

Gender Equality Plan

Budapest Institute for Policy Analysis

1. Introduction and context

The Budapest Institute (BI) is an independent think tank based in Budapest, Hungary. BI was founded in November 2008 as a partnership of young economists and political scientists sharing theoretical and hands-on experience in research and government administration. The Institute produces independent research and analysis to support policymaking, -tracking and -evaluation.

The Budapest Institute has a double mission. First, to contribute to public policy making grounded in research evidence that would benefit both Hungary and Europe and secondly, to promote the evidence-based approach in public discourse and policy debate.

The Institute operates primarily in the areas of employment and social policy, Roma integration, education policy, the business environment and good governance. Some of our projects focus on work-life balance and equal employment opportunities for women.

The Institute is led by Petra Reszkető and Ágota Scharle, co-directors. Petra and Ágota are committed to promote gender equality at our organisation and acknowledge its importance for Horizon Europe.

2. Current Situation Assessment

Staff Statistics

As of March 2026, BI employs 8 full time staff of whom 5,5 (FTE) are female.

	male, FT	female, FT	male, PT	female, PT	total FTE
senior	1	2	1	2	4.5
junior		2	2		3
admin				1	0.5

Recruitment and career progress

In the most recent round of hiring, we hired one female and one male applicant. This time there was no pool of applicants as we did not advertise a position, but hired applicants who contacted us at their own initiative.



All colleagues have the same opportunity to benefit from individual mentoring, to share their project results and experiences in internal workshops and feedback sessions, and to participate in professional networking and dissemination activities on a regular basis.

Work-Life Balance

The working hours of BI are very flexible. We have two days in the office and three days working from home. All meetings online or in-site are organised flexibly, accommodating employees personal needs and family obligations, such as doctors' appointments, or childcare. Employees are requested to log their hours and are expected to contribute the hours set in their contract on a monthly average.

3. Key action areas

Work-Life Balance & Organizational Culture: BI maintains policies for flexible working hours, remote work, aimed at both men and women to manage care responsibilities; promotes a respectful workplace culture and emphasizes collegial collaboration and teamwork. BI also holds zero tolerance for gender-based violence and harassment.

Gender in Recruitment & Career Progression: BI is committed to ensuring gender-neutral job descriptions and diverse selection panels. We are an equal opportunity employer, offering equal opportunities in hiring as well as in career development and equal access to professional networks for staff members regardless of their gender.

Integration of Gender in Research and Dissemination: As social scientists, BI researchers include the analysis of sex/gender dimensions in their research where relevant and are committed to highlighting the gender aspect in dissemination materials.

4. Implementation and resources

Responsible Person: BI has appointed one of our senior researchers Judit Krekó as a gender equality officer in a part-time role. Her responsibilities include collecting signals from any member of staff of a gender related issue or complaint, and preparing annual updates of our GEP.

Annual Review: This document is to be updated annually and presented to the Directors and the Board of Owners.

Budapest, 7 March 2026

Approved by: Petra Edina Reszkető and Ágota Scharle, Co-directors

