

GGI Gender Equality Plan

Approved by: the **Board of Directors** on **17 December 2025**.

Next review: **17 December 2027**.

Responsible for implementation and monitoring: **Silviu Piros, Managing Director**.

1. Purpose and scope

This Gender Equality Plan sets out GGI's commitments to gender equality across its staff, its fellowship network, and its activities, and the actions through which it pursues them. The plan applies to everyone working under GGI's name: core and senior staff, fellows across all tiers, research trainees, and interns. It also shapes how GGI runs its recruitment, its summer schools, its publications, and its research projects.

GGI treats gender equality as a condition for good research and a functioning organisation, not as a formality. This plan is published, resourced, monitored, and reviewed.

a. A published, signed commitment

This document is a formal Gender Equality Plan, approved and signed by GGI's management and published on the GGI website. It is publicly available to staff, fellows, partners, and funders. It is reviewed at least every two years and updated as the organisation changes.

b. Resources and responsibility

Implementation is led by the Managing Director, who oversees the actions in this plan, gathers the annual data, and reports to the Board of Directors.

GGI commits existing staff time and a dedicated budget line to this work, covering data collection, awareness activities, and any training or external expertise the plan requires. Given the size of the organisation, delivery is integrated into ordinary operations rather than treated as a separate function.

c. Data collection and monitoring

Once a year, GGI records and reviews sex-disaggregated data across:

- core and senior staff
- the fellowship network, by tier
- roles carrying decision-making responsibility
- recruitment: applications, shortlists, and appointments
- summer school applicants and admitted participants

The coordinator compiles these figures, tracks changes over time, and reports the results to the Board as part of the annual review. Where the data show imbalance, the review identifies the cause and the response. Records of monitoring and of the actions below are kept as evidence of implementation.

d. Training and awareness

Each year, GGI provides at least one training or awareness activity on gender equality and unconscious gender bias, aimed at staff and everyone involved in selection decisions: fellowship appointments, the trainee and intern intake, and summer school admissions. This can be an internal session or an external module. Attendance is recorded.

2. Content areas

a. Work-life balance and organisational culture

GGI supports flexible and remote working and schedules meetings and deadlines with family and caring responsibilities in mind. It maintains a working culture in which staff and fellows of any gender can contribute fully.

b. Gender balance in leadership and decision-making

GGI monitors the gender composition of its staff, its senior fellowship tiers, and its decision-making roles, and works towards balance over time. It applies the same attention to the balance of speakers, panellists, and contributors across its events and publications.

c. Recruitment and career progression

GGI recruits and appoints staff, trainees, and fellows against clear, published criteria. It aims for gender-balanced shortlists and selection panels where the pool

allows, and reviews its recruitment data each year to check that selection is not producing avoidable imbalance.

d. The gender dimension in research content

Where relevant to the subject, GGI encourages its researchers and fellows to consider the sex and gender dimensions of their work, in project design and in publications. This is treated as a question of research quality across GGI's work on governance, peace operations, and related fields.

e. Preventing gender-based violence and harassment

GGI does not tolerate gender-based violence, harassment, or sexual harassment. It maintains a clear policy and a confidential route for raising concerns, applying to staff, fellows, trainees, interns, and summer school participants alike. Reports are handled seriously and without detriment to the person raising them.

3. Review

This plan is reviewed by the Managing Director at least every two years, informed by the annual monitoring data. The next scheduled review is December 2027. Revisions are approved by management and the updated plan republished.

Brussels, 17 December 2025

Professor Joachim A. Koops
Chair of the Board of Directors
Global Governance Institute

