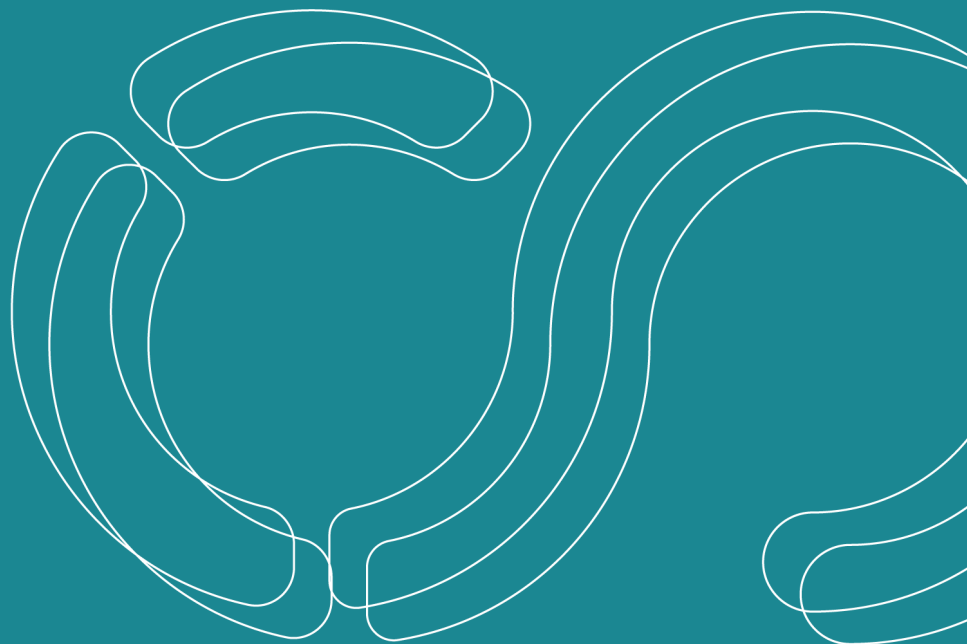


oeosc

Gender Equality Plan

European Open Science Cloud Association



2025

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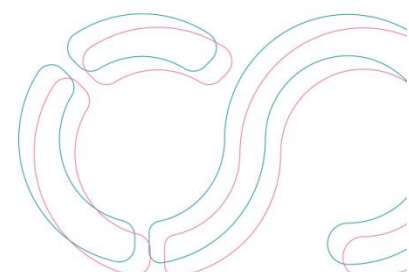
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1. Foreword

The EOSC Association (EOSC-A) is dedicated to advancing the principles of Open Science, fostering innovation, creating new knowledge, and promoting accessibility and transparency across research and data communities.

As an organisation that brings together diverse stakeholders in the pursuit of scientific excellence, we recognise that achieving these goals requires an inclusive, equitable, and collaborative environment.

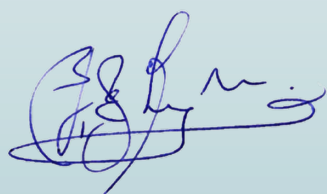
Central to our mission is the belief that diversity generally, and in the present case gender equality, are essential for the progress of science and society as a whole. In this regard, we are committed to promoting gender equality within our own community and ensuring that the EOSC-A ecosystem reflects the values of fairness, opportunity, and inclusivity.

This Gender Equality Plan represents a key step in that commitment, providing a clear, strategic framework for advancing gender equality within the organisation.

The plan is the result of careful reflection and a thorough internal assessment, which identified the areas where we can make the most significant impact. It sets out concrete objectives, specific measures, and a detailed timeline to address gender disparities, promote equal representation, and create an environment where all members can thrive. These actions are designed not only to address the current state of gender equality in the EOSC Association, but also to create sustainable change that will be felt for years to come.

As President of the EOSC Association, I fully endorse this Gender Equality Plan and pledge unwavering support for its implementation. As the Association moves forward, we recognise that this is not only a policy document but a commitment to making meaningful progress toward a more inclusive and gender-equal scientific community overall.

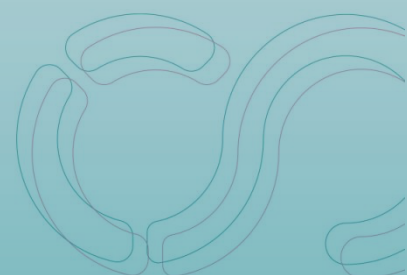
By taking these steps, we aim to inspire other organisations and individuals within the Open Science and research sectors to join us in building a more equitable and just future for all. We look forward to working together, with determination and vision, to ensure that gender equality is embedded at every level of the EOSC-A community.

A handwritten signature in blue ink, appearing to read 'Karel Luyben'.

Karel LUYBEN
EOSC Association President

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2. Introduction

Alongside the well-established regulatory framework on gender equality in the EU, which applies widely across the labour market, including the research sector, the European Commission is committed to promoting gender equality in the research and innovation landscape (COM/2020/152)¹.

As a core value of the European Union, gender equality is a crucial principle to strive for in European research and innovation. It is essential to fully tap into the European talent pool of researchers and innovators to take scientific excellence to the next level and deliver science-based solutions to the many urgent and pressing global and societal challenges. This means adopting an inclusive approach whereby efforts are made to close the gender gap to ensure all individuals can fully develop their talents (COM/2020/2015).

Advancing gender equality in research and innovation is a critical objective in the European Union's gender policy (COM/2020/152). Although significant progress has been made over the last decades, the state of play in the EU demonstrates that we are still a long way from achieving full gender equality (COM/2020/152).

