



INSPIRE

**D2.2 4 x Country-cluster reports, Member
States country information**

Methodological annex: expert survey

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1 Expert Survey

The 4 Country Cluster Reports (CCR) are the outcome of a survey with 27 experts from the four clusters (Northern West, Central West, Southern, Central East, and Eastern) representing the EU Member States. This survey gathered information from each country regarding structural change aimed at promoting inclusive gender equality in R&I organisations.

1.1 Main Concepts

The survey focused on **structural change towards inclusive gender equality in R&I organisations** in the country. Structural change is defined here as a long-term, sustainable process, aimed at building an institutional environment (values, norms, structures and procedures) in which inclusive gender equality is widely discussed and explicitly embraced through organisational and individuals' practices that have a demonstrable impact on reducing gender and other axes of inequality and discrimination within the organisation.

The survey addressed **five topics** of interest related to structural change:

- **Initiating change:** How organisations can be encouraged to adopt a gender equality policy (GEPs and equivalent/alternative measures) based on local knowledge, experience and change movements as well as evidence-based tools (e.g., gender equality audit).
- **Sustaining and deepening change:** How organisations can address resistances and sustain and deepen change by building institutional gender competence, dedicating resources and structures, promoting evidence-based measures, and broadening the scope of intervention (e.g., integrating sex/gender analysis in curricula or research content; implementing a sexual harassment protocol).
- Adopting an **intersectional approach:** How organisations can move from GEPs and/or EDI interventions to inclusive intersectional GEPs fostering change towards equality.
- Implementing **gendered innovations:** How innovation clusters and private R&I companies can be encouraged to implement gendered innovations - that is to innovate by integrating methods of sex and gender analysis into their R&I products or services, ideally taking into account also other axes of inequality and discrimination.
- **Monitoring inclusive gender equality:** How organisations can support an evidence-based inclusive gender equality by implementing effective monitoring conceptual approaches, tools, and indicators - in particular in the four topics identified above (initiating change; sustaining and deepening change; adopting an intersectional approach; implementing gendered innovations).

1.2 Implementing Process

1.2.1 Selection of Experts

The information-gathering process began with the careful selection of experts from each country, with each Country Cluster Coordinator (CCC) responsible for their respective selection. Individuals with extensive experience and knowledge of structural change in the five



key domains were contacted. Selection criteria included work experience, publication of relevant research, and participation in similar projects. Some consortium partners' team members acted as national experts for their countries: SDU (Denmark), JR (Austria), Fraunhofer (Germany), UH (Belgium), RU (Netherlands), Notus (Spain), JU (Poland), and ZRC SAZU (Slovenia).

1.2.2 Development of the Questionnaire

The questionnaire was designed by Notus in cooperation with consortium members (FUOC, JR, SDU, SRU, Fraunhofer, UZ, ZRC SAZU and GESIS) to comprehensively address key aspects of structural change in the five topic areas. In a later stage, it was tested by external experts to ensure pertinence and clarity. The questionnaire includes both open and closed questions to obtain a complete perspective on the experts' experience and knowledge. Additionally, the questionnaire provides key concepts and guidelines for its completion. In total, it consists of 47 questions distributed across 7 sections (see questionnaire at the end).

1.2.3 Meeting with Experts

A meeting was scheduled on March 10th, 2023, with experts and CCCs to introduce the study's purpose and explain the participation process. During this meeting, experts were given the opportunity to request additional information or seek clarifications about the survey.

1.2.4 Collection of Information

Throughout the information-gathering process, SDU, JR, Notus, and ZRC SAZU members provided coordination and support to the experts. Expert responses were automatically collected using the LimeSurvey platform from March to the end of April 2023.

1.2.5 Validation of Results

The draft results were reviewed by the CCCs, specifically to assess clarity. If needed, experts were given a two-week period to address these requests.

1.2.6 Data Analysis

Once all the information was collected from the experts, CCC proceeded with data analysis. This involved processing responses, identifying patterns and trends, and synthesizing key findings.

1.2.7 Meeting with Country Cluster Coordinators

A meeting was scheduled with the CCCs to discuss the cluster report template as well as the next steps.

1.2.8 Presentation of Preliminary Results

Each CCC presented a summary of the preliminary results of the expert survey at the INSPIRE Project Meeting in Ljubljana on 10 June 2023.



1.2.9 Generation of Reports

The results of the analysis were used to generate the four country cluster reports, which include main findings, conclusions, and recommendations.

The process of gathering information from experts ensured a rigorous collection and analysis of qualitative data, allowing to obtain valuable knowledge and insights on structural change in the EU27 countries. The resulting reports will serve as a foundation for decision-making and strategy formulation to support the INSPIRE research program on structural change toward inclusive gender equity in R&I, as well as for public use.



