



Mapping Inclusive Gender Equality Plans Throughout Europe: Survey & Web Scraping Key Findings

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Research Questions

- *How do diversity, inclusion, and intersectionality concepts vary across European Research Area (ERA), and what factors influence their adoption?*
- *What inequalities are being addressed, and which are being under-prioritized, in GEPs?*



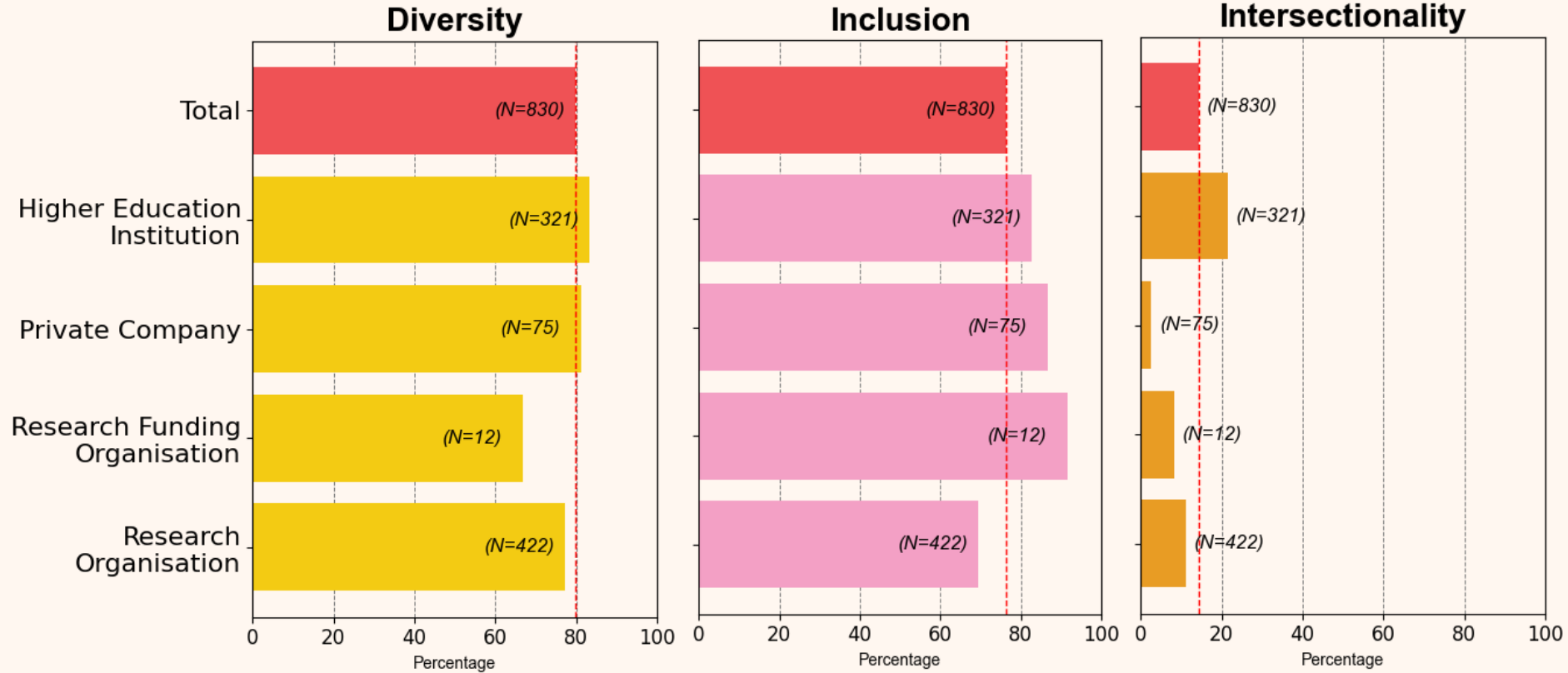


GEP Prevalence – By Country Cluster and Organisation Type

Organisation type	N	GEP prevalence by organisation type (in %)
Higher Education Institution	1,413	82.44
Research Funding Organisation	42	90.47
Research Organisation	2,650	49.54
Private Company	2,466	6.40
Country cluster	N	GEP prevalence by country cluster (in %)
Central Eastern and Eastern	1,055	52.22
Northwestern	1,087	41.03
Southern	1,727	39.89
Central Western	2,647	36.61
No cluster	55	23.63
Total	6,571	40.52



