

No.	Activity	Deadline	Responsible	Resources
1. Work Life Balance and Organizational Culture				
1.1. improve the University's organizational framework aimed at furthering gender equality				
1.	Develop a dedicated part of University website for gender issues, including this Gender Equality Plan and resources	June 2022	GIAB with Marketing and PR Service	<ul style="list-style-type: none"> • 12hr × GIAB members • 2hr × IT service (work)
2.	Dedicate and make visible office space for the Gender Equality Coordination and the Gender Issues Advisory Board	June 2022	SSRC	<ul style="list-style-type: none"> • 15m² of office space • est. 150 KM for rollup banner or similar
3.	Open an annual graduate student internship position for gender issues, including specifically data collection	October 2022; October 2023; October 2024	SSRC, with Secretariat	<ul style="list-style-type: none"> • 5,688 KM / year × intern salary • 72hr / year × SSRC staff
4.	Develop and present to the Senate the monitoring report for the Gender Equality Plan, based on the template annexed	November 2022; November 2023; November 2024	GIAB, with Secretariat	<ul style="list-style-type: none"> • 40hr / year × GIAB secretary • 40hr / year × gender intern • 8hr / year × GIAB members • 40hr / year × Secretariat
5.	Integrate the Gender Issues Advisory Board into the University statute as a permanent, expert advisory body	December 2022	SSRC, with Senate and Steering Board	<ul style="list-style-type: none"> • 1hr × GIAB secretary
6.	Review rulebooks and other acts and policies for gender bias / neutrality and propose improvements to that end	March 2023	GIAB, with Legal Office and Councils, Senate, and Steering Board	<ul style="list-style-type: none"> • 48hr × GIAB members • 6hr × Legal Office
7.	Explore the possibility of signing agreements with the Gender Equality Agency and UNWOMEN to include them in the University's organizational framework related to gender issues	March 2023	GIAB, with management	<ul style="list-style-type: none"> • est. 8hr × GIAB members • est. 6hr × Secretary General
1.2. strengthen the prevalence of gender-based non-discriminatory behavior and communication at the University				
8.	Develop and adopt binding guidance on gender neutral language in official University communication, both written and oral	September 2022	GIAB, with ELL Department	<ul style="list-style-type: none"> • 8hr × GIAB • 40hr × ELL Department

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9.	Organize an annual training session for staff on gender-based non-discriminatory behavior and communication	September 2022; September 2023; September 2024	GIAB and ELL Department	• 9hr × GIAB members
10.	Organize annual training sessions for students on gender-based non-discriminatory behavior and communication	October 2022; October 2023; October 2024	GIAB at Faculties, with consultant	• 30hr × GIAB members
11.	Organize monthly voluntary meetings among staff and students, respectively, to share experience and provide support	October 2022 – continuous	GIAB	• 24hr × GIAB members
12.	Organize an annual training about (un)conscious biases and methods of limiting them for staff and students	November 2022 – continuous	GIAB with consultant	• 12hr / year × GIAB members • 400KM / year (consultant)
13.	Conduct continuous information campaigns in common areas of the University, as well as online, to reinforce and affirm limiting unconscious biases and gender-based non-discriminatory behavior and language	November 2022 – continuous	GIAB with DCPR, GDM, and MAN Departments and SP with clubs	• 12hr / year × GIAB members • 40hr / year × DCPR, GDM, and MAN Departments • 3,600KM / year (student projects)
14.	Install toilets in women’s lavatories	September 2022 – September 2023	Financial and Technical Services	• est. 6,000KM for procurement and installation
15.	Explore the best method, based on lessons learned and legal sanitary requirements, of installing sanitary pad dispensers in women’s lavatories	September 2023	GIAB, with Technical Service	• 16hr × GIAB members • est. 2,000KM for procurement and installation
16.	Install a baby changing station in a focal point at the University of staff, students, and guests	September 2023	GIAB, with Financial and Technical Services	• est. 2,000KM for procurement and installation
17.	Explore the need for and the possibility of dedicating space on or near the University as a breastfeeding room	September 2023	GIAB	• 8hr × GIAB members

