



GenderSAFE
ENDING GENDER-BASED VIOLENCE IN ACADEMIA

A Safer ERA: Strengthening National Frameworks Against Gender-Based Violence

Policy Launch Event

GenderSAFE project
19 March 2026

WELCOME



Marta Dell'Aquila

Global Governance, Regulation, Innovation and
Digital Economy (GRID) Unit, CEPS

OPENING



Maria Pilar Aguar Fernandez
Director of Directorate D People: Health & Society,
European Commission

Building a safe European Research Area: Community wide endeavour



Marcela Linkova
Institute of Sociology, Czech Academy of Sciences



UniSAFE web-survey

Largest cross-cultural survey in Europe in the research sector on gender-based violence

Over
42,000
responses
collected

14
languages

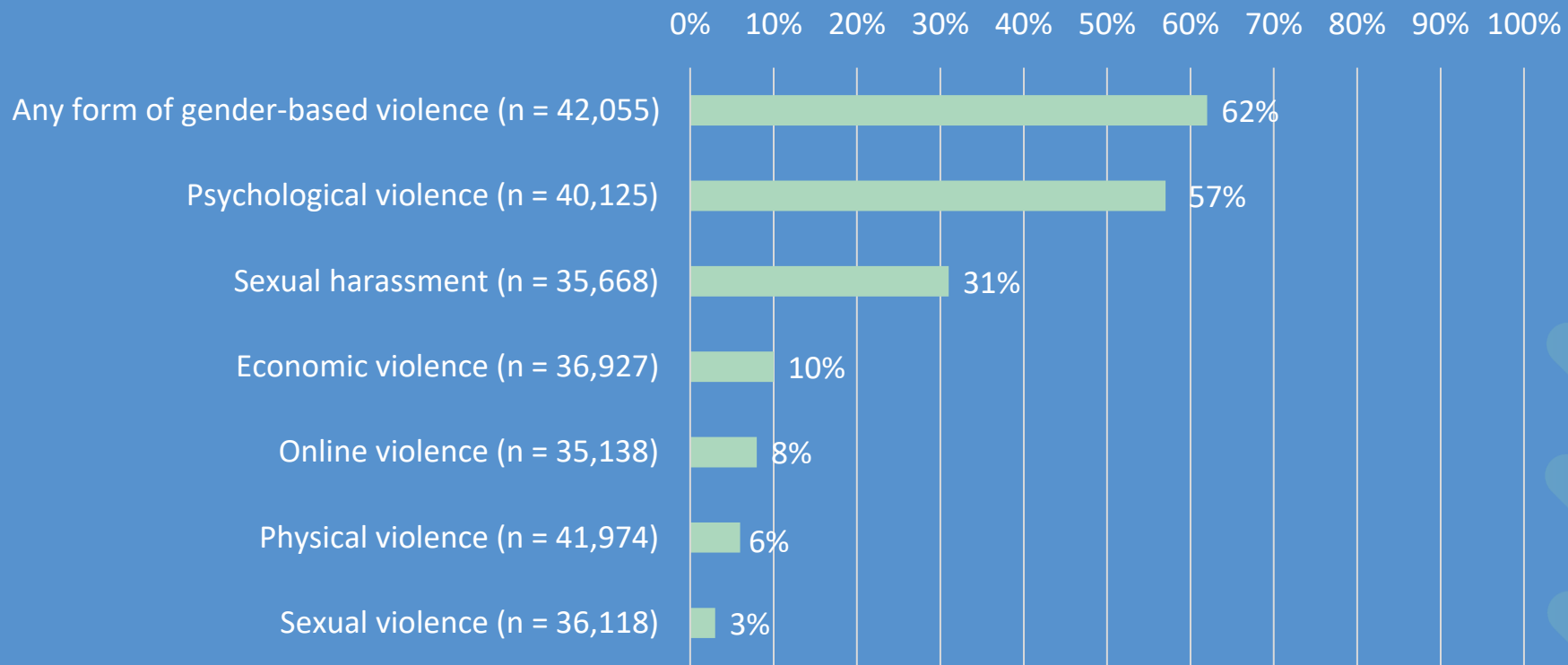
Focus
on experiences
of gender-
based violence

46
Research
performing
organisations in
15 countries

Field time
between 17
January and
1 May 2022

Lipinsky, A., Schredl, C., Baumann, H., Lomazzi, V., Freund, F., Humbert, A. L., Tanwar, J., & Bondestam, F. (2021). UniSAFE D4.1 Final UniSAFE-Survey Questionnaire. *Zenodo*. <https://doi.org/10.5281/zenodo.7220636>

Prevalence of any form of gender-based violence and by form, total



Note: Prevalence was calculated as the weighted number of cases reporting at least one experience of violence divided by the total number of valid cases, multiplied by 100, i.e. all cases coded as 'Prefer not to say' or 'No answer: break-off' were excluded from the calculation. Prevalence was calculated individually for the specific forms of violence and for any form of gender-based violence. For any form of violence cases were excluded from the calculation if there was no valid data for any of the specific forms of violence. The total n refers to the unweighted number of cases.

Source: Lipinsky, A., Schredl, C., Baumann, H., Humbert, A. L., Tanwar, J., Bondestam, F., Freund, F., & Lomazzi, V. (2022). UniSAFE Survey – Gender-based violence and institutional responses. *GESIS - Leibniz Institut for the Social Sciences*. Datenfile Version 1.0.0, <https://doi.org/10.7802/2475>

Reasons for not reporting incidents of GBV, total



Source: Lipinsky, A., Schredl, C., Baumann, H., Humbert, A. L., Tanwar, J., Bondestam, F., Freund, F., & Lomazzi, V. (2022). UniSAFE Survey – Gender-based violence and institutional responses. *GESIS - Leibniz Institut for the Social Sciences*. Datenfile Version 1.0.0, <https://doi.org/10.7802/2475>

EXPERIENCE ON THE GROUND

Multi-level gaps (Brown 2020, Michlová et al. 2024)

- Fragmented support systems: Lack of information and unclear procedures
- Passive inaction or avoidance
- Formalism and reputational management
- Denial, trivialisation, invalidation, silence
- Threats and retaliation

Disproportionate impacts on **minoritised groups** (disability, LGBTQI+, race and ethnicity + mobility & remote fieldwork, precarious contracts)

Formal routes often perceived as **unsafe or inaccessible**

Outcome: **silence, attrition, informal coping** → degraded **climate** and **institutional integrity**

EU policy making to counteract gender-based violence in research and higher education

2020

- First national policy mapping
- Recommendations by the Standing Working Group on Gender Equality in Research and Innovation

2021

- Ljubljana Declaration on Gender Equality in Research and Innovation: gender-based violence among six priority actions

2022 – 2024

- ERA Policy Agenda – ERA Action 5 ‘Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration’
- Zero Tolerance Code of Conduct – 19 recommendations along Commitment – Action – Accountability

2025 – 2027

- ERA Policy Agenda - Structural policy ‘Strengthening gender equality and inclusiveness in the ERA, notably with an intersectional approach’
- Implementation of the Code of Conduct on gender-based violence in R&I

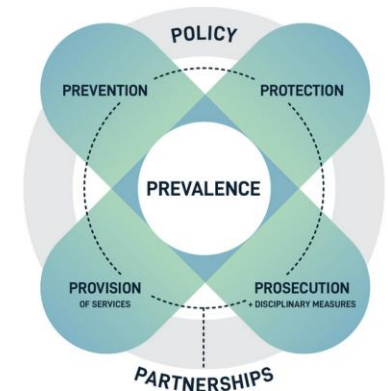
EU-funded projects to counteract gender-based violence in research and higher education

2/2021 – 1/2024

UniSAFE: 7P framework, prevalence, national policies, institutional policies and their implementation, consequences for victims/survivors, stakeholder-specific recommendations and White Papers, UniSAFE toolkit

3/2024 – 2/2027

GenderSAFE: Community of Practice, Model Policy Framework, capacity building, self-assessment tool, national policy mapping



ZERO- TOLERANCE CODE OF CONDUCT



Adopted by ERA Forum Sub-group in 2024

State of the art

19 recommendations in three pillars

- Commitment
- Action
- Accountability

7P framework for Action

- Prevalence
- Prevention
- Protection
- Prosecution
- Provision of services
- Partnership
- Policy

POLICY MAPPING

Objectives

- i. map national policy instruments addressing gender-based violence
- ii. analyse the comprehensiveness of national policy frameworks and their alignment with the 2024 Zero-Tolerance Code of Conduct across the three pillars (Commitment, Action, Accountability)
- iii. identify gaps and areas where policy design remains underdeveloped or insufficiently operationalised
- iv. document recent and ongoing policy developments
- v. inform future EU-level coordination by highlighting policy needs and opportunities for further alignment

POLICY TRAJECTORIES ARE EMERGING

Early starters are moving into policy review and reinforcement, while newer adopters are developing new sector-specific policies and initiatives

- ❑ Early starters (France, Ireland)
- ❑ Newer adopters including widening countries (Austria, Czechia, Denmark, Poland)
- ❑ Early gender mainstreaming governance contexts (Sweden, Iceland)

A HETEROGENEOUS LANDSCAPE

Policy mixes are expanding, but dedicated instruments remain limited to a small group of countries

Comprehensive	Countries that have a dedicated policy or law in place, or both.
Developing	Countries that have a more general policy or law in place, as well as a dedicated initiative.
Intermediary	Countries that have a more general policy or law in place, or a dedicated initiative is in place.
Emerging	Countries that have a general National Action Plan or equivalent policy addressing gender-based violence or violence against women in general, but without specific reference to higher education and/or research .
Absent	Countries that only have a general law addressing anti-discrimination, gender equality and/or violence against women .

