

Blockchain for Europe Gender Equality Plan (GEP)

1. Introduction and Institutional Commitment

Blockchain for Europe is a Brussels-based non-profit association representing leading international actors in the blockchain and digital assets ecosystem at the European level. The organisation contributes to policy development through research, advocacy, and engagement with European institutions and stakeholders.

As a small and specialised organisation operating with a lean governance and operational structure, Blockchain for Europe does not maintain a formal human resources department. Nevertheless, it is firmly committed to ensuring that its activities and internal practices reflect the principles of equality, inclusiveness, and respect. Gender equality forms an integral part of this commitment.

This Gender Equality Plan formalises the organisation's approach to promoting equal opportunities and inclusive working conditions, in line with the requirements applicable to beneficiaries of European Commission funding programmes. The measures set out in this document are designed to be proportionate to the organisation's size and structure while ensuring meaningful and effective implementation.

2. Organisational Context and Baseline Assessment

Blockchain for Europe operates through a governance structure composed of a Board and a Secretariat. The current composition reflects a broadly balanced gender distribution, particularly at governance level. The Board consists of three women and two men, while the Secretariat is composed of three women and five men. Overall, the organisation demonstrates a relatively balanced gender representation across its functions, with a strong presence of women in leadership positions at Board level.

Given the organisation's limited size, internal processes are characterised by direct communication and management oversight rather than formalised procedural frameworks. This structure allows for flexibility and responsiveness but also requires that equality considerations be embedded consciously into day-to-day decision-making.

The organisation recognises that maintaining and improving gender balance is an ongoing process. While current representation is broadly balanced, particular attention will continue to be paid to ensuring that this balance is preserved over time, especially in recruitment, external representation, and leadership visibility.

3. Objectives

Blockchain for Europe seeks to ensure that gender equality is consistently reflected in its governance, operations, and external engagement. The organisation aims to maintain a balanced representation of women and men across its structures, to ensure equal access to professional opportunities, and to foster a working environment that supports inclusiveness and mutual respect.

In pursuing these objectives, the organisation will continue to integrate gender considerations into recruitment and selection processes, organisational culture, and external representation. It also seeks to ensure that all individuals engaged in its activities are treated fairly and without discrimination, and that any barriers to equal participation are identified and addressed where relevant.

4. Measures and Actions

Blockchain for Europe promotes a working environment that supports work-life balance and recognises the diverse needs of its team members. Flexible working arrangements are applied in practice, including the possibility of remote work and adaptable schedules where operationally feasible. These practices are intended to ensure that professional responsibilities can be reconciled with personal and family commitments.

With regard to leadership and decision-making, the organisation will continue to support gender balance at Board level and in its external representation. Particular attention will be given to ensuring that participation in panels, events, and public engagements reflects a diversity of perspectives, including gender diversity.

Recruitment and career development practices are based on principles of fairness and merit. Vacancy notices are formulated in gender-neutral language, and selection decisions are made on the basis of qualifications, experience, and suitability for the role. In situations where candidates are equally qualified, consideration may be given to improving or maintaining gender balance within the team.

Although the organisation does not operate a complex remuneration structure, it is committed to the principle of equal pay for equal work. Compensation decisions are based on objective criteria, including role, responsibilities, and experience, and are subject to oversight at senior level.

Blockchain for Europe maintains a zero-tolerance approach to any form of harassment or discrimination. Given the organisation's size, concerns can be raised directly with senior management or Board representatives. Any such concerns will be addressed promptly, confidentially, and in a proportionate manner, with a view to ensuring a safe and respectful working environment for all.

5. Implementation and Governance

Responsibility for the implementation of this Gender Equality Plan rests with the Secretary General, supported by senior members of the Secretariat. In the absence of a dedicated human resources function, implementation is integrated into the organisation's general management and governance practices.

The leadership of the organisation is responsible for ensuring that the principles set out in this plan are effectively reflected in operational decisions, including recruitment, team management, and external representation. This integrated approach is intended to ensure that gender equality considerations are not treated as a standalone exercise but as a continuous aspect of organisational conduct.

6. Monitoring and Review

Blockchain for Europe will maintain and periodically review basic gender-disaggregated data relating to its Board and Secretariat composition. This information will be used to assess whether the organisation continues to meet its objectives regarding balanced representation.

A review of this Gender Equality Plan will be conducted on a regular basis, considering organisational developments and any relevant updates to European Commission requirements. Adjustments may be made where necessary to ensure continued relevance and effectiveness.

7. Awareness and Institutional Practice

While the organisation's size does not warrant the establishment of formal training programmes, Blockchain for Europe is committed to maintaining awareness of gender equality principles among its team members and leadership. Consideration of these principles is embedded in the organisation's day-to-day interactions and decision-making processes.

Where relevant, the organisation will also take into account broader European policy developments and expectations in the field of equality and non-discrimination, ensuring that its practices remain aligned with the standards expected of participants in EU-funded initiatives.

8. Publication

This Gender Equality Plan has been formally adopted by Blockchain for Europe and is made publicly available. It reflects the organisation's commitment to transparency and accountability in promoting gender equality within its governance and operations.