The EOSC Association (EOSC-A) is committed to promoting gender equality and raising awareness within the community. Therefore, this Gender Equality Plan (GEP) is a strategic document that publicly recognises the objectives of gender equality within EOSC-A activities, sets concrete targets and specific priorities, and paves the way for their implementation by the end of 2025.

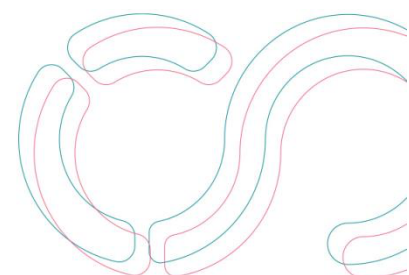
With this GEP, EOSC-A pledges to a set of commitments and actions that aim to promote gender equality through a process of structural change, as requested by the European Commission (COM/2020/152). EOSC-A maintains a positive, non-discriminatory stance, recognizing gender as a spectrum of individual identities, and strives to sustainably strengthen the internal organisational and cultural processes within the current structures to reduce gender imbalances and inequalities.

Lastly, a Gender Equality Plan is a living and dynamic action plan, especially when applied to a small yet vibrant organisation such as EOSC-A.

¹ COM (2020) "A Union of Equality: Gender Equality Strategy 2020-2025". Communication from the European Commission to the European Parliament, the Council, the European Economic and Social Committee of the Regions, Brussels.

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3. Methodology of the Gender Equality Plan

The EOSC Association's GEP is grounded in the methodological approach recommended by the European Commission, as outlined in the [GEAR Tool](#). This approach emphasises that effective and lasting change must be structural and embedded within the organisation. Accordingly, the methodology sets forth a series of action steps to systematically define, implement, and evaluate progress towards greater gender equality within EOSC-A.

The methodology's primary objective is to ensure an effective, consistent, and progressive implementation of a Gender Equality Plan², specifically through the subsequent operational phases:

- The **audit phase**, in which gender-disaggregated data are collected, and procedures, processes and practices are critically analysed to identify gender inequalities and biases within EOSC-A.
- The **planning phase**, in which goals, targets, actions and measures to remedy the identified problems are defined, resources and responsibilities are allocated, and deadlines are agreed upon at the internal level.
- The **implementation phase**, in which the activities are implemented, and dissemination efforts are made to change some internal dynamics.
- The **monitoring and evaluation phase** involves regularly monitoring and evaluating the process and progress. The results of these monitoring exercises will allow us to adjust and improve the activities to optimise their results.

The EOSC-A GEP to be implemented in 2025 provides a framework for systematic execution and ongoing monitoring of the proposed measures and actions, taking into consideration the four process-related mandatory requirements which must be fulfilled to comply with the Horizon Europe eligibility criterion³.

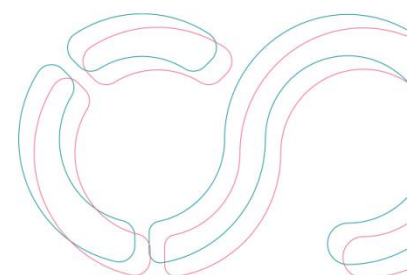
This GEP combines strategic initiatives tailored to the specific context and internal challenges of the Association with targeted actions designed to strengthen the organisation's capacity to promote and sustain gender equality across multiple thematic areas.

The following section provides a brief overview of EOSC-A's context, governance, and structure. Additionally, it includes a data analysis of the gender dimension, offering insights into the status quo. This preliminary diagnosis serves as the foundation for identifying priority areas of intervention and defining the measures to be implemented.

The final section concludes with key remarks on the EOSC-A GEP, highlighting its relevance and anticipated impact.

² Source: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

³ Source: https://research-and-innovation.ec.europa.eu/strategy/strategy-research-and-innovation/democracy-and-rights/gender-equality-research-and-innovation_en

