4.3. Budget implementation

In 2025, EIGE’s financial and accounting services ⁽⁴⁾ focused on drawing accurate financial statements that presented a fair view of the Agency’s financial performance and on coordinating the budget planning, consumption forecast, budget reviews and transfer of appropriations that led to EIGE achieving higher budget implementation rates.

The challenges posed by the rise in the inflation rate in Lithuania persisted in 2025. This led to additional budgetary needs in Title I caused by the indexation of salaries. Thus, EIGE’s financial services focused on regular budget reviews and close monitoring of budget implementation. The budgetary needs were offset by identifying internal savings.

Despite these challenges, EIGE achieved satisfactory budget implementation rates in 2025. EIGE also performed an *ex post* control exercise, which confirmed the functioning and effectiveness of its internal control system and identified only some minor deficiencies that were promptly addressed.

⁽⁴⁾ EIGE’s accounting officer function has been outsourced to Cedefop as of 1 November 2023.

In terms of efficiency of controls, following the centralisation of financial workflows in 2024, EIGE continued to create efficiency gains of 1 full-time equivalent (FTE) and around EUR 30 000 in 2025. A key activity for 2025 was addressing the audit recommendations, particularly the one related to persistent high levels of carry-overs. In this respect, the finance services defined an action plan, including the early launch of procurement procedures, close monitoring of budget implementation and the adoption of differentiated appropriations for certain budget lines. Differentiated appropriations are provisioned in EIGE's Financial Regulation and are a suitable budgetary structure for the implementation of multiannual projects.

Table 15. Achievement of indicators for activity 1.4.3, budget implementation

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Final accounts adopted by the deadline	1 June	27 May 2025	100 %	Management Board decision
	Minimum rate of budget implementation for commitment appropriations and for payment appropriations by 31 December 2025	> 95 % commitments > 75 % payments	97.6 % commitments 79.5 % payments	100 %	Budget execution reports
	Ex post controls report submitted to the authorising officer	Q4	December 2025	100 %	Ex post controls report

1.4.4. Internal control and audit

In 2025, EIGE received a positive opinion from the European Court of Auditors (ECA) on the reliability of its 2024 accounts and on the legality and regularity of its financial transactions. The audit observations from 2023 have been implemented and closed, except for the one related to high level of carry-overs. In 2025, EIGE was granted budgetary discharge for the 2023 financial year.

In 2025, the IAS conducted an audit of HR management and ethics at EIGE, in line with the 2023–2025 strategic audit plan. The audit was conducted on site during May 2025, and the final report was issued and accepted in September 2025. By the end of 2025, an action plan for the implementation of audit recommendations was agreed upon with the IAS. The IAS issued two very important recommendations that aim to improve and strengthen EIGE’s ethical framework, along with its recruitment, reclassification and internal communication processes.

Finally, the Agency implemented the 2024–2026 anti-fraud strategy in accordance with the action plan set therein. This entailed the establishment of an administrative procedure for the organisation of selection panels to reduce the risk of recruitment fraud, fraud prevention training and the update of procurement guidelines and templates to include stipulations related to the risk of plagiarism.

Table 16. Achievement of indicators for activity 1.4.4, internal control and audit

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Percentage of ECA audit recommendations implemented on time	> 90 %	1 out of 4 recommendations stemming from the 2023 audit closed by the ECA	75 %	ECA audit report
	Percentage of IAS audit recommendations implemented on time	> 90 %	The action plan is being implemented	n/a	IAS audit report
	Assessment report on the effectiveness of internal control system sent to authorising officer	Q1	24 February 2025	100 %	2024 CAAR
	Implementation of 2024–2026 anti-fraud strategy in accordance with the action plan	100 %	All actions implemented	100 %	Management Board progress reports

NB: CAAR, Consolidated Annual Activity Report.

1.4.5. Information and communications technology infrastructure and facility management

In 2025, EIGE's ICT & Facility Management services ensured a level of high-quality ICT support services that enabled EIGE's staff to perform their tasks effectively and securely.

The focus in the ICT area in 2025 was on the implementation of the EU Cybersecurity Regulation and the delivery on the requirements set therein.

In this respect, EIGE conducted an internal cybersecurity assessment and submitted it for review to the Cybersecurity Service for the Union Institutions, Bodies, Offices and Agencies (CERT-EU) on 21 March 2025. Following the initial assessment, EIGE established the cybersecurity framework. This framework was formally adopted on 2 April 2025 by Director's Decision No 346.

Moreover, in collaboration with an external contractor, EIGE conducted a detailed maturity and risk assessment. The results of this assessment were shared with CERT-EU in July 2025.

In order to align with regulatory requirements, EIGE created the inventory of its ICT systems. This inventory was delivered to CERT-EU in October 2025.

On 7 January 2026, EIGE finalised its cybersecurity plan. With these actions, EIGE has ensured full compliance with the Cybersecurity Regulation requirements.

In the area of crisis management, and considering the volatile geopolitical situation, the continued Russian war of aggression against Ukraine and EIGE's location in Vilnius, Lithuania (and thus in proximity to the war zone), the Agency strengthened its liaison with the security officers of the agencies in the Baltic region and participated in crisis simulations organised by the Commission.

Lastly, an internal satisfaction survey performed in 2025 showed a high level of satisfaction with IT services among EIGE staff.

Table 17. Achievement of indicators for activity 1.4.5, ICT infrastructure and facility management

Indicator		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Timely completion of tasks in the 2025–2027 IT strategy	Q4	All actions implemented	100 %	IT strategy
	Number of security breaches in 2025	0	0	100 %	Security incidents register
	Percentage of staff satisfied or very satisfied with IT services based on an annual satisfaction survey conducted by Q4 2025	> 85 %	91.2 %	100 %	Survey report
	Rate of achievement by Q4 2025 of the targets set for reduction of the carbon footprint	< 100 tonnes of CO ₂	67.7 tonnes of CO ₂	100 %	Report
	Average completion time for requests for work submitted (repairs, moves, alterations)	< 5 days	2.5 days	100 %	Requests registered in the document management system

NB: CO₂, carbon dioxide.

1.4.6. Management support assistance

In 2025, under the Director’s leadership, EIGE strengthened its strategic positioning and policy influence by proactively contributing the Agency’s expertise and knowledge in the development of key EU strategies and directives and enhancing the relevance and usability of its evidence-based outputs. Management also advanced internal governance and organisational culture, improving decision-making clarity, communication and psychological safety while embedding efficiency and prioritisation across planning and delivery. Externally, the Agency expanded and consolidated strategic partnerships and resource opportunities, increasing visibility and resilience in a changing political context. The Agency provided targeted communication to partners in support of these efforts, strengthening new and existing relationships.

EIGE continued working with the Agency for Support of the Body of European Regulators for Electronic Communications (BEREC) and the European Union Agency for the Operational Management of Large-Scale IT Systems (eu-LISA) to address shared regional security and staff welfare concerns linked to Russia's war of aggression against Ukraine. The three agencies advanced their coordinated efforts to strengthen crisis-response protocols. Building on their joint outreach to the European Commission in 2024, the agency heads remained engaged throughout 2025 in seeking further guidance and support from the Deputy Director-General for Security, Workplace & Well-being in the Directorate-General for Human Resources and Security and local authorities to reinforce preparedness, staff safety and business continuity. EIGE's leadership also met with the Lithuanian Minister of Foreign Affairs, who separately held a candid discussion with Agency staff on the country's preparedness plans, with a focus on measures concerning diplomatic missions and their staff, expatriate residents and in-country visitors.

The Agency's leadership maintained its regular monthly and quarterly exchanges with staff and continued in 2025 to organise information sessions and workshops to support clarity across staff categories and administrative levels. These sessions provided updates on Agency activities and Management Board developments, clarified internal procedures and approaches and explained new organisational or policy changes.

At the start of the year, staff celebrated 2024's key accomplishments at an engaging Achievement Day event centred on cross-unit collaboration. During its mid-May retreat, EIGE's management focused on maximising the Agency's expert contributions to major EU initiatives while streamlining the use of resources. Internally, management continued to adapt quickly to changing circumstances, maintaining flexible yet accountable governance structures. Staff well-being and security remained a top priority in all management discussions and in exchanges with the Management Board. During the annual Away Day, staff participated in a workshop entitled 'Building our vision for gender equality in the EU', which provided an opportunity for collective reflection on future priorities. A total of 34 executive decisions issued by the Director in 2025 were promptly communicated to staff and published on the intranet.

Table 18. Achievement of indicators for activity 1.4.6, management support assistance

Indicators		Target for 2025	Achievement	Achievement rate (%)	Source of data
Output	Consult and report to the management board	Twice per year	Meetings held: 19–20 June 2025 and 13–14 November 2025	100 %	Summaries of proceedings on the Agency’s website
	Monitoring and review of the project schedule for key programming documents for submission to the Management Board and Standing Committee	Twice per year	Reviewed and updated in Q2 and Q4	100 %	Director’s Secretariat site on the Agency’s intranet
	Communicate management decisions/actions to units, staff consultations	Monthly staff meetings	6 scheduled and held	100 %	Management board wrap-up email to all staff; Director’s messages to all staff; Director’s Secretariat site on the Agency’s intranet
		Quarterly/consultative meetings	4 scheduled and held		

Part II(a). Management

2.1. Management Board and Experts’ Forum

2.1.1. Management Board

In fulfilling its governance mandate in 2025, the Management Board remained committed to ensuring that its decisions maximised the Agency’s contribution to the EU’s gender equality agenda.

Working closely with the Director, the Board reaffirmed its support for the Agency's implementation of the annual work programme and maintained a sustained focus on achieving the planned results for the year. Throughout 2025, the Board remained attentive to the continuing challenges confronting the Agency, including persistent pressure from stakeholders for increased outputs, financial constraints linked to inflation and indexation, and geopolitical instability affecting the wider region.

On 1 June 2025, the Management Board entered its seventh mandate, initiating the scheduled rotation whereby nine outgoing Member State representatives were replaced by nine newly appointed counterparts. In line with the Agency's Founding Regulation, 18 Member States designated by the Council of the European Union, together with one representative appointed by the Commission, commenced their new three-year term on the Board, ensuring continuity of governance while bringing renewed perspectives to EIGE's strategic oversight.

At the outset of the new mandate, the Management Board Secretariat facilitated a comprehensive online induction session on 16 June, introducing incoming members to the Board's administrative duties, decision-making procedures and statutory responsibilities. The session provided both retrospective and forward-looking briefings on EIGE's programming, reporting cycles and strategic priorities. It ensured that all members – regardless of prior experience – had a clear understanding of the Agency's governance framework and operational context.

During its first formal meeting on 19–20 June 2025, the newly constituted Board organised its internal governance structure for the mandate. Members elected a Chair and Vice Chair, appointed three Member State representatives to the Standing Committee and designated two reporting officers responsible for overseeing the Director's annual performance appraisal. These appointments laid the institutional foundation for effective oversight across the three-year term.

On 19 June, the outgoing Chair formally transferred governance responsibilities to the newly appointed Management Board. The handover included an overview of key developments and lessons learned during the sixth mandate, along with expectations and strategic considerations for the forthcoming term. Shortly after the election of the new Chair and Vice Chair, the Secretariat convened an in-depth orientation session tailored to their leadership roles, covering responsibilities, procedural duties and mechanisms for cooperation with the Director and the Standing Committee.

With Helena Valas (Slovenia) elected as Chair on 20 June 2025, the Management Board held its regular plenary sessions and Standing Committee meetings throughout the year. These meetings focused on standard governance matters while also addressing strategic considerations necessary for guiding the Agency's future work. The Agency supported the Board with extensive analytical material and briefings, drawing on consultations, data collection and engagement with institutional partners.

Under the Chair's leadership, the Board also monitored the Agency's implementation of recommendations arising from the 2022 external evaluation and updated its own action plan (March 2022–March 2027) to incorporate new measures. Of particular significance was the Commission's position regarding the timeline for potentially initiating a revision of EIGE's Founding Regulation, which it considered unfeasible before the conclusion of the 2028–2034 MFF negotiations. In view of this and other influential factors, the Board expressed deep disappointment that streamlining the regulation for efficiency was unlikely before 2030, despite the considerable efforts made since 2022 to advance the process swiftly.

During 2025, the Management Board adopted a comprehensive set of routine corporate decisions, including:

- adoption of the 2026–2028 SPD and the 2026 budget;
- the analysis and assessment of the 2024 Consolidated Annual Activity Report;
- a favourable opinion on the annual accounts for the 2024 financial year; and
- adoption of an amendment to the Management Board's working languages.

In response to continued pressure on the Agency's budget resulting from indexation and cost-of-living factors, the Board endorsed the Director's proposal to adjust the 2025–2027 SPD, enabling a strategic reshuffling of priorities to ensure statutory compliance and operational stability within the 2025 annual budget.

The Board further authorised the Chair to sign the updated Mission Charter of the Internal Audit Service of the European Commission for the European Institute for Gender Equality (2025) once available.

Building on the compilation of rules governing staff rights and obligations under the Staff Regulations, the Management Board adopted amendments to the rules on the Temporary Occupation of Management Posts and on Learning and Development. It also adopted new rules analogous to the Commission's framework on missions and authorised travel.

Acting on a recommendation by the European Data Protection Supervisor, the Board replaced the Agency's ad interim data protection officer (DPO), appointing a new DPO to take up duties on 1 January 2026 for a three-year term. In November, the Board received the outgoing DPO's annual report for 2025. The Board remained concerned, however, that the Agency's establishment plan does not foresee a dedicated post for the DPO function, given the scope and importance of the role.

Throughout the year, the Agency met its obligations to update the Board on the implementation of the annual work programme, the execution of the budget, the results of audits and evaluations (including ECA, IAS and other assurance layers) and other issues of strategic relevance. The Director maintained regular communication with the Chair, providing information on operational risks, internal control matters, crisis preparedness, business continuity planning and staff well-being initiatives. Any issues with potential impact on performance or compliance were promptly brought to the Board's attention.

Management Board members upheld their commitments to transparency and accountability by regularly updating their declarations of interests and observing the established procedures during meetings and written procedures.

In agreement with the Commission, the Management Board continued to adopt the necessary implementing measures pursuant to Article 110 of the [Staff Regulations of Officials and the Conditions of Employment of Other Servants](#), ensuring that EIGE's internal rules remained fully aligned with the applicable legal framework.

2.1.2. Experts' Forum

In 2025, EIGE operated within the sixth term of the Experts' Forum, which commenced on 1 December 2024 and will run until 30 November 2027. The Experts' Forum is EIGE's advisory body, providing expert knowledge and guidance in the field of gender equality. The Experts' Forum is composed of representatives from national institutions and organisations specialising in gender equality, along with members nominated by the Parliament and the Commission. It represents all Member States and brings together experts with profound knowledge of gender equality and/or gender mainstreaming. Following the recommendations of the second External Evaluation of EIGE in 2022 and subsequent analysis by EIGE's Management Board, the current term of the Experts'

Forum has broadened its membership to ensure balanced representation not only from national governmental bodies, but also from national civil society organisations, academia, equality bodies and gender equality knowledge centres. This wide range of expertise ensures that EIGE receives high-quality, comprehensive advice and guidance to support the Agency's work.

Throughout the year, EIGE promoted regular and active engagement with Experts' Forum members. In June 2025, the 31st meeting of the Experts' Forum took place in Vilnius and online. This was the second meeting of the sixth term and was well attended. During the meeting, Experts' Forum members exchanged views on the future EU gender equality strategy, a key policy initiative of the Commission. The discussion built on insights from the EIGE–DG Justice and Consumers workshop held in Vilnius in May and focused on emerging trends, strategic challenges and priority areas for action at both the EU and national levels. The outcomes of these exchanges were communicated to the Commission in the context of preparations for the new EU gender equality strategy.

During the meeting, EIGE experts also presented recent and ongoing work and invited Experts' Forum members to express interest in contributing to major Agency projects planned for 2025–2026. These included peer reviews of studies, contributions to the EU-GBV survey communication campaign, and activities under the Communications Lab project.