2 Questionnaire: Expert survey

This is an expert consultation launched by INSPIRE. This Horizon Europe project aims to build a sustainable centre of excellence on inclusive gender equality in research and innovation (R&I). The expert consultation will provide crucial support to the INSPIRE research programme on structural change towards inclusive gender equality in R&I, through:

- collecting information and analysis on policy developments and research debates at the national level; and
- identifying engaged stakeholders, other potential experts and relevant resources in the country, as well as collecting suggestions to support existing or potential initiatives for developing new communities of practices (CoPs).

The consultation involves one expert in each EU27 Member State. There are 47 questions in this survey.

Introduction and guidance

Please read this introduction carefully as it provides the definitions of all important concepts used throughout this questionnaire.

Scope and objective: This is an expert consultation launched by INSPIRE. This Horizon Europe project aims to build a sustainable centre of excellence on inclusive gender equality in research and innovation (R&I). The expert consultation will provide crucial support to the INSPIRE research programme on structural change towards inclusive gender equality in R&I, through:

- collecting information and analysing policy developments and research debates at the national level (or any subnational level depending on where the policy competence lies); and
- identifying engaged stakeholders, other potential experts and relevant resources in the country, as well as collecting suggestions to support existing or potential initiatives for developing new communities of practices (CoPs).

The consultation involves one expert in each EU27 Member State.

Background: In 2021, gender equality in higher education, research and innovation has been reaffirmed as a priority for the new European Research Area (ERA). By end of June 2022, Member States have indicated their interest in addressing ERA Action 5 (Gender equality and inclusiveness)^[1]. So far, gender equality plans (GEPs) have been the European Commission's means to address this challenge in R&I organisations.

Despite twenty years of concerted efforts in research and policy to advance gender equality in R&I, inequalities persist, and change is slow at best^[2]. Research into the evidence of gender equality interventions is relatively scarce. However, existing work points to the importance of 1) legal and policy frameworks governing gender equality in R&I; 2) gender equality movements and organisational change agents; 3) power dynamics / resistances against gender equality measures that hinder effective, long-term change^[3]. Moreover, there are substantial differences in the implementation of gender equality policies in R&I organisations across different regions and sectors, and in the effects of these policies on inequalities along different social categories. In other words, the advances concerning gender equality in R&I have not been sufficiently sustainable nor inclusive.

The following issues have been identified in the ERA^[4]:

- Enduring gender inequalities in European R&I systems holding back the ERA's potential.



- Persisting low level of integration of sex/gender analysis into R&I content (including basic research, applied research, and innovation) which undermines R&I quality and societal impact.
- Persisting knowledge and skills problems: ongoing unconscious gender bias among staff and decision-makers.
- Significant heterogeneity continues across Europe with regard the implementation of gender equality policies in R&I organisations, including GEPs.
- Inclusiveness issues remain under-addressed - this is evident with regard the lack of an intersectional approach that takes into account gender and other grounds of inequality and discrimination; lack of sensitiveness towards the historical context of EU countries and the importance of local gender expertise; and lack of specific policies and measures to foster the involvement of the private R&I organisations, namely with regard the integration of sex/gender analysis into applied research and innovation products and services;
- Lack of indicators that can enable monitoring the evolution of the R&I landscape and its intersectional dimension as well as progress in terms of careers, institutional competitiveness, mobility, and R&I quality.
- Lack of research on intersectionality in organisations' policies and practices, which results in a drag on advancing gender equality, hinders the spread and advance of research quality, and fails to take advantage of local potential for innovations (unknown lost opportunities).

Based on this background, INSPIRE will advance knowledge and provide targeted support where progress towards (inclusive) gender equality has been slow or insufficient. The approach of INSPIRE rests on **three dimensions of inclusion– intersectional, geographic, sectorial** - which delineate the areas in need of special attention in order to advance towards a more equitable ERA:

- Intersectional inclusiveness. INSPIRE builds on the growing consensus across disciplines that an intersectional approach is crucial both to analyse and address inequality in individual and institutional opportunities. An intersectional approach is necessary to capture the complexity of the emergence and reproduction of inequalities in real-life situations, in which sex, gender, class, ethnicity, age, sexual orientation and health (among others) play a simultaneous and interrelated role.
- Geographic inclusiveness. INSPIRE adopts a comprehensive approach to building equality policies that are sensitive to the different geographic/historical contexts of different EU countries. There is no universal policy recipe for achieving greater equality in R&I across Europe. INSPIRE strives to mobilize existing gender expertise in all countries and to deploy it within locally situated knowledge production to foster structural change towards gender equality.
- Sectorial inclusiveness. The need to rethink past and current approaches to gender equality is also evident in relation to disparities across R&I sectors - in particular, the lack of policies supporting private companies to integrate sex/gender analysis in the development of their R&I products and services in private companies. INSPIRE aims to foster sectorial inclusiveness by promoting gendered innovations in the private R&I sector.

Main focus of the consultation: The consultation focuses on structural change towards inclusive gender equality in R&I organisations in the country.