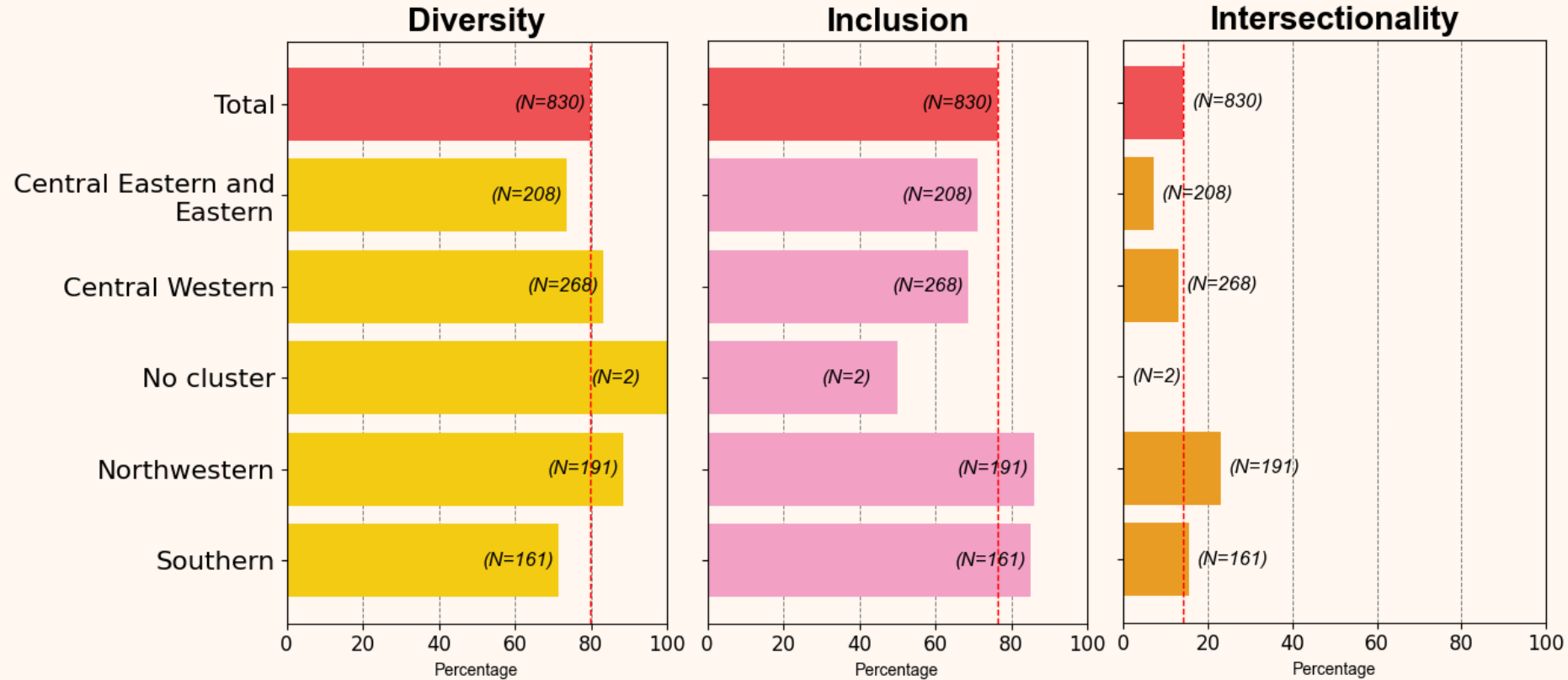
Diversity, Inclusion, and Intersectionality Mentioned in GEPs - By Organisation Type



Intersectionality remains largely an academic term.

