

Process related issues

The initial draft of this document shall be submitted to the members of the Association for discussion. Each member has the right to submit proposals for amendments in writing to the Executive Board. The version of the Gender Equality Plan in force at any given time shall be decided by the General Assembly by majority vote.

In the plan, the General Assembly underlines its aims to pay attention to gender in all its activities and promote gender equality. The GEP covers decision-making processes and bodies; recruitment and career development of researchers and staff; and the gender dimension in research.

The Gender Equality Plan shall be reviewed annually at the General Assembly and updated as necessary.

The monitoring of compliance with the regulations made in this document is the responsibility of the Board of the Association. The Board may appoint a representative to assist.

For implementation and monitoring, the guidelines of the European Commission, published at <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>, shall be considered.

Publication

The Gender Equality Plan, signed by the Chairperson of the Executive Board, shall be published in its actual version on the website of the European Aviation Security Center at www.easc-ev.org.

Dedicated resources

By resolution of the General Assembly, the Board of the Association shall be obliged to ensure compliance with the principles and implementation of specified measures of the Gender Equality Plan. The Board may appoint a representative to assist it.

Data collection and monitoring

Sex/gender disaggregated data on personnel and all other personal data are collected and made available by the associations Human Resources management and will be made available upon request to the members of the board. In preparation of the annual general assembly of the association data are analysed based on indicators and reported to the assembly.

Awareness raising and capacity building

Awareness raising and capacity building on gender equality and unconscious gender biases will be performed annually following to the election of the Board by the General Assembly of the Association to make sure, that newly elected members of the board are fully aware of gender equality issues.



Content-wise issues and areas of activities

Work-life balance and organisational culture

Parental leave policies

In addition to the legal regulations, EASC respects the desire of mothers and fathers to be intensively involved in the care of new-borns and to take parental leave for this purpose. Early information about this wish is necessary to be able to plan the continuation of ongoing research work during this interruption or reduction of work. The Executive Board precludes giving notice to expectant fathers after the intention has been made known.

Flexible working time arrangements

Beyond the employment contract regulations, men and women are given the opportunity to carry out their work outside the EASC offices to meet the requirements of childcare and the compatibility of family and work. However, care must be taken to ensure that activities and appointments that can only be carried out in presence are carried out accordingly. If not otherwise possible, this shall be ensured by substitution arrangements.

Support for caring responsibilities

If desired, parents can take child education time that goes beyond the legally regulated parental leave. In this case, the employment relationship shall be terminated by mutual agreement for the duration of the child education time.

The same applies if the care of other family members is required.

Reintegration of staff after career breaks

The wish, expressed in good time, to resume work at EASC following to a leave for child education or family care shall be complied with as far as possible.

Gender balance in leadership and decision-making

Adapting procedures for selection/appointment of staff on committees

EASC has a tradition of having both men and women on the board. We remain committed to this when nominating candidates for election to the board.

Ensuring gender balance through gender quota

The introduction of a quota system is not foreseen.

Gender equality in recruitment

When filling positions, gender-specific specifications are waived. Selection is primarily based on the criterion of professional suitability.

Previous practice has shown that a good gender balance could be achieved. This practice is to be maintained with a sense of proportion, without introducing fixed requirements.

Integration of the gender dimension into research

EASC requires that applicants fully consider the potential biological sex and socio-cultural gender dimensions as key analytical and explanatory variables in their research and



demonstrate that they have considered any potential sex/gender aspects in their proposed research work.

Schönhagen in November 2022

A handwritten signature in blue ink, appearing to read 'H. Jahnke', written over a horizontal dashed line.

Chairwomen of the Board

A handwritten signature in blue ink, appearing to be a stylized 'A', written over a horizontal dashed line.

Assessor of the Board