The consultation addresses **all types of R&I organisations:**

- Research funding organisations (e.g. research Ministries and public bodies funding basic and applied research; innovation agencies; other public and private institutions funding research and/or innovation)
- Research performing organisations:
 - Higher education institutions (public and private)
 - Other public research performing organisations (publicly funded research institutes)
 - R&I companies (e.g., private companies providing R&I products or services)
 - NGOs and other non-profit research performing organisations (e.g., private R&I foundations)



Structural change towards inclusive gender equality refers to a long-term, sustainable process aimed at building an institutional environment (values, norms, structures and procedures) in which inclusive gender equality is widely discussed and explicitly embraced in organisational and individuals' practices having a demonstrable impact on reducing gender and other axes of inequality and discrimination^[5].

A **Gender Equality Plan (GEP)** is an **instrument** to institutionalise a gender equality policy and implement a structural change process. In this questionnaire, a GEP is defined according to the eligibility criterion and minimum requirements established by the European Commission to participate in Horizon Europe (see box). Organisations may adopt similar/equivalent instruments to implement structural change or alternative instruments. These **alternative instruments** may focus only on gender or be interventions that fall under the umbrella of Equality, Diversity, Inclusion (EDI) policies, or just diversity policies.

Box - Horizon Europe GEP eligibility criterion

To be eligible, legal entities from Member States and Associated Countries that are public bodies, research organisations or higher education establishments (including private research organisations and higher education establishments) must have a gender equality plan, covering the following minimum process-related requirements:

- publication: a formal document published on the institution's website and signed by the top management;
- dedicated resources: commitment of resources and expertise in gender equality to implement the plan;
- data collection and monitoring: sex and/or gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators;
- training: awareness-raising/training on gender equality and unconscious gender biases for staff and decision-makers.

Content-wise, it is recommended that the gender equality plan addresses the following areas, using concrete measures and targets:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of the gender dimension into research and teaching content;
- measures against gender-based violence, including sexual harassment.

Source: European Commission (2021). Horizon Europe Guidance on Gender Equality Plans (GEPs)

Questions about structural change focus on **five topics** of interest:

- **Initiating change:** How organisations can be encouraged to adopt a gender equality policy (GEPs and equivalent/alternative measures) based on local knowledge, experience and change movements as well as evidence-based tools (e.g., gender equality audit).
- **Sustaining and deepening change:** How organisations can address resistances and sustain and deepen change by building institutional gender competence, dedicating resources and structures, promoting evidence-based measures and broadening the scope of intervention (e.g., integrating sex/gender analysis in curricula or research content; implementing a sexual harassment protocol).
- **Adopting an intersectional approach:** How organisations can move from GEPs and EDI interventions to inclusive intersectional GEPs fostering change towards equality.



- **Implementing gendered innovations:** How innovation clusters and private R&I companies can be encouraged to implement gendered innovations - that is to innovate by integrating methods of sex and gender analysis into their R&I products or services, ideally taking into account also other axes of inequality and discrimination.
- **Monitoring inclusive gender equality:** How organisations can support an evidence-based inclusive gender equality by implementing effective monitoring conceptual approaches, tools and indicators - in particular in the four topics identified above (initiating change; sustaining and deepening change; adopting an intersectional approach; implementing gendered innovations).

We kindly request you to provide as comprehensive answers as possible. In particular, we would like you to pay attention to the five topics and all types of R&I organisations in your replies. Thank you!

Timeframe: Please send your reply by 30.04.2023 at the latest. - early replies will be more than welcome!

Footnotes

[1] Communication from the Commission A new ERA for Research and Innovation (COM/2020/628 final); Council Conclusions on the New European Research Area of 1 December 2020 (13567/20); Council Conclusions on the future governance of the European Research Area (14308/21); The Ljubljana Declaration on Gender Equality in Research and Innovation; EU Pact for Research and Innovation.

[2] European Commission (2020) A Union of Equality: Gender Equality Strategy 2020-2025. Palmén, R. & Kalpazidou Schmidt, E. (2019) Analysing facilitating and hindering factors for implementing gender equality interventions in R&I: Structures and processes. Evaluation and Program Planning 77, 101726.

[3] Palmén, R. & Kalpazidou Schmidt, E. (2019) Analysing facilitating and hindering factors for implementing gender equality interventions in R&I: Structures and processes. Evaluation and Program Planning 77, 101726.

[4] Stareva, M. Gender Equality in Horizon Europe, Bridge2HE with NCPs Training: Introducing Gender Issues and the Gender Equality Plan in Horizon Europe, 11 March 2021.

[5] European Commission (2012). Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation. Directorate-General for Research and Innovation. <https://www.act-on-gender.eu/survey/index.php/admin/authentication/sa/login>; European Commission (2021). Horizon Europe Guidance on Gender Equality Plans (GEPs) <https://www.act-on-gender.eu/survey/index.php/admin/authentication/sa/login>

1 Please select the country for which you are responding *

Choose one of the following answers

Please choose only of the following:

- Austria
- Belgium
- Bulgaria
- Croatia
- Cyprus



- Czechia
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Latvia
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden

Section 1a - Legal and policy framework

Taking as a reference point the specific information on the legal and policy framework provided by the GEAR tool for your country, please answer the following questions.