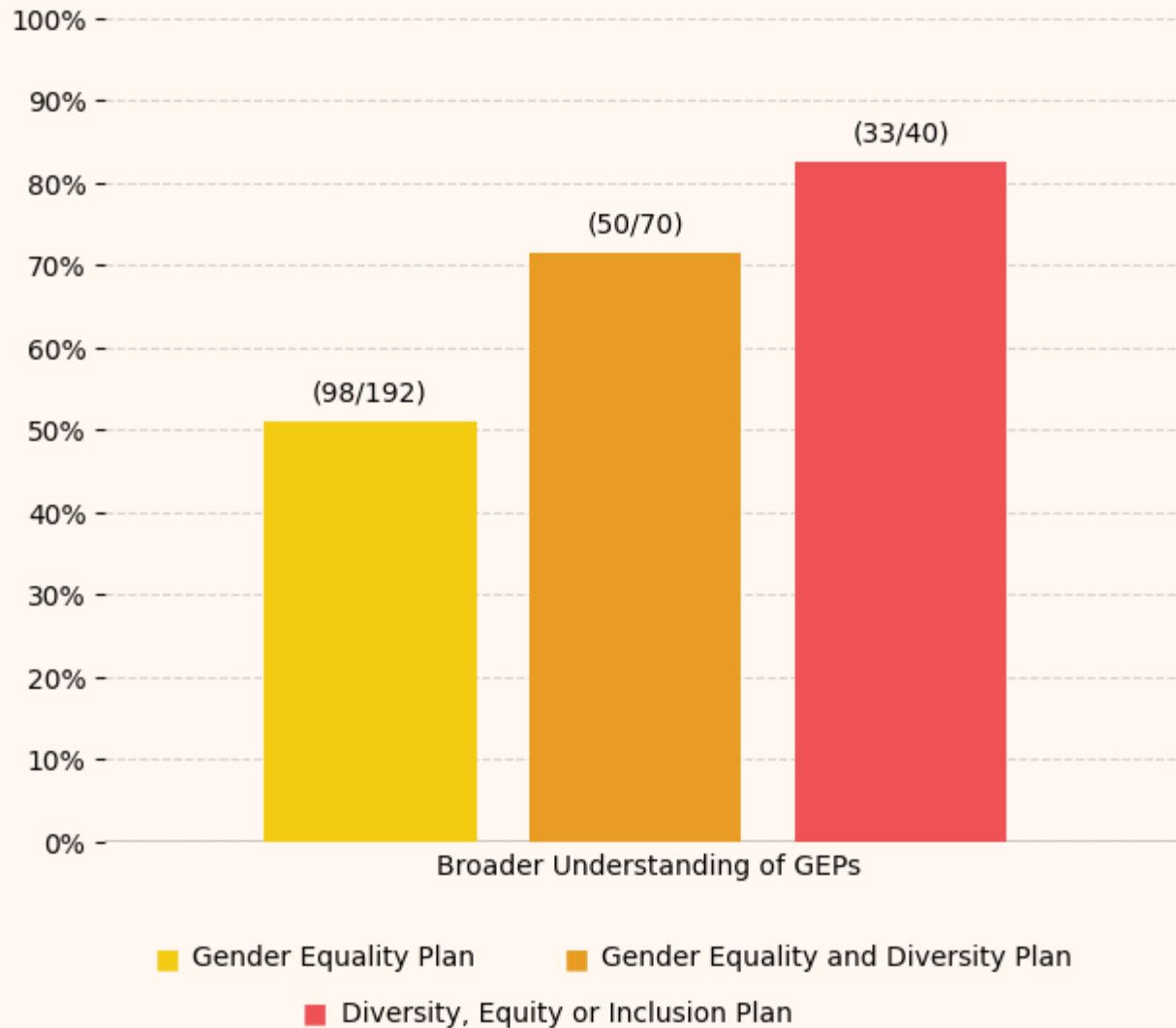


Diversity, Inclusion, and Intersectionality Mentioned in GEPs - By Country Cluster





GEPs Mentioning a Broader Understanding of Gender – By Type of Plan



A broader understanding of gender = mentioning terms like trans, non-binary, etc.