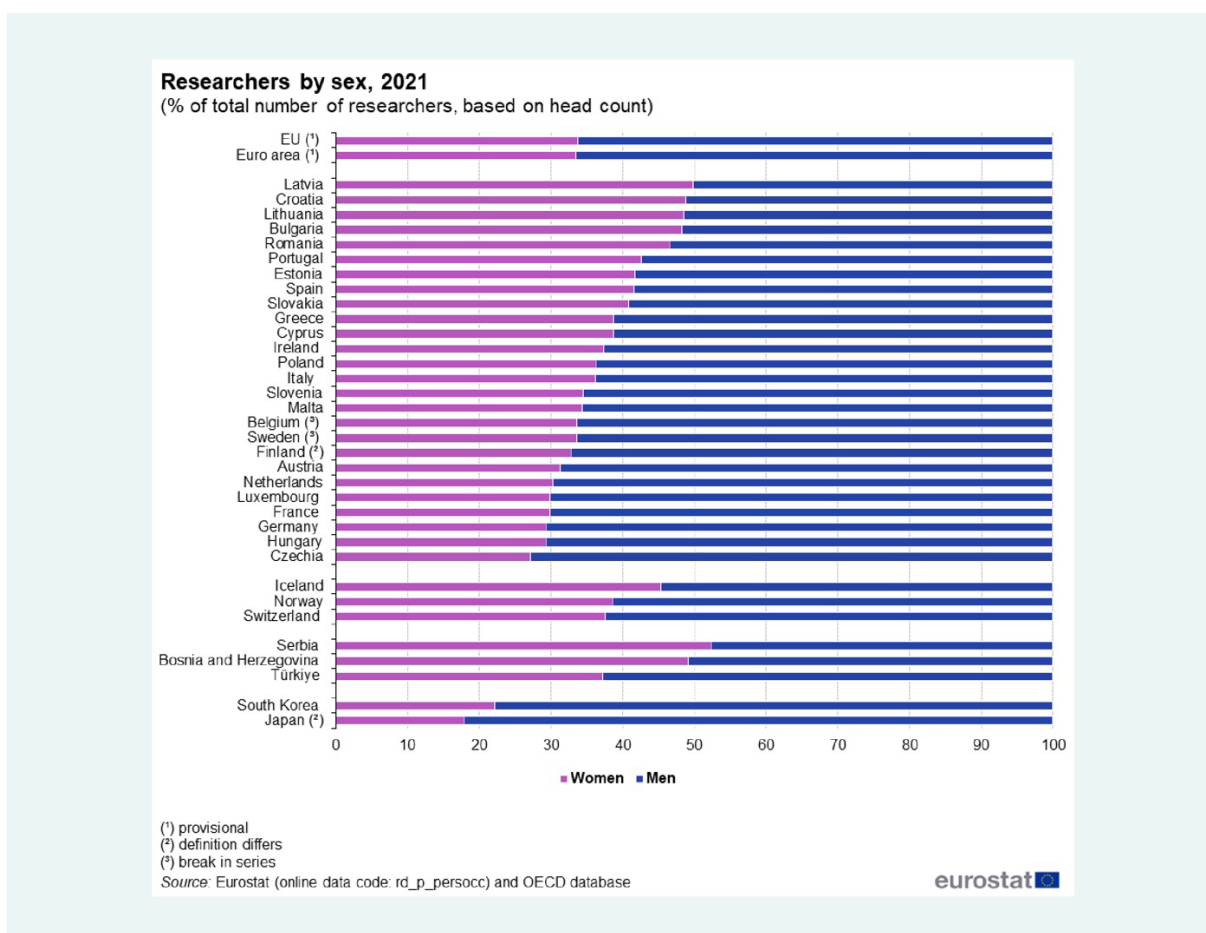


4. EOSC-A context, governance and structure

4.1. Context

According to recent data, men made up nearly two-thirds (66.3%) of the EU's research workforce in 2021, highlighting a significant gender imbalance. Notably, while some countries such as Latvia, Croatia, Lithuania, Bulgaria, and Romania have made progress towards gender parity with women constituting over 45% of researchers, other nations, including France, Luxembourg, Germany, Hungary, and Czechia, exhibit a more pronounced gender gap, with women representing less than 30% of the research community.

Fig. 1: Researchers by sex, 2021. Source: Eurostat

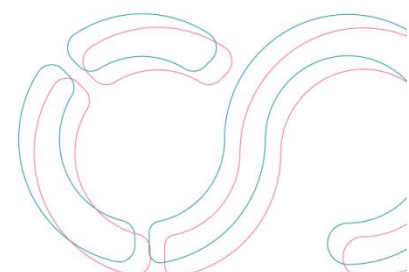


A review of science and technology graduates by gender shows that young men (aged 20-29) are more likely to earn degrees in these fields compared to their female peers.

In 2021, the EU reported 28.7 male graduates in science and technology per 1,000 men in this age group, compared to 14.8 female graduates per 1,000 women, reflecting a gap of 13.9 per 1,000. This gender disparity was evident in all EU Member States in 2021, with differences

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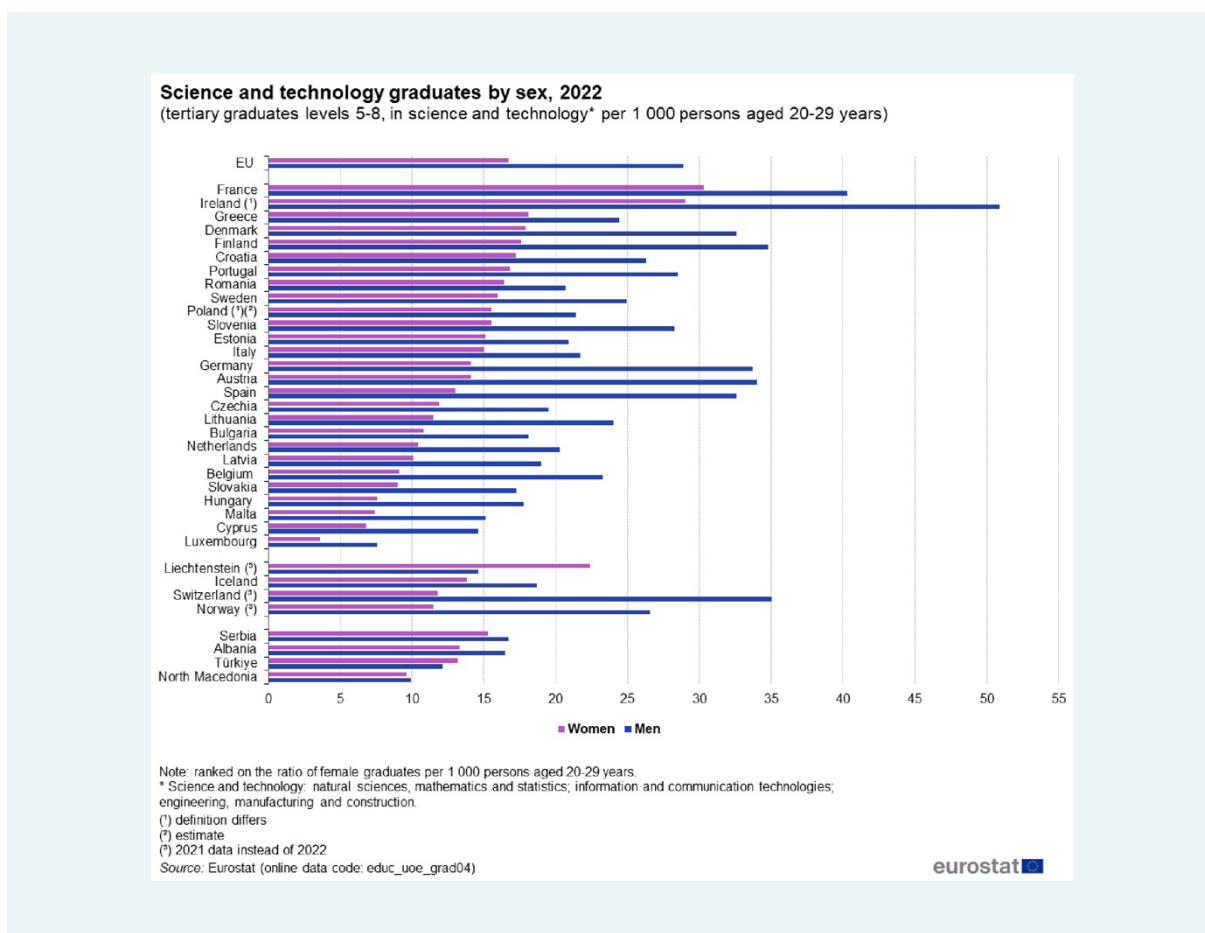
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ranging from 3.4 per 1,000 in Luxembourg and 3.8 per 1,000 in Romania to a notable 25.6 per 1,000 in Ireland.

