

EFFORTI: Overview of the developed intervention typology for GE measures

Type of intervention	Intervention format
1. Policies	1. Mainstreaming actions
	2. Gender Equality/Action Plan
	3. Gender budgeting
2. Non-discrimination	4. Gender-sensitive practices for the attribution of tasks
	5. Gender-sensitive study and working conditions (e.g. alternative study plans for pregnancy during laboratory work period)
	6. Gender sensitive HR management
	7. Guidelines regarding gender specifics
3. Composition & Integration	8. Definition of targets regarding gender balance in decision-making
	9. Definition of targets regarding gender balance in research groups
	10. Institution of quotas
4. Advancement	11. Mentoring programmes
	12. Gender-sensitive practices for assessment
	13. Introduction of chairs and positions reserved to women
	14. Support to career development (counselling)
	15. Empowerment schemes
5. Recruitment	16. Campaigns for inspiring women for MINT ¹ subjects
6. Monitoring	17. Monitoring appointments, promotions, or attributions of tasks
7. Deconstructing Excellence	18. Revision of internal policies regarding promotions
	19. Revision of internal policies regarding staff appointments
8. Gender Awareness & Bias	20. Training courses (different targets)
9. Leadership Accountability	21. Implementation of gender-sensitive leadership and personnel development
10. Funding	22. Targeting funding practices to improve women's access to research funding
	23. (Targeted) funding to improve the integration of gender dimension in research
	24. Targeted funding practices to encourage research organisations to promote gender equality measures
	25. Special funding for women researchers
11. Research	26. Gendered user involvement
	27. Inclusion and monitoring the integration of the gender dimension and impact
12. Knowledge	28. Dissemination of information material
	29. Revision of teaching curricula and texts
	30. Introduction of single-sex degree and specialisation courses
	31. Provision of Gender and Women Studies or modules
	32. Integrating the Gender Dimension in Tertiary Education

¹ Mathematics, information technology, natural sciences and technology.

Type of intervention	Intervention format
13. Visibility	33. Networking
	34. Activities to make women (and their research) visible
	35. Role models
14. Care & Family Life	36. Support in period of absence for family needs
	37. Schemes for women returners
	38. Care services and facilities (for children, the elderly, and others)
	39. Support to mobility, including spouse relocation schemes
15. Work-Life Balance	40. Introduction of flexible working hours