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				<ul style="list-style-type: none"> • est. 2,000KM for procurement and installation
1.4. create and sustain a family-friendly environment at the University				
18.	Develop and implement methods to encourage male parents to use their legal right to parental leave, with an emphasis on potentially using a smart working scheme	September 2022	HR Office and Rectorate	<ul style="list-style-type: none"> • 16hr × GIAB members • 4hr / year × HR Office • costs undetermined
19.	Explore the possibility of offering on-campus daycare facilities at a subsidized rate to staff and student parents of young children	September 2022	Founder	<ul style="list-style-type: none"> • 16hr × GIAB members • costs undetermined
20.	Introduce voluntary, reduced remote work for staff and students while on familial leave, with an emphasis on smart working principles	September 2022	Steering Board with Rectorate	<ul style="list-style-type: none"> • 8hr × GIAB secretary • costs undetermined
21.	Explore possibilities to enable flexible working hours, with an emphasis on smart work principles for staff with young children	September 202	Councils and Department Heads	<ul style="list-style-type: none"> • 16hr × GIAB members • costs undetermined
22.	Explore possibilities to enable staff returning from maternity leave to opt for a reduced teaching workload in order to enable them to focus on compensating their research gap	September 2022	Senate and Department Heads	<ul style="list-style-type: none"> • 16hr × GIAB members • costs undetermined
23.	Formalize and fundamentally respect staff's right to disconnect outside of working hours, including for teaching and administrative work	September 2022	Rectorate	<ul style="list-style-type: none"> • 8hr × GIAB secretary • costs undetermined

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2. Gender Balance in Leadership and Decision Making				
2.1. increase minority gender representation toward 40%				
24.	Introduce minimum representation quotas for collegial bodies, including specifically for evaluation committees, when possible, requiring appointing bodies to explain why both genders are not represented and steps to be taken to ensure gender representation in the future	October 2022	Senate and Councils	<ul style="list-style-type: none"> • 2hr × GIAB secretary
25.	Mandate publishing selection criteria in vacancy announcements and communicating feedback to rejected candidates	October 2022	Senate, HR Office, and Secretaries	<ul style="list-style-type: none"> • 2hr × GIAB secretary • est. 12hr / year × HR Office • est. 36hr / year × Evaluation Committee members
26.	Mandate the observation of interviews and evaluations, as well as other communication, in selection processes by a member of the Gender Issues Advisory Board or Human Resources Department staff	October 2022	Senate and HR Office	<ul style="list-style-type: none"> • 2hr × GIAB secretary • est. 64hr / year × GIAB member • est. 64hr / year × Faculty Secretaries
27.	Develop guidance to adjust selection criteria and procedures by taking into greater consideration different (gendered) career patterns, particularly in terms of research – teaching	October 2023	GIAB and HR Office, with Evaluation Committees	<ul style="list-style-type: none"> • 8hr × GIAB secretary • 8hr × GIAB • est. 64hr / year × Evaluation Committee members
28.	Develop guidance to adjust selection criteria to consider effective work time, as opposed to career length, when considering research or teaching outputs during candidate evaluations	October 2023	GIAB, with HR Office and Secretaries	<ul style="list-style-type: none"> • 4hr × GIAB secretary • 8hr × GIAB members • est. 64hr / year × Evaluation Committee members
29.	Conduct <i>ad hoc</i> surveys among staff and students on the gendered impacts, as well as perceptions, of key decisions and policies	October 2022 – continuous	SSRC	<ul style="list-style-type: none"> • 48hr / year × SSRC researcher • 240hr / year × gender studies intern

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2.2. institutionally account for gender perspectives in decision making				
30.	Incorporate the input of the Gender Issues Advisory Board as the University's expert body on gender issues in the adoption and implementation of key decisions and policies	November 2022	GIAB, with Legal Office and Senate and Faculty Councils	<ul style="list-style-type: none"> • 84hr / year × GIAB • 12hr / year × Legal Office • est. 48hr / year × Secretary General and Faculty Secretaries
31.	Introduce gender impact commentaries in the elaboration of decisions, especially those collegially adopted	December 2022	GIAB, with Legal Office	<ul style="list-style-type: none"> • 8hr × GIAB • 4hr × Legal Office • est. 72hr / decision-making body secretaries
32.	Streamline the structural use of gender-disaggregated data in informing decision making	December 2022	GIAB and SSRC, with Legal Office and Senate and Faculty Councils	<ul style="list-style-type: none"> • 24hr × SSRC researcher • 4hr × GIAB • 4hr × Legal Office • est. 72hr / year × gender intern • est. 72hr / year × Secretary General and Faculty Secretaries
33.	Collate and publish data on the gender composition and outputs of collegial bodies	October 2023; October 2024; October 2025	GIAB	<ul style="list-style-type: none"> • 12hr / year × gender intern • 8hr / year × Secretary General and Faculty Secretaries

