



Gender Equality Plan

Organisation: Ministry of Agriculture, Food and Viticulture

Country: Luxembourg

Status: Public Authority

Validity: Applicable to all current and future Horizon Europe activities

1. Institutional commitment

The Ministry of Agriculture, Food and Viticulture of Luxembourg commits to promoting equality between women and men and to integrating a gender perspective across its projects, including those under **Horizon Europe**.

This commitment is grounded in:

- Article 11 of the Constitution of the Grand Duchy of Luxembourg,
- the **National Action Plan for Equality between Women and Men**,
- the Government's gender mainstreaming approach coordinated by the **Ministry for Gender Equality and Diversity (MEGA)**.

Gender equality is regarded as a **horizontal and cross-cutting principle**, aligned with EU values and public sector responsibilities.

2. Dedicated governance and responsibility

The Ministry implements gender equality through existing public-sector governance structures:

- A **designated contact point for gender equality** within the Ministry and its administrations ensures coordination, awareness and compliance with national frameworks.
- The Ministry contributes to the **interministerial coordination mechanisms on gender equality** at government level.
- Responsibility for gender equality is embedded at institutional level and supported by senior management.

3. Resources and implementation

Gender equality is implemented through **integrated institutional processes**, including:

- internal administrative structures,
- collaboration with national equality bodies,
- participation in public-sector training, coordination and monitoring mechanisms.

Given the nature of a public authority, no stand-alone budget is required. Gender equality is addressed through **mainstreamed planning, internal procedures and project implementation**.

4. Data collection and monitoring

Where relevant and proportionate to its activities, the Ministry:

- promotes the use of **sex-disaggregated data** in policy analysis, studies, advisory activities and EU-funded projects;
- relies on national and EU statistical systems and evidence-based approaches;

- integrates gender considerations into reporting and monitoring, in line with national public administration frameworks.

Progress is reviewed through government-level evaluation mechanisms linked to the National Action Plan.

5. Key action areas (Horizon Europe requirements)

5.1 Gender balance in leadership and decision-making

The Ministry promotes balanced gender representation in:

- committees, expert groups and advisory bodies,
- project governance and coordination structures, in line with national public-service rules and best practices.

5.2 Gender equality in working conditions

As part of the Luxembourg public administration, the Ministry applies:

- principles of equal treatment and non-discrimination,
- transparent recruitment and career procedures,
- work-life balance measures available to public servants.

5.3 Prevention of discrimination and harassment

The Ministry applies government-wide frameworks to:

- prevent harassment and discrimination,
- ensure safe and respectful working environments,
- provide access to formal reporting, support and resolution mechanisms.

5.4 Integration of the gender dimension in research and innovation content

Where relevant to Horizon Europe activities, the Ministry commits to:

- considering gender aspects in agricultural, food system and rural policy analysis;
- promoting inclusive stakeholder engagement, including women farmers and rural actors;
- supporting gender-sensitive project outputs, policy recommendations and dissemination activities.

The relevance of the gender dimension is assessed **case-by-case**, depending on project objectives.

6. Awareness and capacity building

The Ministry encourages:

- awareness-raising on gender equality in agriculture and rural development;
- participation in national and EU-level exchanges of good practices;
- continuous learning on gender mainstreaming within public policy contexts.

7. Publication and accessibility

This Gender Equality Plan:

- is a **standing institutional reference document**;
- applies to **all Horizon Europe projects** involving the Ministry;
- is made available on www.agriculture.public.lu.

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Responsible authority: Ministry of Agriculture, Food and Viticulture – Luxembourg