Guidelines

- Please consider legal and policy changes affecting organisations in all R&I sectors (e.g., including private companies and private non-profit organisations).
- Please consider legal and policy changes related to the five topics of interest:
 - **Initiating change.** For instance, legislation or measures that make it compulsory for (some) R&I organisations to adopt GEPs or equivalents/alternative measures.
 - **Sustaining and deepening change.** For instance, legislation or measures to encourage a broader scope of GEPs (e.g., gender in curricula and research content in HEIs; protocols for sexual harassment, etc); or supporting evidence-based measures (e.g., external evaluation of GEPs)
 - **Adopting an intersectional approach.** For instance, legislation or measures fostering that R&I organisations extend GEPs to address other axes of inequality and discrimination; measures fostering that R&I organisations take fully into account gender in their EDI interventions.
 - **Implementing gendered innovations.** For instance, policies or measures fostering companies to take into account gender and other axes of inequality and discrimination in their R&I products or services; policies or measures fostering collaboration of companies in this field.
 - **Monitoring inclusive gender equality.** For instance, measures that make it compulsory for (some) R&I organisations to collect and make public some monitoring data; legislation that facilitates or makes the collection of (intersectional) data more difficult for organisations.
- Please include the full reference and link to any legal or political change.



2 The information provided by the GEAR tool was collected until August/September 2021. Since then, has there been any **legal changes** in the field of gender equality in R&I in your country? *

Please choose **only one** of the following:

- Yes
- No

3 Please describe the **legal changes** in the field of gender equality in R&I in your country (up to 500 words). *

Only answer this question if the following conditions are met: Answer was 'Yes' at question ' 2 ' (The information provided by the GEAR tool was collected until August/September 2021. Since then, has there been any legal changes in the field of gender equality in R&I in your country?)

Please write your answer here:

4 The information provided by the GEAR tool was collected until August/September 2021. Since then, has there been any **changes in the policy framework** in the field of gender equality in R&I in your country? *

Please choose only one of the following:

- Yes
- No

5 Please describe briefly these changes (up to 500 words). *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G01Q0102]' (The information provided by the GEAR tool was collected until August/September 2021. Since then, has there been any changes in the policy framework in the field of gender equality in R&I in your country?)

Please write your answer here:



6 Are there any R&I policies in place in your country that explicitly build on an **intersectional approach** to foster equality? *

Please choose only one of the following:

- Yes
- No

7 Please describe briefly these policies (up to 400 words). *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G01Q0103]' (Are there any R&I policies in place in your country that explicitly build on an intersectional approach to foster equality?)

Please write your answer here:

8 Are there any R&I policies in place in your country that foster private companies and/or other R&I organisations to take into account **gender in their R&I products or services?** *

Please choose only one of the following:

- Yes
- No

9 Please describe briefly these policies (up to 400 words). *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G01Q0104]' (Are there any R&I policies in place in your country that foster private companies and/or other R&I organisations to take into account gender in their R&I products or services?)

Please write your answer here:



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Section 1b - Legal and policy framework

10 Taking as a reference point the 2022 country reports non-discrimination please answer the following question:

What are the legally enshrined protected characteristics from which **discrimination is prohibited**?

*Please write your answer here:

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Please provide a summary of the main legal enactments in your country (up to 200 words).

11 How would you assess the current legal and policy framework in your country? In your opinion, is it *adequate* to foster or sustain significant advances in the field of inclusive gender equality in R&I organisations in your country? *

Please choose the appropriate response for each item:

	Yes, it is highly adequate	Yes, it is adequate	No, it is insufficient	No, it is highly insufficient	I cannot give a definite answer
Initiating change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustaining and deepening change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Adopting an intersectional approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implementing gendered innovations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitoring inclusive gender equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your answer for each topic:

Section 2 - Literature on structural change

Please identify the most relevant literature about structural change towards (inclusive) gender equality in R&I organisations in your country and reply to the following questions.

12 Please select the most relevant literature about structural change towards (inclusive) gender equality in R&I organisations in your country; at least 5 publications - out of which at least 3 in local language. *

Please write your answer here:

You may include academic literature as well as other types of publications (organisation's reports, policy analysis, working papers, etc.). Please give priority to the most recent publications (published in last 5 years).

For each publication, please provide:

- Bibliographical reference (Use Chicago Manual of Style)
- English summary and/or abstract of selected publication in local language (use of automatic translation is accepted).

If you cannot identify at least 5 relevant publications, out of which at least 3 in local language, please indicate this explicitly.