In relation to the latter, an additional online meeting with Experts' Forum members was organised in November 2025, during which the Communications Lab workbook 'How to communicate for change: A workbook to help end violence against women' was presented and discussed. Members welcomed the opportunity to engage with this practical tool, which supports communication and public awareness-raising on the topic of violence against women.

Throughout the year, Experts' Forum members supported several of EIGE's projects by providing their knowledge and expertise. This included contributions to the review of the implementation of the BPfA, the conceptual and methodological update of the Gender Equality Index, and work on the gender-neutral job evaluation toolkit, among other activities. The inputs provided by Experts' Forum members contributed significantly to the quality and relevance of EIGE's work.

EIGE values the active engagement and expert support of the Experts' Forum members throughout 2025 and looks forward to continuing this constructive cooperation in 2026.

2.2. Major developments

In 2025, EIGE consolidated its role as the EU's centre of expertise on gender equality by strengthening its stakeholder engagement and organisational resilience.

Reinforcing policy impact and strategic positioning

EIGE proactively contributed its expertise and evidence to the development and implementation of key EU strategies and legislative initiatives, including the implementation of the Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence. By ensuring that its analytical outputs were timely, targeted and user-oriented, the Agency further enhanced the relevance, usability and policy uptake of its work across EU institutions and Member States.

In a rapidly evolving political context, the Agency expanded and consolidated strategic partnerships and resource opportunities, thereby increasing its visibility and resilience. EIGE strengthened cooperation with key EU institutions, including the Commission and the Parliament, by providing evidence-based inputs to major policy initiatives such as the EU gender equality strategy 2026–2030, the EU anti-poverty strategy and the 2025 EU strategic foresight report, and by contributing to parliamentary debates and committee hearings. The Agency also reinforced partnerships with Member States through close collaboration with the Polish and Danish Presidencies of the Council of the European Union and through early engagement with upcoming presidencies, including Cyprus, Ireland and Lithuania. In addition, EIGE expanded cooperation with international organisations such as UN Women, the Council of Europe and the WHO Regional Office for Europe, and deepened collaboration with EU agencies including Eurofound, FRA, Cedefop and Eurojust. Targeted communication with institutional partners and stakeholders supported these efforts, strengthening long-standing relationships and enhancing the Agency's visibility in EU policy debates.

Strengthening crisis preparedness and regional cooperation

EIGE continued its close cooperation with BEREC and eu-LISA to address shared regional security and staff welfare concerns linked to Russia's war of aggression against Ukraine. The three agencies advanced coordinated crisis response protocols and reinforced preparedness measures.

Building on their joint outreach to the Commission in 2024, the Agency heads remained actively engaged throughout 2025 in seeking further guidance and support from the Commission and from local authorities. These efforts aimed to strengthen staff safety, security awareness and service continuity planning.

EIGE's leadership also met with the Ministry of Foreign Affairs of Lithuania. The Lithuanian Minister of Foreign Affairs held a candid discussion with Agency staff on national preparedness plans, focusing in particular on diplomatic missions and their staff, expatriate residents and in-country visitors. These exchanges reinforced transparency, reassurance and situational awareness among staff.

Key organisational developments

In 2025, EIGE delivered a series of key organisational and governance milestones strengthening its operational capacity and compliance framework.

EIGE achieved 100 % implementation of the annual procurement plan and significantly advanced digitalisation through the full deployment of the internal contract library, expanded use of the PPMT and ensured the successful transition to the ABAC legal commitments module, enhancing automation, transparency and control.

The HR team ensured full staffing in line with the establishment plan and successfully recruited additional posts linked to the implementation of the EU directive on combating violence against women and domestic violence. A major strategic milestone was the completion of EIGE's competency framework, providing a structured basis for recruitment, performance appraisal, development and career progression. HR also strengthened diversity and inclusion through the adoption of internal guidelines for transgender inclusion and the systematic monitoring of gender diversity data.

Financial management remained robust despite inflationary pressures. EIGE achieved satisfactory budget implementation, implemented targeted measures to address high carry-overs, generated efficiency gains following workflow centralisation and confirmed the effectiveness of its internal control system. The Agency received a positive opinion from the ECA on the reliability and regularity of its accounts and was granted discharge for the 2023 financial year. Implementation of the 2024–2026 anti-fraud strategy further strengthened preventive controls.

In ICT, EIGE fully implemented the requirements of the EU Cybersecurity Regulation, establishing and formally adopting a cybersecurity framework, conducting risk and maturity assessments, delivering a complete ICT systems inventory and finalising its cybersecurity plan. These actions ensured regulatory compliance and substantially reinforced the Agency's cybersecurity and crisis preparedness despite the limited resources and the absence of a post for cybersecurity officer that is essential for maintaining a strong cybersecurity system.

Overall, EIGE's management ensured that the Agency's administrative, financial and governance systems functioned effectively and provided a sound basis for the delivery of its mandate, giving reasonable assurance on the robustness, compliance and performance of the Agency's operations.

2.3.1. Budget and procurement

EIGE's 2025 budget was initially planned based on 2024 estimates, and the requested amount that was subsequently approved in the budgetary procedure was EUR 10 485 107.40. Due to the continued rise in inflation in the EU in 2025, the correction coefficient went up to 87.4 %. This created a budgetary need in the last quarter of 2025. The budgetary need was offset by identification of internal savings and the reprioritisation of certain activities.

The 2025 budget, including revenues, was EUR 11 910 868.89. This amount includes 1 425 000 from the Commission pre-financing under Contribution Agreement EU No 700003298. The final 2025 budget, which reflects all transfers, was published in the *Official Journal of the European Union* ⁽⁵⁾ in March 2025.

The inflationary situation in 2025 put strains on EIGE's budget implementation capabilities. Thus, the focus during the reporting period was on regular budget reviews and close budget monitoring, while also facilitating the closer monitoring of procurement execution deadlines and strengthening inter-unit cooperation and enhancing skills in the area of financial management. Particular efforts were put into identification of internal savings and the reprioritisation of activities, without compromising the achievement of core activities or the quality of the outputs produced.

⁽⁵⁾ Statement of revenue and expenditure for the 2025 financial year – European Institute for Gender Equality (EIGE) (OJ C, C/2025/1141, 31.3.2025, ELI: <http://data.europa.eu/eli/C/2025/1141/oj>).

Also, efforts were put towards reducing the level of carry-forwards in 2025, following the ECA finding of high-level carry-overs in 2024. Actions such as early and regular monitoring of the contract launch and implementation were taken. However, due to the nature of some projects, the ability to reduce carry-overs in 2025 was limited.

Specifically, the following measures were taken in the area of financial management:

- bi-weekly budget monitoring meetings were held, and monthly budget implementation reports were produced;
- the detailed planning and monitoring of procurement procedures were carried out in line with the SPD;
- procurement guidelines for staff, including checklists, internal timelines and procedural steps, were updated to improve the quality of the documents produced in the framework of procurement actions;
- the PPMT was used fully for low-value, middle-value and open procedures;
- training on lessons learned and on contract management (i.e. procurement case-law analysis) was provided;
- training on budget management was provided;
- electronic flows were used for all procurement and financial files;
- the contracts library was established.

As a result of these measures, satisfactory levels of budget implementation were achieved in 2025, namely 97.68 % (99.47 % in 2024) of committed appropriations and a payment appropriations rate of 79.50 % (81.10 % in 2024). Furthermore, 98.16 % of payments were made within the legal due date (99.07 % in 2024). No interest due to late payments was paid in 2025. Further information on compliance with the payment time limits and on the suspension of the time limits is provided in Annex II.

Budget transfers

In 2025, 14 transfers between titles were made, amounting to EUR 791 029.51 (transfers of EUR 420 555.15 in 2024). EIGE performed two transfers in Title I (five transfers in 2024), four transfers in Title II (eight transfers in 2024) and zero transfers in Title III (two transfers in 2024). Aside from this, three transfers were made involving budget lines from different titles but without falling into the category of transfer between titles (three in 2024). More detailed information is presented in Annex II.

Two budget transfers required prior approval by the Management Board, in accordance with Article 26 of the Financial Regulation, as they exceeded the 10 % threshold for transfers between budget Titles.

Carry-overs from 2024 (C8)

The payment of funds in administrative and operational appropriations (C1) carried forward from 2024 was 98.27 % (96.09 % in 2024), following the trend in previous years (97.64 % in 2023 and 96.98 % in 2022).

Carry-overs to 2026 (C1)

The operational appropriations (fund source C1) carried over to 2026 amounted to 56.02 % (50.18 % to 2025). The percentage of administrative carry-overs to 2026 was at similar levels for Title I and Title II (0.16 % and 17.32 %, respectively) compared with administrative carry-overs to 2025 (0.60 % and 18.92 %, respectively). The administrative and operational appropriations carried over to 2026 amounted to 18.18 % (18.47 % in 2025) (see Annex II).

Amount to be paid back to the European Commission (surplus)

The amount to be transferred back to the Commission is EUR 273 383.88 (EUR 116 551.74 in 2024), below the threshold of the accepted 5 %.

Revenue and expenditure

Revenue in 2025 amounted to EUR 11 910 868.89 (EUR 9 435 482.28 in 2024), from which the EU contribution amounted to 88.03 % (99.96 % in 2024).

Expenditure in 2025 amounted to EUR 11 685 746.61 (EUR 9 405 884.73 in 2024), with EUR 6 540 363.13 in Title I (EUR 5 156 713.71 in 2024), 1 642 391.11 in Title II (EUR 1 351 339.21 in 2024) and EUR 3 502 992.37 in Title III (EUR 2 897 831.81 in 2024).

The Agency's balance sheet as of 31 December 2025 and the statement of financial performance are presented in Annex VIII.

Public procurement

For the purpose of this document, the term 'contract' refers to contracts awarded following open, very low-, low- or medium-value negotiated procedures, external experts' contracts and specific

contracts resulting from interinstitutional/joint procurement procedures under the EU Financial Regulation, which is applicable to the general budget of the EU and the financial rules of EIGE.

In 2025, EIGE's procurement procedures complied with the principles of transparency, proportionality, equal treatment and non-discrimination. All public procurement contracts were tendered on the broadest possible basis, while, for negotiated procedures below the directive's thresholds (very low-, low- and medium-value contracts), the Agency invited at least the minimum number of candidates to ensure a balance between publicity and proportionality. During 2025, there were no legal actions brought against EIGE, and no exceptional negotiated procedures were carried out.

In line with the implementation of the annual work programme set out in the 2025–2027 SPD ⁽⁶⁾, 40 operational procurement procedures were completed during 2025 for a total of EUR 2 811 932.32 (Figure 5). These included three open procedures resulting in a direct contract, four negotiated procedures below the directive's thresholds and 33 order forms / specific contracts under FWCs (Figure 6). In addition, EIGE signed six framework service contracts (total ceiling amount of EUR 8 105 00.00) and six interinstitutional framework service contracts (total ceiling amount of EUR 682 350.00) as a participating contracting authority. EIGE also concluded two contracts with external experts' worth EUR 17 200.00.

Figure 5. Proportion of the budget accounted for by operational procurement procedures in 2025

⁽⁶⁾ EIGE, 'Single programming document 2025–2027', 27 January 2025 (amended 9 December 2025), https://eige.europa.eu/about/documents-registry/single-programming-document-2025-2027-amended?language_content_entity=en.

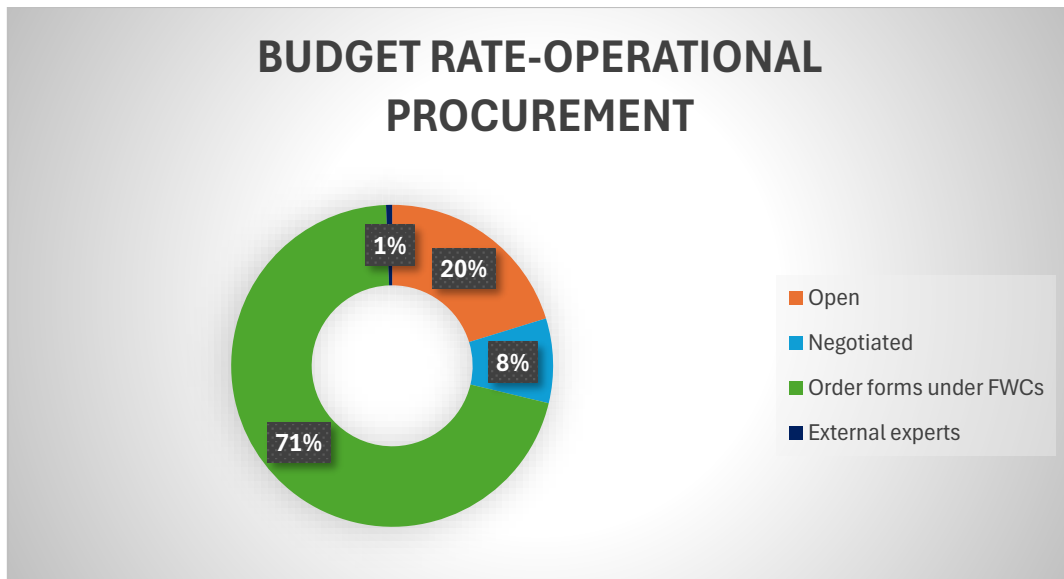
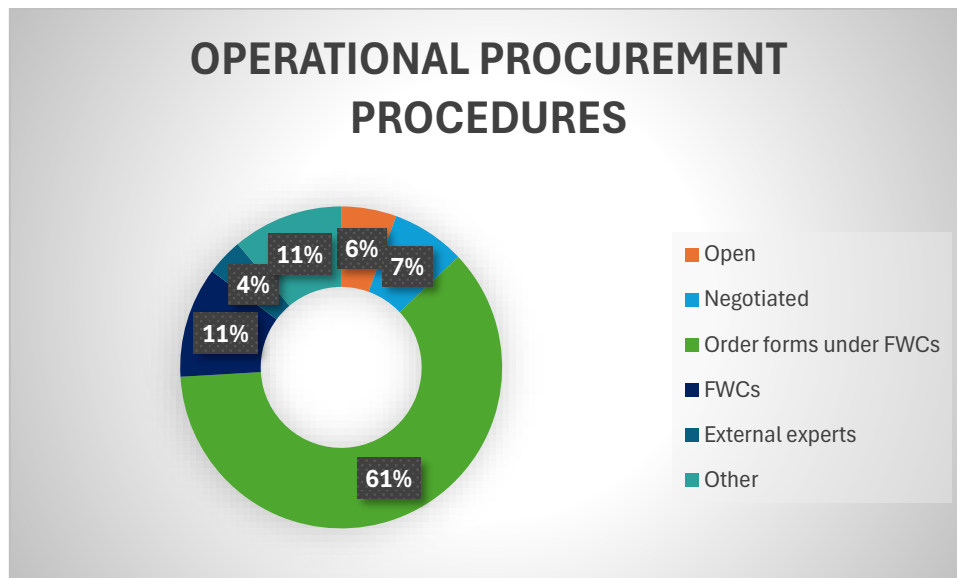


Figure 6. Proportion of operational procurement procedures in 2025



In 2025, 41 administrative procurement procedures were concluded for a maximum total of EUR 644 330.56 (Figure 7).

These included eight negotiated procedures below the directive’s thresholds with a maximum value of EUR 68 563.05 (Figure 8). The Agency signed 33 order forms under FWCs amounting to EUR 575 767.51.

In addition, EIGE signed three FWC contracts (total ceiling amount EUR 110 000).