Comprehensiveness of the Policy Mix in Place

Countries with a comprehensive set of instruments:

5 Countries: Belgium, France, Ireland, the Netherlands, Portugal

Countries with a developing set of instruments:

4 Countries: Austria, Czechia, Denmark, Poland

Countries with an intermediary set of instruments:

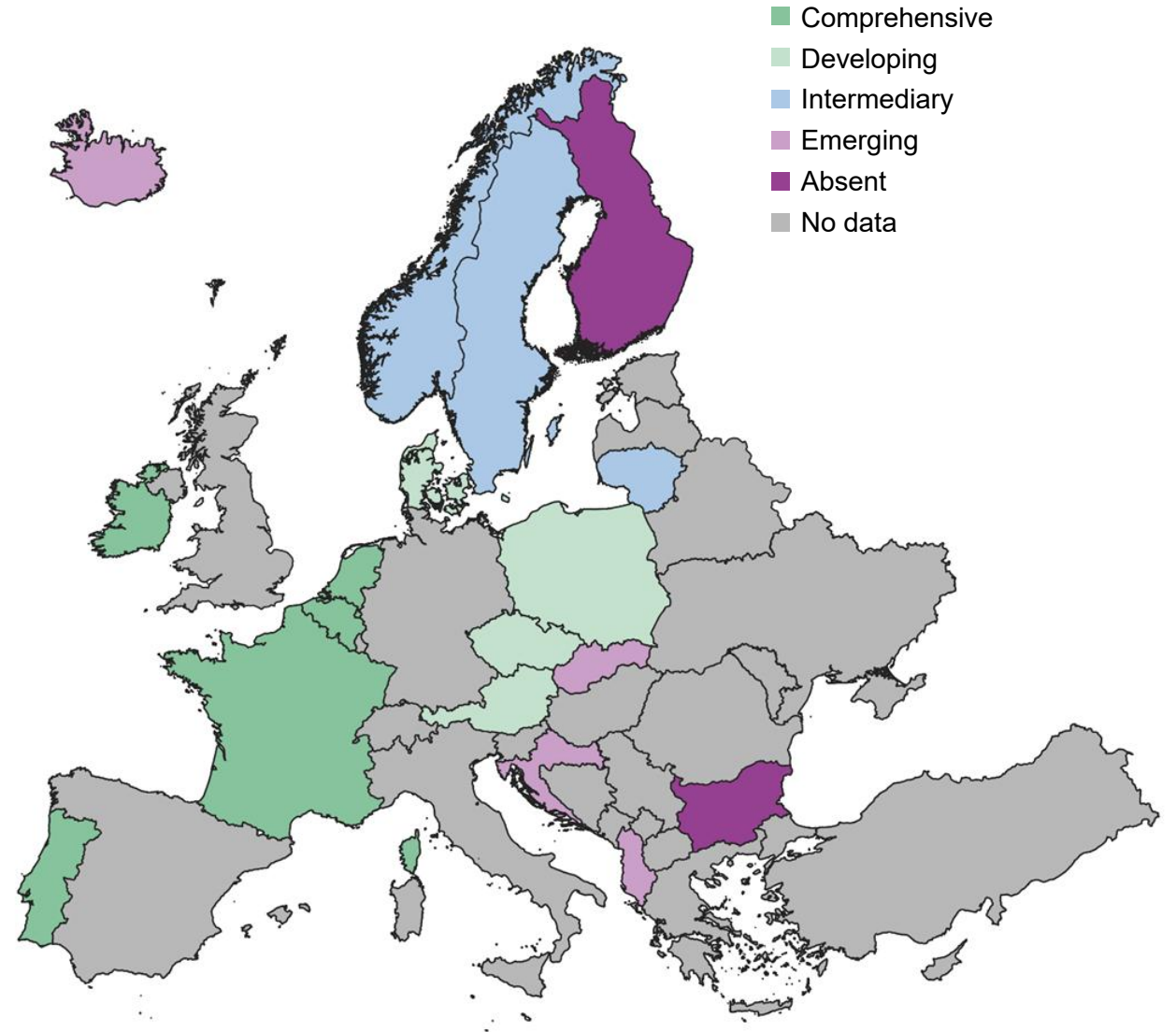
3 Countries: Lithuania, Sweden; Norway

Countries with an emerging set of instruments:

4 Countries: Croatia, Slovakia; Albania, Iceland

Countries with an absent set of instruments:

2 Countries: Bulgaria, Finland



TEMPORAL PATTERN

Visible progress has occurred since 2023, with policy layering rather than single-instrument solutions

- ❑ New instruments and their revisions adopted from 2023 onwards
- ❑ This trend is most visible in countries that have adopted dedicated instruments or expanded initiatives specific for the higher education or research sectors

ALIGNMENT WITH THE ZERO TOLERANCE CODE OF CONDUCT

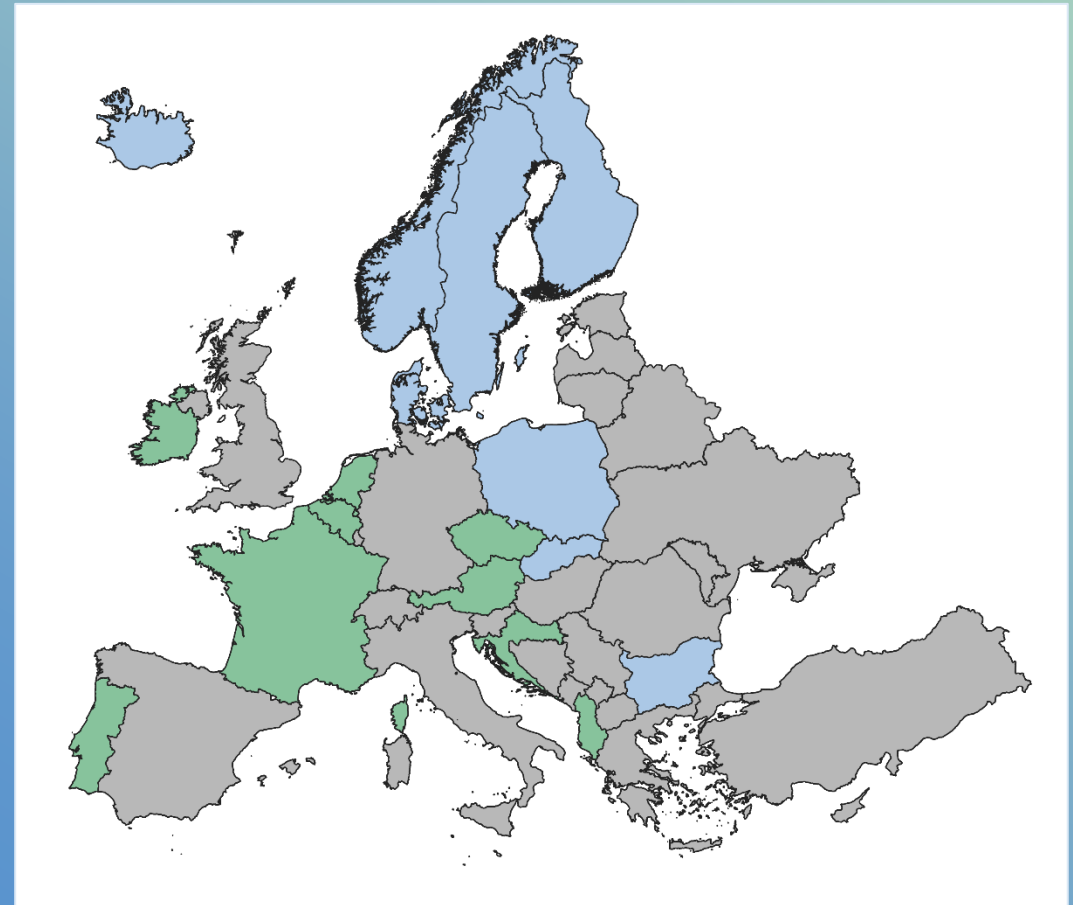
Action is more developed than Accountability and Commitment which remains the most systematic gap

- ❑ Commitment: no country reaches “comprehensive” or “developing” stage
- ❑ Action: Prevention and protection are most frequently addressed and leadership capacity building is rarely specified at system level
- ❑ Accountability: Few countries have robust accountability measures in place but system-level oversight and enforceability are not institutionalised

POLICY OUTLOOK IS PREDOMINANTLY STRENGTHENING

Policy loosening outlooks are not reported, but risks relate to capacities, resourcing and sustainability.

