

ELI Gender Equality Plan 2026–2029

1. Purpose and institutional basis

The European Law Institute (ELI) adopts this Gender Equality Plan (GEP) for 2026–2029 to advance gender equality across its organisation and activities. The Plan is intended to be proportionate to ELI's size, structure and legal mission.

The Plan builds on ELI's existing statutory commitment to diversity as well as the relevant gender-equality framework and the practices of the University of Vienna, ELI's host institution. Article 2 of the ELI Statute provides that ELI is committed to principles of diversity, including gender and age, alongside diversity of legal traditions, disciplines and vocational backgrounds. Article 12 requires the composition of the Council to take the Article 2 principles adequately into account. The ELI Project Guidelines similarly require Project Teams to meet criteria of excellence and diversity as enshrined in the Statute.

The GEP applies, as relevant, to the ELI Secretariat, recruitment and working arrangements, ELI governance and appointments, project and expert structures, ELI-organised events, and ELI research and project activities. It does not alter the allocation of powers or election procedures established by the ELI Statute.

2. Governance, resources, monitoring and training

Responsibility and resources

The Executive Committee oversees this Plan. The Secretary General is responsible for coordinating its implementation and, where relevant, other Secretariat staff. ELI will allocate reasonable staff time and, where necessary, provide access to appropriate external expertise or training resources available to support implementation.

Data collection and monitoring

ELI will maintain sex- and gender-disaggregated data, where relevant, proportionate and feasible, and subject to applicable data-protection requirements, to monitor equality within its organisation and activities. It will publish a brief gender equality overview at least every two years. The first overview will establish a baseline following adoption of this Plan and no later than 2027; a further overview will be prepared by 2029.

The overview will use available indicators, including, where appropriate:

- composition of Secretariat personnel;
- composition of ELI governance bodies, in particular the Executive Committee, Council and Senate;

- composition of Project Reporter groups, Project Teams and Advisory Committees;
- gender balance among speakers and other participants in ELI activities where such data are available;
- recruitment data where collected and lawful; and
- gender equality training and awareness-raising undertaken.

ELI may also use aggregated gender data already collected through event or survey feedback. Public reporting will respect privacy and may combine or omit categories where small numbers could identify individuals.

Training and awareness-raising

ELI will provide or facilitate periodic awareness-raising or training on gender equality for Secretariat staff and relevant decision-makers. This may include equal treatment, gender bias in recruitment and appointments, or respectful workplace practices. Training will normally be offered at least once in each two-year monitoring cycle.

3. Areas of action

Area	Current basis/practice	2026–2029 action
Work-life balance and organisational culture	The Secretariat uses flexible working hours and one day of home office per week, subject to operational and contractual arrangements.	Maintain these arrangements and consider work-life balance in organisational practice. Use staff feedback and the biennial overview to identify any adjustments needed.
Leadership and decision-making	The Statute makes gender part of ELI’s diversity principles and requires the Council election process to take those principles into account.	Monitor gender balance in the Executive Committee, Council and Senate. In nominations and appointments within ELI’s control, consider gender balance alongside the other diversity and expertise criteria relevant to the role, while respecting statutory election and appointment procedures.
Recruitment and career progression	Secretariat vacancies are normally openly advertised and recruitment is based on the requirements of the post.	Continue open, transparent recruitment based on objective criteria and equal access to opportunities. Where feasible and lawful, monitor recruitment data by gender. Apply the same principles to professional development and progression opportunities.

Area	Current basis/practice	2026–2029 action
Research, projects and events	ELI Project Guidelines require Project Teams to meet criteria of excellence and diversity. ELI already considers gender balance when forming project and expert groups and organising activities.	Continue to consider gender balance in Project Reporter groups, Project Teams, Advisory Committees, expert groups and event panels, alongside expertise, geography, legal traditions, disciplines and vocational backgrounds. For new projects, consider whether sex or gender is relevant to the legal issue, evidence, methodology or expected impact, and integrate that dimension where relevant. No gender dimension is required where it is not pertinent to the subject matter.
Gender-based violence and sexual harassment	ELI is committed to a professional working environment based on respect and equal treatment.	Ensure that staff have a clear and confidential route for raising concerns about discrimination, harassment or sexual harassment, taking account of applicable employment and University of Vienna hosting arrangements. Communicate the available route to Secretariat staff and review it as part of implementation of this Plan.

4. Review and publication

The Secretary General will keep implementation of the Plan under review and will report relevant developments to the Executive Committee. The Plan shall be reviewed no later than 2029, taking account of monitoring results and organisational developments. Any revised plan will be adopted through the appropriate ELI governance procedure and published on the ELI website.