Figure 7. Proportion of the budget accounted for by administrative procurement procedures in 2025

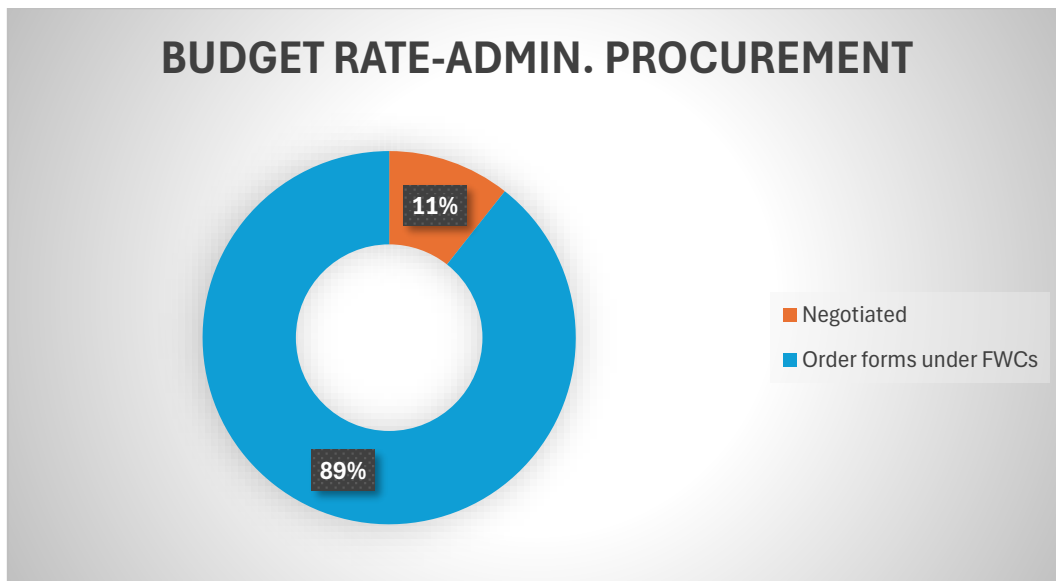
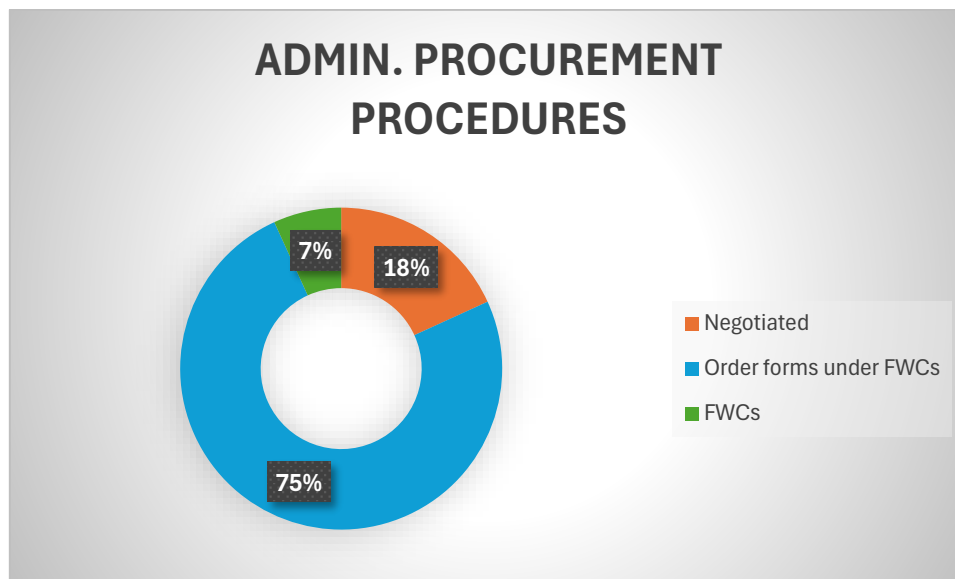


Figure 8. Proportion of administrative procurement procedures in 2025



2.3.2. Information on grants, contributions and service-level agreements

On 15 July 2025, the Agency and DG Enlargement and Eastern Neighbourhood signed Contract No 700003298 under the Commission Implementing Decision of 24 June 2025 on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye for 2024, part of regional programme 'EU4 Social inclusion'. The implementation period of the action is 48 months, with total eligible costs for the full action period totalling EUR 1 500 000.00. The budget covers the

salaries of three CA posts. The action will support the development and maintenance of gender equality indices in the region, along with project partners' work on standardised administrative data on violence against women, and will continue the collection and inclusion of IPA project countries' data on WMID in EIGE's Gender Statistics Database and the identification of good practices and use of gender mainstreaming methods and tools. This will strengthen their capacity to monitor and mainstream gender equality and facilitate regional cooperation.

2.3.3. Control results

In addition to the audit of the annual accounts performed by the ECA (see the results presented in Section 2.7.2), EIGE's 2024 accounts were audited in 2025 by an external independent auditor in line with Article 104 of the EIGE Financial Regulation. The audit did not identify any material findings.

In addition, EIGE conducted an *ex post* controls exercise in December 2025 in line with the procedure for performing *ex post* controls adopted by Director's Decision No 362 of 1 December 2025. A total of 1 800 control operations were performed on a sample of 40 transactions with a total value of EUR 1 249 010. The results show that the internal control system in place ensures the compliance of the transactions with the financial rules and with the internal procedures. The report included five recommendations related to minor deficiencies that were promptly addressed.

2.3.4. Costs and benefits of controls

The assessment of the cost of controls was conducted on the basis of the Commission guidance on the estimation, assessment and reporting on the cost-effectiveness of controls – Directorate-General for Budget updated edition – December 2020.

For the purpose of the exercise, the following control systems were considered.

- **Procurement.** This system is used for the procurement process and contract management operations.
- **Reimbursements.** HR and mission reimbursements are managed using this system.
- **Payroll.** This system is used for the payment of staff salaries and entitlements and other payroll operations such as regularisations and social contributions.

- **Ex post controls.** As all audits are externalised (ECA, IAS and external audit consultancy), only internal costs related to the coordination of audits and the annual *ex post* controls exercise were considered.
- **Grants.** The Agency does not manage grants, so this system was not included.

The assessment focused on controls in financial management, specifically on the control operations pertaining to the following financial roles: financial initiation, financial verification, financial authorisation (including the delegated authorising officer role) and checks performed by the procurement officer. The accounting services are outsourced to Cedefop.

The assessment exercise involved the following:

- the identification of staff members pertaining to the control functions;
- the identification of time spent on controls in terms of FTEs;
- the calculation of the cost of controls (based on average salary (?)) in grade multiplied by the FTE using EIGE's activity-based management (ABM) tool);
- cost aggregation per category;
- the assessment of the cost of controls against the funds managed (expenditure in 2025) in each category (for *ex ante* controls);
- the assessment of the cost of controls against the budget controlled for *ex post* controls;
- the presentation of the results in the overview table.

(?) EIGE's ABM tool assigns overheads based on the FTE allocation, and therefore only costs of salaries were considered.

Table 19. Overview of cost of controls

Relevant control system	Ex ante controls			Ex post controls			TOTAL		
Title	Cost of controls (EUR)	Funds managed (EUR)	Ratio (%)	Cost of controls (EUR)	Budget controlled (EUR)	Ratio (%)	Cost of controls (EUR)	Funds managed (EUR)	Ratio (%)
Payroll	11 499	5 204 999	0.22	–	–	0.00	11 499	5 204 999	0.22
Reimbursements	21 052	959 384	2.19	–	–	0.00	21 052	959 384	2.19
Procurements	27 951	3 503 000	0.80	8 894	1 245 275	0.70	36 845	8 163 698	0.45
TOTAL	60 502	9 667 383	0.62	8 894	1 245 275	0.70	69 396	14 328 081	0.48

Assessment

a. Effectiveness

Ex post checks on the legality and regularity of transactions are performed annually by the ECA and by an independent external auditor. At the time of the drafting of this report, the ECA audit of the 2025 accounts was still ongoing. In the report on the audit of the 2024 accounts, the Court did not issue any findings related to the legality and regularity of transactions with a materiality that would qualify its opinion.

The ratio of the cost of controls for payroll operations to the funds managed is very low – only 0.22 % (0.02 % in 2024). It is to be noted that this area is also subject to controls by the Paymaster Office of the European Commission.

EIGE's financial portfolio consists of segments with a relatively low error rate. This is thanks to the inherent risk profile of the projects and the performance of the related control systems. Low-value transactions are linked to a higher probability of error due to the short financial workflows employed; however, the impact is very low. These types of payments occur mostly in the area of reimbursements where the ratio between the cost of controls and funds managed is 2.19 % (relatively high compared with the other two control systems, but, overall, very low compared with the total funds managed, 0.1 %).

b. Efficiency and cost-effectiveness (economy)

Efficiency is achieved by yielding the best results with the resources employed. The principle of economy requires that the resources used by EIGE in the pursuit of its activities be made available in due course, in an appropriate quantity, with an appropriate quality and at the best price. This subsection outlines the indicators used to monitor the efficiency of the control systems.

Qualitative analysis of the management review of the registry of exceptions and internal control weaknesses

The exceptions registered are analysed to identify specific areas of concern and actions for improvement, assisting the decision-making process. In addition, they enable management to handle exceptional circumstances with a reasonable degree of flexibility and in a transparent and justified way. The annual analysis of the level of compliance with the internal control framework (ICF) includes qualitative analysis and actions for improvement.

In 2025, two exceptions were registered with a materiality below EUR 15 000.

Moreover, EIGE regularly implements preventive measures together with internal awareness-raising activities, such as regular presentations and training sessions for staff members in the area of ethics and integrity and fraud prevention.

Ex ante controls on procurement procedures

All procurement procedures were subject to an *ex ante* review before the launch of the call for tenders.

Issues identified and tackled have been recorded as lessons learned. The procurement team also developed a list of procurement red flags, which serves as fraud prevention tool.

Ex post controls on procurement are conducted annually by the ECA. In its latest report, the ECA did not identify material findings related to procurement that would qualify its opinion. The controls are therefore considered effective, and the ratio between the cost of controls and the funds managed is very low: 0.80 % (0.61 % in 2024).

Results of the *ex post* controls exercise

In 2025, EIGE conducted an *ex post* control on payments. A total of 1 800 control operations were performed on a sample of 40 transactions with a total budget controlled of EUR 1 249 020. The results show that the internal control system in place ensures the compliance of the transactions with the financial rules and the internal procedures. The report included five recommendations to enhance the internal controls to address minor deficiencies. The costs of *ex post* controls in 2025 are low, with a ratio of just 0.70 % of the budget controlled.

Activity-based budgeting

EIGE programs and monitors the resource consumption by employing an ABM approach. For this, EIGE uses an ABM tool that consists of activity-based budgeting and activity-based costing functionalities. EIGE used the costing functionality to calculate the cost of its activities in 2025. The results are presented in Annex V.

2.4. Delegations and subdelegations

A delegation of power for budget implementation in the capacity of an authorising officer by subdelegation (AOSD) was issued by the Director in 2024 to the head of the Research & Policy Support Unit for a maximum amount of EUR 500 000 for an unlimited period for Titles I and II, and a period limited to one year for Title III, valid until 11 December 2025, with a ceiling of EUR 500 000. The delegation was renewed on 8 December 2025, with validity until 11 December 2026, according to the same conditions.

In 2024, the Director also delegated the power of budget implementation in the capacity of an AOSD to the head of the Outreach & Engagement Unit for a maximum amount of EUR 500 000 for an unlimited period for Titles I and II, and a period limited to one year for Title III, valid until 8 February 2025, with a ceiling of EUR 500 000.

In addition, in 2024, the Director delegated the power of budget implementation in the capacity of an AOSD to the head of the Administration Unit for a maximum amount of EUR 500 000 for an unlimited period for Titles I and II, and a period limited to one year for Title III, valid until 31 March 2025, for an amount of EUR 500 000. On that delegation's expiry, the Director issued a new delegation for budget implementation in the capacity of an AOSD to the head of the Administration Unit for a maximum amount of EUR 500 000 for an unlimited period for Titles I and II, and a period limited to one year for Title III, valid from 1 April 2025 to 31 March 2026, for an amount of EUR 500 000.

2.5. Human resources management

During 2025, different initiatives helped to consolidate the working environment while not forgetting the prolonged concerns for the safety and well-being of EIGE staff resulting from the Russian war of aggression against Ukraine.

Hybrid working arrangements featuring telework continued to be widely used, even as the scope for greater interaction among staff at the office was evident through various meetings, learning and development opportunities and social interaction.

The chart in Annex III presents an overview of the organisational structure at the end of 2025. During the year, EIGE sought to ensure:

- full occupancy of available posts by securing timely replacements for CAs and trainees – as the need arose, in anticipation of staff and trainees' departures and in line with established standards for selection and recruitment procedures;
- the implementation of existing policies and procedures, such as applicable staff rights and entitlements, and adapting HR-related policies such as those related to missions and authorised travel while sustaining the institutional commitment to enabling career development opportunities, including learning and development activities and the JHAAN staff exchange initiative.

The occupancy rate of EIGE's establishment plan (Annex IV) at the end of 2025 was maintained at full capacity, and no temporary agent (TA) left the Agency in 2025. This follows the trend of an

establishment plan turnover rate of 0 % in 2024 and an improvement from the 4 % turnover rate in 2023 and 11 % in 2022.

While significant recruitment by larger and better-resourced EU agencies offering higher starting grades and the widespread perception of better long-term career opportunities elsewhere both remain a challenge, EIGE has nevertheless been able to attract candidates of quality in sufficient numbers to fill its vacancies.

During 2025, four selection procedures for CA posts were launched; of these, two were concluded with offers duly accepted by the chosen candidates and two were still pending at the end of the year. The Agency was also able to fall back on existing reserve lists to complete its recruitment requirements in 2025.

During 2025, no calls were launched in connection with seconded national expert (SNE) posts, while four calls were made for traineeship applications.

Excluding applications for traineeships and SNE posts, EIGE received 483 applications for CA posts in response to its calls for applications closing before the end of 2025. Of these, 83.8 % were submitted by women, 15.5 % by men and 0.74 % by non-binary candidates.

Moreover, of the 1 114 applications received in response to the four calls for traineeships, 84.92 % of applications were submitted by women, 13.64 % by men and 1.69 % by candidates who identify as non-binary. In the context of its HR strategy, EIGE's efforts to attract underrepresented applications continues.

It is evident that a structural gender divide in subject choices at tertiary-level education remains entrenched, presenting EIGE with an ongoing challenge to improve the gender balance within its ranks. The overall gender imbalance in statutory staff numbers at EIGE was 74:26 at the end of 2025. Meanwhile, the gender balance secured in EIGE's management team in 2021 has since been maintained. As the Agency reaches out to broader audiences to promote a more diverse staff body, the commitment to ensuring that all vacancy announcements feature gender-sensitive language remains in place.

Annex IV details the distribution of staff by Member State. As of 31 December 2025, 20 of the 27 Member States were represented at EIGE (there were 19 Member States represented in 2022 and

2023 and 17 in 2024). Lithuania maintained its position as the most represented (30.2 %), followed by Spain (11.3 %) and Italy (7.5 %).

During the year, EIGE's management, with support from HR services, sustained efforts to enhance the working environment. Respect and integrity, team spirit and cooperation across the units were combined to strengthen staff's understanding of and support for a zero-tolerance stance on psychological and sexual harassment.

As part of EIGE's commitment to career development, 35 annual staff appraisals based on performance objectives for 2024 were completed in 2025, and these were followed by the reclassification of four TAs and five CAs.

Commitment to competency development and the training of staff is central to increasing the Agency's knowledge, capabilities and skills. To promote and facilitate professional development, 28 different group training programmes were organised in 2025, while 26 statutory staff members undertook 57 individual training courses throughout the year.

EIGE continued to promote language training in 2025 for its TAs, CAs and SNEs, reimbursing up to EUR 500 per staff member. In total, 17 requests were made by members of staff to take classes in various EU languages, notably English, French, Italian, Lithuanian and German.

In line with the Framework Financial Regulation in force, which sets out the obligation for EU agencies to carry out a benchmarking exercise, EIGE carried out a benchmarking and screening exercise, following the Commission's methodology adapted for agencies. The exercise showed that, in 2025, 81.1 % (2023: 80.6 %) of all staff worked on operational tasks, and 12.25 % (2024: 11.6 %) delivered administrative support. The remaining 8.52 % (2024: 7.7 %) of staff performed a 'neutral' function. Details are presented in Annex IV.