Also, disparities between study fields persist. For example,⁴ in 2018, at European level, women are under-represented among Doctoral graduates in Physical Sciences (38.4%), Mathematics & Statistics (32.5%), ICT (20.8%), Engineering & Engineering trades (27%), Manufacturing & Processing (40.9%), and Architecture & Construction (37.2%).

Fig. 2: Science and technology graduates by sex, 2021. Source: Eurostat

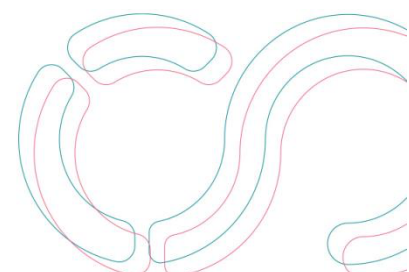


The context in which EOOSC-A operates, with the majority of its members being research-performing organisations, universities, and research infrastructures, highlights persistent gender disparities in science and technology, particularly in fields like physical sciences, mathematics, ICT, and engineering. These disparities point to systemic barriers that can lead to unequal representation and opportunities in research and innovation. By promoting gender

⁴ European Commission: Directorate-General for Research and Innovation. She figures 2021 – Gender in research and innovation – Statistics and indicators. Publications Office, 2021, page 39. <https://data.europa.eu/doi/10.2777/06090>

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balance, the Association can contribute to a more diverse and dynamic environment, reinforcing the ongoing efforts of its members.

4.2. Governance and structure

The EOSC Association is an international non-profit association for the advancement of Open Science, which works to implement EOSC and the EOSC Federation to advance Open Science practices in the interest of creating new knowledge, promoting innovation and reinforcing public trust in science.

The international purpose of the Association is to provide a single voice for the representation of the interests of the wider EOSC stakeholder community, to promote the alignment of European Union research policies and priorities with the activities coordinated by the Association, and to enable seamless access to data through interoperable services covering the entire lifecycle of research data, from discovery to storage, management, analysis and reuse across borders and scientific disciplines.⁵

The EOSC Association was founded on 29 July 2020, with four founding members, and has since grown to 250 members and observers.

The Association's members are jointly responsible for achieving the objectives agreed to in the *Memorandum of Understanding* between the European Union, represented by the European Commission, and the EOSC Association.

The EOSC Association elects a President and a Board of Directors from among the members of the General Assembly. Elections take place at the annual General Assembly, with all full members entitled to vote. The Association employs a Secretary General responsible for the day-to-day running of the organisation, managing the Secretariat and overseeing staff contributions.

The EOSC ecosystem is co-created through a series of funded projects and initiatives by Member States and Associated Countries. The EOSC Association is vital in enhancing collaboration and steering these investments through its role as partner to the European Union in the co-programmed European Partnership for EOSC, including its role in determining the Partnership's Strategic Research and Innovation Agenda⁶, as well as through the contributions of the EOSC-A Task Forces and other operational bodies of the Association.