GEPs Mentioning a Broader Understanding of Gender– By Country Cluster & Time Period of the First GEP

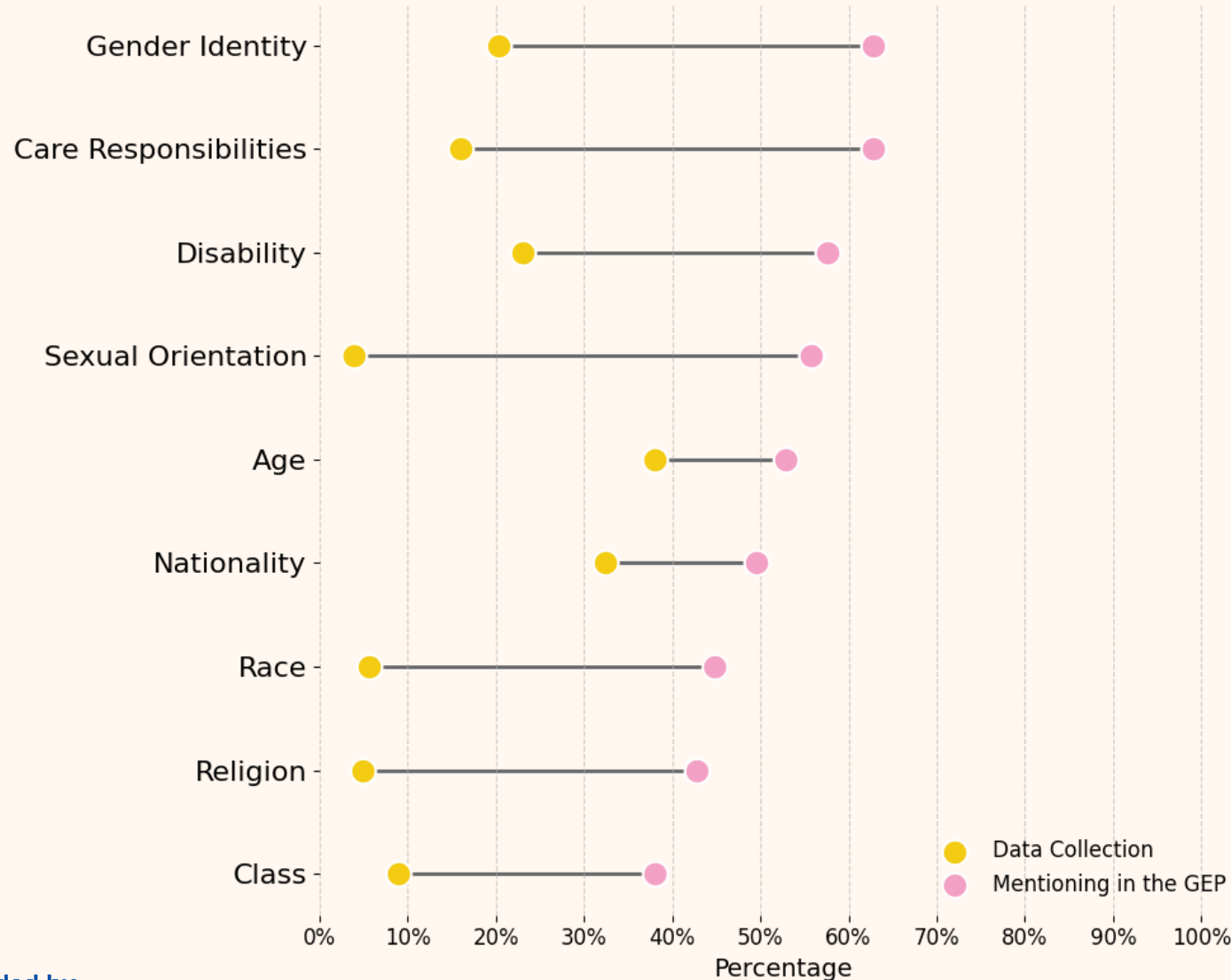
Country Cluster	GEP mentions a broader understanding of gender (%)	N	Time period of the first GEP		
			1980-98 %	1999-2020 %	2021-24 %
Northwestern	76	17	23	41	35
Central Western	66	113	9	48	43
Southern	57.5	40	0	27.5	72.5
Central Eastern and Eastern	34	38	0	3	97
<i>Total</i>	59.6	208	7	35	58