13 How would you assess the current knowledge base on structural change towards (inclusive) gender equality in R&I organisations in your country? In your opinion, is it **adequate** to support significant, evidence-based advances in the field of inclusive gender equality in R&I organisations in your country? *

Please choose the appropriate response for each item:

	Yes, it is highly adequate	Yes, it is adequate	No, it is insufficient	No, it is highly insufficient	I cannot give a definite answer
Initiating change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustaining and deepening change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adopting an intersectional approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implementing gendered innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitoring inclusive gender equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your answer for each topic:



14 What is the **degree of uptake of GEPs** in your country by type of R&I organisation? *

Please choose the appropriate response for each item:

	Most or many have GEPs	Some have GEPs	A few or none have GEPs	I do not know. To my knowledge, there is no reliable information about GEP uptake
Research funding organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher education institutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other public research performing organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Private companies working on R&I	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NGOs and other non-profit research performing organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each type of R&I organisation, please tick one option in the grid below. Please refer only to GEPs as defined in this questionnaire (Horizon Europe eligibility criterion).



15 What type of R&I organisations in your country do you consider to be relative “**newcomers**” with regard of implementing a GEP? *

Please choose the appropriate response for each item:

	Yes	No	I cannot give a definite answer
Research funding organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher education institutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other public research performing organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Private companies working on R&I	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NGOs and other non-profit research performing organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each type of R&I organisation, please indicate if you consider they are relative "newcomers" in the grid below.



16 For each R&I organisation that you consider to be relative "newcomers", please explain why in the grid below *

Research funding organisations	
Higher education institutions	
Other public research performing organisations	
Private companies working on R&I	
NGOs and other non-profit research performing organisations	

17 Are there **alternative instruments to GEPs** in your country? If so, what are these? What type of R&I organisations adopt these? *

Please choose the appropriate response for each item:

	I do not know. To my knowledge, there is no reliable information about this	Alternative instruments are not widespread	Alternative instruments are widespread
Research funding organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher education institutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Other public research performing organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Private companies working on R&I	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NGOs and other non-profit research performing organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To answer this question, please consider that alternative instruments may focus only on gender or be interventions that fall under the umbrella of Equality, Diversity, Inclusion policies, or just diversity policies.

For each type of R&I organisation, please fill in the grid below, indicating whether alternative instruments are widespread.

18 Please, indicate the main type of existing alternative instruments. *

Only answer this question for the items you selected in question G02Q05 ('Are there alternative instruments to GEPs in your country? If so, what are these? What type of R&I organisations adopt these?')

Only answer this question for the items you did not select in question G02Q05 ('Are there alternative instruments to GEPs in your country? If so, what are these? What type of R&I organisations adopt these?')

	Main type of widespread alternative instruments (up to 100 words)
Research funding organisations	
Higher education institutions	
Other public research performing organisations	
Private companies working on R&I	
NGOs and other non-profit research performing	



organisations	
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19 What are the main **barriers and facilitators** for **initiating change** towards gender equality in R&I organisations in your country? *

	Main barriers (up to 100 words)	Main facilitators (up to 100 words)
Research funding organisations		
Higher education institutions		
Other public research performing organisations		
Private companies working on R&I		
NGOs and other non-profit research performing organisations		

Barriers and facilitators can be:

- **External/contextual** (e.g., (un)supportive legal and policy framework; weak/strong gender equality movements; or
- **Internal/organisational** (e.g., top management (lack of) official commitment; absence/presence of experts on gender equality and structural change within the organisation; available/not available gender audit)

Please elaborate considering each type of R&I organisations.

If you think that barriers or facilitators are the same for two or more types of R&I organisations, please elaborate your answer for the first type of R&I organisation and state "as [type]" for the other(s).



20 What are the main **barriers and facilitators for sustaining change** towards gender equality in R&I organisations? *

	Main barriers (up to 100 words)	Main facilitators (up to 100 words)
Research funding organisations		
Higher education institutions		
Other public research performing organisations		
Private companies working on R&I		
NGOs and other non-profit research performing organisations		

Barriers and facilitators can be

- **external/contextual** (e.g. (un)supportive legal and policy framework; weak/strong gender equality movements; or
- **internal/organisational** (e.g. resistances from/commitment and gender competence within top management; (lack of) adequate resources; (lack of) regular monitoring and external evaluations)

Please elaborate considering each type of R&I organisations.

If you think that barriers or facilitators are the same for two or more types of R&I organisations, please elaborate your answer for the first type of R&I organisation and state "as [type]" for the other(s).



21 What are the main **barriers and facilitators for adopting an intersectional approach?** *

	Main barriers (up to 100 words)	Main facilitators (up to 100 words)
Research funding organisations		
Higher education institutions		
Other public research performing organisations		
Private companies working on R&I		
NGOs and other non-profit research performing organisations		

Barriers and facilitators can be:

- **external/contextual** (e.g. legal and policy framework; weak/strong intersectional gender equality movements; or
- **internal/organisational** (e.g. (lack of) experts of gender equality and intersectionality within the organisation; (lack of) diversity policies; organisational difficulties / specific measures to integrate gender and other equality policies

Please elaborate considering each type of R&I organisations.

