Statistical Analysis for Inclusive Gender Equality
Practical Guidance for Analysing GEAM Data

Date: May 22nd, 2025 - 13:30-15:30 CEST (Central European Summer Time) - 2 hours
Location: Zoom/Online

You can register here.

The **Gender Equality Audit and Monitoring** (GEAM) tool is an integrated environment for carrying out survey-based gender equality audits in universities and research performing organisations. Initially developed in the **ACT project**, it has been deployed in over +50 organisations in Europe to date. As part of the **INSPIRE Center of Excellence**, the GEAM tool for *employees* has been revised and updated. In addition, a new version targeting *students* of higher education institutions has been developed.

While the GEAM tool accelerates and enhances the deployment of equality data collection for practitioners with limited survey design experience, a significant challenge remains in analyzing the high-quality data collected. The workshop addresses this issue by introducing useful statistical techniques as well as thematic issues to be explored. By offering hands-on examples, this workshop delivers concrete guidance on how to best start the analysis of GEAM data for inclusive gender equality.

The workshop builds upon, introduces and launches the online version of the handbook on "Statistical Analysis for Inclusive Gender Equality" edited by Jörg Müller, Dalia Argudo, Ewa Krzaklewska, and Paulina Sekuła.

Who Should Attend?

While the workshop will introduce some statistical techniques, it addresses primarily gender equality practitioners and/or researchers working at the organisational level with little to no statistical background. The workshop aims to provide an overview of analytical possibilities for taking full advantage of the data collected with the GEAM tool. It should be of interest to a broad range of people working with quantitative data for inclusive gender equality at the organisational level, including:
- Gender equality practitioners
- Researchers and policy officers
- Data and monitoring teams
- Organisations considering or already using GEAM
- Anyone working on institutional change for gender equality

Agenda:

Time	Topic	Facilitated by
13:30 – 13:40	**Welcome and Opening Remarks** • Introduction to the session, objectives, and agenda • Overview of participation guidelines	TBC
13:40 – 14:00	**Introducing the GEAM and the handbook: "Statistical Analysis for Inclusive Gender Equality"** • Very brief introduction of the GEAM tool, including main thematic questions and potential of intersectional data collection • Why this book? Purpose and intended users	Jörg Müller

	• The role of collaboration between experts Clarifying Q&A (5 min)	
14:00 – 14:30	**Part I: Understanding the Statistical Tools** Overview of the types of statistical analysis covered:	
	• Gender gaps	Dalia Argudo
	• Longitudinal comparisons	Anna Knapińska
	• Comparing organisations	Dalia Argudo
	• Intersectional analysis with MAIHDA	Jörg Müller
14:30 – 15:00	**Part II: Using GEAM Data to Inform Gender Equality Plans (GEPs)** • Practical examples of how GEAM data can support GEP design or revision	Ewa Krzaklewska, Paulina Sekuła
	• Focus on work-life balance and inclusion climate analysis	Jörg Muller
15:00 – 15:20	**Open discussion: experiences and needs** • Testimonies from organisations that have implemented the GEAM survey • Reflections on challenges, lessons learned, and impact • Opportunities for collaboration and building a shared knowledge base	All participants – facilitated discussion (Moderator TBC)
15:20 - 15:30	**Final reflections and next step** Summary of key takeaways and closing remarks.	TBC