⁵ EOSC Association AISBL Articles of Association, Art. 1.3: https://eosc.eu/wp-content/uploads/2023/08/20220524_EOSC-A_Revised-Articles-of-Association_PDF.pdf

⁶ <https://eosc.eu/sria-mar/>

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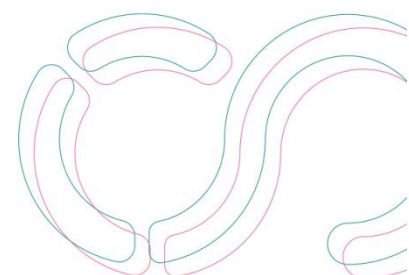
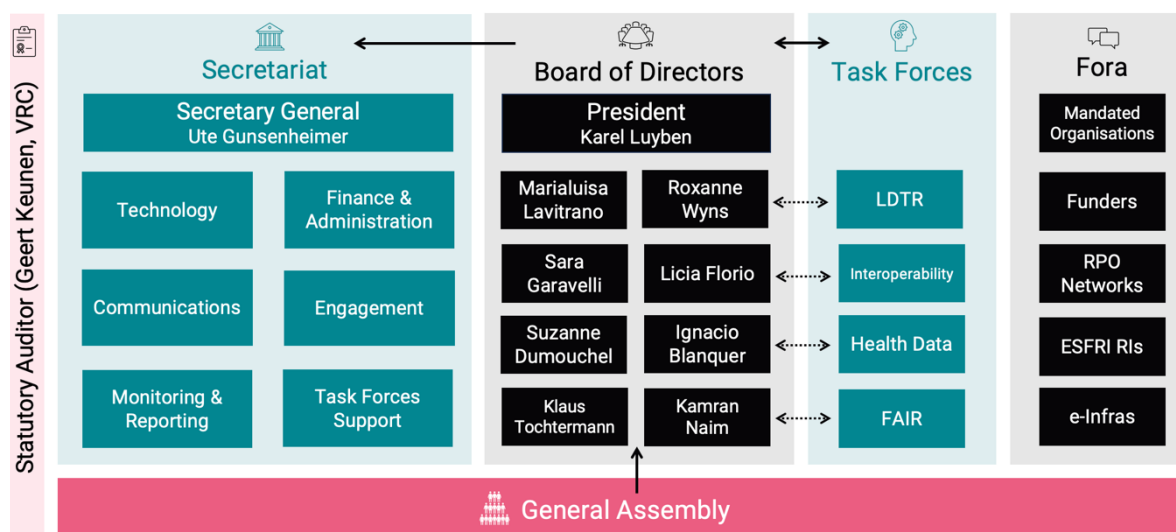


Fig. 3: EOSC-A reporting structure and internal controls, January 2025



The Board of Directors is composed of Directors who are elected in their individual capacity from amongst the General Assembly's delegates. The Board is chaired by the President and supported by the Vice President and Treasurer.

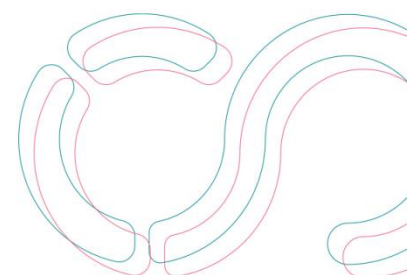
The General Assembly shall endeavour to balance gender, diversity, geographic coverage, expertise, and stakeholder representation.⁷ The Secretariat supports the Board and the General Assembly by advising them, coordinating, and implementing their decisions.

Lastly, the Task Forces are operational bodies established to contribute to the purpose and activities of the Association. They are composed of volunteer experts selected from among hundreds of applicants under criteria that include weighting for gender equality. Thirteen Task Forces operated from 2021 through 2023, composed of over 400 members, and four are currently active through 2025, composed of more than 200 members.

⁷ Articles of Association, Art. 4.1.

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5. Internal assessment and audit: Key findings substantiating the GEP within EOSC-A

5.1. Overview

The definition of the GEP's main areas of intervention and the measures to be implemented, which will take effect in 2025, are based on a preliminary diagnosis.

This preliminary analysis focuses first on governance and decision-making within EOSC-A. Second, it reports on current community and stakeholder engagement practices in EOSC-A. Third, the overall participation of females and males in the Task Forces is highlighted.

Grounded in its Articles of Association, EOSC-A maintains a positive, non-discriminatory stance, supports diversity and gender equality, and encourages participation from the research community within and outside the EOSC-A membership. Nevertheless, there is room for improvement in fully integrating gender mainstreaming into the structure and governance of EOSC-A.

The Secretariat is relatively small, and does not have a dedicated office, Human Resources division, or other services focused on gender equality.

EOSC-A is comprised of the Board of Directors, the Secretariat, and the Task Forces, as described above. As of January 2025, gender parity was achieved in the Board of Directors, which consists of four male and five female members.

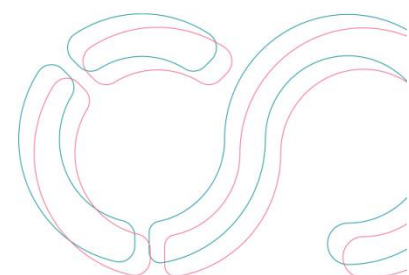
This balanced representation is highly valued within the organisation and reflects its commitment to equal opportunities in leadership and decision-making roles, emphasising EOSC-A's dedication to inclusivity and equality at the highest levels of governance.

Within the EOSC-A Secretariat, which consists of 13 team members, nine women and four men are in managerial and administrative positions. Additionally, all six Task Force Support Officers are female. This distribution reflects the organisation's evolution and does not suggest any internal or institutional bias towards hiring a particular gender.

EOSC-A is committed to reinforcing gender equality in the medium term, consistently adhering to the principle of equal opportunities. The organisation promotes these values throughout its recruitment and selection processes, ensuring that all candidates are considered fairly and equitably.

Despite its recent establishment, EOSC-A has created a [Code of Conduct](#) incorporating diversity and inclusion into all its activities. Additionally, EOSC calls for proposals and expressions of interest, both within and outside the EOSC-A membership, include a gender dimension.

