

Brussels, 25 February 2026

GENDER EQUALITY PLAN (GEP)

The Trans European Policy Studies Association (TEPSA) is a trans-European research network of leading research institutes in the field of European affairs. Established in 1974, TEPSA is an international non-profit association under Belgian law (AISBL), with a Secretariat in Brussels.

Gender equality has for years been at the heart of TEPSA's mission. As statistics in this document show, almost the entirety of TEPSA's activities perform above average when it comes to fostering equal participation. Therefore, the objectives of this GEP are to formally and annually renew TEPSA's commitment to gender equality and ensure equal representation as well as the inclusion of diverse voices in TEPSA's projects, recruitment processes and managerial structures.

TEPSA recognises the need to continuously progress towards more equality and diversity, including through systemic methodologies and awareness-raising. TEPSA aims to partner with relevant organisations and experts to foster mutual learning and sharing of best practices. The organisation actively encourages and welcomes feedback on the inclusiveness and diversity of its activities. To this end, staff contact information is transparent, publicly available, and easily accessible on TEPSA's website.

TEPSA's GEP builds on definitions prescribed in the relevant national legislative framework. Since 2002, the Belgian Constitution explicitly affirms the principle of equality between women and men (Article 10). At the federal level, Belgium adopted three anti-discrimination acts in 2007: the General Anti-Discrimination Federal Act, the Racial Equality Federal Act, and the Gender Act. Moreover, the Employee Welfare Act of 4 August 1996 prohibits violence, bullying and sexual harassment in the workplace. On 22 May 2014, a law against discrimination and sexism in public spaces was introduced, and in March 2022, Belgium adopted a new law on sexual crimes and violence.

TEPSA recognises the imperative of fostering inclusion beyond the gender spectrum and acknowledges that European Union policy debates are lacking various dimensions of diversity. Moving forward, TEPSA remains dedicated to actively promoting an intersectional approach to addressing under-representation and discrimination. This approach ensures that ethnicity, religion, sexual orientation, gender identity, disability, and socio-economic background are equally considered in all endeavours aimed at fostering genuinely inclusive activities and projects.