



Europäische Fahrlehrer-Assoziation e.V.
Fédération Européenne Des Auto-Écoles
European Driving Schools Association
Driver Training For Life

GENDER EQUALITY PLAN

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1. Introduction

The European Commission, in agreement with the European Research Agency (ERA) and the Gender Equality Strategy 2020-2025, has defined measures to be implemented to achieve gender equality during the new Horizon Europe research framework¹.

Horizon Europe considers gender equality a crosscutting principle and aims to eliminate gender inequality and intersecting socioeconomic inequalities within research and innovation systems.

One of the measures defined is to target the organization and company culture of public organizations by requiring such organizations and research institutes to implement a Gender Equality Plan (GEP)

This document provides an overview of EFA's actions and development in the area of gender equality and equity. It responds to the European Commission's requirements for defining and implementing gender equality measures in research organizations. Furthermore, it serves as a valuable resource for internal and external stakeholders, partners and the public to understand the EFA's commitment to gender equality and its progress in creating an inclusive workplace culture.

2. Gender Equality Plan

Gender equality is part of the EFA's strategy. EFA is strongly committed to gender equality, inclusion and diversity within its own working community.

With the implementation of the Gender Equality Plan, EFA identifies equality as a management task, and works towards ensuring that equality is considered a cross-sectional task by all the people working in the organization, including external consultants working in EFA premises.

EFA is committed to offer a working environment that is free from prejudice and shaped by acceptance and mutual trust. Gender equality, equal opportunities and inclusion are parts of the EFA culture and are implemented at all organizational levels, regardless of their sex/gender, culture, sexual orientation, religion, age or physical abilities.

All employees and consultants will be called upon to contribute to the implementation of the measures defined for equality, diversity and inclusion in the working groups defined for each project implemented by EFA.

¹ European Union, A Union of Equality: Gender Equality Strategy 2020-2025.

2.1 Gender equality objectives

Currently EFA has no employees. The overall proportion of women among EFA employees will be about 50% in case.

On this basis, the following objectives have been defined

- Eliminate structural discrimination against women at all levels of the organization.
- Maintain the current gender proportion and ensure it will not be decreased in the future, unless urgent and temporary issues
- Promote non-discriminatory working conditions.

2.2 Dedicated resources:

The General Secretary of EFA Mr. Manuel Picardi is committed to implementing the action needed to achieve the goals defined in this Plan.

2.3 Monitoring activities

EFA will monitor gender-disaggregated data on the gender balance of its staff, such as:

- The percentage of female and male employees
- Nationalities (by gender)
- Age (by gender and age groups)
- Evaluations on equal pay
- Type of employment contract
- Part-time employees and temporary consultants (by gender)
- Parental leave

To ensure a continuous process within the framework of the promotion of equality and equal opportunities, these data are regularly updated on annual basis.

2.4 Training and Capacity building

Regular awareness-raising actions and training are an important part of the GEP. Training on the topics of equal opportunities, equality and diversity are regularly offered for all employees. This also includes awareness-raising measures in the form of specific programmes, such as awareness training for strengthening intercultural competence.

2.5 Gender equality in recruitment and career progression

EFA is an equal opportunity employer and is committed to hiring and retaining diverse personnel. Its goal is to make all phases of the recruitment process both gender-sensitive and gender-balanced to attract the best candidates in each field, regardless of their gender, age, nationality or other aspects that are without importance for the correct execution of the needed tasks.

An action to maintain the gender balance should be:

- Maintain sensitive recruitment procedures

2.6 Integration of the gender dimension into research and training content

The gender dimension will be considered in all research proposals and projects and throughout the whole project lifecycle, from the conception and definition of the research question to the realization and dissemination of the project. The goal will be to increase the presence of gender components in research:

EFA project ideas, research design and project plans should be analysed to ensure that the most important aspects for equal opportunities and gender in the research content are respected.

2.7 Measures against gender-based violence, including sexual harassment

Veltha does not tolerate any form of harassment or violence in the workplace. To prevent harassment and to facilitate intervention, EFA has indicated a persons of trust the General Secretary in Mr. Manuel Picardi, who can be contacted in the event of harassment and/or inappropriate behaviour occurring in the workplace.

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