If you think that barriers or facilitators are the same for two or more types of R&I organisations, please elaborate your answer for the first type of R&I organisation and state "as [type]" for the other(s).



22 Who are the **main stakeholders for and against structural change** towards inclusive gender equality in R&I organisations in your country? *

	Main stakeholders for structural change (up to 100 words)	Main stakeholders against structural change (up to 100 words)
Research funding organisations		
Higher education institutions		
Other public research performing organisations		
Private companies working on R&I		
NGOs and other non-profit research performing organisations		

Stakeholders can be

- **external/ contextual** (e.g. policy makers; political parties, social movements, gender equality research institutes...)
- **internal/ organisational** (top management, senior researchers, mid managers, gender researchers, gender practitioners, research staff, administrative staff, students...)

Please elaborate considering each type of R&I organisations:

If you think that stakeholders for and against structural change are the same for two or more types of R&I organisations, please elaborate your answer for the first type of R&I organisation and state "as [type]" for the other(s).



23 How **socio-cultural, political and economic contexts** impact institutionalisation of gender equality in R&I in your country? (Up to 400 words)

*Please write your answer here:

Please answer this question using the publications indicated in question 12. For each statement, please cite the source used. If there are no relevant publications for answer this question, please state this.

24 What are the **practical lessons** to be learnt from interventions or policies producing significant changes in R&I organisations for (inclusive) gender equality in your country? Could you provide some examples of good practice/results from specific interventions and identify who and how did changes occur in specific R&I organisations? (Up to 400 words)

*Please write your answer here:

Please answer this question using the publications indicated in question 12. For each statement, please cite the source used. If there are no relevant publications for answering this question, please state this explicitly.



25 In particular, do you consider there has been any relevant **advance regarding gendered innovations** in the R&I private companies in your country? (Up to 300 words) *

Please write your answer here:

Please elaborate your answer considering that advances may stem from the role played by research funding organisations, specific innovation policies, pioneering role played by some companies in a given sector etc.

Please answer this question using the publications indicated in question 12. For each statement, please cite the source used. If there are no relevant publications for answering this question, please state this explicitly.

26 In particular, do you consider there has been any relevant **advance concerning data collection and monitoring change** in R&I

organisations for inclusive gender equality in your country? (Up to 300 words) *

Please write your answer here:

Please elaborate your answer considering that advances may stem from new legislation that facilitates the collection of (intersectional) data, large scale (national) initiatives, expert groups, pioneering role played by some R&I organisations, etc.



Please answer this question using the publications indicated in question 12. For each statement, please cite the source used. If there are no relevant publications for answering this question, please state this explicitly.

Section 3 - R&I organisations

Please provide specific information on R&I organisations in your country.

27 Please provide the overall number of **Higher Education Institutions** in your country. *

Your answer must be at least 0

Only an integer value may be entered in this field.

Please write your answer here:

28 Please indicate the source and/or provide additional comments to the overall number of Higher Education Institutions in your country. *

Please write your answer here:

29 Please provide the overall number of public **Research Performing Organisations** in your country. *

Your answer must be at least 0

Only an integer value may be entered in this field.

Please write your answer here:



30 Please indicate the source and/or provide additional comments to the overall number of Research Performing Organisations in your country. *

Please write your answer here:

31 Please provide an estimate of the number of **companies in the R&I private sector** in your country. *

Your answer must be at least 0

Only an integer value may be entered in this field.

Please write your answer here:

32 Please indicate the source and/or provide additional comments to the overall number of companies in the R&I private sector in your country. *

Please write your answer here:



33 Please indicate the name of 2-5 companies in the R&I private sector in your country.																		
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;"></th> <th style="width: 40%;">Name</th> <th style="width: 35%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Company 1</td> <td></td> <td></td> </tr> <tr> <td>Company 2</td> <td></td> <td></td> </tr> <tr> <td>Company 3</td> <td></td> <td></td> </tr> <tr> <td>Company 4</td> <td></td> <td></td> </tr> <tr> <td>Company 5</td> <td></td> <td></td> </tr> </tbody> </table>		Name	Comments	Company 1			Company 2			Company 3			Company 4			Company 5		
	Name	Comments																
Company 1																		
Company 2																		
Company 3																		
Company 4																		
Company 5																		
<p>The total number of selected companies depends on your country:</p> <ul style="list-style-type: none"> respondents for France, Germany, Italy indicate 5 companies respondents for Austria, Belgium, Netherlands, Poland, Spain, Sweden indicate 4 companies respondents for Bulgaria, Czechia, Denmark, Finland, Greece, Hungary, Ireland, Portugal, Romania, Slovenia indicate 3 companies respondents for Croatia, Cyprus, Estonia, Latvia, Lithuania, Luxembourg, Malta, Slovakia indicate 2 companies <p>The selected companies should be representative in terms of size (turnover, rather large companies), type of organisation, economic activity, and geographical location within your country. If known, please select companies that receive EU research funding.</p>																		

Section 4 - Engaged stakeholders

Please indicate the most relevant stakeholders engaged in any of the five topics in your country.

