



**NIVEL**  
Research for better care

To whom it may concern

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Dear European Commission,

The Management Board of Nivel (the Netherlands Institute for Health Services Research) endorses the importance of gender equality in research, development and innovation. We share the European Commission's goals of achieving gender equity in academia. In this letter, we highlight the central elements of our gender policy that is part of our diversity and inclusivity policy, which is further elaborated in the document Nivel Gender Equality Plan.


Nivel's commitment towards gender equality, diversity and inclusivity takes place within our research institute and in the wider ecosystem it is part of. Nivel positions itself on the crossroads between the scientific community, policymakers and the healthcare field (providers, insurance companies and patient organisations). Our mission statement is 'Research for better care'. Nivel strives to be an inclusive research institute, a place where everyone may develop themselves to their full potential and feel welcome, safe, respected, supported and valued.

#### Gender Equality Plan

In our Gender Equality Plan we present an overview of our measures and activities addressing gender equality. Nivel makes resources available for this purpose, such as dedicated HR capacity to support and implement the Gender Equality Plan, and will continue to monitor sex/gender disaggregated data on personnel to assess the effects of its actions and policies. With these efforts, which form part of our wider Diversity & Inclusivity policy, Nivel aims to further contribute to gender equality in the research sector.

Nivel offers various internal training courses for male and female employees in the various stages of their career. Furthermore, specific training activities are organised to promote a diverse and inclusive organisational climate and that builds capacity regarding gender equality, diversity and inclusivity.

Nivel considers a good work-life balance of its employees very important. Nivel offers its staff a maternity and childbirth leave, adoption and foster care leave, short-term and long-term care leave, parental leave, and birth leave for partners according to the Dutch Work and Care Act.



Several measures protect the physical and mental integrity of Nivel employees to the greatest extent possible, in order to prevent sexual harassment, discrimination, racism, bullying, aggression and any other form of harassment.

Regarding Nivel's wider ecosystem, Nivel integrates the gender dimension into all its research in a variety of ways. For example, gender is a structural factor that is registered in the Nivel databases, monitors and survey panels. All our studies on health care use, quality of care, patient experiences and needs, patient safety and other topics in public health and health services research include gender as a background variable and results and conclusions are disaggregated for men and women.

Together, we can contribute to eradicating gender inequality throughout academia.

On behalf of the Management Board of Nivel,

Prof. dr. Cordula Wagner  
Executive director