EOSC-A actively encourages women's participation when forming research teams and consortia, with gender balance also being a criterion for application eligibility. However, as shown in figures 4 to 7, the composition of the EOSC-A General Assembly and, in particular, its Task Forces, reflects the broader gender imbalances within the European research sector where significant disparities in gender representation persist.



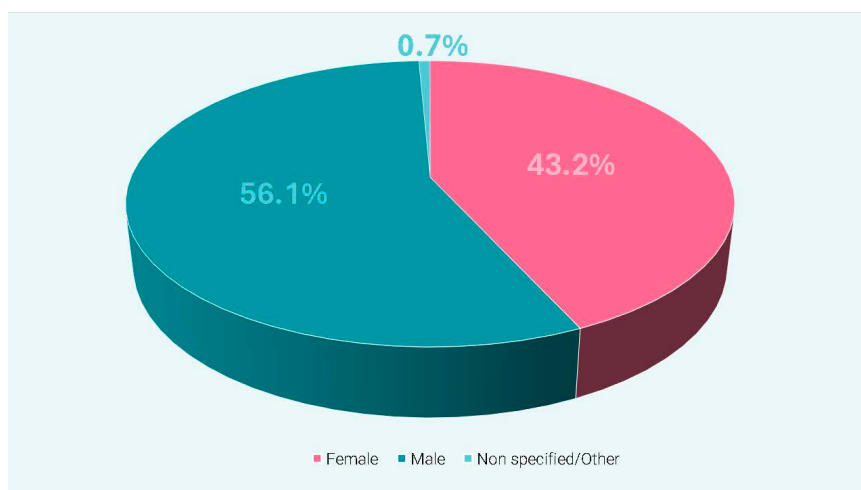
5.2. EOSC-A Delegates

The Association is composed of both Members and Observers. All Members, except for international organisations, must be legal entities established within an EU Member State, or a country associated with the latest EU Framework Programme for Research and Innovation. Observers, on the other hand, may be based outside this area.

The General Assembly, which serves as the Association's supreme authority, consists of one delegate per Member with voting rights and one representative per Observer without voting rights. Delegates have the right to attend General Assembly meetings, voice opinions, make suggestions, and cast votes on behalf of their respective Members. If a Delegate is unable to attend a meeting, a Deputy Delegate may step in, assuming all the rights and obligations of the Member.

Regarding gender balance, the overall representation among Members (including both Delegates and Deputy Delegates) is approximately 56% male and 44% female/not specified, as shown in Figure 4. This disparity is more pronounced among Delegates only, where the gender balance is 59% male and 41% female/not specified, while among Deputy Delegates only, the balance is closer, with 53% male and 47% female/not specified.

Fig. 4: Gender Composition of Member Delegates and Deputy Delegates. Source: EOSC-A, August 2024



Among Observers, the gender gap is more evident, with females comprising just 30% of Delegates and 37% of Deputy Delegates. This results in an overall gender balance of around 32% female and 68% male, as identified in Figure 5.

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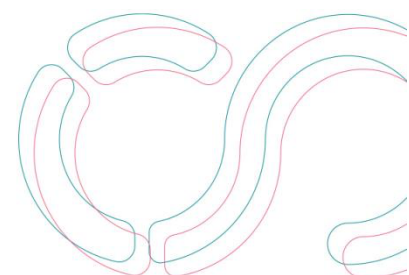
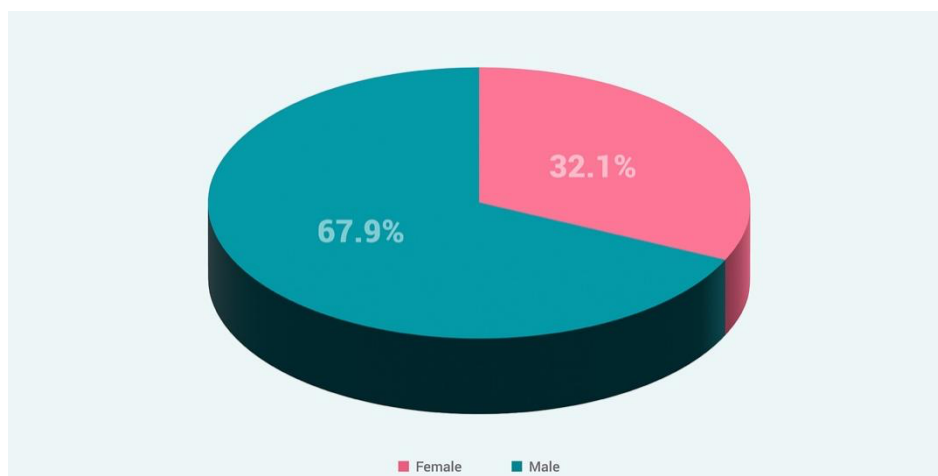


Fig. 5: Gender Composition of Observer Representatives. Source: EOOSC-A, August 2024



As such, the overall gender balance across the membership is 60% male and 40% female.