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3. Gender Equality in Recruitment and Career Progression				
3.1. increase the reach of academic and administrative vacancies toward women, in line with the European Code of Conduct for Recruitment				
34.	Develop practical guidance for implementing the European Code of Conduct for Recruitment and hold a training session in line with those principles for evaluation committee members	September 2022	GIAB, with Legal Office, Human Resources Office, and Evaluation Committees	<ul style="list-style-type: none"> • 8hr × GIAB secretary • 16hr × GIAB members • 4hr × Legal Office and Human RESOURCES Offices • undetermined resources for Evaluation Committees
35.	Develop and adopt, as well as widely promote in recruitment efforts, an equality opportunity and diversity policy	September 2022	Senate, with GIAB and Human Resources Office	<ul style="list-style-type: none"> • 8hr × GIAB members • 2hr × Human Resources Office
36.	Explore using blind assessment of applications, particularly by anonymizing content in pre-interview procedures	February 2023	Human Resources Office, with GIAB and Evaluation Committees	<ul style="list-style-type: none"> • 16hr × GIAB members • 4hr × Human Resources Office • 8hr × Evaluation Committee
37.	Develop a weighing method in evaluation to increase the impact of unbiased criteria in scoring compared to biased criteria in the final evaluation score	February 2023	GIAB, with Human Resources Office	<ul style="list-style-type: none"> • 16hr × GIAB members • 4hr × Human Resources Office
38.	Mandate publishing selection criteria in vacancy announcements and communicating feedback to rejected candidates	February 2023	Senate, with Human Resources Office	<ul style="list-style-type: none"> • 2hr × Human Resources Office
39.	Redesign vacancy announcements to shift the emphasis on gender neutral and inclusive aspects of responsibilities and competences	February 2023	GIAB, with Human Resources Office	<ul style="list-style-type: none"> • 8hr × GIAB members • 2hr × Human Resources Office
40.	Increase accountability by requiring departments and committees to justify recruitment and promotion shortlists that do not include women	February 2023	Senate, with Human Resources Office	<ul style="list-style-type: none"> • 2hr × Human Resources Office
41.	Organize information campaigns to counteract gender inequality in underrepresented areas	June 2023; June 2024; June 2025	GIAB, with DCPR, GDM, and MAN Departments	<ul style="list-style-type: none"> • 8hr × GIAB members • 24hr × DCPR, GDM, and MAN Departments

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42.	Develop a strategy to attract talent for academic and administrative vacancies, including extending the reach of calls, repeating calls for which only one gender applied, evaluating effective work time, and using search commissions	June 2023	GIAB, with Human Resources Office and departments	<ul style="list-style-type: none"> • 40hr × GIAB members • 4hr × Human Resources Office • 24 × departments
3.2. strengthen gender-sensitive career progression paths, particularly among women toward senior positions				
43.	Mandate minimum gender representation in collegial bodies, taking into account individual needs and competences	September 2022	GIAB, with Senate and Faculty Councils	<ul style="list-style-type: none"> • 2hr × GIAB secretary • 8hr × GIAB members
44.	Mandate minimum gender representation in project teams when possible, requiring team leaders to explain why both genders are not represented and steps to be taken to ensure gender representation in the future	September 2022	Senate, with Project Office	<ul style="list-style-type: none"> • 2hr × Project Office
45.	Provide dedicated internal resources, including funding, to women scholars for research	September 2022	Senate, with Project Office	<ul style="list-style-type: none"> • 8hr × GIAB members • 2hr × Project Office
46.	Explore leveraging Erasmus+ and other mobilities to support career progression paths of both genders	September 2022	GIAB, with International Office	<ul style="list-style-type: none"> • 8hr × GIAB members • 2hr × International Office
47.	Integrate gender sensitive topics into individual professional development plans and courses, offered to both genders	October 2022	GIAB	<ul style="list-style-type: none"> • 32hr × GIAB members
48.	Introduce gender sensitivities into supervisor performance evaluations and reviews	February 2023	Human Resources Office and Quality Assurance Office, with supervisors	<ul style="list-style-type: none"> • 8hr × GIAB members • 4hr × Human Resources Office • 4hr × Quality Assurance Office • 28hr × supervisors
49.	Introduce a cascade model of promotion targets for all levels and positions of seniority, including leadership	February 2023	Senate and Faculty Councils, with HR Office	<ul style="list-style-type: none"> • 8hr × GIAB members • 2hr × Human Resources Office