- ❑ **Strengthened outlook:** Austria, Belgium, Croatia, Czechia, France, Ireland, Netherlands, Portugal, Albania
- ❑ **Unchanged outlook:** Bulgaria, Denmark, Finland, Poland, Slovakia, Sweden, Iceland, Norway
- ❑ **Weakened outlook:** no country

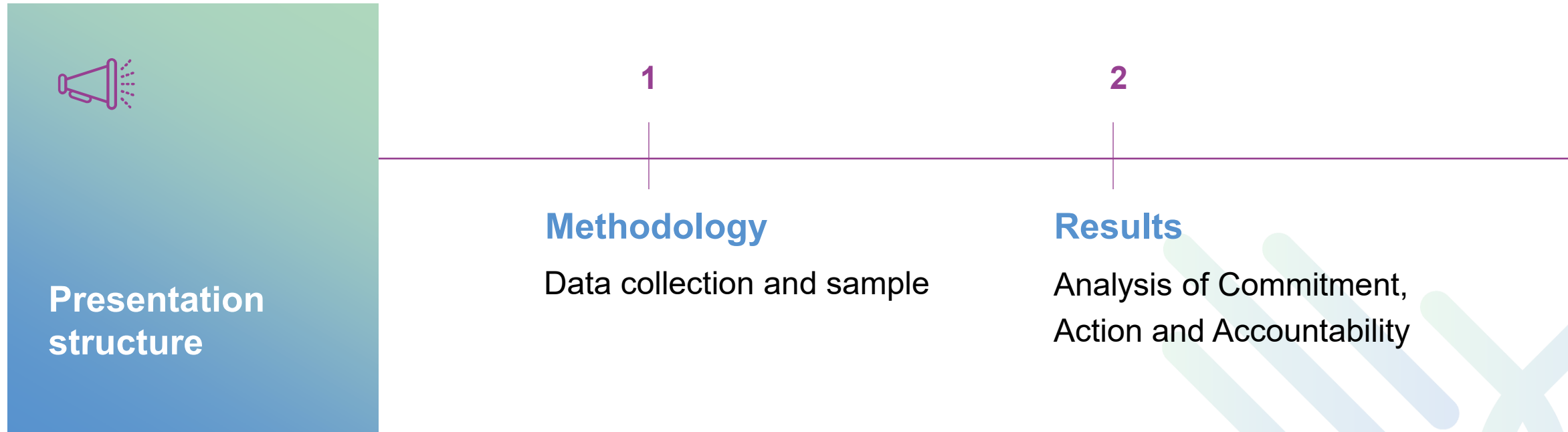


GENDERSAFE POLICY MAPPING



Anastasia Bogoslavets
Institute of Sociology, Czech Academy of Sciences

Presentation structure



Methodology



Data collection

Online questionnaire developed in the GenderSAFE national monitoring methodology (D5.1), administered via LimeSurvey.



Respondents

National public authorities responsible for research, innovation and/or higher education policy, coordinated through the ERA Forum Sub-group on Inclusive Gender Equality and ERA Forum.



Participation

18 countries contributed (15 EU Member States and 3 Associated countries).

Target: EU 27 + Horizon Europe AC



Scope

Self-reported information on national policy instruments addressing gender-based violence in research, innovation and higher education.

Zero-Tolerance Code of Conduct

With 19 recommendations, the Zero-Tolerance Code of Conduct promotes a comprehensive approach to addressing gender-based violence in research and higher education by combining prevention, response and oversight mechanisms.

To assess the implementation of these recommendations, GenderSAFE has developed indicators for each pillar:

- ❑ **Commitment:** 5 indicators, such as recognition of gender-based violence as a systemic issue, and articulation of core zero-tolerance principles guiding policy.
- ❑ **Action:** 14 indicators, translation of commitment into concrete prevention, and response measures across the UniSAFE 7P framework.
- ❑ **Accountability:** 5 indicators, mechanisms ensuring implementation and oversight, including reporting, monitoring, leadership responsibility, and consequences for non-compliance.

Commitment



Comprehensive

4 elements of the **systemic nature of gender-based violence** are recognised
7 priority groups are defined
4 of the **zero-tolerance principles** are addressed

Developing

3 elements of the **systemic nature of gender-based violence** are recognised
5 priority groups are defined
3 the zero-tolerance principles are addressed

Intermediary

2 elements of the **systemic nature of gender-based violence** are recognised
AND/OR **3 priority groups** are defined
AND/OR **2** the **zero-tolerance principles** are addressed

Emerging

1 or 2 elements of the **systemic nature of gender-based violence** are recognised
OR **3 priority groups** are defined
OR **1** of the **zero-tolerance principles** are addressed

Absent

Does not recognise the **systemic nature of gender-based violence**.
Does not define **priority groups**.
Does not define any of the **zero-tolerance principles**.

Source: Michlová, M., & Linková, M. (2025). D5.1 GenderSAFE_EU_Monitoring_Methodology. Zenodo. <https://doi.org/10.5281/zenodo.15497198>

Commitment

Comprehensive commitment approach:

0 Countries

Developing commitment approach:

0 Countries

Intermediary commitment approach:

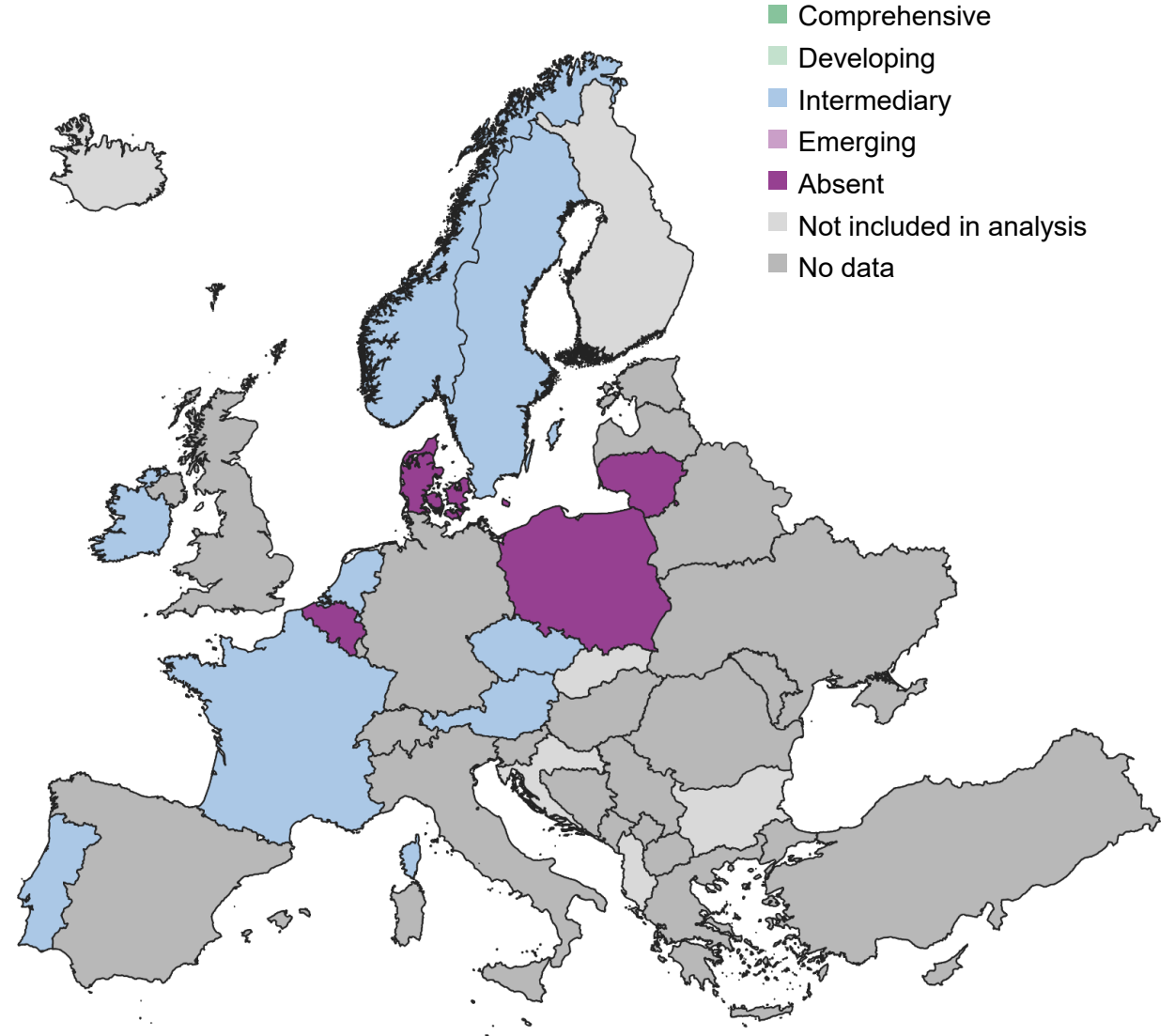
8 Countries: Austria, Czechia, France, Ireland, the Netherlands, Portugal, Sweden; Norway