2.6. Strategy for efficiency gains

In 2025, EIGE maintained close cooperation with EU agencies and sought further synergies where appropriate. EIGE has established cooperation with FRA, based in Vienna, and Eurofound, based in Dublin, for research and communication activities, in particular. In 2025, EIGE also initiated a closer cooperation with Cedefop, based in Thessaloniki, in light of EIGE's study *Breaking Barriers, Building Resilience in the EU: Gender equality for a future-ready workforce*.

In 2025, EIGE remained an active participant in the JHAAN and joined other Justice and Home Affairs agencies in supporting Member States and EU institutions in responding to the Russian war of aggression against Ukraine and helping people affected and displaced by the war. In respect of this, EIGE contributed to the joint JHAAN paper on Justice and Home Affairs agencies' contributions to EU solidarity with Ukraine. EIGE hosted colleagues from eu-LISA, the European Union Drugs Agency (EUDA) and the EUAA at EIGE as part of Justice and Home Affairs staff exchange programme; while several EIGE colleagues visited FRA, EUDA, EUAA and Frontex to learn from their expertise and work. EIGE was also involved in the activities of EU-ANSA, in particular with the quantitative survey data cluster, the socioeconomic cluster and the futures cluster. As member of the futures cluster, EIGE participated in the 'Multi-agency horizon scanning for preparedness and future-proof strategy development in a one-health approach' project.

EIGE also actively participated in the activities of EUAN: it engaged in the exchange of information in different clusters; it responded to requests for information in a timely manner; and it engaged in discussions on the agencies' involvement in EU policies, EU agencies in a changing context (opportunities and challenges), EUAN administration of excellence and other relevant topics, such as a future-proof EUAN structure and governance.

Furthermore, following an independent external consultancy review of the Agency's project management methodology (i.e. the project-led organisation (PLO) approach), in 2024, EIGE's management decided to further simplify and streamline the PLO tools and methodology. The processes and templates were revised in 2025 with the aim of making the PLO approach more agile and adapted to EIGE's organisational needs.

As regards internal efficiency gains, EIGE further digitalised its work through the development or adoption of tools, such as Sysper2 (modules on probations and pensions) and the e-recruitment tool (online application tool), and through the development of a contracts' library.

In the area of resource management, EIGE adopted the competency framework, thus ensuring a clear structure for understanding the skills, knowledge and behaviours required for each role within the organisation. By defining what competencies are needed, managers can more effectively align employees with tasks, identify skill gaps and plan for future workforce needs. This not only improves resource allocation, ensuring the right people are in the right roles, but it also supports

performance management, learning and development, and succession planning by setting clear expectations and pathways for growth.

Moreover, the competency framework helps EIGE align its human resources with strategic goals. By linking competencies to organisational priorities, it ensures that employee capabilities directly support strategic objectives. It also enhances transparency and fairness in HR decisions, improving engagement, retention and overall workforce efficiency. In essence, it transforms resource management from reactive staffing into a strategic, data-driven process that optimises both individual and organisational performance.

The centralisation of financial workflows brought significant efficiency in 2025. By having consolidated financial initiation and verification in the Administration Unit, EIGE ensured consistency in financial practices, reduced duplication of efforts and minimised the risk of errors or compliance breaches. It allowed for better oversight expenditure, making decision-making faster and more accurate. Centralisation also enabled EIGE to leverage limited resources more effectively, as a dedicated team could specialise in financial management rather than having fragmented responsibilities across units. In real terms, EIGE estimates that savings amounting to 1 FTE, and EUR 30 000 were induced by the centralisation of workflows.

Regarding shared services, EIGE used the accounting services of Cedefop in 2025 and the services of Eurofound for its DPO role (until 31 December 2025).

2.7. Assessment of audit and ex post evaluation results during the reporting year

2.7.1. Internal Audit Service

The IAS conducted an audit of HR management and ethics at EIGE in 2025. The objective of the audit was to assess the adequacy of the design and the effective and efficient implementation of the governance, risk management and internal control systems put in place by EIGE for the management of HR and ethics, in compliance with the applicable rules and regulations.

The scope of the audit covered the adoption and enforcement of legal requirements, the HR function, the planning and allocation of HR, selection and recruitment, staff career development, internal communication and ethics.

The fieldwork was finalised on 27 May 2025. The final report was issued in September 2025.

The IAS concluded that, although the processes related to HR management and ethics in EIGE are adequately designed overall, two very important weaknesses were identified, impacting the effectiveness and efficiency of the processes. In particular, the IAS identified the following ‘very important’ issues.

- There are gaps in the HR framework as follows: the workflow for adopting HR rules is not always respected, and the documentation of this process is neither structured nor easily accessible; the Court of Justice of the European Union register is not updated by the Agency. Additionally, there is no Joint Committee; the competency framework was started but is not finalised; and job descriptions are not regularly updated. Finally, there are no instructions for storing and accessing sensitive HR-related information, which were observed to be physically accessible without supervision in the office where it is kept.
- Contrary to its own rules on the prevention of fraud, corruption and any illegal activity detrimental to the EU’s interests, and on administrative and disciplinary proceedings, EIGE had not consulted the European Anti-Fraud Office (OLAF) on recent administrative/disciplinary cases. Furthermore, the statistics of the confidential counsellor coordinator on cases are not shared with the HR Unit or management. Finally, it has not set up a conflict-of-interest register provided for in the applicable rules.

The IAS also issued two important recommendations aimed at improving internal communication, a follow-up to the staff engagement survey results and EIGE’s staff retention policies.

The Agency defined an action plan to address all recommendations, and the plan received agreement from the IAS in October 2025. The implementation of the action plan is ongoing.

2.7.2. European Court of Auditors

In February 2025, the ECA carried out the audit of the reliability of the annual accounts and the legality and regularity of the financial transactions for the 2024 financial year. The audit did random checks on commitments, payments, recruitments and procurement procedures and detected no material errors. In the Court’s opinion, the annual accounts fairly presented, in all material respects, the financial position of EIGE on 31 December 2024, the results of EIGE’s operations, its cash flows and the changes in net assets for the year that ended, in accordance with the provisions of the EIGE Financial Regulation and the accounting rules adopted by the Commission’s accounting

officer. In the Court's opinion, revenue and payments underlying the accounts for the year that ended on 31 December 2024 were legal and regular in all material respects.

The ECA issued three observations on management and control systems and one observation on budgetary management. EIGE provided replies to all observations, which are part of the annual report on EU agencies for the 2024 financial year.

European Court of Auditors' observation on management and control systems

'In June 2024 EIGE launched a procurement procedure for cleaning services, for a maximum duration of 4 years and with an estimated value of €396 000. The financial capacity that EIGE required from the tenderers (yearly turnover of at least €300 000) exceeded by 52 % the figure of twice the estimated annual contract value, which is the maximum level for that requirement allowed under point 19.1 of Annex I to the EU Financial Regulation. This maximum may be exceeded in duly justified cases linked to the nature of the purchase, provided that the contracting authority explains it in the procurement documents, which EIGE did not do. Furthermore, in the same procurement procedure, EIGE required the tenderers' cleaning staff each to have at least 4 years' experience in the field of cleaning services in a diplomatic or similar type of institution, due to EIGE's office security requirements and the sensitivity of their documents. No other EU agency for which we have recently checked such contracts had similar requirements for its cleaning staff. EIGE received only one valid offer under this procedure. Excessive financial capacity requirements and selection criteria may dissuade or even prevent potential bidders from participating in a tender procedure.'

EIGE's reply

'EIGE takes note of the Court's observation. As regards the requirement for experience in the field of cleaning services in a diplomatic or similar type of institutions for permanent cleaners, EIGE would like to note the following: this was an interinstitutional procurement with two other institutions (the Commission and the European Parliament representation) located in the same building as EIGE, and the requirement was requested by these other participating contracting authorities; as a contracting authority, EIGE is entitled to set selection criteria it considers relevant in relation to its own and to the participating contracting authorities' security/risk environment at their premises in Lithuania; EIGE had not received any questions from potential bidders in relation to this selection criterion and had no indication that this criterion may have dissuaded economic operators from submitting a tender.'

European Court of Auditors' observation on management and control systems

‘In two procurement procedures with estimated values of €220 000 and €193 175 the tender specifications included a criterion that tenderers should demonstrate their ability to build, coordinate and manage expert teams capable of delivering the required outputs. However, the evaluation committee did not properly assess whether they met this criterion because, in the tender specifications, EIGE had not required tenderers to provide appropriate evidence in this regard. There was thus a risk that the selected tenderer might lack the necessary capabilities to deliver the contracted services.’

EIGE’s reply

‘EIGE takes note of the Court’s observations.’

European Court of Auditors’ observation on management and control systems

‘When implementing three “time and means” contracts, EIGE was charged for the number of days of work carried out by several consultant profiles. EIGE paid the invoiced amounts without checking that the number of days charged actually corresponded to the work done. This contravenes Article 45(5) of EIGE’s financial regulation, which requires adequate *ex ante* checks, and exposes EIGE to a risk of overpayment.’

EIGE’s reply

‘EIGE takes note of the observation and will reassess the implementation of its contracts based on “time and means”.’

European Court of Auditors’ observation on budgetary management

‘In 2024 EIGE carried over 18 % of the year’s total differentiated appropriations to 2025. There were significant carry-overs under Title III (50.2 %), as in 2023. Recurrent high rates of carry-overs undermine the budgetary principle of annuality and are indicative of structural issues in the budget process and implementation cycle.’

EIGE’s reply

‘As in previous years, the nature of some of EIGE’s projects lead to the implementation of the contracts in the subsequent year. EIGE ensured a close monitoring of budget implementation, and the levels of carry-overs were properly anticipated and accepted as an unavoidable consequence of the nature of the operations carried out in 2024.’

2.7.3. *Ex post* evaluations

EIGE performs evaluations of its projects and activities that entail high expenditure in accordance with Article 29 of its Financial Regulation ⁽⁸⁾. In this respect, EIGE is using as of 2022 the services contracted via an inter-agency joint procurement procedure. The evaluations are coordinated by EIGE's project support office ⁽⁹⁾ in accordance with the evaluation strategy defined in the SPD.

In 2025, the Agency decided to evaluate the efficiency and the effectiveness of the Green Deal & Gender Equality Campaign.

The evaluation assessed the performance of the Green Deal & Gender Equality Campaign implemented by EIGE from October 2023 to July 2024. It was conducted as an *ex post* evaluation examining the Campaign's overall objective of raising awareness among EU policymakers about the nexus between the Green Deal and gender equality.

The evaluation covered:

- the relevance and strategic design of the Campaign, including its general objective, communication-specific objectives and nine operational goals;
- the extent to which the Campaign addressed stakeholder needs identified during the design phase;
- the effectiveness of Campaign activities and knowledge products (notably research-based outputs such as the Gender Equality Index and the Greena Toolkit);
- the Campaign's reach, stakeholder engagement, policy influence, implementation challenges and sustainability prospects.

Key results of the evaluation

Strategic relevance: The Campaign was conceptually strong and addressed a clear gap in integrating gender equality into Green Deal policies. It responded to stakeholder needs by clarifying the gender–climate nexus and making the gender dimensions of climate action more visible.

Effectiveness: The Campaign achieved its objectives to a considerable extent, particularly in raising awareness and providing credible, research-based evidence to support gender mainstreaming in climate policy. Knowledge products were widely referenced and used in policy development and evaluation processes.

⁽⁸⁾ Management Board Decision No MB/2019/024 of 20 December 2019 adopting EIGE's Financial Regulation.

⁽⁹⁾ The mandate of the project support office ended in December 2023, and the evaluations in 2025 were coordinated by the Human Resources & Audit Team Leader.

Engagement and visibility: Social media engagement – especially on LinkedIn – exceeded targets. Concrete examples (e.g. integration of gender targets in grant agreements and collaboration with key Commission DGs) indicate tangible policy influence.

Limitations: The Campaign had limited success in reaching audiences beyond expert and already gender-sensitised circles. It also faced implementation challenges, including delays, capacity constraints and limited continuity.

Sustainability: Although a standalone campaign may not be feasible in the future, its outputs, partnerships and knowledge base provide a strong foundation for continued action. Sustained impact will depend on embedding campaign insights into EIGE's broader work, maintaining visibility of its tools and balancing ambition with available resources.

Overall, the evaluation concludes that the Campaign was strategically relevant and largely effective in achieving its awareness-raising and evidence-building objectives, while highlighting the need for more focused planning, improved tracking, stronger coordination and sustained follow-up in future initiatives.

2.8.a. Follow-up of recommendations and action plans for audits and evaluations

There were no outstanding IAS recommendations for follow-up in 2025.

Regarding the outstanding ECA recommendations, three out of four recommendations from 2023 have been marked completed. Regarding the outstanding recommendation on persistent carry-overs, the Agency has informed the Court about measures taken in this respect. To address the high level of carry-overs, the Agency has strengthened budget monitoring by performing quarterly assessments of carry-forwards, allowing closer oversight of implementation and early corrective action. In addition, the Agency has started to introduce differentiated appropriations under Title III, initially for one budget line, with a view to extending this approach to other relevant lines. This will better reflect the multiannual nature of Title III activities and contracts, which structurally lead to carry-overs.

European Court of Auditors' observation on the legality and regularity of transactions – closed

‘When approving budgetary commitments, purchase orders and invoices for services relating to the assessment of its staff, EIGE mixed up two interinstitutional framework contracts, which led to:

- the incorrect application of the *ex ante* checks stipulated by Article 73(3) of its own financial regulation;
- an amount exceeding the ceiling of the framework contract by €54 000;
- the incorrect application of daily rates.

Consequently, all the related 2023 payments, for a total of €76 500, were irregular.’

European Court of Auditors’ observation on the legality and regularity of transactions – closed

‘In one audited procurement procedure (negotiated procedure with at least three candidates, with a value below €60 000), we established that one bid sent to the functional mailbox of the procurement team had gone missing, either due to human error or because of an IT malfunction, and had therefore not been taken into account in the remainder of the procedure. Because of this, we conclude that the entire procedure and the resulting contract, as well as any associated payments, were irregular.’

European Court of Auditors’ observation on management and control systems – closed

‘When implementing a framework contract for internet services, EIGE monitored contract consumption at payment level rather than budgetary commitments. We then observed the same practice under another framework contract. This approach is not compliant with Article 111 of the EU Financial Regulation. It creates a risk that the total value of signed legal commitments, which are based on budgetary commitments and make it mandatory for EIGE to make payments in the future, will exceed the framework contract ceiling.’

European Court of Auditors’ observation on budgetary management – open

‘EIGE has a high level of carry-overs.’

2.8.b. Follow-up of recommendations issued following investigations by the European Anti-Fraud Office

There were no outstanding OLAF recommendations in 2025.

2.9. Follow-up of observations from the Discharge Authority

Article 107(2) of the Framework Financial Regulation, Commission Delegated Regulation (EU) 2019/715 of 18 December 2018, states ‘At the request of the European Parliament or the Council, the Director shall report on the measures taken in the light of those observations and comments.’

The table below provides an overview of the measures taken by EIGE in response to the Discharge Authority’s observations and comments of 7 May 2025 with respect to implementing the Agency’s 2023 budget.

Discharge was granted on 7 May 2025.