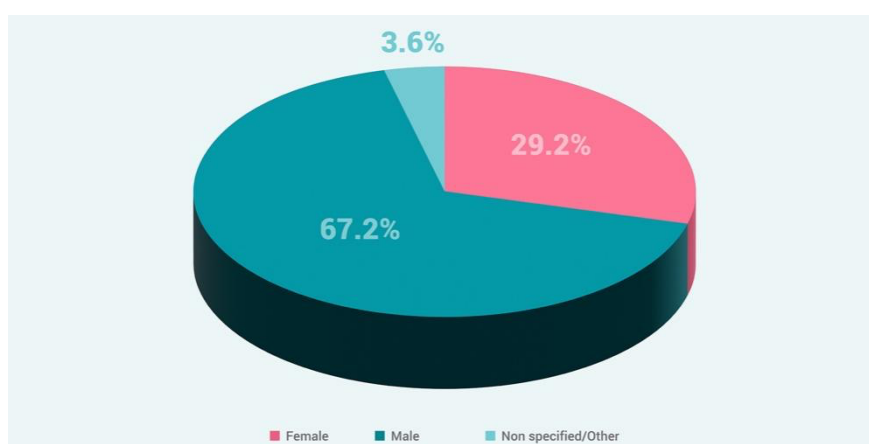
5.3. Task Forces

Significant internal efforts have been made to promote gender equality, though achieving balanced representation remains a work in progress.

For instance, of the 13 Task Forces operating from 2021-2023, four were entirely chaired by men. Across all 13 Task Forces, 57% of the co-chairs were male (16 out of 28).

The four recently created Task Forces (2024-2025) consist of 192 members, including 129 males, representing approximately 67% of the total (Figure 6). In terms of leadership, 50% of the co-chair positions are held by females (Figure 7).

Fig. 6: Task Forces (2024-2025) members by gender. Source: EOOSC-A, August 2024



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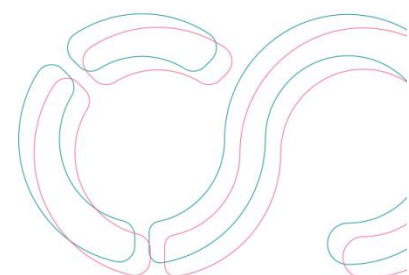
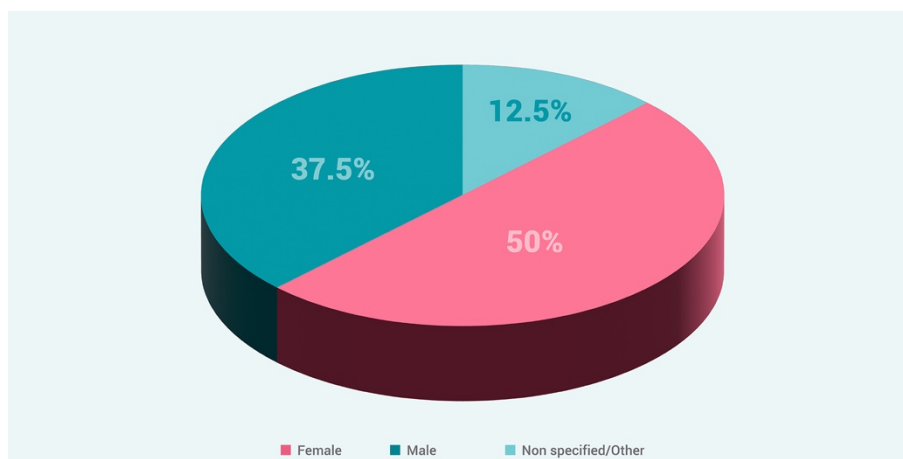


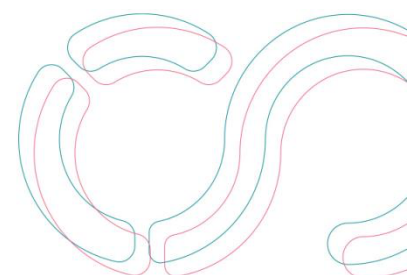
Fig. 7: Task Forces (2024-2025) leadership by gender. Source: EOSC-A, August 2024



To address the gender imbalances where they exist, particularly within the Task Force membership, additional awareness actions can be pursued as specified in section 6.

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6. EOSC Association Gender Equality Plan 2024–2025: Scope and Objectives

The GEP is designed to operationalise intervention areas and address existing internal dynamics within EOSC-A. Its primary objective is to act as a robust tool and framework for enhancing gender equality by integrating it seamlessly into organisational practices. The GEP encompasses all organisational activities, assigning responsibility to key bodies for implementation and monitoring progress. Additionally, it identifies critical areas for strategic and sustainable change within EOSC-A.

Three main areas for intervention have been identified:

1. Gender balance in leadership and decision-making.
2. Gender equality in recruitment, retention and career progression.
3. Gender bias and stereotypes, and harassment.

Key objectives and specific actions to be implemented and evaluated have also been identified for each intervention area. Given the relatively small size of EOSC-A, no specific target values have been established, however the GEP sets concrete deadlines for achieving other defined measures, as detailed below.

Two additional areas recommended by the European Commission have also been considered, but have not been classified as key focus areas of intervention for the following reasons:

4. Work-life balance and organisational culture.
This area is recognized as a key driver for the overall development and retention of EOSC-A staff and is integral to EOSC-A's internal human resources processes and policies.
5. Integration of the gender dimension into research and teaching content.
Teaching and research fall outside the scope of EOSC-A's direct activities, however, as the "voice of the community" relative to EOSC, EOSC-A will ensure that the principles of the Gender Equality Plan are embedded in the EOSC-A workplan as well as in the production guidelines for communication materials distributed across the membership.

6.1. Key focus areas of intervention

Following an evaluation of the organisation's current state of gender equality, EOSC-A's analysis identifies areas for intervention and proposes guiding principles for leadership and accountability. These principles will be developed collaboratively across operational bodies within EOSC-A, including by the planned Gender Equality Working Group, which is set to be established in Q1 2025. Once formed, this group will play a pivotal role in driving the implementation of gender equality initiatives and ensuring sustained progress.

