

Supplementary File

Tabel 1. Distribution of interviewees.

University	Number of interviews	Position of interviewees
A	4	Vice-chair of GE committee, part-time GE work, academic; Member of GE committee, full-time GE work, administrative; Member of faculty GE committee, part-time GE work, academic; Member of faculty GE committee, part-time GE work, academic
B	3	Member of GE committee, part-time GE work, academic; Member of GE committee, part-time GE work, academic; Former head of GE committee, part-time GE work, academic
C	3	Head of GE committee, full-time GE work, administrative; Member of GE committee, full-time GE work, administrative; Member of faculty GE committee, part-time GE work, academic
D	4	Staff member working with GE, part-time GE work, administrative; Staff member working with GE, part-time GE work, administrative; Staff member working with GE, full-time GE work, administrative; Staff member working with GE, full-time GE work, administrative
E	2	Head of GE committee, full-time GE work, administrative; Member of GE committee, full-time GE work, administrative
F	3	Head of GE committee, part-time GE work, academic; Member of GE committee, full-time GE work; administrative; Member of GE committee, part-time GE work, academic
G	2	Head of GE committee, part-time GE work; academic; Member of GE committee, part-time GE work, academic
H	2	Member of GE committee, part-time GE work, academic; Member of GE committee, part-time GE work, academic
I	3	Member of GE committee, full-time GE work, administrative; Member of GE committee, full-time GE work, administrative; Member of GE committee, full-time GE work, administrative

Table 2. Overview of policy and legislation in the alliance member countries

Category	Instrument	Denmark	Serbia	Germany	UK	Belgium	Norway	France	Italy	Austria
General GE laws	Anti-discrimination	X	X	X	X	X	X	X	X	X
	Public or subsidised childcare	X	X	X	X	X	X	X	X	X
Labour market	Parental leave	X	X	X	X	X	X	X	X	X
	Wage transparency/ equal pay	X	X	X	X	X	X	X	X	X
	Gender quotas			X			X	X	X	X
	Sexual harassment	X	X	X	X	X	X	X	(X)	X
	Flexible working/part-time option	X	X	X	X	X	X	X	X	X
Higher education	Gender mainstreaming	X	X	X	X	X	X	X	X	X
	GEP requirement	X	(X)	X		(X)	X	X	X	X
	Certification/ award system				X					

	Gender quotas for leadership/scientific staff			X		X	X	X		X
	Monitoring/reporting requirements	X		X	X		X	X	X	X
	Gender budgeting in higher education								X	
Recruitment	Open advertisement of vacancies	X		X	X		X	X	X	X
	Gender balanced short-lists									X
	Gender balanced assessment panels	(X)		(X)	X	(X)	X	X		X
Funding	Gender/diversity policy	X	(X)	X	X	X	X		X	X
	Gender targeted funding			X	X	X				X
	Requirements for gender balanced funding allocation			X			X		X	X
Non-regulatory	Policy measures to promote GE in HEI	X		X	X	(X)		X		X

Table 3. GEPs overview

	Title of GEP + years active	Focus areas
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University A	Action Plan for Gender Equality 2020-2022	<ol style="list-style-type: none"> 1. Recruitment 2. Career development 3. Management 4. Work-place culture
University B	Gender Equality Plan 2019-2022	<ol style="list-style-type: none"> 1. Building institutional capacities for identifying relevant data and their continuous maintaining, as well as establishing systematic procedures and information systems for improving data collection and bridging data gaps in three areas: <ol style="list-style-type: none"> a. Human resources b. Decision making c. Curricula and research content 2. Strengthening the visibility of gender equality and raising awareness about the importance and advantages of gender balance at all levels. 3. Promoting gender diversity among all academic staff with a strong emphasis on women's participation in decision-making bodies and processes, in accordance with relevant legal regulations.
University C	Updated Gender Equality Concept 2021-2023	<ol style="list-style-type: none"> 1. Women in top positions 2. Career and personnel development: Measures for young female scientists 3. Women in natural sciences 4. Family-friendly university 5. Women on academic boards 6. Equality controlling 7. Equality-focused communication
University D	Gender Equality Plan 2015-2022	<ol style="list-style-type: none"> 1. Governance 2. Personnel policy 3. Education 4. Research 5. Service to society
University E	Athena Swan Action Plan 2020/21-2024/25	<ol style="list-style-type: none"> 1. Leadership and data 2. Recruitment and selection 3. Improved working environment 4. Improved management capability 5. Role models and visibility 6. Career development 7. Student facing action
University F	Action Plan for Diversity, Equality, and Inclusion 2021-2024	<ol style="list-style-type: none"> 1. Recruitment 2. Recruitment of students 3. Skills development and career support 4. Communication and events 5. Diversity 6. Platform of knowledge 7. Specification of actions
University G	Professional Equality Plan: Proposals from the Equalities Mission 2020-2023	<ol style="list-style-type: none"> 1. Closing the salary gap 2. Career development 3. Reconciliation of professional and private life 4. Governance measures 5. Combating sexist and sexual harassment and violence

University H	Gender Equality Plan 2022-2024	<ol style="list-style-type: none"> 1. Balance between work and private life and organisational culture 2. Gender balance in leadership and decision-making 3. Gender equality in recruitment and career progression 4. Integration of the gender dimension in research and teaching content 5. Measures against gender-based violence, including sexual harassment
University I	Plan for the Advancement of Women and Equality 2019-unknown	<ol style="list-style-type: none"> 1. General provisions <ol style="list-style-type: none"> a. Implementation of gender mainstreaming b. Career planning, initial and continuing education and training c. Infrastructure and responsibilities d. Facilities for the advancement of women and equal treatment e. Data collection obligations, evaluation and reporting obligations 2. Affirmative action plan for gender equality <ol style="list-style-type: none"> a. Reconciling work and family life b. Measures to prevent discrimination, harassment, sexual harassment, bullying and violence c. Transgender, intersex, and non-binary people d. Balanced ration of male and female students and graduates e. Student evaluation of teaching 3. Affirmative action plan for the advancement of women <ol style="list-style-type: none"> a. Human resources and organisational development b. Human resources recruitment c. Teaching d. Students e. Professional advancement and career planning