Emerging commitment approach:

0 Countries

Absent commitment approach:

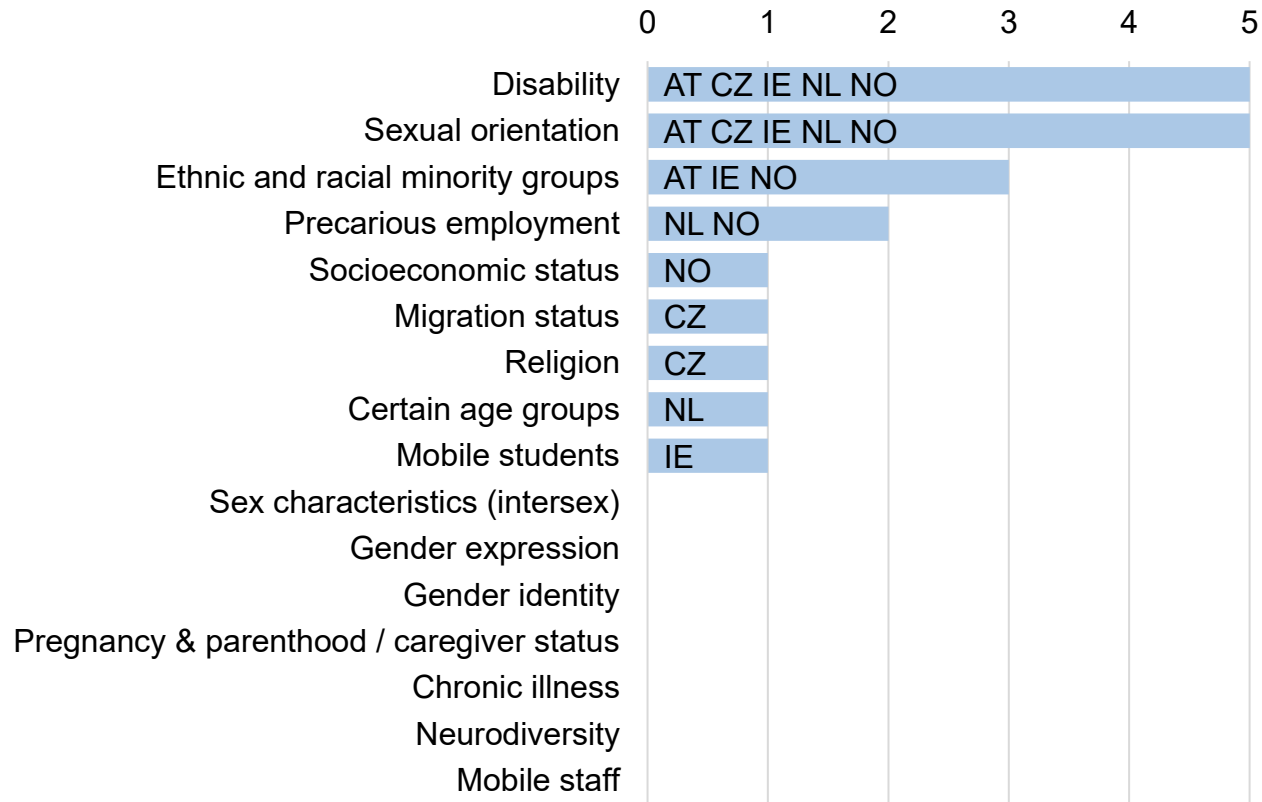
4 Countries: Belgium, Denmark, Lithuania, Poland



Commitment Indicators

The number of European countries that recognise the systemic nature of gender-based violence in their laws/policies to address gender-based violence	7	AT CZ FR NL PT SE NO
The number of European countries that promote trauma-informed approaches in their laws/policies to address gender-based violence	2	PT SE
The number of European countries that promote victim/survivor-centred approaches in their laws/policies to address gender-based violence.	2	PT SE
The number of European countries that recognise the intersectional nature of gender-based violence in their laws/policies to address gender-based violence.	3	CZ SE NO
The number of European countries whose laws/policies contain provisions targeting specific priority groups (e.g., LGBTQIA+, ethnic minorities, individuals with disabilities, early-career researchers etc.).	5	AT CZ IE NL NO

5 European countries have laws/policies that mention **specific priority groups**.



Action



Comprehensive	At least 8 actions	<ul style="list-style-type: none"> • Institutional policy in place including the adoption of an institutional change approach • Institutional monitoring and evaluation • Prevalence/incidence and data collection measures • Preventative measures including awareness raising • Capacity building for senior leadership • Capacity building for middle management • Protective measures including reporting mechanisms • Investigative procedures • Disciplinary measures and sanctions • Provision of services • Partnerships
Developing	At least 6 actions	
Intermediary	At least 4 actions	
Emerging	At least 2 actions	
Absent	No actions	

Source: Michlová, M., & Linková, M. (2025). D5.1 GenderSAFE_EU_Monitoring_Methodology. Zenodo. <https://doi.org/10.5281/zenodo.15497198>

Action Indicators: Policies

Comprehensive policies: The number of European countries that **require or recommend** that the institutions covered by the laws/policies **adopt comprehensive policies** to address gender-based violence

5

BE DK IE LT
PT

Institutional change: The number of European countries whose laws/policies **embed the issue of gender-based violence** in higher education and/or research and innovation **within institutional change** (such as through Gender Equality Plans).

5

CZ FR NL PT
SE

Monitoring requirement: The number of European countries that **require or recommend** that the institutions covered by the laws/policies **monitor their policies** to address gender-based violence.

3

DK LT PT

Evaluation requirement: The number of European countries that require or recommend that the institutions covered by the laws/policies **evaluate the effectiveness of their policies** to address gender-based violence.

0

Action Indicators: Prevention – Capacity Building

The number of European countries that **require or recommend** that the institutions covered by the laws/policies conduct **preventive training sessions for staff**. **5** BE CZ IE LT SE

The number of European countries that **require or recommend** that the institutions covered by the laws/policies conduct **preventive training sessions for students** if relevant. **4** IE LT NL SE

The number of European countries that **require or recommend** that the institutions covered by the laws/policies **conduct capacity building sessions for senior management** of higher education and/or research institutions. **1** FR

The number of European countries that **require or recommend** that the institutions covered by the laws/policies conduct **capacity building sessions for staff members in managerial and supervisory positions** in higher education and/or research institutions. **2** FR NL

