

THE LISBON COUNCIL

Gender Equality Plan

Detailed year-on-year data is published separately as annual report attachments (see Section 4). More information on national and European legal background is provided in the Annex.

1. Purpose and Commitment

At the Lisbon Council, gender balance and an inclusive working environment where every employee can feel safe and express their full potential are valued and promoted. As an organisation that strives for high quality and independence, diversity of opinion in research and across our initiatives is deeply valued.

This Gender Equality Plan (GEP) is formally adopted by the Lisbon Council's management (attached is the Gender Equality Plan signed by the Lisbon Council's management), who are committed to ensuring equality of treatment based on merit and to fostering an inclusive culture that values diversity as an asset to the strength, performance and impact of the organisation. The plan is made available internally to all staff involved in planning, managing and monitoring Lisbon Council activities, and is published on the Lisbon Council's website.

Overall goals

- Enhance gender-related and inclusion knowledge through training and activities
- Integrate gender analysis into policy research methodologies, project proposals and outputs where relevant
- Produce yearly reports on gender representation and inclusion efforts
- Increase gender balance in leadership and senior roles

2. Implementation and Dedicated Resources

The Lisbon Council has established a dedicated role and an internal working group to implement this plan:

Equality Officer

Gathers and analyses gender-disaggregated data, produces the yearly report, oversees implementation of the plan across departments, and works with the working group and senior management to uphold commitments.

Gender Equality and Inclusion Working Group

Representing the Lisbon Council's demographic and role makeup, including members of the secretariat, freelancers and human resources, the working group cultivates a fair and inclusive working environment, strengthens the organisation's positive attitude towards leadership and diversity, monitors progress, and drives initiatives. It meets periodically with the officer and senior management to set yearly priorities.

3. Data Collection and Monitoring

A data-driven approach is central to this plan. The equality officer and the working group gather and analyse comprehensive gender-disaggregated data across all organisational levels, covering workforce composition, gender representation in leadership, and gender balance in publications and initiatives, to ensure transparency, accountability and evidence-based adjustments to policy.

The following key performance indicators (KPIs) are tracked annually:

- Gender composition of the total workforce
- Percentage of female speakers in Lisbon Council initiatives
- Percentage of female moderators in Lisbon Council initiatives

Figures are compiled annually as of 31 December and cover both the Lisbon Council Secretariat and freelancers contracted on Horizon Europe-funded research and innovation projects (category A.2 personnel). Each year's full dataset is published as a standalone annual report; see Section 4.

4. Annual Reporting

In line with the monitoring commitments above, a standalone annual report each year will be published on the Lisbon Council's website. Each report includes:

- The current year's data against all KPIs listed in Section 3
- A summary of actions taken during the year
- Key priorities for the year ahead

The equality officer and working group convene periodically to review these reports, spot challenges early, and adjust the plan proactively where needed.

This Gender Equality Plan is a dynamic, living document. It is annually reviewed, evaluated and broadened if relevant, to reflect newly collected data, incorporate updated organisational priorities, and strengthen alignment with European standards.

Endorsement

This Gender Equality Plan is formally endorsed and adopted on behalf of the Lisbon Council's management.

Signed:

Signed by:


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David Osimo, Executive Director and Director of Research, on behalf of the Lisbon Council's management

Date 21 September 2026

For more information, contact:

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ANNEX**National and European Regulatory Framework**

This annex sets out the legal and policy context that informs the Lisbon Council's Gender Equality Plan.

Belgium

Since the 19th century, Belgium has been proactive in promoting gender equality in its political framework. The international feminist congress convened in Brussels in 1897 highlighted gender disparities, and women gained the right to vote and run for office in 1948. Today, Belgian women hold rights equivalent to men's, alongside rights specific to their gender.

The following is a brief list of key national legislation on non-incrimination.

- Articles 377bis, 405quater, 422quater, 438bis, 442ter, 444, 453bis, 514bis, 525bis, 532bis, 534quater of the penal code (introduced by the general anti-discrimination law of 25 February 2003);
- Law of 10 May 2007 on combating certain forms of discrimination ("antidiscrimination law");
- Law of 10 May 2007 on combating discrimination between women and men ("gender law"), amended by the law of 22 May 2014;
- Law of 10 May 2007 adapting the judicial code to legislation combating discrimination and racism/xenophobia;
- Law of 22 April 2012 to combat the gender pay gap.

European Union

As a think tank operating at the heart of European policy-making, the Lisbon Council's commitment to gender equality is not only a matter of internal principle but also a direct alignment with the foundational values and legal architecture of the European Union. The principle of equality between women and men has been part of the European project since its inception.

Key directives and legal principles include:

- Article 157 TFEU establishing equal pay for male and female workers for equal work or work of equal value;
- Council Directive 2000/78/EC (27 November 2000) generating a general framework for equal treatment in employment and occupation;
- Council Directive 2004/113/EC (13 December 2004) implementing the principle of equal treatment between men and women in access to goods and services;
- Directive 2006/54/EC (5 July 2006) on the implementation of the principle of equal opportunities and equal treatment of men and women in employment and occupation (recast);
- Directive (EU) 2019/1158 (20 June 2019) on work-life balance for parents and carers;
- Directive (EU) 2023/970 (10 May 2023) on pay transparency and the enforcement of equal pay;
- Directive (EU) 2024/1385 (14 May 2024) on combating violence against women and domestic violence;
- Directive (EU) 2024/1500 (23 May 2024) on standards for equality bodies.

Comprehensive information and data are available from the European Institute for Gender Equality (EIGE); full legal texts are available via EUR-Lex.