

LUXEMBOURG INCOME STUDY (LIS)

Gender Equality Plan (GEP)

2026–2030

Endorsed by Peter Lanjouw, LIS Secretary General, June 2026

Plan period: 2026–2030

Responsible body: LIS Management under the oversight of the LIS Board

Review cycle: Annual review, Mid-term review (2028), Full revision (2030)

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1. Introduction

The Luxembourg Income Study (LIS) is committed to fostering an inclusive, respectful, and equitable working environment in which all individuals can contribute, develop, and thrive regardless of gender.

As an international research infrastructure and cross-national data centre, LIS recognises that diversity, equality, and inclusion contribute to organisational excellence, innovation, scientific quality, and effective collaboration. Ensuring equal opportunities and a respectful workplace is therefore an integral part of the organisation's mission and governance.

This Gender Equality Plan (GEP) establishes the principles, objectives, responsibilities, and monitoring arrangements through which LIS promotes gender equality within its organisational activities and working environment. The plan is designed to be proportionate to the size and structure of LIS while reflecting European best practices and the values of the organisation. The plan applies to all staff members and organisational activities and provides a framework for continuous improvement between 2026 and 2030.

This Gender Equality Plan has been developed with reference to the Luxembourg legal framework, the Horizon Europe Guidance on Gender Equality Plans, and relevant national and European gender equality strategies.

2. Horizon Europe Compliance

This Gender Equality Plan fulfils the Horizon Europe eligibility requirements relating to:

- Public availability through publication on the LIS website.
- Dedicated responsibilities for implementation and monitoring.
- Data collection and monitoring of relevant indicators.
- Awareness-raising and training measures.
- Measures supporting equality, inclusion, and the prevention of discrimination and harassment.

Given the small size of the organisation, implementation is embedded within existing governance and management structures rather than through dedicated equality offices or committees.

3. Organisational Context

LIS is a small international non-profit research infrastructure and data centre based in Luxembourg. The organisation provides harmonised cross-national microdata and secure research access services to researchers, policy institutions, and international organisations worldwide.

The organisational structure combines scientific, operational, technical, and administrative functions, including Directors, research staff, data experts, operational staff, IT support, administrative personnel, fellows and temporary researchers.

Given its size, LIS adopts a proportionate approach to gender equality. Responsibilities are integrated into existing governance structures and day-to-day organisational practices rather than managed through extensive administrative procedures.

4. Existing Strengths

LIS benefits from a diverse and international workforce bringing together expertise in research, data harmonisation, operations, administration, and information technology. Gender representation is

present across leadership, operational, research, technical, and administrative functions. Flexible working arrangements are already embedded in organisational practice, and the organisation seeks to foster a respectful and inclusive workplace culture.

This Gender Equality Plan does not seek to replace existing good practices. Rather, it formalises these practices and establishes a structured framework for monitoring, awareness, and continuous improvement.

5. Principles

- Equal opportunities in recruitment, employment, and career development.
- Fair and transparent organisational practices.
- Respect for diversity, dignity, and professional conduct.
- Inclusive participation in leadership and decision-making.
- Work-life balance and flexibility where operationally feasible.
- Prevention of discrimination, harassment, bullying, and gender-based misconduct.
- Promotion of equality, diversity, and inclusion in organisational activities and external engagement.

6. Strategic Objectives

Objective 1: Fair Recruitment and Career Development

Ensure equal opportunities throughout recruitment, onboarding, professional development, and career progression.

Actions

- Use gender-neutral language in vacancy announcements.
- Apply transparent and objective recruitment criteria.
- Evaluate candidates solely on relevant qualifications, skills, and experience.
- Encourage diverse applicant pools where feasible.
- Ensure equal access to training and professional development opportunities.
- Support career progression based on performance, expertise, and organisational needs.

Indicators

- Participation in training and professional development activities.
- Review of recruitment practices.
- Internal assessment of career development opportunities.

Objective 2: Inclusive Leadership and Decision-Making

Promote inclusive participation in leadership, governance, and organisational representation.

Actions

- Encourage inclusive participation in organisational discussions and planning processes.
- Consider diversity and gender balance when appointing staff to committees, working groups, and external representation roles where feasible.
- Support leadership development opportunities for all staff members.
- Monitor representation in leadership and coordination functions.

Indicators

- Representation in management and coordination roles.
- Participation in committees, working groups, and external representation activities.

Objective 3: Work-Life Balance and Wellbeing

Support staff in balancing professional and personal responsibilities while maintaining organisational effectiveness.

Actions

- Maintain flexible working arrangements where operationally feasible.
- Support staff during parental leave and family-related leave.
- Facilitate return-to-work transitions following extended leave periods.
- Promote a workplace culture that respects family and caregiving responsibilities.
- Encourage healthy and respectful working practices.