Table 4: Overview of the organisation of gender equality work

University	Name and composition of group	Meeting frequency	Management represented?	Responsibilities
A	<p>Committee for Diversity and Gender Equality</p> <p><i>14 members + 1 contact person</i></p> <p><i>All members participate in the committee on a voluntary basis in addition to work responsibilities. No members are paid for their work in the committee.</i></p>	4 meetings per year	Yes, rector and pro-rector are members of the committee	<ul style="list-style-type: none"> • Ensuring that action is taken on initiatives that promote diversity and gender equality • Drafting GEP • Following up on a yearly basis on activities and data concerning gender equality
B	<p>Committee for Gender Equality</p> <p><i>14 members</i></p> <p><i>All members participate in the committee on a voluntary basis in addition to work responsibilities. No members are paid for their work in the committee.</i></p>	Once a month. More often is necessary.	Yes, vice-rector is member of the committee	<ul style="list-style-type: none"> • Monitoring, planning, implementing and publishing results of implemented policies for equal opportunities • Raising awareness of cases of gender discrimination by the authorities of UB, as well as offering initiatives to address this • Participating in the preparation of general acts of the university in connection with the realisation and improvement of gender equality • Participating in the creation of the GEP, as well as the report on the implementation of the GEP • Participating in the creation of the Risk

				<p>Management –plan for Violation of the Principles of GE, as well as the report on the implementation of this plan</p> <ul style="list-style-type: none"> • Assisting in performing a gender analysis of the university budget • Submitting an annual report on their work to the Senate • Performing other tasks to the realisation and improvement of GE
C	<p>The Central Women's Representative team (consists of a central management team, as well as many decentralised members from departments and faculties)</p> <p><i>Central team consists of nine members.</i></p> <p><i>Most members work part-time and are paid for their work.</i></p> <p><i>The decentralised members participate in addition to their other responsibilities and are paid for this work.</i></p>		No	<ul style="list-style-type: none"> • Drafting, disseminating and implementing the GEP • Representative of the interests of women at the university • Advisor to the management and the central committees of the university on matters of equality and equal opportunities between men and women
D	Not a group, simply normal staff members.		No	<ul style="list-style-type: none"> • Drafting GEP • Supporting the implementation of the GEP

	<p>5 employees.</p> <p>Full-time, paid work.</p>			
E	<p>Equality, Diversity & Inclusion</p> <p>11 members.</p> <p>Some members work full-time, others part-time.</p>		Yes, the group is chaired by senior leaders	<ul style="list-style-type: none"> Responsible for all things having to do with GE Aided by the existence of several EDI sub-groups
F	<p>Gender Equality Advisor</p> <p>One person, full-time, paid work.</p> <p>Gender Equality Coordination Group</p> <p>14 members + a secretary.</p> <p>Members participate in addition to other work responsibilities.</p>	Three times per semester	Yes, the group is chaired by the pro-rector of the university	<p>Gender Equality Advisor</p> <ul style="list-style-type: none"> Developing and implementing GEP Acting as secretary for the Coordination Group Advising the university management about gender balance, equality and discrimination <p>Coordination Group</p> <ul style="list-style-type: none"> Formulate the goals of the gender equality work at the university
G	<p>Equalities mission</p> <p>9 members.</p> <p>Three members work full-time, the rest part-time in addition to other responsibilities.</p>	Once a month	No	<ul style="list-style-type: none"> Raising awareness and training university staff on equality, diversity and work-life balance Developing the Professional equality plan Raising awareness among students about equality and zero-tolerance of discrimination Monitoring actions implemented by the GEP, analysing their impact and

				proposing necessary adjustments
H	<p>Committee on Equal Opportunities, Wellness of Employees and Non-Discrimination</p> <p><i>10 members from the university + eight representative members from trade union organisations, as well as two student representatives.</i></p> <p><i>All members work part-time in addition to other responsibilities.</i></p>	Once a month	No	<ul style="list-style-type: none"> • Promoting equal opportunities • Preventing discrimination • Identifying potential discrimination experienced by employees • Drafting positive action plans • Promoting a positive work environment and work-life balance • Monitoring all these actions
I	<p>Human Resource & Gender Equality Department</p> <p><i>Normal HR department. Full-time staff.</i></p> <p>Gender Equality & Diversity Unit</p> <p><i>Eight full-time members.</i></p> <p>Working Group for Equal Opportunities</p> <p><i>Members participate in the group in addition to other responsibilities.</i></p>		No	<p>Human Resources & Gender Equality Department</p> <ul style="list-style-type: none"> • Organising, providing and implementing personnel services, including jobs and recruitment, legal frameworks, career advancement, gender monitoring and countering sexual harassment and bullying <p>Gender Equality & Diversity Unit</p> <ul style="list-style-type: none"> • Provide services which aim at ensuring equal opportunities for all university members, which includes implementing the GEP in

				<p>collaboration with the Rectorate</p> <p>Working Group for Equal Opportunities</p> <ul style="list-style-type: none">• Writing the university's GEP, as well as proposing this plan and any amendments to the plan to the Rectorate
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