Table 20. Follow-up of observations from the Discharge Authority

Observation of the Discharge Authority	Response and measures taken by EIGE	Status
<p>‘48. Insists that although the Financial Regulation does not set ceilings for carryovers, recurrent and excessive levels of carryovers undermine the budgetary principle of annuality and are indicative of structural issues in the budget process and implementation cycle; notes that in 14 Agencies (ENISA, Eurofound, EIGE, eu-LISA, EMA, EUSPA, ELA, FRA, EFCA, ECDC, EU-OSHA, ACER, Frontex and ESA) the level of carryovers affecting all budget titles combined is higher than 15 %; notes that in the case of Frontex and ESA, carryovers reach more than 40 % and 50 % respectively;’</p>	<p>‘The high-level inflation in the EU and particularly in Lithuania affected EIGE’s budget implementation capabilities in 2023. EIGE took measures to ensure close monitoring of budget implementation, and the levels of carry-overs are being assessed on quarterly basis.’</p>	<p>Ongoing</p>
<p>‘97. Notes that, according to the Court, 13 of the observations on weaknesses leading to irregular payments in 2023 refer to irregularities detected and mentioned in previous audits; notes that for the remaining 25 observations, nine impacted payments and the other 16 did not lead to irregular payments in 2023; notes that the observations of the year that did not affect payments relate to the agencies ACER, EBA, eu-LISA, ESMA, EMSA, ENISA, ERA, EIGE, ECDC, EEA, EUDA, EUAA and CEPOL; takes note of the Agencies replies and calls on them to take measures to correct the weaknesses detected and report back to the discharge authority on the actions taken to address them;’</p>	<p>‘The observation relates to a low value contract found irregular by the Court in the 2022 audit. The payments stemming from this contract were executed in 2023 and amounted to 60 000 EUR. No further payments have been executed under this contract. EIGE maintains its continued efforts to attract applications from the under-represented gender and will continue to keep the Discharge Authority informed regarding progress.’</p>	<p>Closed</p>

<p>'99. Observes that the remaining observations of the year affecting payments refer to CdT, EIGE, EFCA, ERA and EU-OSHA with one observation per agency, with the exception of the latter agency which has two; notes that the reason for the observation as well as the agencies' reply for the Court's observation have the following breakdown ...</p> <p>EIGE's observation refers to incorrect application of ex ante checks, exceeding the ceiling of the framework contract, and incorrect application of daily rates which resulted in EUR 76 500 in irregular payments; notes that EIGE will ensure proper implementation of interinstitutional framework contracts with attention to HR-related contracts;'</p>	<p>'EIGE strengthened the <i>ex ante</i> controls for the use of inter-institutional framework contracts, taking actions such as including mandatory four eyes verification of procurement documents by the procurement officer and the financial verifying agent. EIGE did not identify through <i>ex post</i> controls any further irregularities in the use of the inter-institutional framework contracts.'</p>	<p>Closed</p>
<p>'108. Notes that, in 2023, the staff turnover rate was more than 5 % in 18 out of 33 agencies (namely Cedefop, CEPOL, EBA, EFCA, EIGE, EIOPA, EIT, ELA, EUDA, ETF, EUAA, eu-LISA, Eurofound, Eurojust, Europol, EUSPA) and that three of them exceeded the 10 % rate (namely BEREC Office, CdT, Eurojust); commends the agencies that have taken targeted measures to prevent high staff turnover rates; highlights the importance for all agencies to implement measures with a view to improving talent management and retention; counts on EUAN to be a forum for its member agencies with regard to exchanging good practices and, where possible, joining forces in this regard; calls on the Commission to actively support agencies in recruiting the necessary expertise to fulfil their mandates, encouraging closer cooperation with universities and other relevant institutions;'</p>	<p>'EIGE developed a long-term HR Strategy including measures to reduce staff turnover and enhance retention, focusing on employee well-being, career and competencies development and workplace diversity and inclusivity. These include flexible working arrangements, such as teleworking and flexitime, to support work-life balance. EIGE invests in regular performance appraisals, tailored training opportunities, and language learning support to foster professional growth. Efforts to create an inclusive and respectful work environment are reinforced through diversity and inclusion measures, anti-harassment policies, and accessibility initiatives. Additionally, digital HR tools have been adopted to streamline processes and improve the overall employee experience. Thanks to the efforts taken, the historically high turnover rate of 11 % dropped to 4 % in 2023 and 0 % in 2024 (0 in respect to Temporary Agents and 1 % in respect to Contract Agents).'</p>	<p>Ongoing</p>
<p>'118. Encourages all agencies to implement a policy for safeguarding personal dignity and preventing psychological and sexual harassment and to participate in the interagency task force of confidential counsellors; calls, in this regard, for the introduction of compulsory preventive anti-harassment training to be followed by employees of EU agencies; notes, with concern that,</p>	<p>'In 2023 the Agency conducted one administrative inquiry regarding an allegation of harassment. The administrative inquiry did not find evidence of harassment and there was no follow-up to the case.</p> <p>The Agency adopted robust anti-harassment measures to ensure a safe and respectful working environment.</p>	<p>Ongoing</p>

<p>according to the replies to the standard questionnaire, ENISA communicated to the discharge authority that two administrative inquiries related to alleged harassment were open in 2023; it informed, moreover, that one of them was closed in 2024 after receiving a final report from OLAF; expects the Agency to thoroughly follow up on the ongoing cases, as well as to introduce strong measures to prevent any future similar cases; calls on the agencies to carry out regular reporting, via the follow-up report, on progress in this area;’</p>	<p>These include:</p> <ul style="list-style-type: none"> — Zero-tolerance policies against all forms of harassment, including sexual and psychological. — Clear reporting procedures and confidential councillors’ support. — Obligatory training for prevention of harassment for all staff and management. — Dedicated training for the confidential councillors. — Appropriate rules for investigation to address complaints promptly and fairly.’ 	
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2.10. Environment management

EIGE took several measures during 2025 to strengthen its efforts to achieve sustainable and environmentally friendly processes. It established the role of ‘green officer’. This role has the task of proposing a framework and measures to reduce the negative impacts on the environment caused by EIGE’s operations. The ‘green officer’, alongside the deputy from the EIGE’s Green Office, supports all of the Agency’s environmental work.

To reduce carbon dioxide (CO₂) emissions, EIGE has remained committed to ensuring that its contracts include environmental sustainability clauses. It has also adopted an environmentally friendly approach to its work practices, detailed in Annex VII.

2.11. Assessment by management

EIGE has in place a functioning internal control system of processes and procedures, assuring the appropriate management of the risks relating to the legality and regularity of underlying transactions and the nature of payments. The internal control system designed provides reasonable assurance that EIGE is 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 established internal control system is based on the 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 for following up on any internal control weaknesses identified.

To enhance the existing internal control system, EIGE's Management Board adopted a new ICF on 12 June 2019, in line with the Commission's revised ICF. There are 17 principles to provide assurance that the organisation is meeting its objectives. In accordance with the provisions of the ICF, the Director adopted ⁽¹⁰⁾ the guidelines for the assessment of internal control and the internal control indicators.

Financial management and control are rooted in core processes, such as procurement (from the assessment of needs and the selection of suppliers to the award decision), financial operations (establishing the financial commitment, making payments, monitoring contracts and recovering debts with ad hoc procedures in place) and supervisory measures (including *ex post* controls), which form the basis for achieving sound financial management.

Clear procedures

EIGE's procedures and policies serve as a reference for the daily activities of the staff.

During 2025, EIGE's Management Board adopted the rules on missions and authorised travel and the decision on the appointment of EIGE's DPO.

Ethics and integrity

During 2025, the HR team organised several ethics and integrity training courses and training on fraud prevention. EIGE had active confidential counsellors in 2025. A fraud prevention session was delivered in December 2025.

The 2024–2026 anti-fraud strategy was adopted by the Management Board on 13 December 2023 (Ref. MB/2023/024). In 2025, all actions were implemented as prescribed in the action plan set therein, namely:

- the procurement templates were updated to include mitigating measures for the risk of plagiarism;
- the administrative procedure on the workflows for the organisation of selection procedures was established and communicated to staff;

⁽¹⁰⁾ Director's Decision No 252 of 27 June 2022.

- EIGE’s quality assurance policy was updated to incorporate the requirement for project managers to scan all the deliverables (outsourced and internal) for plagiarism before the internal formal approval;
- the procedure for reporting data breaches was established.

An administrative inquiry was conducted and concluded in 2024. A subsequent disciplinary procedure was opened and concluded in 2025, resulting in no disciplinary sanction.

Continuity of services

While a thorough business impact assessment was conducted in 2022 in relation to the update of EIGE’s business continuity plan, a vulnerability test of EIGE’s public servers was conducted with the support of CERT-EU. The call cascade and the evacuation plan were also tested. Moreover, the crisis management team maintained its activities in 2025, in relation to the ongoing Russian war of aggression against Ukraine. The crisis team met on a regular basis and maintained an open channel of information with the EU and local authorities. Last, EIGE developed crisis protocols, including for situations of emergency evacuation in case of geopolitical conflicts or nuclear accidents.

Ex ante verification

In accordance with applicable procedures, each operation is verified in terms of regularity, conformity and sound financial management. Staff members with the right competencies and skills and robust experience in the relevant procedures and IT-related tools are placed in *ex ante* verification positions. When the basic (short) financial circuit is applied at EIGE, the functions of verification and authorisation are performed by the authorising officer or AOSD.

Ex post control system

To complement the *ex ante* verifications and to confirm the reliability of the internal control system, a decision on implementing an *ex post* control system (Director’s Decision No 203 of 18 March 2021) and a procedure concerning the *ex post* control system was established (updated by Director’s Decision No 362 of 1 December 2025). The *ex post* control exercise was performed in December 2025 and resulted in no material findings. The report, however, included some recommendations for strengthening the internal control system, which have been implemented.

Key indicators used for assessment by management

Analysis of exceptions

Since 2010, EIGE has introduced and maintained a procedure for registering exceptions and incidents of potential non-compliance. In 2025, two exceptions involving financial and procedural deviations were registered (two exceptions in 2024). Both exceptions had a materiality level below EUR 15 000. At the end of each financial year, the exceptions are analysed by the head of administration and the internal control coordinator to ensure that exceptions were followed up with corrective action.

Rate (%) of external and accepted internal audit recommendations implemented

The action plan for the implementation of audit recommendation related to the IAS audit of HR management and ethics was approved in October 2025.

Fraud cases detected

In 2025, no fraud cases were detected (as in 2024).

Part II(b). External evaluations

In line with Article 20 of the EIGE Founding Regulation, EIGE's Management Board commissions the external evaluations of the Agency.

The second evaluation of EIGE took place in 2022. The evaluation report ⁽¹⁾ 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 work programme is 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 within the EU, providing a platform to compare Member States and monitor gender equality.

⁽¹⁾ European Commission, 'Second independent external evaluation of the European Institute for Gender Equality', EIGE/2020/ADM/04, 2022, https://commission.europa.eu/system/files/2023-02/EIGE_2nd_External_Evaluation_Final_Report_112022_EN.pdf.

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 defined and submitted its recommendations ⁽¹²⁾ to the Commission on 9 February 2023 (further substantiated in November 2024).

Recommendations submitted to the Commission arising from EIGE's second external evaluation in 2022 are as follows.

1. **Allocate sufficient and adequate resources to the Agency.** 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 an increasing demand to provide support to EU institutions and Member States, alongside EIGE's specific tasks and operational activities.
2. **Revise the composition of the Management Board.** The evaluation showed that revising the composition of the Management Board to include representatives from all Member States would ensure continuity of work and maintain dialogue with all Member States. The creation of an Executive Board based on the current Standing Committee would help to streamline the decision-making process. These changes would result in better alignment with the common approach and increase EIGE's efficiency and effectiveness.
3. **Revise the 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 expert groups or another forum.

Recommendations submitted to EIGE's management are as follows.

1. **Develop an organisational strategy to strengthen the intersectional approach.** The evaluation found that EIGE has made significant strides 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 and an increased commitment to continuous improvement.

(12) EIGE, 'Recommendations arising from the second external evaluation of the European Institute for Gender Equality', 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.

2. **Map and review gender mainstreaming needs among EU- and national-level stakeholders with policymaking and budgetary competencies.** Based on 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 competency 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.

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

Action plan

Recommendation	Description	Actions	Status
<p>No 12. Develop an organisational strategy to strengthen EIGE’s intersectional approach.</p>	<p>Despite steps taken so far by EIGE, an organisational strategy for enhanced intersectionality could allow for a more coherent approach across EIGE’s activities and an increased commitment to continuous improvement. All stakeholders 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.</p>	<p>EIGE defined steps to apply the intersectional approach to data collection, analysis and reporting, as well as to stakeholder outreach and communication and horizontal activities.</p> <p>The strategy to strengthen EIGE’s intersectional approach was approved by the Management Board on 7 November 2024.</p>	<p>Completed</p>
<p>No 15. On an operational level, map and review the needs in the area of gender mainstreaming in the EU and for national-level stakeholders in terms of policymaking and budgetary competencies.</p>	<p>The evaluation found that EIGE was effective in meeting the general objectives defined 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 services and outputs produced by EIGE in 2015–2020.</p> <p>An increasing demand for EIGE’s expertise in gender mainstreaming is expected to continue to grow in the near future. However, due to the limited capacities in this area, EIGE should consider other options to meet stakeholders’ needs.</p>	<p>EIGE and the Management Board have incorporated a strengthened strategic perspective on EIGE’s gender mainstreaming work and provision of technical assistance in the 2025–2027 SPD and the 2026–2028 SPD.</p> <p>To better map and review stakeholders’ needs in gender mainstreaming and identify improved ways to respond to stakeholders’ needs, EIGE consulted its Thematic Network on Gender Mainstreaming on 30 November 2023, with the participation of Member 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 in gender mainstreaming.</p>	<p>Ongoing and to be considered each year during preparation of the SPD</p>

Recommendation	Description	Actions	Status
	<p>Based on 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 competency development for gender mainstreaming, etc.).</p>	<p>The following approaches to meeting stakeholders’ needs in the area of gender mainstreaming more efficiently are to be considered, subject to available human and financial resources.</p> <ol style="list-style-type: none"> 1. Provision of expanded and tailored gender mainstreaming technical assistance and response to requests from external stakeholders. <ol style="list-style-type: none"> a. Provision of tailored support (the Reform and Investment Task Force and Member States on the gender mainstreaming flagship project; the Directorate-General for Justice and Consumers on the implementation of pay transparency and women on boards directives). b. Development of the approach for the new technical assistance component of the ongoing work on methods and tools, including the ‘technical assistance gender mainstreaming webinars’. 2. Development and implementation of an advanced technical assistance approach. <ol style="list-style-type: none"> a. Help desk on gender mainstreaming (launch in 2026). b. Overhaul of EIGE’s Gender Mainstreaming Platform, including updates of content every five years. 	<p>Ongoing</p> <p>Development – 2024–2025 Implementation – 2025 onwards</p> <ol style="list-style-type: none"> a. 2026 b. 2026 c. 2026 d. completed

Recommendation	Description	Actions	Status
		<p>Recent and upcoming updates: country profiles (2025) and policy areas (2026).</p> <p>c. Tool on gender and intersecting inequalities analysis with a technical assistance component (e.g. capacity-building / awareness-raising webinars and information pills). The additional component was tested in 2025 using the tool on gender-neutral job evaluation.</p> <p>d. Development and launch of a new FWC on gender mainstreaming for regular tasks. The new FWC should enable a quick request response.</p> <p>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).</p> <p>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.</p> <p>5. From 2027, EIGE plans to resume a sectorial approach for gender mainstreaming policy support, with</p>	<p>2027 onwards</p>

Recommendation	Description	Actions	Status
		<p>the aim to better cover emerging issues and/or policy areas that require specific competency development for gender mainstreaming.</p> <p>In 2024, EIGE established an internal Task Force on Technical Assistance to further develop technical assistance and general support for key stakeholders. The following approaches to meet stakeholders' needs more efficiently are considered, subject to available human and financial resources.</p> <ul style="list-style-type: none"> ▪ Update the stakeholders' requests registry to allow for an easy analysis of requests for better mapping and needs analysis. ▪ Develop EIGE's expertise in capacity building / technical assistance, including new approaches (e.g. e-learning). 	<p>2027 onwards</p> <p>2027 onwards</p> <p>Ongoing</p>

Recommendation	Description	Actions	Status
<p>No 23. Build on EIGE’s accumulated credibility and expertise to create larger networks.</p>	<p>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 it emerged in the chapter on relevance. According to the external evaluation, EIGE is already taking steps in the right direction: it quickly reacted to the COVID-19 pandemic, offering gender analyses of its developments in terms of public health, employment and economic hardships. Also, 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.</p>	<p>This recommendation is incorporated in the 2024–2026 SPD and preparation of the 2025–2027 SPD.</p> <p>Building on EIGE’s current approach to strategic engagement with stakeholders, the following approaches are considered, subject to available human and financial resources.</p> <ul style="list-style-type: none"> ▪ Consider which stakeholders, including existing EIGE networks, can act as multipliers and make the most out of the support they provide to EIGE’s outreach and engagement activities. ▪ EIGE’s liaison office in Brussels could support the identification of institutional and non-institutional stakeholders, who can act as multipliers at the EU level. ▪ Link and connect stakeholders, that is, those who work on gender equality with those who do not (yet) do so but are working, on, for example, the European Green Deal and may be interested in a gender perspective (so as to let the latter know about EIGE’s work). 	<p>Ongoing and to be considered each year during preparation of the SPD</p>

Part III. Assessment of the effectiveness of the internal control systems

3.1. Effectiveness of internal control systems

Results of the assessment of the internal control

A specific assessment of the internal control for the year 2025 was performed in accordance with EIGE's ICF ⁽¹³⁾ and EIGE's guidelines for the assessment of internal control ⁽¹⁴⁾.

