Digital Gender Equality Actions Repository

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Why do Gender Equality Plans matter?

EIGE definition (Horizon Europe)

"A set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change."

- A GEP is a **roadmap for institutional change**: governance, resources, responsibilities, and monitoring
- It improves **fairness**, **talent retention**, and **leadership diversity**
- It strengthens **research and innovation quality** by supporting inclusive practices and, where relevant, integrating the gender dimension

(Add image caption Here)

Why institutions still struggle?

- EU recommendations are hard to translate into concrete, prioritised actions adapted to each institution
- Key areas can remain hiddeen or overlooked, such as governance, data and monitoring, career progression, among others
- Data and responsabilities are often fragmented, with HR, students, research and leadership information spread across different systems and units
- Many institutions face constraints in time and resources, decentralised decision-making, and in Engineering Schools persistent “meritocracy” narratives and “leaky pipeline” challenges
- GEPs can become a list of activities rather than a coherent programme for institutional change

(Add image caption Here)

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How do we turn guidance into action?

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Unite! H2020 Project

Common framework to define effective GEP practice

- Partners reviewed and compared their exhisting Gender Equality Plans
- A shared framework was developed to organise and compare the different type of actions
- Identification of shared strengths, gaps, and different levels of progress between institutions
- The work highlighted that many plans focus on activities, while fewer include the full cycle of planning, monitoring and improvement

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Challenges

- Many widening Countries institutions have **limited capacity** to design and implement robust GEPs
- There is often a **lack of specialized expertise** and under-resourced equality structures
- **Cultural norms** can hinder more transformative, long-term approaches
- Models imported from non-widening contexts can be **hard to implement**
- **“One approach fits all”** does not work

(Add image caption Here)

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How do we help institutions identify actions that fit their context?

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Gender Equality Actions Repository

Welcome to the Gender Equality Actions (GEPs) repository. Here you can navigate through the on-going GEPs and GEAPs of several institutions.
Use the available filter options to search for inspiration according to your needs and goals!

Dashboard | Submit an Action

Search...

Filter by Institution... Type...

Filter by Impact Measure... Indicator(s) | Output(s) | Mixed | None

Filter by Source of Expertise... Internal | External | Mixed

Filter by Target Group... Organisation | Academics | Administrative and Technical staff | Students | Other

Filter by Identity Perspective... Type...

Filter by Issue Tackled... Type...

Filter by Type of Action... Type...

Filter by Approach on Gender Equality... Type...

Group by... Type to add grouping...

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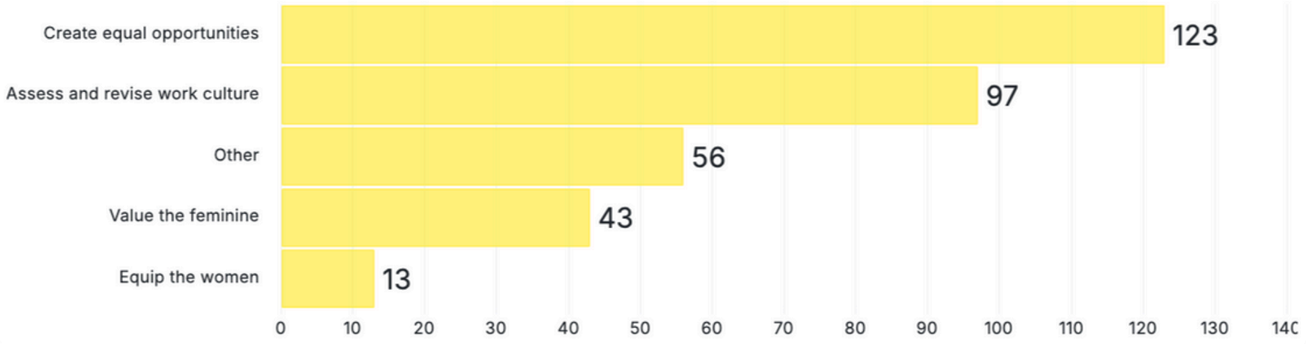
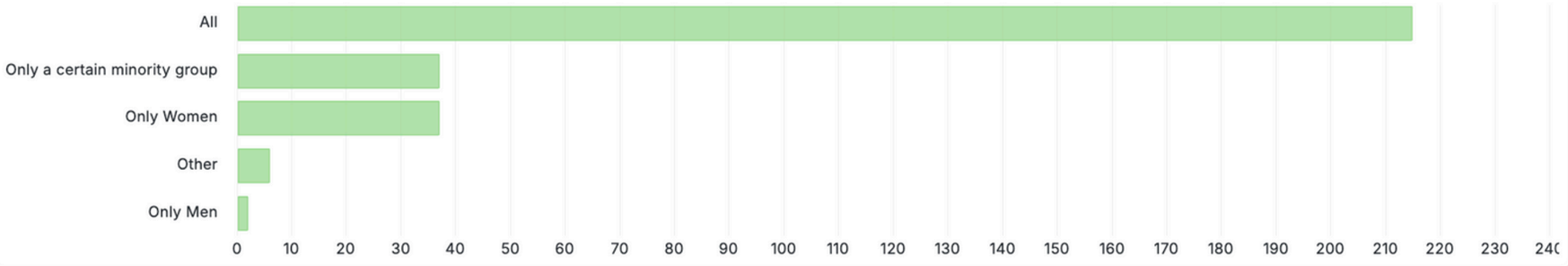
Total Number of Actions