When identifying individuals please make sure all included information is already in the public domain. This is important for data protection issues.



34 Please name up to 3 relevant **policy makers** in your country engaged in promoting structural change towards (inclusive) gender equality in R&I organisations in your country.

	Name of policy maker	Institution	Position / role	Email	Comments
Policy maker 1					
Policy maker 2					
Policy maker 3					

When selecting policy makers, please consider:

- Whether any of the most important R&I policy makers in your country is engaged in any topic.
- Other policy makers that play a relevant role in your country in any of these topics.
- Policy makers can be from any administration level (national; federal/regional; local).
- The same policy maker can be engaged in different topics.
- If possible, select a set of policy makers that cover all topics - or as many as possible.

35 For each of the indicated **policy maker**, please mark in which topics they are engaged.

	Initiating change	Sustaining and deepening change	Adopting an intersectional approach	Implementing gendered innovations	Monitoring inclusive gender equality
Policy maker 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policy maker 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policy maker 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



36 Please name up to 3 **Research Funding Organisations** (RFOs) engaged in promoting structural change towards (inclusive) gender equality in R&I organisations in your country.

	Name of RFO	Type of funding (basic, applied, both)	Name of contact person	Email	Comments
Research Funding Organisation 1					
Research Funding Organisation 2					
Research Funding Organisation 3					

Please take into account that a RFO can be engaged in a topic pursuing two main different aims:

- implement structural change within their own organisation
- foster structural change in other research organisations

For instance, considering the topic 'initiating change' - a RFO can:

- Adopt its first GEP and implement measures to promote gender equality in staff recruitment and promotion (initiating structural change within the organisation)
- Establish GEP as an eligibility criterion for access funding (encouraging other research organisations to initiate structural change)

It is relevant to consider the potential role of RFOs to foster gendered innovations in the R&I private sector - for instance a RFO can:

- Establish that research proposals have to make explicit the relevance of the gender dimension to be considered for funding
- Include gender-related criteria to assess the quality and impact of research proposals

When selecting RFOs, please consider:

- Whether any of the most important public RFOs in your country is engaged in any topic.
- Other RFOs (either public or private) that play a relevant role in your country in any of the topics.
- The same RFO can be engaged in different topics
- If possible, select a set of RFOs that cover all topics - or as many as possible.



37 For each of the indicated **Research Funding Organisations**, please mark in which topics they are engaged.

	Initiating change	Sustaining and deepening change	Adopting an intersectional approach	Implementing gendered innovations	Monitoring inclusive gender equality
Research Funding Organisation 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research Funding Organisation 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research Funding Organisation 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38 Please name up to 3 **Research Performing Organisations** (RPOs) in your country, playing a prominent role in structural change towards (inclusive) gender equality in R&I in your country.

	Name of RPO	Type (HEI, public RPO, R&I company)	Name of contact person	Email	Comments
Research Funding Organisation 1					
Research Funding Organisation 2					
Research Funding Organisation 3					

- Within RPOs please consider: **Higher Education institutions** (HEIs); **other public research performing organisations** (public RPOs); **private R&I companies**.
- Please try to select at least one organisation in each of these categories.
- The same organisation can play a prominent role in more than one topic.



- The meaning of 'playing prominent role' may vary across topics and country specific aspects. For instance:
 - a public RPO may play a prominent role in **'initiating change'** because it has been the first organisation of this type adopting a GEP in the country - it is a pioneering organisation boosting change in other public RPOs.
 - a HEI or a public RPO may play a prominent role in **'sustaining and deepening change'** because it has successfully implemented measures to strengthen the gender dimension in curricula or research content - which is a novelty in the country.
 - a HEI may play a prominent role in **'adopting an intersectional approach'** because its GEP includes an in-depth audit to analyse the current situation of the university in terms of gender and other axes of inequality - in order to identify specific equality challenges.
 - a private company may play a prominent role in **'implementing gendered innovations'** because it is an international leader in this field in a given sector - e.g. Artificial Intelligence, health services,
 - a public RPO may play a prominent role in **'monitoring inclusive gender equality'** because it implements regular surveys to collect comprehensive data on research staff and analyse changes, advances and challenges in research careers from an intersectional approach.
- If you cannot identify at least one organisation in a given topic, please explain why in comments.
- If you wish to provide additional information about any organisation, please include it in comments.

39 For each of the indicated **Research Performing Organisations**, please mark in which topics they are engaged.

	Initiating change	Sustaining and deepening change	Adopting an intersectional approach	Implementing gendered innovations	Monitoring inclusive gender equality
Research Funding Organisation 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research Funding Organisation 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research Funding Organisation 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



40 Please name up to 3 engaged **associations, networks or Communities of Practice (CoPs)** engaged in promoting structural change towards (inclusive) gender equality in R&I organisations in your country.