The assessment was carried out on three levels:

1. principles (based on the analysis of the detected strengths and deficiencies);
2. components (based on an analysis of the results at the principle level);
3. the internal control system as a whole (based on an analysis of the results at the component level).

The following information sources are used to identify internal control strengths and deficiencies:

1. assessment by management;
2. audit conclusions, findings and recommendations;
3. exceptions registered in the Register of Exceptions;
4. implementation of the anti-fraud strategy;
5. the accounting officer's validation of financial management systems;
6. the report on *ex post* controls;
7. results of the internal control surveys ⁽¹⁵⁾;
8. the report of the neutral verifier for the use of ABAC;
9. results of the staff engagement survey;
10. follow-up of the internal control deficiencies identified in previous years;
11. the achievement rate of the internal control indicators in 2025;
12. ongoing or finalised legal proceedings (if applicable).

Based on the above information, the Agency's internal control coordinator ⁽¹⁶⁾ supported management in identifying both the internal control strengths and deficiencies and in assessing the

⁽¹³⁾ Adopted in Management Board Decision No MB/2019/018 of 12 June 2019.

⁽¹⁴⁾ Adopted in Director's Decision No 252 of 27 June 2022.

⁽¹⁵⁾ A survey on internal controls was not performed in 2025 to avoid duplication since the IAS performed a survey on ethics.

⁽¹⁶⁾ Role assigned to the HR and audit team leader.

severity of the identified deficiencies corresponding to the relevant internal control principles, as follows.

- **Moderate deficiency.** This has a moderate impact on the presence and/or functioning of the principle. With such a deficiency, the principle is in place and functions, but some improvements are needed.
- **Major deficiency.** This has a significant impact on the presence and/or functioning of the principle, but the principle is partially effective. With such a deficiency, the principle is partially in place and/or is partially functioning; substantial improvements are needed.
- **Critical deficiency.** This has a fundamental impact on the presence and/or functioning of the principle, and the principle is not effective. With such a deficiency, the principle is not in place and/or essentially does not function as intended.

Three moderate deficiencies in Component I and three moderate deficiencies in Component III were identified, as presented in Annex I.

Conclusions on the effectiveness and functioning of EIGE’s internal control system: Components II, IV and V are present and functioning well, while some improvements are needed in Components I and III.

The table below presents the deficiencies identified, along with their severity and their impact on the internal control components.

Table 21. Internal control deficiencies in 2025, their severity and their impact on the internal control components

No	Internal control deficiency description and date	Source of the internal control deficiency	Severity: 1. None 2. Moderate 3. Major 4. Critical	Affected internal control component	Affected internal control principle
1	Need to establish a mandatory checkpoint for consultation with OLAF during administrative inquiries.	IAS	Category 2. Moderate	I	1

2	Establish processes to enable sharing of anonymised information regarding informal procedures in order to allow timely HR measures in cases of potential misconduct.	IAS	Category 2. Moderate	I	1
3	Incomplete recruitment files; better clarification of roles in the recruitment workflows needed.	IAS	Category 2. Moderate	I	4
4	Sensitive HR files are not securely stored, thus enhancing the risk of unauthorised access.	IAS	Category 2. Moderate	III	10
5	Incomplete files for the adoption of implementing rules and need to update the CJEU register.	IAS	Category 2. Moderate	III	10
6	Establish a joint committee to ensure compliance with Article 9 of the Staff Regulations.	IAS	Category 2. Moderate	III	10

NB: CJEU, Court of Justice of the European Union.

The table below presents the status of deficiencies that were identified in the 2024 internal control assessment.

Table 22. Status of internal control deficiencies identified in the 2024 assessment

No	Internal control deficiency description and date	Reassessed severity	Status	Affected internal control component	Affected internal control principle
1	Insufficient monitoring of the consumption of framework contracts.	ECA	Closed. The Agency adopted and used a template for monitoring consumption, which is obligatory for the launch of every procurement procedure. Adopting the contract monitoring module in ABAC is completed.	III	10

No	Internal control deficiency description and date	Reassessed severity	Status	Affected internal control component	Affected internal control principle
2	Inventory not performed in 2024, as per the requirements of EIGE's inventory and assets management policy.	Management controls	Closed. The inventory was performed in 2025.	III	10
3	A cybersecurity incident that compromised EIGE's firewall triggered the need to urgently establish the cybersecurity risk management framework.	Management controls	Closed. All the steps required by the Regulation are in place and being monitored by CERT-EU.	III	11

Management has defined an action plan to address the internal control deficiencies identified in the reporting year.

The measures to address all deficiencies identified in 2024 have been implemented and the related deficiencies closed.

Fraud prevention and detection

Aiming to minimise the risk of fraud, EIGE continued to raise awareness among staff members in 2025 to facilitate the detection and prevention of possible fraudulent activities. Fraud risks are being continuously monitored and assessed through annual fraud risk assessments. A fraud risk assessment was performed in December 2025. No new emerging risks were identified.

In the reporting year, EIGE devoted most of its efforts to implement the 2024–2026 anti-fraud strategy.

Specific actions were implemented to mitigate areas of risk, including the following:

- the procurement templates were updated to include the measures against plagiarism;

- an administrative procedure concerning the workflows for the organisation of selection procedures was established and communicated to staff;
- EIGE's quality assurance policy was updated to incorporate the requirement for project managers to scan all the deliverables (outsourced and internal) for plagiarism before internal formal approval;
- a data breach procedure was established.

As a result, the anti-fraud strategy was implemented in accordance with the action plan in 2025.

Prevention and management of conflicts of interest

The prevention and management of conflicts of interest are carried out through awareness-raising and by monitoring the validity of the declarations of interest signed by the Management Board, senior management and staff involved in recruitment and procurement activities.

In accordance with the Management Board Decision No MB/2023/009 of 17 May 2023 on the policy on the management of conflict of interest in the European Institute for Gender Equality for the Management Board, experts in advisory bodies, external experts and staff not covered by the Staff Regulations, the Agency's Conflicts of Interest Review Panel screened the information provided in the annual declarations of interests of the Management Board members and alternates and drew up a report providing the results of the assessment and its reasoned opinion on any identified actual or potential conflicts of interest. The report was submitted to the Chair of the Management Board on 3 September 2025.

Furthermore, a key activity in 2025 was the implementation of EIGE's ethics rules and rules on the prevention and management of conflicts of interest concerning staff members covered by the Staff Regulations ⁽¹⁷⁾.

A potential conflict of interest was confirmed with respect to a staff member's request for external activities, and the request was rejected by the Appointing Authority on this basis.

3.2. Conclusions of assessment of internal control systems

⁽¹⁷⁾ Adopted by Management Board Decision No MB/2024/004 of 15 March 2024.

EIGE assessed its internal control system during the reporting year and concluded that most components are present and functioning as intended, with some improvements needed as a result of moderate deficiencies relating to Components I and III.

3.3. Statement of the Manager in charge of risk management and internal control

I, the undersigned,

Manager in charge of risk management and internal control within the European Institute for Gender Equality,

In my capacity as Manager in charge of risk management and internal control, I declare that in accordance with the Agency's internal control framework, I have reported my advice and recommendations on the overall state of internal control in the Agency to the Director.

I hereby certify that the information provided in the present Consolidated Annual Activity Report and in its annexes is, to the best of my knowledge, accurate, reliable and complete.

Place: Vilnius, (Date):

(signature)

Emmanuel Maurage

Part IV. Management assurance

4.1. Review of the elements supporting assurance

The declaration of assurance, provided by the authorising officer, based on all information at their disposal, is structured around the following four pillars or ‘building blocks’:

- assessment by management (audits and supervisory checks, *ex post* controls, monitoring reviews);
- assurances and/or recommendations from independent monitoring and assessment sources (data protection, results from audits (IAS and ECA) and evaluations during the reporting year);
- follow-up of reservations and action plans resulting from audits from previous years, and follow-up of observations from the Discharge Authority;
- assessments of internal control.

The key financial and non-financial indicators on legality, regularity and sound financial management show no evidence of inadequate/ineffective safeguards that exposed EIGE to key risks.

In 2025, two exceptions were recorded. They referred to formal or procedural errors that did not expose EIGE to key risks and that were addressed by immediate actions to prevent any future reoccurrence.

No critical internal control deficiencies were identified in the internal control assessment report for the year 2025.

Thus, after careful consideration of the results of audits and supervisory checks, monitoring reviews and self-assessments, management considered that the actions implemented to date gave reasonable assurance as to the architecture of the internal control system and that this system was operating correctly as a whole and could therefore be considered to be appropriate.

Based on all the facts presented in the previous sections, and on the opinion of the ECA on the reliability of the accounts and on the legality and regularity of the transactions underlying the accounts, it can be stated that the Agency operates in an environment where the risks are appropriately managed.

Furthermore, the control procedures put in place ensure the legality and regularity of the underlying transactions; the resources assigned to the activities described in this report have been

used for their intended purpose and in accordance with the principles of sound financial management.

4.2. Reservations

The authorising officer does not issue any reservations.

Part V. Declaration of assurance

I, the undersigned, Director of the European Institute for Gender Equality,

In my capacity as authorising officer,

Declare that the information contained in this report gives a true and fair view.

State that I have reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions.

This reasonable assurance is based on my own judgement and on the information at my disposal, such as the results of the self-assessment, ex post controls, the work of the Internal Audit Service and the lessons learnt from the reports of the Court of Auditors for years prior to the year of this declaration.

Confirm that I am not aware of anything not reported here that could harm the interests of the Agency.

Place: Vilnius, Date:

(signature)

Carlien Scheele

Annexes

Annex I. Core business statistics

KPIs in relation to strategic objectives	Strategic objectives		
	Key performance indicators (KPIs)	Target	Achievement level
	Rate of achievement of annual activities*	> 95 %	98.5 %
	Number of contributions to EU policies	5	16
	Timely submission ⁽¹⁸⁾ of the draft annual work programme (single programme document (SPD))	By 31 January year N	28 January 2025
	Number of presentations of EIGE's work at stakeholder events	60	102
KPIs in relation to the management of financial and human resources	Sound financial management		
	KPIs	Target	Achievement level
	Rate (%) of implementation of commitment appropriations	> 95 %	97.6 %
	Rate (%) of cancellation of payment appropriations	< 5 %	2 %
	Rate (%) of payments executed within the legal/contractual deadlines	> 75 %	79.5 %
	Rate (%) of out-turn	<5 %	2 %
	Effective running of organisation		
	KPIs	Target	Achievement level
	Rate (%) of implemented external and accepted internal audit recommendations	> 90 %	n/a for internal audit 75 % (3 out of 4) audit recommendations by ECA
	Average vacancy rate (%) of authorised posts of the annual establishment plan that are vacant at the end of the year	< 10 %	0
Annual average days of short-term sick leave per staff member	Absence without medical certificate < 3 Absence with medical certificate < 9	Absence without medical certificate = 1.23 Absence with medical certificate = 5.47	

* Activities refer to projects as described in annual work programme – Section III of the SPD. The indicator assesses planned versus actual implementation of projects.

⁽¹⁸⁾ The KPI refers to the submission of the draft SPD to the Commission for consultation as per the regulatory deadline (31 January in the year preceding the start of the programming period).

Annex II. Statistics on financial management

Budget out-turn and cancellation of appropriations

Budget out-turn	2023 (EUR)	2024 (EUR)	2025 (EUR)
Reserve from the previous years' surplus (+)			
Revenue actually received (+)	9 360 040.49	9 435 482.28	11 910 868.89
Payments made (-)	-7 725 099.17	-7 654 856.14	-8 352 015.26
Carryover of appropriations (-)	-1 702 388.61	-1 751 028.59	-3 333 731.35
Cancellation of appropriations carried over (+)	33 379.52	65 750.23	29 909.92
Adjustment for carryover of assigned revenue appropriation from previous year (+)	212 243.13	21 203.95	18 347.22
Exchange rate differences (+ / -)	1.04	0.01	4.46
Adjustment for negative balance from previous year (-)			
TOTAL	178 176.40	116 551.74	273 383.88

Rates of implementation of appropriations (commitments and payments)

Commitments

Official budget title	Fund source	Commitment		
		Credit commitment amount (EUR)	Commitment accepted amount (EUR)	% Commit
1	C1	5 163 569.25	5 149 545.05	99.73 %
	C4			
	C5	8.40	0.00	0.00 %
	C8	24 498.87	11 074.41	45.20 %
	C9			
	R0	7 168.66	3 530.00	49.24 %
	Total	5 195 245.18	5 164 149.46	99.40 %
2	C1	1 359 415.70	1 350 313.28	99.33 %
	C4	1 025.93	0.00	0.00 %
	C8	141 550.50	128 156.97	90.54 %
	Total	1 501 992.13	1 478 470.25	98.43 %
3	C1	2 909 071.59	2 882 029.37	99.07 %
	C4	2 399.81	2 119.81	88.33 %
	C5	624.26	0.00	0.00 %
	C8	1 515 135.29	1 476 203.05	97.43 %
	R0	13 402.63	0.00	0.00 %
	Total	4 440 633.58	4 360 352.23	98.19 %
Total	11 137 870.89	11 002 971.94	98.79 %	

NB:

C/O – carry-over of the appropriations to the next year.

CFWD – carry-forward of the outstanding commitments at the end of the year to the next year.

Cancelled – unused appropriations at the end of the year and cancelled.

C1 – fund source associated with the appropriations of the year.

C4 – fund source associated with appropriations internally assigned in the reported year.

C5 – fund source associated with the appropriations internally assigned in the reported year carried over to the reported year.

C8 – fund source associated with the payment appropriations of the precedent year carried over to the reported year.

C9 – fund source associated with the commitment appropriations carry-forward without corresponding payment appropriations.

R0 – fund source associated with appropriations carried over to the reported year, funded by revenue externally assigned in the previous year or with appropriations of the year funded by revenue externally assigned in the reported year.

Payments

		Payment			
Official budget title	Fund source	Credit pay amount (EUR)	Payment request accepted amount (EUR)	% Payment	Automatic carry-over of payment appropriations to 2024 (EUR)
1	C1	5 163 569.25	5 118 697.70	99.13 %	30 847.35
	C5	8.40	0.00		
	C8	24 498.87	11 074.41	45.20 %	
	R0	7 168.66	3 530.00	49.24 %	3 638.66
		5 195 245.18	5 133 302.11	98.81 %	34 486.01
2	C1	1 359 415.70	1 094 786.37	80.61 %	255 526.91
	C4	1 025.93	0.00	0.00 %	1 025.93
	C8	141 550.50	128 156.97	87.34 %	
		1 501 992.13	1 222 943.34	81.42 %	256 552.84
3	C1	2 909 071.59	1 435 722.26	49.35 %	1 446 307.11
	C4	2 399.81	2 119.81	88.33 %	280
	C5	624.26	0.00	0.00 %	
	C8	1 515 135.29	1 476 203.05	97.43 %	
	R0	13 402.63	0.00	0.00 %	13 402.63
		4 440 633.58	2 914 045.12	65.62 %	1 459 989.74
Total		11 137 870.89	9 270 290.57	83.23 %	1 751 028.59

NB:

Cancelled – unused appropriations at the end of the year and cancelled.