Indicators

- Uptake of flexible working arrangements.
- Staff feedback and organisational review.

Objective 4: Prevention of Discrimination, Harassment, and Bullying

Maintain a safe, respectful, and inclusive working environment.

Actions

- Maintain a zero-tolerance approach to discrimination, harassment, bullying, and gender-based misconduct.
- Ensure staff are aware of reporting channels and available support mechanisms.
- Address concerns promptly, fairly, and confidentially.
- Promote awareness of professional conduct expectations.
- Review procedures periodically to ensure their effectiveness.

Indicators

- Awareness of reporting procedures.
- Review of workplace conduct arrangements.

Objective 5: Gender Equality in Research Infrastructure Activities

Promote equality and inclusion through LIS services, training activities, outreach, and stakeholder engagement.

Actions

- Encourage balanced representation among speakers, trainers, and contributors to LIS events where feasible.
- Promote inclusive participation in workshops, conferences, and training activities.
- Support the visibility of research addressing inequality, social inclusion, and gender-related topics using LIS resources.
- Consider equality and inclusion aspects when developing new services and initiatives.
- Foster an inclusive environment for researchers using LIS resources.

Indicators

- Representation among speakers and trainers where data are available.
- Participation in training and outreach activities.
- Research outputs addressing gender and inequality topics.

7. Governance and Responsibilities

This Gender Equality Plan is endorsed by the Secretary General of LIS.

Responsibility for the implementation and monitoring of the Plan rests with LIS Management under the oversight of the LIS Board.

LIS Management is responsible for promoting awareness of the Plan, monitoring progress against its objectives, reviewing relevant indicators, identifying areas for improvement, and reporting progress to the LIS Board during the annual review process.

8. Monitoring and Review

Progress will be monitored through proportionate and aggregated indicators while respecting staff privacy and confidentiality. Due to the small size of the organisation, LIS will not publish detailed demographic information that could directly or indirectly identify individual staff members.

Monitoring results will be reviewed annually by LIS Management and used to identify potential improvements and update actions where appropriate.

The Gender Equality Plan will be reviewed annually by LIS Management, subject to a mid-term review in 2028, and fully revised in 2030.

9. Implementation Framework

Strategic Area	Key Actions	Responsibility	Review
Recruitment & Career Development	Inclusive recruitment and equal access to opportunities	LIS Management	Annual
Leadership & Decision-Making	Monitor participation and representation	LIS Management	Annual
Work-Life Balance	Flexible and supportive working arrangements	LIS Management	Annual
Harassment Prevention	Awareness, reporting and review procedures	LIS Management	Annual
Research Infrastructure Activities	Inclusive events, training and outreach	LIS Management	Annual

Appendix A: Monitoring Indicators

Area	Indicator	Frequency
Recruitment	Review of recruitment procedures and vacancy language	Annual
Career Development	Participation in training and professional development	Annual
Leadership	Representation in management and coordination roles	Annual
Work-Life Balance	Uptake of flexible working arrangements	Annual
Workplace Culture	Awareness of reporting procedures	Annual
Research Activities	Representation among speakers and trainers where data are available	Annual

Appendix B: References

Legal and Policy Framework

Constitution of the Grand Duchy of Luxembourg, Article 11(2). Equality between women and men and the promotion of gender equality.

Labour Code of the Grand Duchy of Luxembourg, including provisions relating to equal treatment, equal pay, and non-discrimination in employment (Articles L.225-1, L.241-1, and L.251-1).

Law of 15 December 2016 amending the Labour Code concerning the principle of equal pay for women and men.

Law of 28 November 2006 on equal treatment in employment and occupation, transposing Council Directive 2000/43/EC and Council Directive 2000/78/EC.

Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers.

Ministry for Gender Equality and Diversity (MEGA). (2025). *Plan d'Action National pour une égalité entre les femmes et les hommes (PAN 2025)*. Luxembourg.

Convention on Harassment and Violence at Work (2009), applicable in Luxembourg.

European and Institutional Guidance

European Commission. (2021). *Horizon Europe Guidance on Gender Equality Plans (GEPs)*. Brussels: European Commission.

European Commission. (2020). *A Union of Equality: Gender Equality Strategy 2020–2025*. Brussels: European Commission.

European Institute for Gender Equality (EIGE). *Gender Equality Plans in Research and Innovation Organisations*.

Luxembourg National Data Service (LNDS). (2026). *Gender Equality Plan 2026–2030*.

Luxembourg Institute of Socio-Economic Research (LISER). (2022). *Gender Equality Plan 2022–2025*.