Factors fostering a broader understanding of gender

- Plans that go beyond gender
- Earlier implementation



Mentioning Inequalities in the GEP and Collecting Data on Inequalities



Explanations of the low frequency of race, religion, class, and sexual orientation

- Perceived legal restriction
- Political sensitivity
- Limited institutionalization

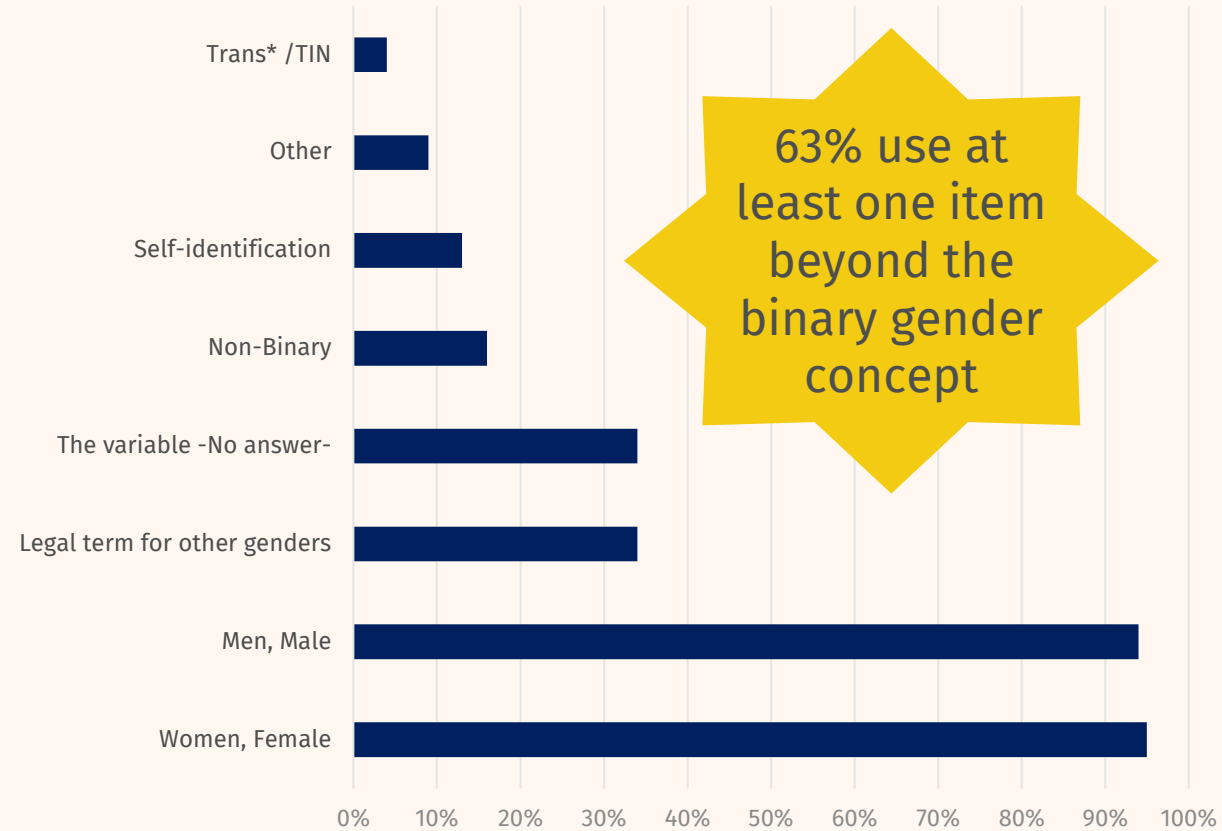


Does the Organisation Monitor GE and/or GEP?

Monitoring established

- ✓ 87% do monitoring
- 9% do not monitor
- 4% do not know

Terms used to collect gender data





Summary

1. The term '**inclusion**' is more prevalent in **PRCs** (87%) and **RFOs** (92%), whereas '**intersectionality**' is a more scholarly term primarily adopted by **HEIs** (21%).
2. The **Northwestern cluster** exhibits the highest prevalence of diversity, inclusion, and intersectionality.