C1 – fund source associated with the appropriations of the year.

C4 – fund source associated with appropriations internally assigned in the reported year.

C5 – fund source associated with the appropriations internally assigned in the reported year carried over to the reported year.

C8 – fund source associated with the payment appropriations of the precedent year carried over to the reported year.

C9 – fund source associated with the commitment appropriations carry forward without corresponding payment appropriations.

R0 – fund source associated with appropriations carried over to the reported year, funded by revenue externally assigned in the previous year or with appropriations of the year funded by revenue externally assigned in the reported year.

Execution of C1 appropriations during 2023–2025

Indicators	2025 results (%)	2024 results (%)	2023 results (%)
Commitment rate	97.67	99.47	98.48
Payment rate	79.50	81.10	81.76

Payment monitoring over last three years

Indicators	2025 results (%)	2024 results (%)	2023 results (%)
Delayed payment rate	1.84	0.93	2.45

Comparison of carry-overs * (C1) to the next year in last three years

Indicators	2025 results	2024 results	2023 results
Title I	EUR 9 490.05	EUR 30 847.35	EUR 24 498.87
Staff	0.16 %	0.60 %	0.50 %
Title II	EUR 292 899.05	EUR 255 526.91	EUR 141 550.50
Infrastructure	17.32 %	18.92 %	11.81 %
Title III	EUR 1 603 730.59	EUR 1 446 307.11	EUR 1 515 135.29
Operations	56.02 %	50.18 %	48.93 %
Total	EUR 1 906 119.69	EUR 1 732 681.37	EUR 1 681 184.66
	18.418 %	18.47 %	17.96 %

* Non-differentiated commitment and payment appropriations, corresponding to obligations duly contracted at the close of the financial year, are automatically carried over to the following financial year.

Budget out-turn over the last three years

Indicators	2025 results	2024 results	2023 results
Budget out-turn	2.61 %	1.24 %	1.90 %

2025 budget result

		2025 (EUR)	2024 (EUR)	
REVENUE				
	Balancing Commission subsidy	+	10 485 107.40	9 432 056.54
	Other subsidies from Commission (Phare, IPA, delegation agreement, etc.)	+	1 425 000.00	
	Fee income	+		
	Other income	+	761.49	3 425.74
TOTAL REVENUE (a)			11 910 868.89	9 435 482.28
EXPENDITURE				
	<i>Title I: Staff</i>			
	Payments	-	5 786 641.30	5 122 227.70
	Appropriations carried over to the following year	-	753 721.83	34 486.01
	<i>Title II: Administrative Expenses</i>			
	Payments	-	1 349 492.06	1 094 786.37
	Appropriations carried over to the following year	-	292 899.05	256 552.84
	<i>Title III: Operating Expenditure</i>			
	Payments	-	1 215 881.90	1 437 842.07
	Appropriations carried over to the following year	-	2 287 110.47	1 459 989.74
TOTAL EXPENDITURE (b)			11 685 746.61	9 405 884.73

OUT-TURN FOR THE FINANCIAL YEAR (a-b)		225 122.28	29 597.55
Cancellation of unused payment appropriations carried over from the previous year	+	29 909.92	65 750.23
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+	18 347.22	21 203.95
Exchange differences for the year (gain + / loss -)	+/-	4.46	0.01
BALANCE OF THE OUT-TURN ACCOUNT FOR THE FINANCIAL YEAR		273 383.88	116 551.74
Balance year N-1	+/-	116 551.74	178 176.40
Positive balance from year N-1 reimbursed in year N to the Commission	-	-116 551.74	-178 176.40
Result used for determining amounts in general accounting		273 383.88	116 551.74
Commission subsidy – agency registers accrued revenue and Commission accrued expense		10 211 723.52	9 315 504.80
Pre-financing remaining open to be reimbursed by agency to Commission in year N + 1		273 383.88	116 551.74

Revenue in 2025

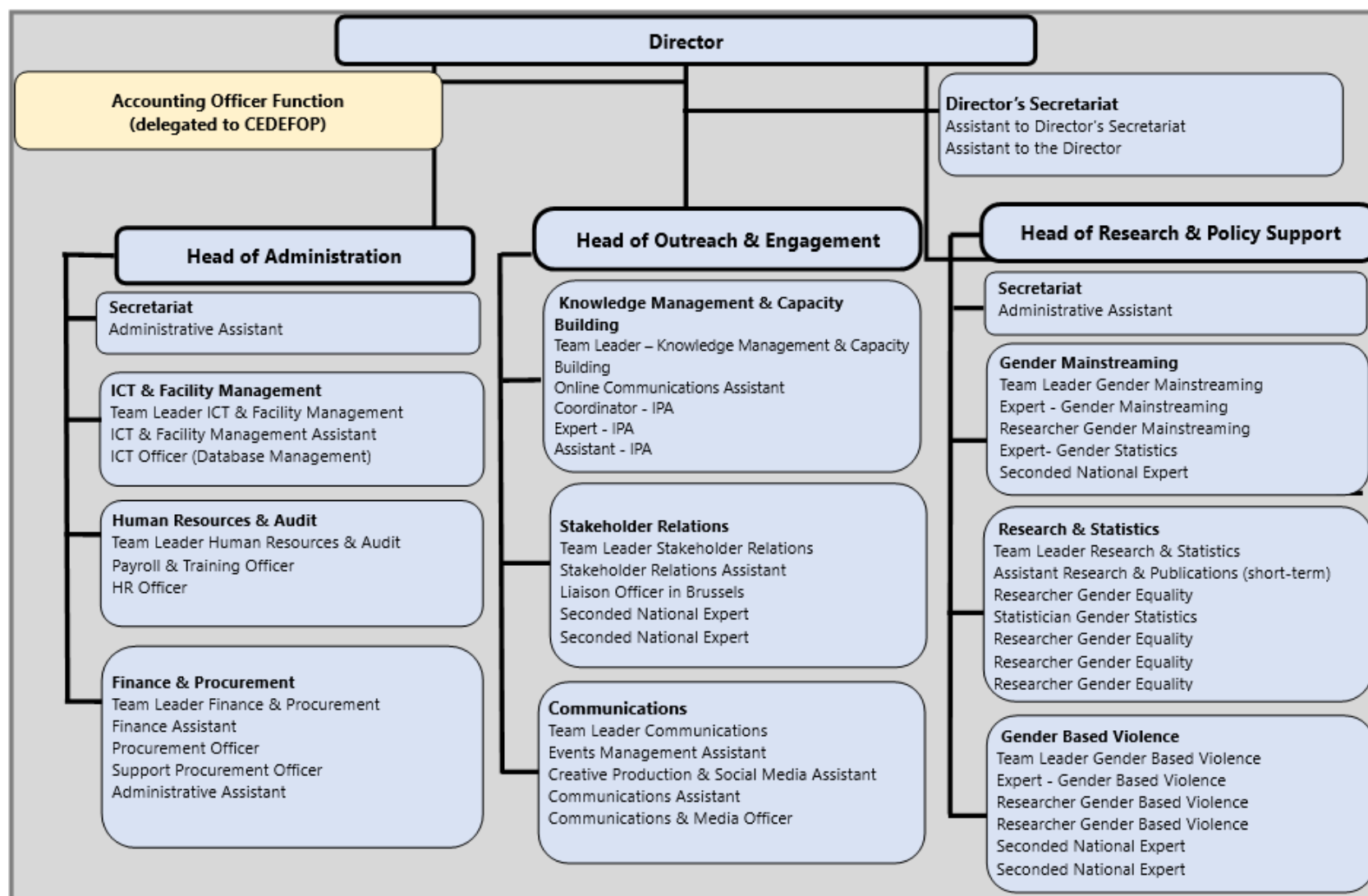
Budgetary transfers

Local Key	Description	Initial budget	Transfer	Final budget
EIGE-B2025-1100-C1-EIGE	Basic salaries	2 733 498.00	183 969.26	2 917 467.26
EIGE-B2025-1101-C1-EIGE	Family allowances	328 153.23	15 940.79	344 094.02
EIGE-B2025-1102-C1-EIGE	Expatriation and foreign-residence allowances	348 037.20	13 270.00	361 307.20
EIGE-B2025-1103-C1-EIGE	Managerial allowance	28 901.68	-714.03	28 187.65
EIGE-B2025-1113-C1-EIGE	Contract agents	1 012 588.95	190 918.00	1 203 506.95
EIGE-B2025-1114-C1-EIGE	Administrative support	0.00		0.00
EIGE-B2025-1130-C1-EIGE	Employer's social security contribution	150 820.34	-982.88	149 837.46
EIGE-B2025-1141-C1-EIGE	Travel expenses for annual leave	75 000.00	-7 387.62	67 612.38
EIGE-B2025-1150-C1-EIGE	Trainees	165 000.00		165 000.00
EIGE-B2025-1176-C1-EIGE	Officials on secondment	300 000.00	7 102.00	307 102.00
EIGE-B2025-1181-C1-EIGE	Daily allowances	30 000.00	-13 263.24	16 736.76
EIGE-B2025-1182-C1-EIGE	Removal cost reimbursement	10 000.00	-10 000.00	0.00
EIGE-B2025-1183-C1-EIGE	Travel expenses	3 000.00	-2 376.42	623.58
EIGE-B2025-1184-C1-EIGE	Installation allowance	20 000.00	-13 317.61	6 682.39
EIGE-B2025-1190-C1-EIGE	Salary weightings	0.00		0.00
EIGE-B2025-1191-C1-EIGE	Adjustments to remuneration	0.00		0.00
EIGE-B2025-1210-C1-EIGE	Interview expenses	0.00		0.00
EIGE-B2025-1220-C1-EIGE	External selection committee member reimbursements	0.00		0.00
EIGE-B2025-1230-C1-EIGE	Miscellaneous expenditure	2 000.00	-755.25	1 244.75
EIGE-B2025-1300-C1-EIGE	Missions duty travel	20 000.00	19 400.00	39 400.00
EIGE-B2025-1410-C1-EIGE	Medical service	21 000.00	-8 255.36	12 744.64
EIGE-B2025-1421-C1-EIGE	Social well-being of staff	20 000.00	4 000.00	24 000.00
EIGE-B2025-1423-C1-EIGE	Other allowances and social welfare	115 000.00	12 400.00	127 400.00
EIGE-B2025-1500-C1-EIGE	Training	80 000.00		80 000.00
EIGE-B2025-1601-C1-EIGE	Admin. assistance from European Union institutions or bodies	45 000.00	12 986.22	57 986.22
EIGE-B2025-1602-C1-EIGE	Interim services	0.00		0.00
EIGE-B2025-1603-C1-EIGE	Administrative support	0.00		0.00
EIGE-B2025-1604-C1-EIGE	Provision of HR related services by external providers (staff survey, etc.)	15 000.00	-12 000.00	3 000.00

EIGE-B2025-1701-C1-EIGE	Representation costs	1 200.00		1 200.00
EIGE-B2025-1702-C1-EIGE	Internal staff events	3 000.00	12 892.77	15 892.77
EIGE-B2025-1703-C1-EIGE	Other representation	0.00		0.00
EIGE-B2025-2000-C1-EIGE	Renting costs	517 000.00	-22 180.36	494 819.64
EIGE-B2025-2010-C1-EIGE	Insurance	3 200.00	200.66	3 400.66
EIGE-B2025-2020-C1-EIGE	Water, gas, electricity	0.00		0.00
EIGE-B2025-2030-C1-EIGE	Cleaning and maintenance	48 000.00	4 200.00	52 200.00
EIGE-B2025-2040-C1-EIGE	Fitting-out of premises	10 000.00	-10 000.00	0.00
EIGE-B2025-2050-C1-EIGE	Security and surveillance	17 000.00	4 000.00	21 000.00
EIGE-B2025-2060-C1-EIGE	Acquisition of immovable property	0.00		0.00
EIGE-B2025-2070-C1-EIGE	Service charges	115 000.00	6 500.00	121 500.00
EIGE-B2025-2090-C1-EIGE	Administrative expenses	0.00		0.00
EIGE-B2025-2100-C1-EIGE	ICT hardware expenditure	50 000.00	140 000.00	190 000.00
EIGE-B2025-2110-C1-EIGE	ICT software expenditure	112 000.00		112 000.00
EIGE-B2025-2120-C1-EIGE	Services provided by third parties	141 300.00	127 571.08	268 871.08
EIGE-B2025-2130-C1-EIGE	ICT operating expenditure	0.00		0.00
EIGE-B2025-2140-C1-EIGE	Telecommunication charges	9 000.00	7 050.00	16 050.00
EIGE-B2025-2150-C1-EIGE	Telecommunication equipment	0.00		0.00
EIGE-B2025-2210-C1-EIGE	New and replacement	2 000.00	1 900.00	3 900.00
EIGE-B2025-2221-C1-EIGE	Purchase and maintenance	2 000.00		2 000.00
EIGE-B2025-2231-C1-EIGE	Purchase of vehicle	0.00		0.00
EIGE-B2025-2232-C1-EIGE	Vehicle upkeep, petrol and hiring means of transport	0.00		0.00
EIGE-B2025-2251-C1-EIGE	Documentation and library expenditure	0.00		0.00
EIGE-B2025-2300-C1-EIGE	Stationery and office supplies	2 500.00		2 500.00
EIGE-B2025-2320-C1-EIGE	Bank charges	0.00		0.00
EIGE-B2025-2321-C1-EIGE	Exchange rate losses	0.00		0.00
EIGE-B2025-2329-C1-EIGE	Other financial charges	0.00		0.00
EIGE-B2025-2330-C1-EIGE	Legal expenses (provision)	30 000.00	2 300.00	32 300.00
EIGE-B2025-2331-C1-EIGE	Other outsourced services	1 548.00	158 181.52	159 729.52
EIGE-B2025-2340-C1-EIGE	Damages	0.00		0.00
EIGE-B2025-2350-C1-EIGE	Miscellaneous insurance	0.00		0.00

EIGE-B2025-2352-C1-EIGE	Internal catering expenses	6 000.00	2 212.00	8 212.00
EIGE-B2025-2353-C1-EIGE	Departmental removal	0.00		0.00
EIGE-B2025-2354-C1-EIGE	Postage and delivery	3 000.00		3 000.00
EIGE-B2025-2355-C1-EIGE	Financial Audit and Accounting	95 000.00	-2 272.90	92 727.10
EIGE-B2025-2359-C1-EIGE	Other expenditure	0.00	500.00	500.00
EIGE-B2025-2500-C1-EIGE	Admin meeting expenditure	700.00		700.00
EIGE-B2025-2510-C1-EIGE	Management Board	86 540.00	-49 120.00	37 420.00
EIGE-B2025-2511-C1-EIGE	Management Board interpretation	49 120.00	-49 120.00	0.00
EIGE-B2025-2520-C1-EIGE	Experts' Forum	45 000.00	-23 331.12	21 668.88
EIGE-B2025-2521-C1-EIGE	Experts' Forum interpretation (provision)	0.00		0.00
EIGE-B2025-2600-C1-EIGE	Running costs in connection with operational activities	0.00		0.00
EIGE-B2025-2700-C1-EIGE	Service level agreement	55 000.00	-8 000.00	47 000.00
EIGE-B2025-2710-C1-EIGE	Other expenditures for information and publishing	0.00		0.00
EIGE-B2025-2800-C1-EIGE	Studies	0.00		0.00
EIGE-B2025-3001-C1-EIGE	Translations	30 000.00	-24 979.50	5 020.50
EIGE-B2025-3111-C1-EIGE	Missions	142 000.00	-42 000.00	100 000.00
EIGE-B2025-3215-C1-EIGE	Research, statistics and indices	545 000.00	-82 500.00	462 500.00
EIGE-B2025-3315-C1-EIGE	Gender-based violence	950 000.00	-333 350.00	616 650.00
EIGE-B2025-3415-C1-EIGE	Implementing Gender Mainstreaming	955 000.00	-18 177.51	936 822.49
EIGE-B2025-3512-C1-EIGE	Stakeholders and Communication	935 000.00	-193 410.50	741 589.50
EIGE-B2025-3601-C1-EIGE	Effective organisation	0.00		0.00
EIGE-B2025-3602-C1-EIGE	IPA activities	0.00		0.00
EIGE-B2025-4001-C1-EIGE	Expenditure financed by member states or entities of them	0.00		0.00
	Total	10 485 107.40	0.00	10 485 107.40

