



CIRIEC INTERNATIONAL – PLAN FOR GENDER EQUALITY, DIVERSITY AND INCLUSION

2026-28

Context

This document presents the 2026-2028 action plan that CIRIEC international Aisbl (VSE with no employee) has adopted to advance gender equality in the professional sphere and fight against gender-based discrimination and violence in all its diversity, as well as to protect human fundamental rights. This plan can be amended and will be updated to integrate further actions and developments along the way.

CIRIEC considers that equality and non-discrimination are essential elements in building a just and sustainable society, offering the same opportunities to all. It is committed to respecting diversity and inclusion, whether in terms of language, cultural origin, gender, sexual orientation, age, religious orientation, geographical origin, disability or socio-economic status.

In general, women are more present in support functions, and they are less present proportionally among the research and management positions. However, it appears that recent years have seen a clear evolution, in particular regarding research in the sphere of social and solidarity economy.

The analyses of the data carried out to date has identified the following:

- The already existing strong points, namely: generic specific attention to non-discrimination due to the even reason of being and object of work of the International Association; the already balanced gender composition of the Board of Directors.
- Points to improve, namely: gender data collection, wider use of inclusive writing.
- The objectives to be developed in the action plan, namely: the constitution of working groups dedicated to research and publications in gender and inclusion studies, in connection with the public economy and the social and solidarity economy, communication in this regard and the valorization of this work.

Publication

The document "Gender Equality Plan (GEP)", extended to a "Plan for Gender Equality, Diversity, and Inclusion", duly approved by the Board of Directors, is published on the CIRIEC website and can be consulted at any time: at: <https://www.ciriec.uliege.be/en/publications/rapports-dactivite-3/>.

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CIRIEC will monitor and publish the statistical data collected on gender equality, diversity and inclusion (statistics on mandates within the bodies, on researcher members of CIRIEC's scientific network, on speakers, etc.) in its annual activity report and will examine the evolution of these data, in order to take, if necessary, the appropriate measures to comply with this action plan.

Actions

In accordance with the eligibility criteria of Horizon Europe and in the frame of its strategic planning, CIRIEC intends to carry out concrete actions based on the following five axes:

1. Organizational culture & work-life balance;
2. Gender balance in positions of authority or advice;
3. Gender equality in recruitment and career progression;
4. Integration of the gender dimension in the research content;
5. Preventing and dealing with discrimination, acts of violence, moral or sexual harassment and any sexist behavior.

Axis 1. Organizational culture & work-life balance

CIRIEC commits to promoting inclusive governance that respects gender equality and diversity in all its forms. This commitment involves ensuring that internal practices, operating methods, and modes of representation promote the inclusion of everyone, regardless of origin, gender, sexual orientation, or disability, and including minorities.

CIRIEC will also ensure to organise its meetings at hours allowing safeguarding a work-life balance. Except in special circumstances and where time zone differences between caregivers do not permit, CIRIEC avoids scheduling meetings outside of normal office hours.

In order to respect the privacy of each and every one, it is accepted within the association that e-mails sent outside normal office hours do not expect an immediate response.

Axis 2. Gender balance in positions of authority or advice

The M/F/X distribution within CIRIEC's bodies must be balanced. However, this concern for balance must not be to the detriment of categories that are generally in the minority. In other words, it must not lead to an excessive demand on the same people by multiplying the tasks and functions incumbent on them.

Within CIRIEC's Board of Directors, a balanced gender representation is aimed at with a view to a "reasonable mix", in particular to comply with the "mixity" Decree of the Walloon Region (Decree of June 9, 2014) intended to promote a balanced representation of women and men on boards of directors, with a maximum of two-thirds of the members being of the same gender.

CIRIEC is also committed to integrating gender mainstreaming from an intersectional perspective, particularly in the composition of its bodies, in order to better reflect the diversity of society.

In its external relations, CIRIEC also encourages gender balance in the activities in which it takes part. When it has the right to give its opinion on the composition of a body, it advocates for gender balance, diversity, and inclusivity.

Furthermore, CIRIEC is committed to responding to European Commission initiatives that promote gender equality, diversity, and inclusivity.

Axis 3. Gender equality in recruitment and career progression

CIRIEC is committed to promoting diversity in its research management teams.

Position and function advertisements consist of a clear description of the purpose, the main responsibilities, the desired qualifications, skills and knowledge, and the relevant experience and other aspects necessary to successfully fill the position/function.

The advertisement is written in inclusive, gender-neutral language and ensures a gender-equitable list of candidates. Unsuccessful candidates are provided with written reasons for the decision.

Gender budgeting

The accounting system implemented at the international non-profit organization allows, upon request, for gender budgeting to be carried out in accordance with European best practices.

Axis 4. Integration of the gender dimension in the research content

In the spirit of gender equality and equal opportunities, CIRIEC strives to integrate the intersectional dimension into its research, publications, and scientific activities.

CIRIEC therefore encourages the creation of working groups dedicated to research and publications in gender and inclusion studies, in connection with the public economy and the social and solidarity economy, and the communication and valorization of this work.

CIRIEC wishes to increase the visibility of women by ensuring a gender balance in the program of CIRIEC's scientific conferences and congresses, in CIRIEC's publications, and through its communication (newsletters, social media). Within the framework of scientific conferences and congresses, CIRIEC ensures a reasonable gender balance for invited speakers.

CIRIEC strives to use inclusive language both in its internal communications and in its more widely distributed publications.

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Axis 5. Preventing and dealing with discrimination, acts of violence, moral or sexual harassment and any sexist behavior

CIRIEC expresses the great importance it attaches to the prevention of and fight against any undesirable discrimination on the basis of sex, pregnancy, childbirth, parenthood, gender identity, gender expression and sex change, alleged race, skin color origin, national or ethnic origin, ancestry, sexual orientation, marital status, birth, wealth, age, religious or philosophical belief, disability or physical characteristic, in accordance with the Belgian anti-discrimination law of May 10, 2007.

Any discrimination based on any of these legally protected criteria is prohibited. Publicly encouraging people to discriminate or commit acts of hatred and violence against individuals or groups on the basis of any of these protected criteria is also prohibited.

CIRIEC intends to fight against all forms of violence and disrespect and to repress any act directed against an individual because of one of these criteria. It engages in actions to work collectively to combat bias and stereotypes.

Within the framework of its Plan for Gender Equality, Diversity and Inclusion, CIRIEC recalls that gender violence is neither acceptable nor accepted by the association.

CIRIEC undertakes to implement rapidly, in agreement with the victims, the appropriate actions to put an end to any situation of discrimination, violence or harassment of which it becomes aware by any means whatsoever.

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*This is the translation of the French version of the text (only legally valid)
adopted by the Board of Directors of CIRIEC*

on December 15, 2025



Certified compliant,

Barbara Sak
Director