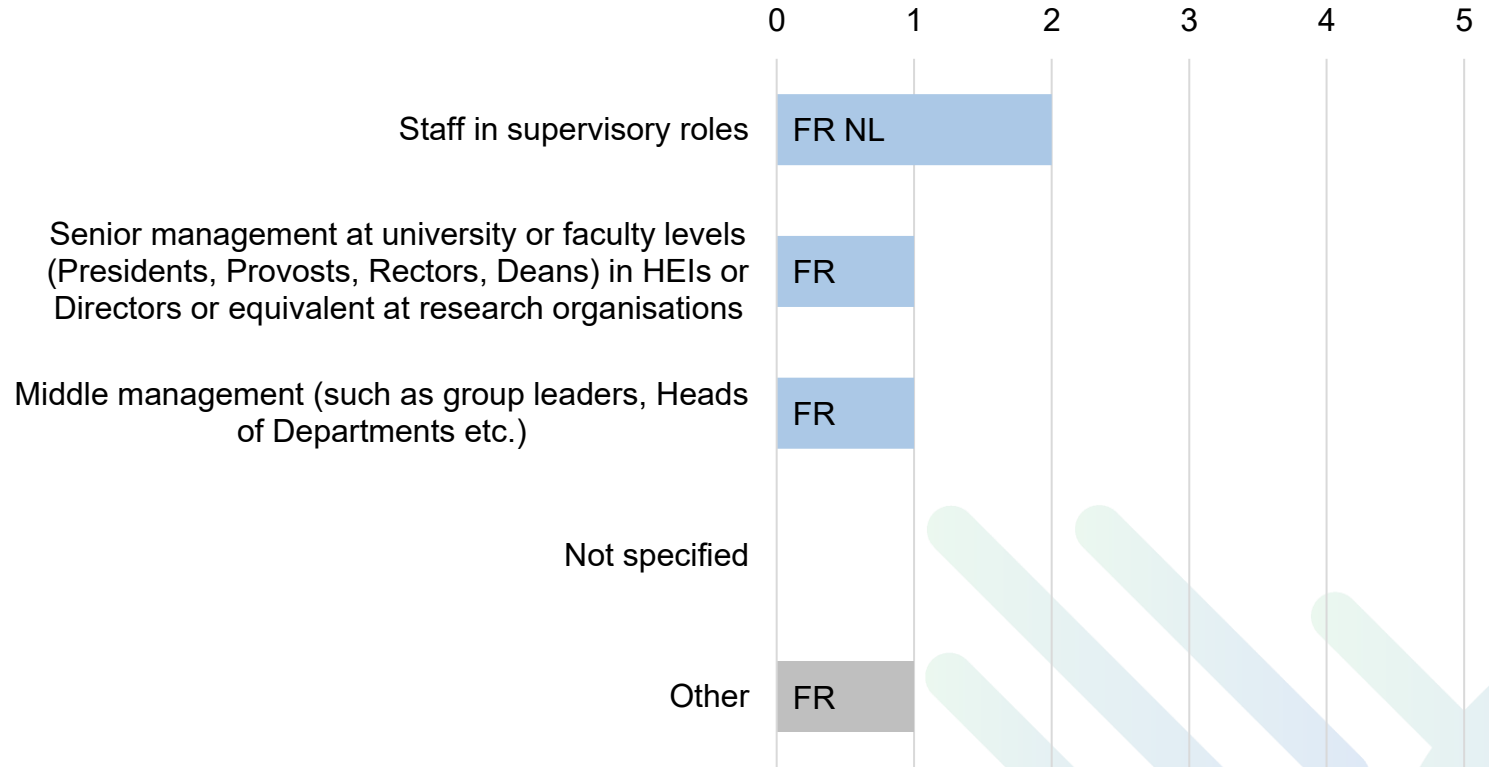
The number of European countries that **require or recommend** that the institutions covered by the laws/policies **conduct capacity building sessions for staff responsible for case handling**. **5** BE CZ FR IE SE

The number of European countries that **require or recommend** that the institutions covered by the laws/policies **conduct active bystander intervention training**. **0**

1 European country recommends that the institutions covered by the laws/policies conduct capacity building sessions for **senior management** of higher education and/or research institutions.

1 European country recommends capacity building sessions for **staff members in managerial positions**.

2 European countries recommend capacity building sessions for **staff in supervisory role**.



Action Indicators

Prevalence and/or incidence data collection: The number of European countries that **require or recommend** that the institutions covered by the laws/policies **collect prevalence and/or incidence data** at the institutional level.

7

BE CZ DK FR
IE NL PT

Awareness raising campaigns: The number of European countries that **require or recommend** that the institutions covered by the laws/policies **conduct awareness-raising campaigns** (e.g. about unacceptable behaviours and reporting mechanisms).

3

IE LT PT

Reporting mechanisms: The number of European countries that **require or recommend** that the institutions covered by the laws/policies to have **reporting mechanisms** in place.

8

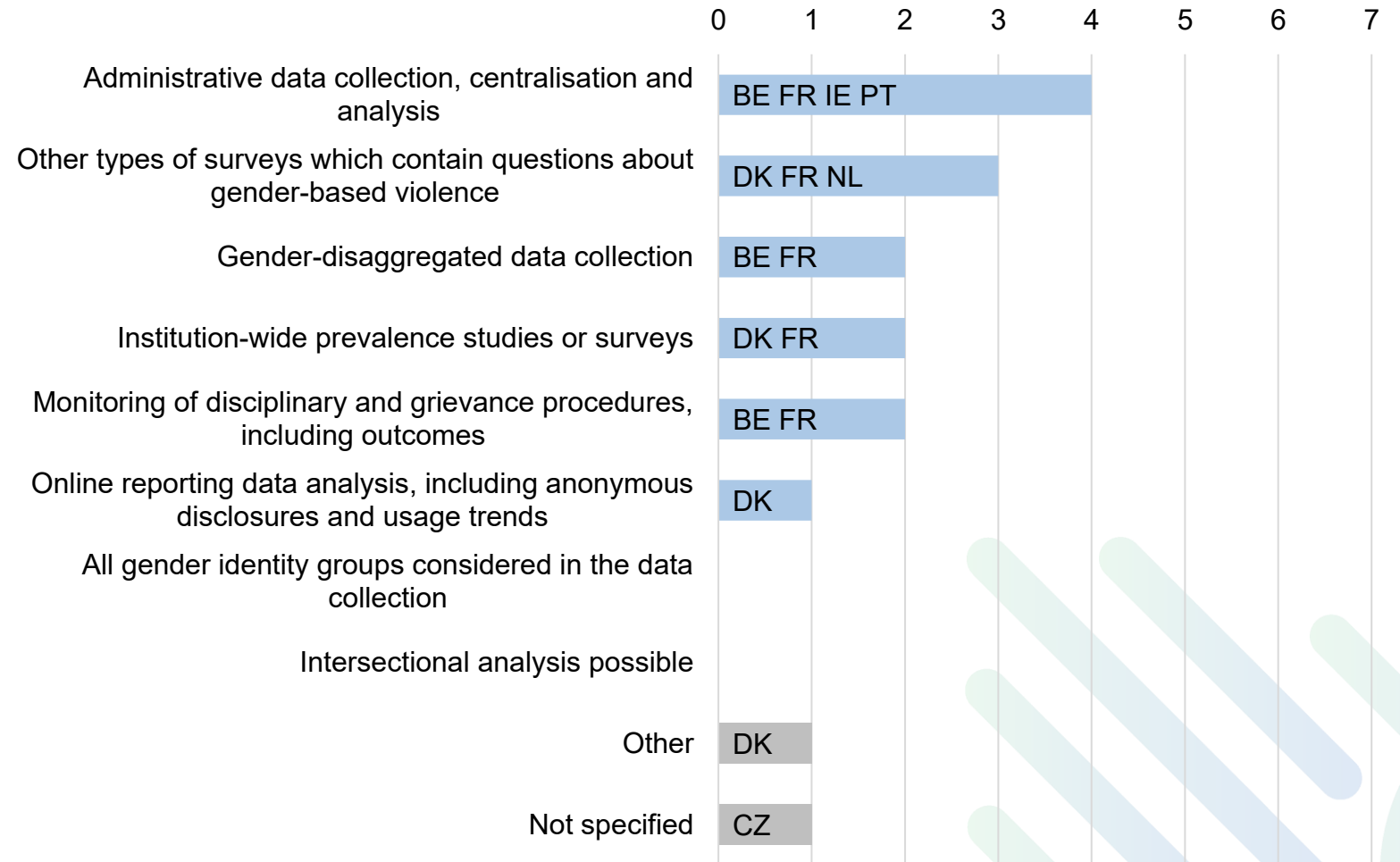
AT BE CZ DK
FR IE PT SE

Partnerships: The number of European countries that **require or recommend** that the institutions covered by the laws/policies **engage in partnerships** with internal and/or external stakeholders.