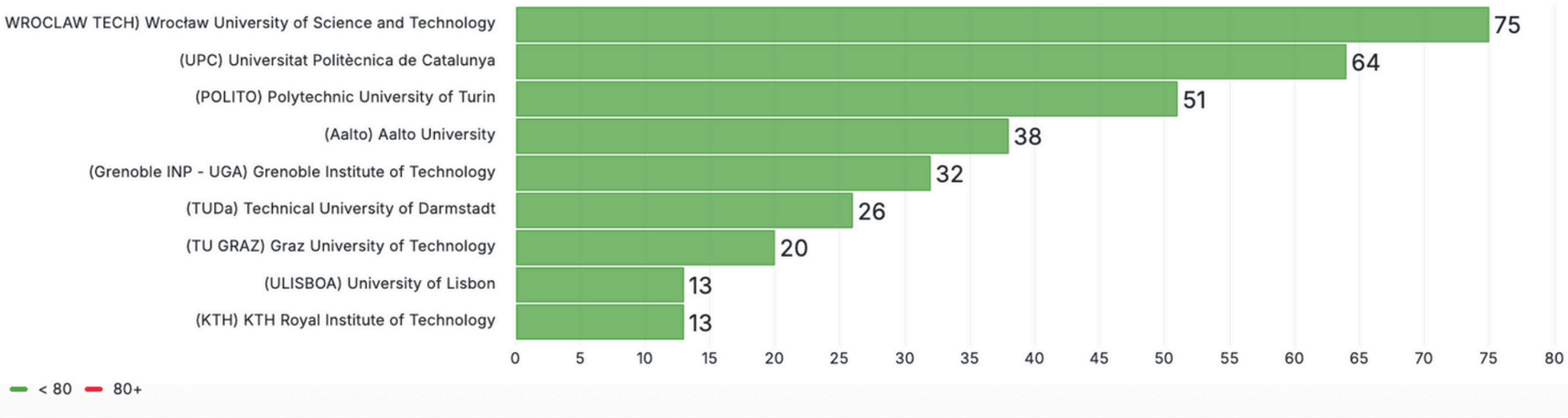
Action Count by Approach



Action Count by Section



Number of Actions per Partner



Development process

- Repository **co-developed** with the Agora team through regular online meetings
- Cooperation between **multi-disciplinary** and **multi-role** team
- Improved the repository through iterative feedback to support consistent, usable contributions
- **Future directions**: dissemination activities + new features

(Add image caption Here)

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Benefits & Value

- Gives a **comprehensive overview** of GEP actions and their institutional reach
- Organizes actions into categories and **supports multi-level views** to identify gaps and priorities
- Helps institutions **reflect** on their mix of actions (building a strategy) and plan a coherent roadmap
- Provides concrete examples and **good practices** that institutions can reuse and adapt
- Creates **shared terminology** aligned with EU frameworks, enables monotoring and visualization
- Living resource in **continuous improvement** with broader coverage across contexts and increasing relevance over time

(Add image caption Here)

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A co-created repository helping everyone move faster

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