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50.	Establish a structured career planning and (peer) mentoring program, with emphasis on women (staff and student) empowerment	March 2023	GIAB, with Career Office and supervisors	<ul style="list-style-type: none"> • 8hr × GIAB members • 4hr × Career Office • 28hr × supervisors
51.	Consider and implement methods of ensuring that administrative responsibilities, student supervision, and other types of workloads are equitably divided, transparent, and valued alongside teaching and research	June 2023	GIAB, with supervisors	<ul style="list-style-type: none"> • 16hr × GIAB members • 14hr × supervisors
52.	Consider University-wide workload planning models, enabling an equitable and transparent spread of workload between academic staff that is consistent between organizational units	June 2023	GIAB, with supervisors	<ul style="list-style-type: none"> • 16hr × GIAB members • 14hr × supervisors
3.3. reduce gender-based disparities in student recruitment, enrollment, study, and graduation, as well as post-graduation employability				
53.	Organize gender-based trainings for staff working on student enrollment, especially those with decision-making power in tuition discounts, to ameliorate gender differences	December 2022	GIAB with consultant	<ul style="list-style-type: none"> • 4hr × GIAB members • 400 KM × consultant
54.	Conduct gender-specific promotion campaigns to increase gender equality in enrollment, particularly in fields where one gender is overrepresented	January 2023; January 2024; January 2025	Admissions Office	<ul style="list-style-type: none"> • 12hr / year × Admissions Office • 1,200 KM × promotional campaign
55.	Explore the possibility of tailoring course content, teaching methods, and evaluation methods to ameliorate gender differences	June 2023	GIAB	<ul style="list-style-type: none"> • 40hr × GIAB members • 40hr × gender interns
56.	Develop student-centric gender neutral and gender sensitive career counseling programs	September 2023	GIAB with Career Office and SP	<ul style="list-style-type: none"> • 24hr × GIAB members • 8hr × Career Office

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4. Integrating Gender into Research and Teaching				
4.1. integrate gender in all of its dimensions into research				
57.	Develop a list of thesis topics for graduate students that explicitly focus on gender issues and encourage their selection	September 2022	SSRC, with faculties and departments	<ul style="list-style-type: none"> • 12hr / year × SSRC researcher • 12hr / year × Departments
58.	Provide support, including through (co-) mentoring research, to graduate students in their research on integrating the gender dimension in their research	September 2022	SSRC and GIAB	<ul style="list-style-type: none"> • 24hr / year × SSRC researcher
59.	Mandate the inclusion of at least a member of each gender in scientific activities, including panels at conferences, organized by the University or its staff	October 2022	Senate	<ul style="list-style-type: none"> • 1hr × GIAB secretary • 8hr / year × gender intern
60.	Establish a dedicated internal funding stream for research projects focusing on gender	October 2022	Steering Board, with Project Office	<ul style="list-style-type: none"> • 2hr × Project Office
61.	Require all project proposals submitted for internal funding to have a conducted gender impact assessment as an addendum, which is annexed	October 2022	Rectorate, with Project Office	<ul style="list-style-type: none"> • 2hr × Project Office
62.	Encourage minimum gender representation in research teams, including through using the annexed gender impact assessment	October 2022	Rectorate, with Project Office	<ul style="list-style-type: none"> • 2hr × Project Office
63.	Provide expert support to researchers in developing project proposals for external funding or conducting research in incorporating gender dimensions	October 2022 – onward	SSRC	<ul style="list-style-type: none"> • 40hr / year × SSRC project coordinator
64.	Develop tools for integrating the gender dimension into research	February 2023	SSRC	<ul style="list-style-type: none"> • 20hr × SSRC research coordinator
65.	Conduct theory-based and method-based trainings for researchers, including graduate students, in incorporating the gender dimension into research	February 2023; February 2024; February 2025	SSRC	<ul style="list-style-type: none"> • 6hr / year × SSRC researcher
66.	Organize an annual international, scientific conference on gender studies	September 2023; September 2024; September 2025	SSRC	<ul style="list-style-type: none"> • 80hr / year × SSRC researcher • 40hr / year × SSRC event coordinator
4.2. integrate gender in all of its dimensions into teaching				