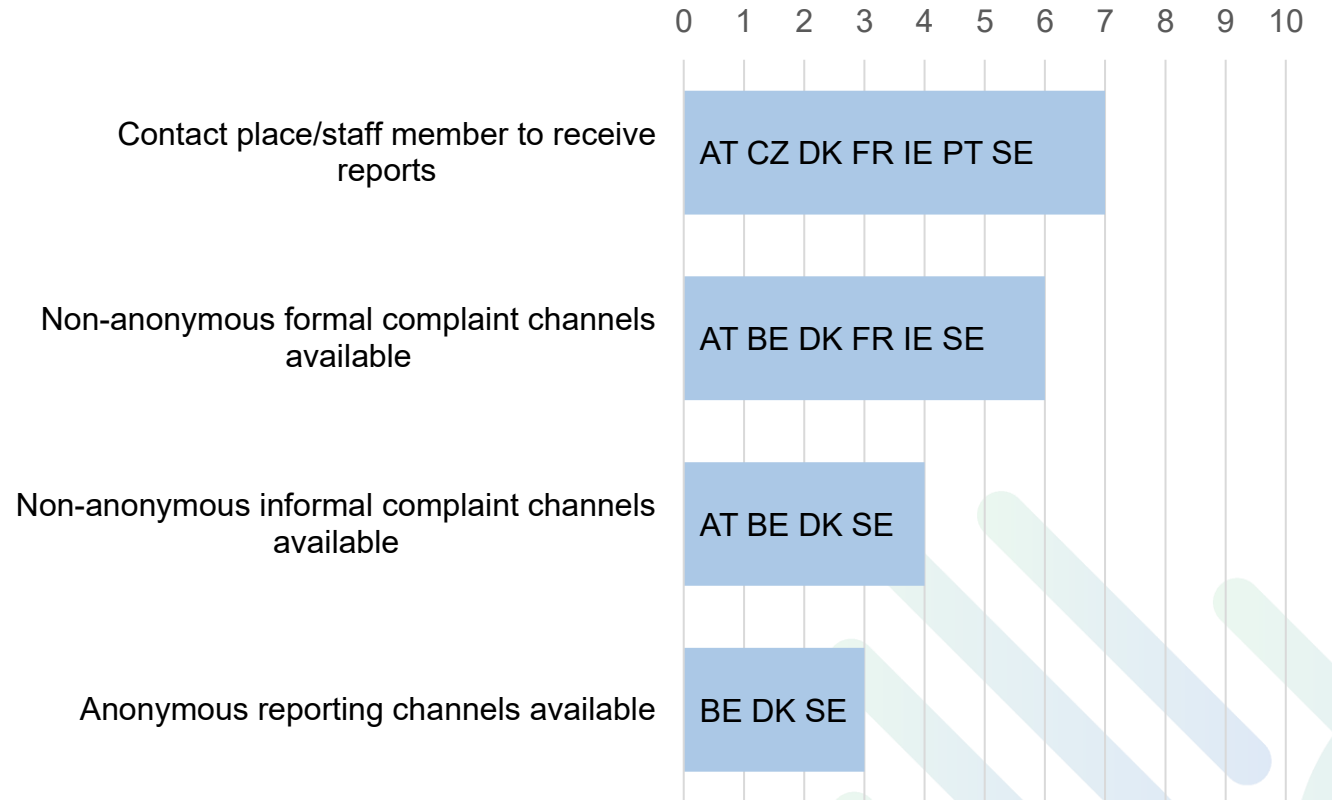
5

CZ FR NL IE
PT

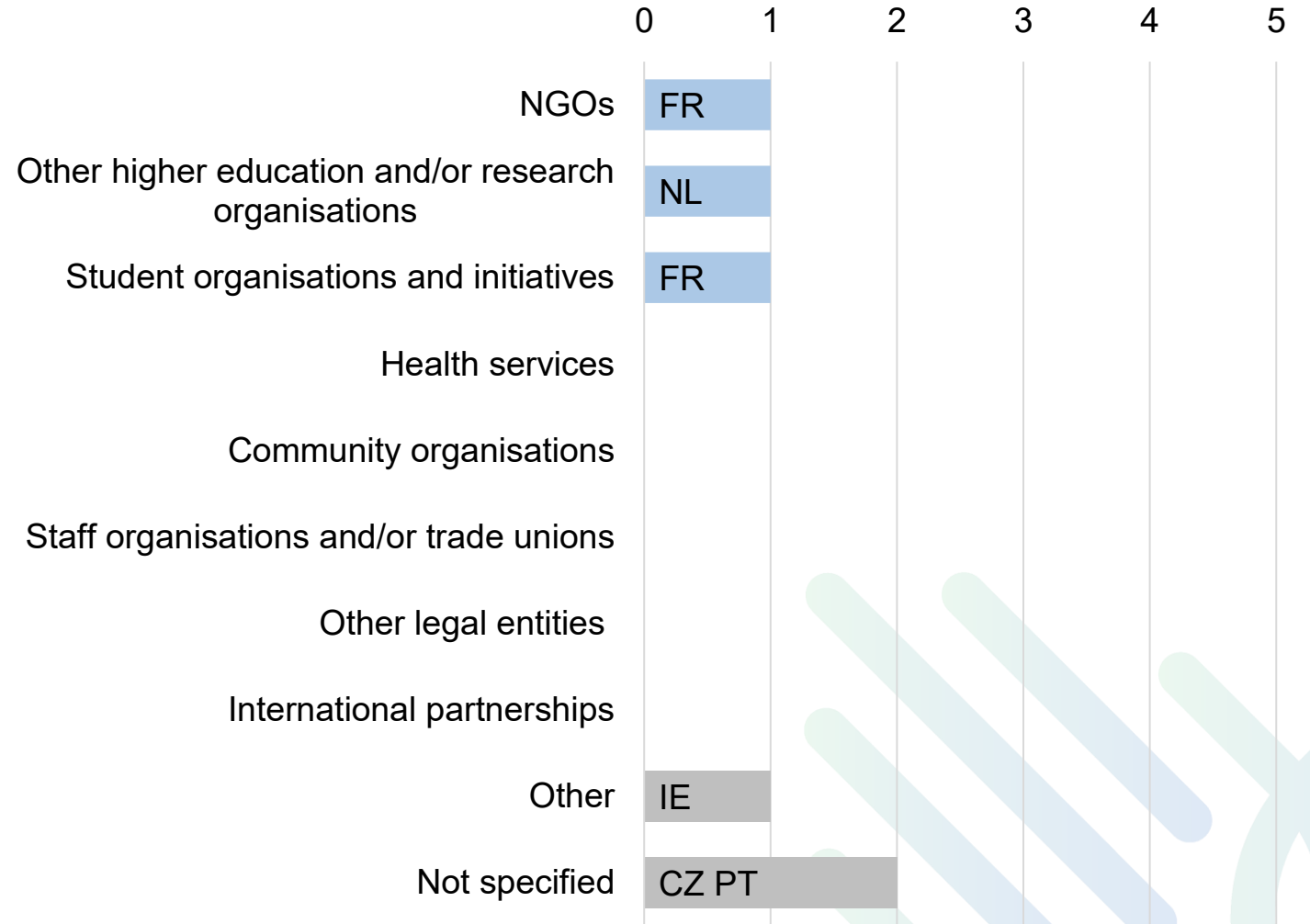
Prevalence and/or Incidence Data Collection



Reporting Mechanisms



Partnerships with Internal and/or External Stakeholders



Accountability



Comprehensive	At least 5 elements	<ul style="list-style-type: none">• Policy monitoring by the national authority• Policy evaluation by the national authority• Institutional reporting requirement on policies, actions and measures• Institutional reporting on budgets for implementation• Leadership accountability• Disciplinary actions and sanctions in place for non-compliance
Developing	At least 4 elements	
Intermediary	At least 3 elements	
Emerging	At least 1 element	
Absent	No elements	

Source: Michlová, M., & Linková, M. (2025). D5.1 GenderSAFE_EU_Monitoring_Methodology. Zenodo. <https://doi.org/10.5281/zenodo.15497198>

Accountability Indicators

The number of European countries whose national/regional laws/policies **ascribe responsibility to institutional senior management** (such as presidents, rectors and, at the lower level, deans) **for the implementation** of institutional policies.

6

AT FR IE NL
PL SE

The number of European countries with **sanctions in place for the institutions** covered by the national/regional laws/policies **that are in breach of the law/policy**.

5

AT FR IE PL
SE

The number of European countries that have put in **place concrete measures to prevent multi-site serial misconduct** by perpetrators at different institutions.

1

AT

The number of European countries that **monitor the implementation** of their national/regional laws/policies to counteract gender-based violence in higher education and/or research and innovation.

4

AT FR IE SE

The number of European countries that **evaluate the effectiveness** of their national/regional laws/policies to counteract gender-based violence in higher education and/or research and innovation.

5

DK IE NL SE
NO

Monitoring

- **No country** has a **budget for monitoring**
- **4 countries** (AT, DK, IE, SE) foresee the **use monitoring for further policymaking.**
- France and the Netherlands have **defined monitoring indicators.**

Evaluation

- **Ireland and the Netherlands** have foreseen **budget for evaluation.**
- **3 countries** (DK, IE, SE) foresee the **use of evaluation for further policymaking**



Key Takeaways

01

15/27 EU Countries

Limited comprehensive coverage → few additional countries likely have comprehensive policies

02

Strongly Heterogeneous

Dedicated policies are more comprehensive, while general policies lack a systemic approach

03

Foundational Policy Commitment

Commitment is the least developed pillar, pointing to gaps in the systemic recognition of gender-based violence in national policy frameworks

04

Conceptual Framing of Policies

Victim-centred, trauma-informed approaches are still insufficiently integrated

AUDIENCE ENGAGEMENT



What were you most surprised by/what stands out most to you from the findings?