Annex III. Organisational chart of the Agency on 31.12.2025



Annex IV. Establishment plan and additional information on human resources management

Function group and grade	Year 2025			
	Authorised budget		Actually filled as of 31.12.2025	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD16				
AD15				
AD14		1		1
AD13		1		1
AD12				
AD11		4		1
AD10				2
AD9		4		1
AD8		4		9
AD7		5		2
AD6		3		5
AD5				
AD TOTAL		22		22
AST11				
AST10				
AST9		1		1
AST8				
AST7		4		3
AST6		1		1
AST5				1
AST4				
AST3				
AST2				
AST1				
AST TOTAL		6		6
AST/SC6				
AST/SC5				
AST/SC4				
AST/SC3				
AST/SC2				
AST/SC1				
AST/SC TOTAL				
TOTAL		28		28
GRAND TOTAL	28		28	

Key functions	Type of contract (official, TA or CA)	Function group, grade of recruitment*	Indication whether the function is dedicated to administrative support or operations
e.g. Head of Department, Deputy Director, etc. (please identify to which level in the structure it corresponds, with the Director as Level 1).	TA 2a	AD14	The Director has overall legal responsibility for the Agency as Authorising Officer and Appointing Authority.
e.g. Head of Unit, Head of Business Area (please identify to which level in the structure it corresponds, with the Director as Level 1).	TA 2f	AD9–AD12	EIGE's structure has three Heads of Unit, respectively covering: (i) Administration (ADM), (ii) Research and Policy Support (R&PS), (iii) Outreach and Engagement (O&E)
e.g. Head of Sector (please identify to which level in the structure it corresponds, with the Director as Level 1).	Head of Sector: n/a Team Leaders: TA 2f	n/a AD5–AD10 AST5 and AST9	The appointment of six Team Leaders was confirmed in December 2023 to cover respectively three areas each in R&PS (Gender Mainstreaming, Gender-Based Violence, Research and Statistics ⁽¹⁹⁾), and two areas in O&E (Communications, Stakeholder Relations ⁽²⁰⁾). A Deputy Head of Administration was appointed in June 2021. In addition, in January 2024, three team leaders were appointed in the Administration Unit to cover respectively Audit and HR, Finance and Procurement, and ICT and Facilities Management.
e.g. Senior Officer, Senior Specialist, etc.	TA 2f	AD8	R&PS
e.g. Officer, Specialist	TA 2f, CA 3a	AD 5–AD 7; FG IV	ADM, R&PS, O&E
e.g. Junior Officer	n/a	n/a	n/a
e.g. Senior Assistant	TA 2f	AST4–AST6	Director's Secretariat, ADM, R&PS, O&E

⁽¹⁹⁾ The Team Leader for Research and Statistics was also confirmed as Deputy Head of R&PS.

⁽²⁰⁾ The Team Leader for Stakeholder Relations was also confirmed as Deputy Head of O&E.

Key functions	Type of contract (official, TA or CA)	Function group, grade of recruitment*	Indication whether the function is dedicated to administrative support or operations
e.g. Junior Assistant	n/a	n/a	n/a
e.g. Head of Administration	TA 2f	AD12	ADM
e.g. Head of Human Resources	n/a	n/a	n/a
e.g. Head of Finance	n/a	n/a	n/a
e.g. Head of IT	n/a	n/a	n/a
e.g. Secretary	CA 3a	FGII	ADM
e.g. Mail Clerk	n/a	n/a	n/a
e.g. Webmaster – Editor	CA 3a	FGIII	O&E
e.g. Data Protection Officer	CA 3a	FGIV	ADM
e.g. Accounting Officer	n/a	n/a	n/a
e.g. Internal Auditor	TA 2f	AD7	ADM
e.g. Secretary to the Director	CA 3a	FGIII	Director's Secretariat

Implementing rules

Commission Decision of 21 February 2024 amending Decision C(2011)1278 final on the general implementing provisions for Articles 11 and 12 of Annex VIII to the Staff Regulations on the transfer of pension rights – Management Board Decision No MB/2024/014 of 30 October 2024.

Ethics rules and rules on the prevention and management of conflicts of interest concerning staff members – Management Board Decision No MB/2024/004 of 15 March 2024.

Job screening/benchmarking exercise:

Job type (sub)category	2025 (FTE)	2024 (FTE)	2023 (FTE)	2022 (FTE)	2021 (FTE)	2020 (FTE)	2019 (FTE)
Administrative support and coordination	12.31	11.58	10.94	11.8	14.5	16.2	14.7
Administrative support	10.03	10.03	9.47	10.46	12.85	12.7	13.6
Coordination	1.55	1.55	1.47	1.34	1.65	3.5	1.1
Operational	81.06	80.64	81.1	79.9	77.6	75.6	80.8
Top-level operational coordination	9.04	9.34	9.31	9.44	9.17	9.6	9.6
Programme management and implementation	72.06	71.30	71.99	68.99	66.97	65.4	70.7
Evaluation and impact assessment	0.00	0.00	0.0	0.0	0.0	0.0	0.0
General operational	0.00	0.00	0.0	1.51	1.47	0.6	0.5
Neutral	6.63	7.77	7.77	8.3	7.9	8.3	6.0
Finance/control	7.38	7.38	7.38	7.63	7.15	7.5	5.1
Linguistics	0.39	0.39	0.39	0.67	0.73	0.8	0.9

Geographical balance (at 31.12.2025)

Nationality	AD + CA FGIV		AST/SC – AST + CA FGI/CA FGII/CA FGIII		Total	
	Number (max. 29)	% of total staff members in AD and FGIV	Number (max. 16)	% of total staff members in AST/SC, AST and FGI, II, III	Total number (max. 42)	% of total staff
Belgian	2	0.069			2	0.048
Bulgarian	1	0.034			1	0.024
Dutch	2	0.069			2	0.048
Finnish	1	0.034	1	0.062	2	0.048
French	1	0.034			1	0.024
German	1	0.034	1	0.062	2	0.048
Greek	2	0.069			2	0.048
Irish	1	0.034			1	0.024
Italian	1	0.034			1	0.024
Latvian	2	0.069			1	0.024
Lithuanian	4	0.138	12	0.75	16	0.38175
Maltese	1	0.034			1	0.024
Polish	1	0.034			1	0.024
Portuguese	2	0.069			2	0.048
Romanian	2	0.069	1	0.062	3	0.075
Slovenian	1	0.034			1	0.024
Spanish	3	0.103	1	0.071	4	0.095

Total	29	1.00 (rounded)	16	1.00 (rounded)	42	1.00 (rounded)
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Annex V. Human and financial resources by activity

Activity	Total costs (EUR)	Tot. FTE	Total Title I (EUR)	Total Title II (EUR)	Total Title III (EUR)
Providing evidence: Research and Data Collection	3711 594.33	10.63	1 363 613.61	392 061.44	1 188 050.54
Monitoring of international commitments and supporting the Presidencies of the Council of the EU	413 431.34	12.49	1 616 150.57	499 767.69	1 595 676.07
The Gender Equality Index	1 527 721.87	2.06	294 775.06	91 862.21	26 794.07
Data collection on GBV: administrative and survey data on violence against women and domestic violence	1 103 227.33	3.87	590 360.47	148 082.19	789 279.21
Research and development of the indicators on gender-based violence: harmful practices	391 436.56	4.19	449 900.20	158 099.29	495 227.84
Research on emerging issue(s): gender-based violence in times of crises	275 777.23	1.25	178 178.25	66 656.40	146 601.91
Supporting gender responsive policies: Gender Mainstreaming and Specific Tools	1 475 015.44	1.13	102 936.58	35 067.60	137 773.05
Policy support on gender mainstreaming	213 757.26	6.19	711 007.12	248 175.50	515 832.82
Methods and tools for gender mainstreaming	418 587.49	1.22	143 874.57	65 848.82	4 033.87
Gender Statistics Database	842 670.69	3.17	317 291.00	98 462.62	2 833.87
Communicating Gender Equality	2 928 512.67	1.80	249 841.55	83 864.06	508 965.08
EIGE's communication campaigns and activities	1 409 954.68	12.69	1 432 770.05	481 131.23	1 014 611.40
Building and maintaining stakeholder relations	1 151 151.38	4.10	489 064.53	155 148.52	765 741.64
Facilitating knowledge management	367 406.61	6.22	650 068.22	252 213.40	248 869.76
Organisation, Administration and Functioning of EIGE (Horizontal)	2 579 976.10	2.38	293 637.30	73 769.31	0.00
Procurement and Facility Management	364 122.36	14.78	2 032 071.67	521 199.62	26 704.82
Human Resources Management	606 378.20	2.34	284 638.88	72 682.19	6 801.29
Budget Implementation	507 337.23	3.07	473 726.38	126 417.31	6 234.51
Internal Control and Audit (incl. Data Protection)	175 449.75	2.95	410 729.09	91 473.95	5 134.19
ICT Infrastructure	386 704.00	0.99	144 099.60	30 750.16	600.00

Management Assistance Support	539 984.56	2.18	311 056.70	67 712.47	7 934.83
Total	10 695 098.55	46.15	5 791 999.40	1 750 274.04	3 152 825.11

Annex VI. Contribution, grant and service level agreements. Financial Framework Partnership Agreements

	General information					Financial and HR impacts		
	Actual or expected date of signature	Total amount	Duration	Counterpart	Short description		2024	2025
Contribution agreements								
Contribution Agreement No 700003298 with DG Enlargement and Eastern Neighbourhood under the Commission Implementing Decision of 24 June 2025 on the financing of the multi-country annual action plan in favour of the Western Balkans and Türkiye	15 July 2025	EUR 1 500 000	48 months	European Commission DG Neighbourhood and Enlargement Negotiations D5 Western Balkans Regional Cooperation Programmes	There are two specific objectives: (1) strengthening the capacities of IPA project beneficiaries in monitoring and mainstreaming gender equality; (2) improving regional cooperation and gender equality awareness in the region of the Western Balkans and Türkiye.	Amount (EUR) Number of CAs Number of SNEs	n/a	14 429.63 3 0
TOTAL						Amount (EUR) Number of CAs Number of SNEs	n/a	14 429.63 3 0

Annex VII. Environmental management

In 2025, EIGE actively implemented initiatives to reduce CO₂ emissions and promote environmentally sustainable work practices.

The Agency remained committed to incorporating environmental sustainability clauses into its contracts. To date, EIGE has included requirements for contractors to adopt eco-friendly measures in contracts for services such as the supply of stationery and printing materials, cleaning services, office furniture delivery and installation, promotional material production, catering and event organisation.

Additionally, EIGE continued to prioritise recycling efforts for paper, plastic and food waste. A notable example is the successful 'bottles for charity' programme, which recycled 833 drinking containers from the office and donated nearly EUR 84 to charity. Efforts to reduce paper usage were also actively promoted. To support this, EIGE's default printing setting is duplex black-and-white printing, and all shared printers are equipped with staff ID card readers to prohibit unauthorised use. In 2025, the Agency continued to use entirely electronic workflows, eliminating paper-based processes. New employees are introduced to the Agency's commitment to environmentally friendly practices during their induction meetings.

To curb its carbon footprint, missions at EIGE are reviewed several times before approval. This includes each unit preparing a preliminary mission budget for the year ahead and the requirement for management and stakeholders to approve each mission. The Agency's mission management tool incorporates an electronic approval and reporting workflow. Thanks to these measures and travel contractors, EIGE tracks CO₂ emissions from business travel. In 2025, the Agency's missions were calculated under a new international standard (IATA RP-1726 (industry average data) with the United Kingdom's Department for Business, Energy and Industrial Strategy (UK BEIS) radiative forcing (RF) kg CO₂ equivalent), which allows the Agency to consider more detail-orientated consumption than in previous years (i.e. by taking into consideration aircraft type and fuel consumption). According to the IATA RP-1726 (industry average data) with UK BEIS RF kg CO₂ equivalent calculation, EIGE's operations produce 67 717 kg of CO₂ emissions. Following the calculation of post-COVID-19 travel CO₂ emissions, the green officer's aim is for the Agency to remain within 100 tonnes of CO₂ emissions in 2026.

In addition, EIGE also began testing the monitoring of CO₂ emissions for rail travel and hotel carbon footprint in 2025 business travel. Rail Carbon CO₂e (UK BEIS) amounted to 22.34 kg, while hotel carbon CO₂e (UK BEIS) emission was 20 675.04 kg.

Lastly, following the establishment of EIGE's liaison office in Brussels on a permanent basis, the Agency's internal refurbishment committee oversaw the tender preparation and implementation for office furniture. This included requesting environmentally sustainable materials and responsible practices in its production. The refurbishment committee ensured that ICT and other appliances met the highest EU energy efficiency rating (AAA).

Annex VIII. Annual accounts

Balance sheet and statement of financial performance as of 31 December

2025 ⁽²¹⁾

	2025	2024
REVENUE		
Revenue from non-exchange transactions		
<i>Funds from the Commission</i>	10 226	9 319
	10 226	9 319
Revenue from exchange transactions		
<i>Other</i>	1	3
	-	-
Total revenue	10 227	9 322
EXPENSES		
<i>Operating costs</i>	(2 328)	(3 103)
<i>Staff costs</i>	(5 619)	(4 957)
<i>Other expenses</i>	(1 754)	(1 503)
Total expenses	(9 701)	(9 562)
ECONOMIC RESULT OF THE YEAR	526	(240)

Statement of financial performance

Thousands of EUR			
	Note	2024	2023
REVENUE			
Revenue from non-exchange transactions		-	-
<i>Funds from the Commission</i>	3.1	9,319	9,371
		9,319	9,371
Revenue from exchange transactions			
<i>Other</i>	3.2	3	-
		-	-
Total revenue		9,322	9,372
EXPENSES			
<i>Operating costs</i>	3.3	-3,103	-2,998
<i>Staff costs</i>	3.4	-4,957	-4,709
<i>Other expenses</i>	3.5	-1,503	-1,547
Total expenses		-9,562	-9,254
ECONOMIC RESULT OF THE YEAR		-240	118

⁽²¹⁾ The final accounts will be available in 2026 and will be published on EIGE's website (<https://eige.europa.eu/about/documents-registry?ts=accounts>).

Annex IX. Access to public documents

Pursuant to Article 17(1) of Regulation (EC) No 1049/2001 of the European Parliament and of the Council of 30 May 2001 regarding public access to European Parliament, Council and Commission documents ⁽²²⁾, public institutions must publish annually a report for the preceding year and include the number of cases in which the institution refused to grant access to documents, the reasons for such refusals and the number of sensitive documents not recorded in the register.

In accordance with the abovementioned legal provision, EIGE reports on the handling of requests for access to its documents in 2025:

- EIGE received eleven requests for access to documents in 2025 via email or via the [form for requesting access to documents on the EIGE website](#);
- there were no cases in which EIGE refused to grant access to documents;
- no confirmatory action pursuant to Article 7 of Regulation (EC) No 1049/2001 was taken by EIGE in 2025.

All requests were handled in full compliance with the provisions of Regulation (EC) No 1049/2001 and EIGE's policy on public access to documents ⁽²³⁾.

⁽²²⁾ Regulation (EC) No 1049/2001 of the European Parliament and of the Council of 30 May 2001 regarding public access to European Parliament, Council and Commission documents (OJ L 145, 31.5.2001, p. 43, ELI: <http://data.europa.eu/eli/reg/2001/1049/oj>).

⁽²³⁾ Adopted in Management Board Decision No MB/2013/006 of 14 June 2013.