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67.	Develop and pilot a university-level elective course on gender equality, with the possibility of expanding it to a mandatory course	October 2022	GIAB, with IRES Department	<ul style="list-style-type: none"> • 8hr × GIAB members • 60hr × IRES lecturer
68.	Develop, incorporate in the list of elective courses, and explore the possibility of offering five thematic elective courses about gender equality developed as a part of the UNIGEM project	October 2022	GIAB, with IRES Department	<ul style="list-style-type: none"> • 4hr × GIAB secretary
69.	Explore the possibility of organizing a summer or winter school on gender studies	October 2022	SSRC	<ul style="list-style-type: none"> • 16hr × GIAB members • further resources undetermined
70.	Conduct a feasibility study for opening a (joint) MA degree in gender studies	October 2022	SSRC, with IRES Department	<ul style="list-style-type: none"> • 40hr × GIAB members • 16hr × IRES Department
71.	Offer four annual student internships regarding gender equality research in all of its dimensions	October 2022; March 2023; October 2023; March 2024; October 2024; March 2025; October 2025	SSRC	<ul style="list-style-type: none"> • 80hr / year × SSRC researchers
72.	Encourage the inclusion of gender diverse guest lecturers in courses, as applicable	October 2022 – onward	GIAB, with faculties and departments	<ul style="list-style-type: none"> • 8hr × GIAB members
73.	Observe international events related to women, gender equality, and gender-based violence	March 2023 – onward	GIAB	<ul style="list-style-type: none"> • 40hr / year × GIAB members
74.	Identify possibilities for introducing a lesson on gender equality in an introductory course at each Department	June 2023	GIAB, with faculties and departments	<ul style="list-style-type: none"> • 40hr × GIAB members • 24hr × Departments
75.	Review each department's curriculum for elements of gender inequality and propose measures to upgrade them in line with gender equality principles	June 2023	GIAB, with departments	<ul style="list-style-type: none"> • 80hr × GIAB members • 240hr × gender student interns • 16hr × Departments
76.	Develop, pilot, and introduce a set of informal educational workshops on gender inequality for students and others, resulting in a certificate and perhaps ECTS credits	June 2023	GIAB	<ul style="list-style-type: none"> • 8hr × GIAB members • further resources undetermined

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5. Gender-Based Violence, including Sexual Harassment				
5.1. prevent gender-based violence, including sexual harassment				
77.	Adopt and disseminate a zero-tolerance policy for all forms of gender-based violence, including sexual harassment	September 2022	GIAB, with HR Office and Legal Service	<ul style="list-style-type: none"> • 16hr × GIAB members • 2hr × HR Office • 2hr × Legal Office
78.	Develop and adopt a rulebook on preventing and punishing gender-based violence, including sexual harassment	December 2022	GIAB, with HR Office and Legal Service	<ul style="list-style-type: none"> • 16hr × GIAB members • 2hr × HR Office • 2hr × Legal Office
79.	Identify people of trust at each University department to act as focal points for gender-based violence and inform the community thereof	January 2023	GIAB	<ul style="list-style-type: none"> • 16hr × GIAB members
80.	Provide specific training on gender-based violence, including sexual harassment, to people of trust and other relevant parties	February 2023; February 2024; February 2025	GIAB with consultant	<ul style="list-style-type: none"> • 8hr × GIAB members • 400 KM / year × consultant
81.	Develop and adopt a code of conduct for relationships at the University, including specifically in cases of power disbalance	June 2023	GIAB, with HR Office and Legal Service	<ul style="list-style-type: none"> • 16hr × GIAB members • 2hr × HR Office • 2hr × Legal Office
82.	Collate and publish data on gender-based violence, including sexual harassment	October 2023; October 2024; October 2025	GIAB	<ul style="list-style-type: none"> • 12hr / year × gender intern • 8hr / year × Secretary General and Faculty Secretaries
5.2. establish mechanisms to address cases of gender-based violence, including sexual harassment				
83.	Provide psychological support for the victims of gender-based harassment, regardless of the location thereof	June 2022 - onward	Counselor	<ul style="list-style-type: none"> • est. 12hr / year × counsellor
84.	Develop a joint formal and informal complaints system, including with the possibility of anonymous complaints, for reporting and investigating cases of gender-based violence, including sexual harassment	September 2022	GIAB, with Human Resources Office, Legal Service, and Student Parliament	<ul style="list-style-type: none"> • 32hr × GIAB members • 4hr × HR Office • 4hr × Legal Office
85.	Organize annual trainings for staff on the expectations, policies, and processes as well as practical advice on how to deal with different	September 2022; September 2023; September 2024; September 2025	GIAB, with consultant	<ul style="list-style-type: none"> • 4hr / year × GIAB secretary