GenderSAFE Institutional Self-Assessment Tool



Lut Mergaert
Yellow Window

GenderSAFE Institutional Self-Assessment Tool

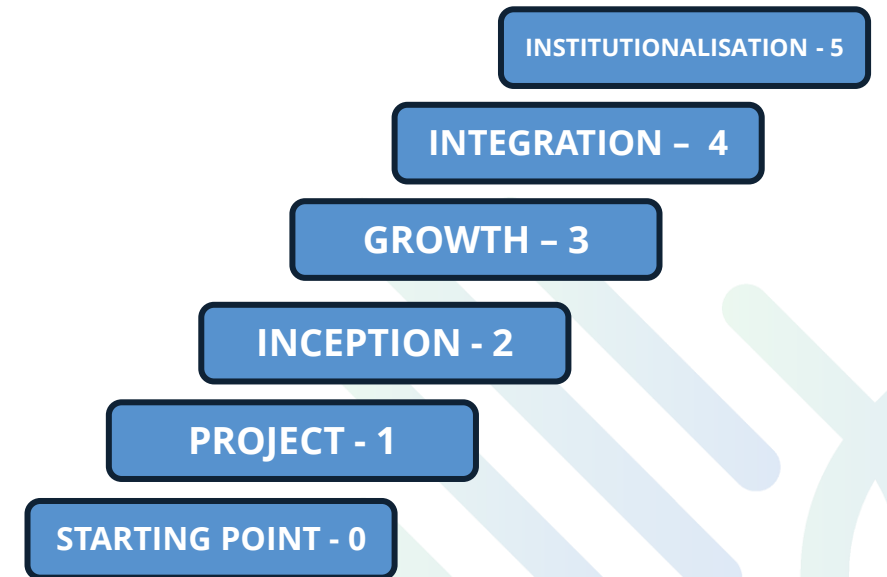
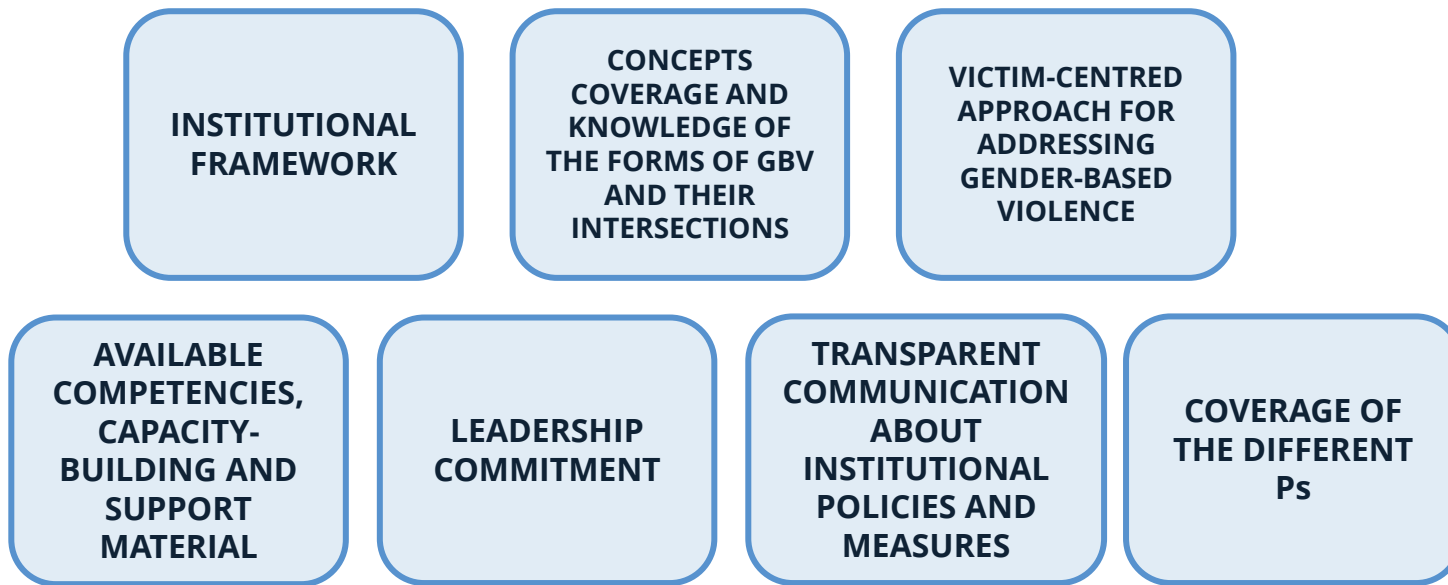
The Institutional Self-Assessment Tool supports research performing organisations in **evaluating their institutional capacity and progress** addressing towards gender-based violence.

It is designed as a developmental **self-assessment instrument**, helping institutions identify their **strengths** and **areas for improvement** across a set of 7 “Impact Drivers.”



Institutional Self-Assessment Model

The structure of the model: 7 Impact Drivers | 18 Indicators | 6 stages of institutionalisation



Impact Drivers	Indicators
Institutional framework	1.1 Institutional framework for addressing GBV
	1.2 Sustainability / shielding the system from reversibility
Concepts coverage and knowledge of the forms of GBV and their intersections	2.1 Coverage and definitions of the forms of GBV
	2.2 Intersectionality
Victim-centred approach for addressing GBV	3.1 Victim-centred approach for addressing gender-based violence
Available competencies, capacity-building initiatives, and support material	4.1 Knowledge and internal expertise on GBV
	4.2 Capacity-building initiatives on addressing GBV
	4.3 Availability and accessibility of support materials for GBV related work
Leadership commitment	5.1 Leadership commitment to addressing gender-based violence

Impact Drivers	Indicators	
Transparent communication about institutional policies and measures	6.1	Internal transparency about what the institution is doing to address gender-based violence (policies, data on prevalence, measures, knowledge, and support structures)
	6.2	External transparency about what the institution does to address gender-based violence
Coverage of the different Ps	7.1	Comprehensiveness and use of the 7P model (Prevalence)
	7.2	Comprehensiveness and use of the 7P model (Prevention)
	7.3	Comprehensiveness and use of the 7P model (Protection)
	7.4	Comprehensiveness and use of the 7P model (Prosecution)
	7.5	Comprehensiveness and use of the 7P model (Provision of services)
	7.6	Comprehensiveness and use of the 7P model (Partnerships)
	7.7	Comprehensiveness and use of the 7P model (Policy)

Indicator 3.1: Victim-centred approach for addressing gender-based violence

Impact Driver 3

Victim-centred approach for addressing gender-based violence

	Starting point	Project	Inception	Growth	Integration	Institutionalisation
	The institution is unaware of and/or fails to address the experiences and needs of victims of GBV	The institution starts to recognise the need for adopting a victim-centred approach in its policies and measures	While there is awareness about the need for a victim-centred approach, there is a lack of knowledge about victims' experiences and needs to properly inform the design and implementation of policies and measures	Knowledge of victims' experiences and needs informs the design of GBV policies and measures, but implementation is inconsistent	Victims' experiences and needs are consistently addressed in the design and implementation of GBV policies and measures	All GBV policies and measures are consistently victim-centred in their design, implementation, monitoring and evaluation, and mechanisms are in place to check the quality of the implementation



Why use the Institutional Self-Assessment Tool?



Clear snapshot of strengths and weaknesses of your policy framework

Gain an at-a-glance view of your institution's current status across 7 key areas of GBV prevention and response.



Evidence for advocacy

Use the results to approach leadership with concrete insights and push for targeted action.



Monitor progress over time

Track your institutional development from starting point to full institutionalisation across 6 measurable stages



Guide strategic planning

Identify priority areas for capacity-building, policy updates, and stakeholder engagement.



Foster collective reflection

Use the assessment as a conversation starter to align change agents and encourage ownership.

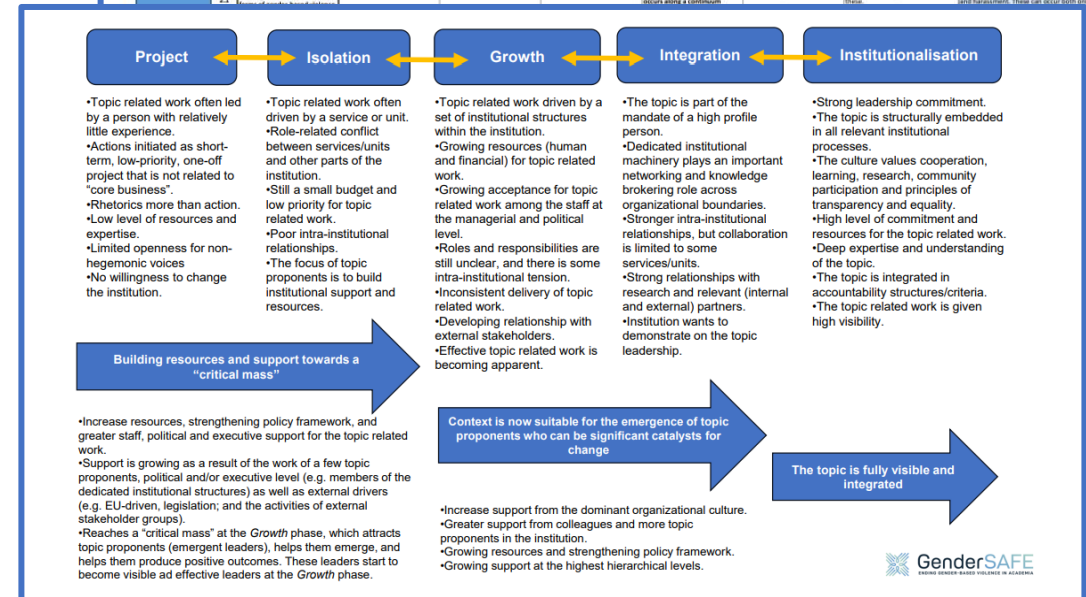


Practical tips and advice

Who should fill it out?