3. **Type of plan** and **Earlier GEP implementation** associates with a broader understanding of gender (e.g., trans, non-binary).
4. **Race, religion,** and **class** are among the least frequently mentioned inequalities in the GEPs, while data related to **race, religion,** and **sexual orientation** are the least frequently collected.





Thank you!



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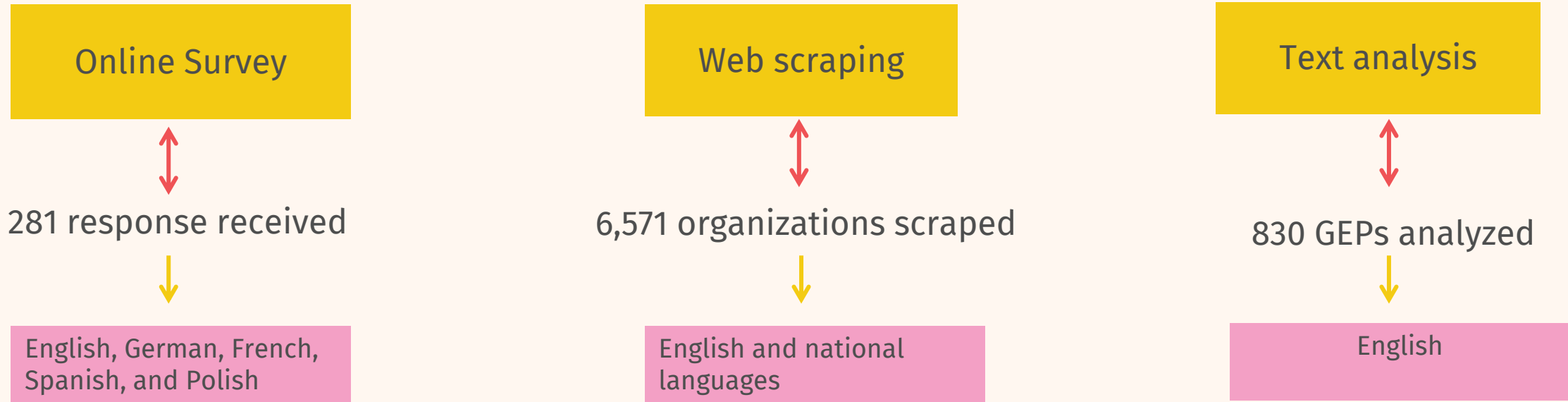
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Backups



1. The Sample for the Analysis





1.1 Sample

- CORDIS Horizon 2020 dataset is used for sampling
- Includes organizations from EU 27 plus **Bosna-Herzegovina, Norway, Switzerland, Serbia, Israel, and the United Kingdom**
- Includes HES, REC, PRC, RFO
- 6,571 organizations for web scraping
- 4,571 organizations invited for online survey



1.3 County clusters