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	situations related to gender-based violence, such as through ‘bystander’ training			<ul style="list-style-type: none"> • 8hr / year × GIAB members • 400 KM / year × consultant
86.	Update disciplinary rulebooks to include specific references to gender-based violence, including sexual harassment, as offenses	December 2022	GIAB, with HR Office, Legal Service, and Student Parliament	<ul style="list-style-type: none"> • 32hr × GIAB members • 4hr × HR Office • 4hr × Legal Office
5.3. raise awareness of gender-based violence, including sexual harassment				
87.	Observe 16 Days of Activism against Gender Based Violence through various activities aimed at engaging students	November – December 2022; November – December 2023; November – December 2024; November – December 2025	GIAB, with SP and clubs	<ul style="list-style-type: none"> • est. 32hr / year × GIAB members • 1,5000 KM / year × visibility project
88.	Conduct a research project to map levels of knowledge and perceptions toward gender-based violence, including sexual harassment, at the University	October 2022 – March 2023	SSRC	<ul style="list-style-type: none"> • 176hr × SSRC researcher • 176hr × SSRC research assistant
89.	Conduct prevention campaigns regarding gender-based violence, including sexual violence, on and off campus	January 2023 - onward	GIAB and DCPR, GDM, and MAN Departments, SP and student clubs	<ul style="list-style-type: none"> • 32hr / year × GIAB members • 8hr / year × DCPR Department • 8hr / year × GDM Department • 8hr / year × MAN Department • 1,5000 KM / year × visibility activities
90.	Create and disseminate digital and print flyers containing information on violence-related issues, with a list of useful telephone numbers and email addresses to contact in the event of suffering or witnessing violence	January 2023 - onward	GIAB and DCPR, GDM, and MAN Departments, with SP and clubs	<ul style="list-style-type: none"> • 8hr / year × GIAB members • 4hr / year × DCPR Department • 4hr / year × GDM Department

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				<ul style="list-style-type: none"> • 4hr / year × MAN Department • 500 KM / year × flyer procurement
91.	Streamline information on gender-based violence, gender identity, and harassment, as well as on reporting in introductory events for new staff and students	September 2022 - onward	GIAB with HR Office and Student Affairs Office	<ul style="list-style-type: none"> • 4hr × GIAB secretary • 4hr / year × HR Office • 8hr / year × Student Affairs Office

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6. Monitoring, Evaluation, and Reporting				
6.1. build an evidence base to feed into the policy- and decision-making process, as well as to increase the quality of the Gender Equality Plan				
92.	Include gender-related questions in regular surveys for staff and students	June 2022	SSRC, with IT Office	none
93.	Introduce gender self-identification questions in surveys where such questions are not included	September 2022	Secretariat, with GIAB	none
94.	Monitor research activity, such as projects and publications, with a gender dimension	September 2022 onward	Publication Office and Project Office	<ul style="list-style-type: none"> est. 48hr × gender intern
95.	Continually gather gender-disaggregated administrative data, including on participation in selection processes	September 2022 onward	Secretariat, with SSRC	<ul style="list-style-type: none"> est. 40hr / year × Secretariat est. 40hr / year × gender intern
96.	Individually track career progression, in line with individualized career development plans	October 2022 onward	Human Resources Office with supervisors and Career Office	<ul style="list-style-type: none"> est. 120hr / year × supervisors est. 20hr / year × HR Office est. 40hr / year × Career Office
97.	Conduct Gender Equality Audit and Monitoring (GEAM) surveys on an annual basis, as well as other voluntary gender-based surveys among staff and students	February 2023; February 2024; February 2025	SSRC	<ul style="list-style-type: none"> est. 24hr / year × SSRC researcher est. 120hr × gender intern
98.	Conduct annual public discussions with staff and students regarding the implementation of the Gender Equality Plan in all of its aspects	June 2023; June 2024; June 2025	GIAB	<ul style="list-style-type: none"> est. 12hr / year × gender intern
99.	Annually audit the work of decision-making bodies and organs to assess the gender inclusively of their practices and outcomes	October 2022; October 2023; October 2025; October 2026	GIAB, with Legal Office, Secretary General, and Faculty Secretaries	<ul style="list-style-type: none"> est. 16hr / year × Legal Office, Secretary General, and Faculty Secretaries est. 40hr × gender intern est. 16hr × GIAB members

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100.	Publish and widely disseminate an annual university-level SheFigures report	October 2023; October 2024; October 2025	SSRC	<ul style="list-style-type: none"> • est. 24hr / year × SSRC researcher • est. 120hr × gender intern • est. 2hr × Marketing Office