- We recommend completing the tool with a **small team** (e.g., with someone from the gender equality/EDI committee, HR, gender-based violence focal points or ombuds team).
- Organise a **dedicated session** (either online or in-person) to review the Impact Drivers and indicators together.

GenderSAFE Institutional Self-Assessment Tool									
Impact Drivers	No.	Indicators	Rubrics for the indicators					Additional instructions/clarifications for determining which score to assign	
			Starting Point - 0	Project - 1	Inception - 2	Growth - 3	Integration - 4		Institutionalisation - 5
1. INSTITUTIONAL FRAMEWORK	1.1	Institutional framework for addressing gender-based violence	Policies that explicitly address GBV, responsible management roles, expertise on GBV, a budget frame, and other necessary measures for institutional change are in place	Policies addressing GBV, responsible management roles, expertise on GBV, a budget frame, or other necessary measures for institutional change are in place with resources and responsibility allocated	Policies on GBV, responsible management roles, expertise on GBV, a budget frame, and other necessary measures for institutional change are in place with resources and responsibility allocated	Policies on GBV, responsible management roles, expertise on GBV, a budget frame, and other necessary measures for institutional change are in place with resources and responsibility allocated	There is an adherent and functioning framework in place with policies, management roles, allocated responsibilities and resources	Need to a coherent and functioning framework, there is ongoing monitoring and evaluation of GBV policies and measures informing institutional programmes/policies and processes.	An institutional framework gets beyond a single action or measure addressing gender-based violence; the indicator refers to the growing robustness and embeddedness of the institutional approach. It focuses on the operational and practical aspects of your institution's framework: the existence of roles, responsibilities, expertise, and resources that enable your organisation to effectively address gender-based violence. It assesses whether these elements are in place and actively shape day-to-day practice.
	1.2	Sustainability / shielding the system from reversibility	There are no initiatives, activities, resources or coordination to address GBV	There are one-off, ad hoc activities or initiatives, or all hoc investigations into reported cases	There is awareness of the need to conduct activities in a more systematic way, to make them less fragile, and there are plans to make initiatives and activities more stable	The institution is working towards organising its policies and activities in a structured and coherent way, with allocated resources and personnel, but with uncertainty about their continued availability over time	GBV policies and measures are linked to, embedded in and protected by strategic objectives and/or visions, the definition of roles and responsibilities, the allocation of longer term budget lines and/or quality assurance mechanisms and audit processes, and increasingly supported across the institutional bodies	Existing activities are embedded, developed and adapted to institutional needs, protected against reversibility and included in an institutional monitoring and evaluation framework, with a long-term budget frame	This indicator focuses on protecting the institutional system against reversibility.
2.3	Coverage and definitions of the scope of gender-based violence	No forms of GBV are mentioned or defined in existing policies, initiatives or measures	One or a few forms of GBV are mentioned in existing policies and/or measures, but without definitions or consideration of how violence is gendered and occurs along a continuum	A few forms of GBV are defined in existing policies and/or measures, without consideration of how violence is gendered or occurs along a continuum	Several forms of GBV are defined in existing policies and/or measures, reflecting an expanding understanding of GBV beyond sexual harassment with elaboration on how violence is gendered and/or occurs along a continuum	A range of different forms of GBV are defined in existing policies and measures, and reflecting understanding that they are related and part of a continuum, embedded across a continuum and in present initiatives. There are clear protocols for implementation of these	Policies and measures include well-informed definitions of a broad range of forms of GBV, reflecting understanding that they are related and part of a continuum, embedded across a continuum and in present initiatives. There are clear protocols for implementation of these	Gender-based violence covers all forms of violence, relations and abuse directed at individuals based on gender. It includes but is not limited to: physical violence, psychological violence, economic and financial violence, sexual violence, sexual harassment, gender harassment, stalking, organisational violence and harassment. These can occur both online	





Practical tips and advice

Before getting started

- Read the **Terms of Use** file
- **Preview the Tool**
- Review the **Glossary** page
- Review the **Frequent Asked Questions Page**



What to expect?

Upon completing the self-assessment, your institution will receive a detailed report that includes:

- A spider graph summarising performance across the seven Impact Drivers.
- Narrative outputs describing your institution's maturity level for each area.
- Tailored recommendations to support institutional learning and development.

Uni Test Name
Wednesday, November 19, 2025

GenderSAFE
ENDING GENDER-BASED VIOLENCE IN ACADEMIA

Impact Driver: Conceptual and theoretical foundation

Level 0: Starting Point	Level 1: Project	Level 2: Inception	Level 3: Growth	Level 4: Integration	Level 5: Institutionalisation
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For the Impact Driver Conceptual and theoretical foundation your institution's score is 3.

At this stage, your organisation defines several forms of gender-based violence and recognises that violence is gendered and occurs along a continuum, but these definitions may not yet cover the full range of forms or contexts. Intersectionality is acknowledged in some policies or measures, but is not yet consistently or explicitly addressed across different units or levels of the organisation.

Uni Test Name
Wednesday, November 19, 2025

GenderSAFE
ENDING GENDER-BASED VIOLENCE IN ACADEMIA

ASSESSMENT OVERVIEW

Overall results
This graph depicts the results of your institution's capacity to address gender-based violence, as measured across the seven impact Drivers. The maximum score for each Impact Driver is 5. Detailed analyses of the score for each "Impact Driver" and "Indicator" are provided in the following pages.

Impact Driver	Score
Coverage of the 7Ps: Policy	3
Institutional framework	2.5
Conceptual and theoretical foundation	2.5
Victim-centred approach for addressing gender-based violence	2
Available competencies, capacity-building and support material	1.67
Leadership commitment	3
Transparent communication	3

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when your definitions so they fully reflect the gender-based violence. Make sure policies clearly define psychological, economic, sexual, and online violence, and are connected and embedded in power imbalances. Policies should include emerging or less visible forms of violence, digital harassment or coercive control, and Convention or national frameworks for clear definitions.

Ensure your policies show explicitly how overlapping forms of violence or impact of gender-based violence. Avoid using gender identity or sexual orientation as supplementary categories. Do not directly into (1) the way risks are assessed. Ensure that violence is understood for different groups, and that your reporting systems so that data and feedback are collected over time. Link this to real contexts: spell out that you want staff and people on short-term contracts who are not bound by procedures due to contract insecurity or unclear reporting procedures noting that international students and visiting researchers are also accessible information, including in English or other languages.



Where can I access the tool?

GenderSAFE website

Institutional Self-Assessment Tool

The **GenderSAFE Institutional Self-Assessment Tool** supports research performing organisations in evaluating their institutional progress towards responding to gender-based violence. It is designed as a **developmental self-assessment instrument**, helping institutions identify their strengths and areas for improvement across a set of 7 "Impact Drivers."

Upon completion, the tool generates a **narrative feedback report with a spider chart** that supports internal learning, strategic planning and institutional development. The assessment can be repeated over time to help track progress and inform policy cycles.

In the future, and depending on the volume of responses, the tool may offer **benchmarking features** that will allow analysis of anonymous aggregated data to identify similarities and differences across Institutions (e.g. by size, type, or country),

Comparative results are always presented in anonymised and aggregated form. **No institution's data will ever be visible to another respondent or third party.**

Access the tool via the UniSAFE Toolkit page

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Read more: <https://gendersafe.eu/deliverables/institutional-assessment-tool/>



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Thank you!

<https://gendersafe.eu>



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ROUND TABLE DISCUSSION



Maria Bustelo
Ministry of Science,
Innovation and Universities
Spain



Magdalena Chrobak-Tatara
Ministry of Science and Higher
Education, Poland



Raffaela Ebersteiner
Federal Ministry Women,
Science and Research
Austria



Jennie Rothwell
Higher Education Authority
Ireland

AUDIENCE ENGAGEMENT



In your view, what is most needed in the next phase to strengthen national frameworks against gender-based violence in R&I/HE?

Going Forward



Marcela Linkova
Institute of Sociology, Czech Academy of Sciences

In GenderSAFE

Outputs

- [Institutional Self-Assessment Tool](#)
- [Trainings](#)
- [Model Policy Framework](#)

Save the date for the Final Conference: 26 January 2027 in Vienna

In the ERA

Policy juncture with important negotiations under way

- European Research Area
 - ERA Act
 - Action Plan on Women in Research, Innovation and Start-ups
- Horizon Europe 2028 – 2034

NETWORKING AND LUNCH