	Name	Type (association, network, CoP)	Name of contact person	Email	Comments
Association, Network, CoP 1					
Association, Network, CoP 2					
Association, Network, CoP 3					

- An **association** is any group of individuals or organisations that form a legal entity to pursue common interests. For instance: an association of universities; a women/gender-equality association; a students' association, etc.
- A **network** is conceived in its broadest sense - any group of interconnected individuals or organisations who share information, exchange views, etc. For instance, a group of gender practitioners virtually connected to share information; a group of private companies that use to organise innovation symposia from time to time, etc.
- A **Community of Practice (CoP)** has a more specific definition within INSPIRE. It is a group of representatives from R&I organisations with shared interest in advancing (inclusive) gender equality in R&I.
- When selecting associations/networks/CoPs please consider:
 - The same association/network/CoP can be engaged in more than one topic.
 - Select the association/network/CoP that are more influential in any topic.
 - If possible, select a set of association/network/CoP that cover all topics - or as many as possible.
- If you cannot identify at least one association/network/CoP in a given topic, please explain why in comments.
- If you wish to provide additional information about selected association/network/CoP, please include it in comments.



41 For each of the indicated **associations, networks or CoPs**, please mark in which topics they are engaged.

	Initiating change	Sustaining and deepening change	Adopting an intersectional approach	Implementing gendered innovations	Monitoring inclusive gender equality
Association, network, CoP 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Association, network, CoP 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Association, network, CoP 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

It may be that a relevant association, network or CoP does not fit neatly in any of the five topics. If this is the case, please indicate the topics you think it is most closely related. For instance: a network working on "early research careers", could be related to 3 topics: "initiating change", "sustaining and deepening change" and "adopting an intersectionality approach".



42 For each topic, please indicate at least one **specialised consultancy**.

	Name of the consultancy	Name of contact person	Email	Comments
Initiating change				
Sustaining and deepening change				
Adopting an intersectional approach				
Implementing gendered innovations				
Monitoring inclusive gender equality				

When selecting specialised consultancies, please consider:

- Select the consultancy that is most influential in your country in each topic.
- The same consultancy can be engaged in more than one topic.
- Consultancies can be either non-profit or for-profit.

If you cannot identify at least one consultancy in a given topic, please explain why in comments.

If you wish to provide additional information about selected consultancies, please include it in comments.

Section 5 - Further experts and trainers

When identifying experts please make sure all included information is already in the public domain. This is important for data protection issues.

43 Please indicate **other experts** in your country with relevant knowledge / practical expertise in any of the five topics.



	Name of expert	Institution	Position / role	Email	Comments
Initiating change					
Sustaining and deepening change					
Adopting an intersectional approach					
Implementing gendered innovations					
Monitoring inclusive gender equality					

When indicating experts, please consider:

- Experts can be academic researchers and/or practitioners
- Identify experts that are influential in your country in a given topic - influence may be driven by specialised academic knowledge, practical expertise or both
- Take into account experts that have participated in EU funded structural change projects
- The same expert can be influential in more than one topic.
- Please indicate your own specialised knowledge / practical expertise in any of these topics.

If you cannot identify at least one expert in a given topic, please explain why in comments.

If you wish to provide additional information about selected experts, please include it in comments.

44 Please indicate four potential **trainers and/or mentors** from previous/current EU funded structural change projects or other experiences of structural change in your country.



	Name	Institution	Position / role	Email	Comments
Trainer 1					
Trainer 2					
Trainer 3					
Trainer 4					

Section 6 - Training resources

We would like to know training resources (audiovisual, guides, etc) that in your view have been useful for supporting institutional change towards (inclusive) gender equality in R&I organisations in your country. Please indicate:

45 Please indicate one training resource in **English, not included** in the GE Academy training repository or inventory or the GEAR tool.

Please write your answer here:

Please indicate the title of the training resource, together with a link or reference and a short description of the addressed topic / content.

46 Please indicate one training resource in the **national language**.

Please write your answer here:



Please indicate the title of the training resource, together with a link or reference and a short description of the addressed topic / content.

Section 7 - Communities of Practice

47 Please provide suggestions for INSPIRE to support Communities of Practices (CoPs) in any of the five topics.

	Theme	Existing or potential CoP	Comments
Initiating change			
Sustaining and deepening change			
Adopting an intersectional approach			
Implementing gendered innovations			
Monitoring inclusive gender equality			

When indicating suggestions, please consider:

- *Themes that are relevant in your country.*
- *Existing CoPs that may be willing to broaden their scope (thematic; sectorial; geographic..)*
- *Potential CoPs based on existing initiatives of collaboration among organisations (e.g. associations, networks, structural change projects, etc)*
- *Potential CoPs based on emerging themes of shared interest (without previous collaboration)*

Thank you for submitting your responses!



Submit your survey.

Thank you for completing this survey.

Disclaimer

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