To address the identified focus areas effectively, a phased approach will be adopted, prioritising those requiring immediate action. Table 1 outlines the key interventions, which collectively form the foundation of the action plan.

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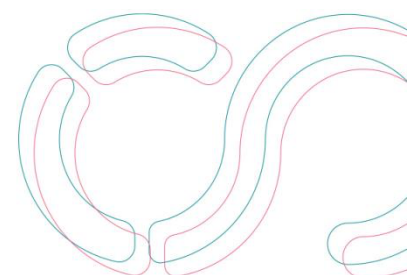


Table 1: Key areas of policy intervention and their main objectives.

AREAS OF POLICY INTERVENTION	OBJECTIVES
A. Leadership and Decision-Making	<p>A1: Integrate the gender dimension into the decision-making processes at the operational and organisational levels of EOSC-A.</p> <p>A2: Monitor the integration of gender issues into the governance and organisational structure.</p> <p>A3: Maintain a balanced gender composition in EOSC-A.</p>
B. Recruitment, Retention and Career Progression	<p>B1: Include gender dimension as a relevant criterion for recruitment, retention, and career progression in EOSC-A.</p> <p>B2: Promote balanced gender representation in the selection of candidates for decision-making positions, including project management roles such as WP or task leaders.</p> <p>B3: Incentivise EOSC-A team members' career development through training and knowledge access opportunities.</p> <p>B4: Prioritise balanced gender representation in imagery associated with materials used to promote EOSC's areas of expertise (websites and brochures).</p>
C. Biases and Gender Stereotypes, and Harassment	<p>C1: Maintain an active role in integrating the dimensions of gender equality in institutional communications.</p> <p>C2: Promote gender equality in EOSC-A events, prioritising a balanced representation in public speaking roles.</p> <p>C3: Raise awareness about the importance of EOSC-A's Code of Conduct and zero-tolerance policies on discrimination, moral and sexual harassment.</p>

6.2. Area A – Leadership and Decision-Making

To advance gender equality within EOSC-A, a series of key measures have been identified to embed gender equality in its activities. These measures aim to raise awareness, promote accountability, and integrate gender equality principles into the core operations and documentation of EOSC-A.

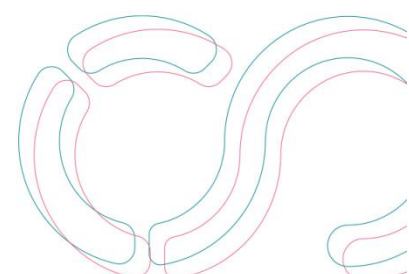
The following table (A1) presents critical measures designed to support institutional change within the EOSC-A community. These measures were identified as strategic steps to mainstream the gender dimension throughout the operational and organisational levels of EOSC-A.

Table 2: Intervention area A1 – Integrate the gender dimension in the decision-making processes

A1 – Integrate the gender dimension in the decision-making processes					
Measure	Responsibility	Resources	Target group	Tools	Timeline

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A1.1: Disseminate the Joint Declaration on the commitment of EOSC-A to gender equality (Foreword of this document)	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A membership	EOSC-A website and internal communication	Q1 2025
A1.2: Ensure that EOSC-A's commitment to gender equality is prioritised in all public and internal documents produced by EOSC-A	EOSC-A Board and Secretariat, Task Forces, and internal technical groups	EOSC-A Board and Secretariat	EOSC-A membership, Task Forces and EOSC Opportunity Area Expert Groups	EOSC-A website and internal communication	Q2 2025
A1.3: Update the EOSC-A onboarding process to make sure decision-making processes and responsibilities are clearly indicated	EOSC-A Board and Secretariat	EOSC-A Secretariat	EOSC-A Board and Secretariat	EOSC-A onboarding package	Q3 2025
A1.4: Inform Task Force and Opportunity Area Expert Group Chairs on their responsibility to promote gender equality	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A Task Forces/OAEG Chairs and members	EOSC-A website and internal communication	Q2 2025

EOSC-A is committed to leveraging data and communication strategies that prioritise equal participation and gender equality. The following measures (Table A2) focus on producing gender-disaggregated statistics to monitor progress and develop targeted communication actions that showcase equal participation in leadership and expertise within the EOSC-A community. These initiatives aim to build a more balanced and inclusive environment, reinforcing the organisation's attention to gender equality across the spectrum.

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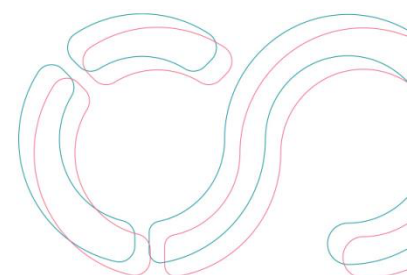


Table 3: Intervention area A2 – Monitor the integration of gender issues into the governance and organisational structure

A2 – Monitor the integration of gender issues into the governance and organisational structure					
Measure	Responsibility	Resources	Target group	Tools	Timeline
A2.1: Produce regular statistics and data by gender	EOSC-A Board and Secretariat	EOSC-A Secretariat	EOSC-A community	EOSC-A website	Quarterly 2025
A2.2: Develop communication actions which make female leadership and expertise visible within the EOSC-A community	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A community	EOSC-A website & EOSC Forum	2025

6.3. Area B – Recruitment, Retention and Career Progression

Many studies highlight how the concept of excellence in science is often influenced by gendered perceptions. To address this, the following table (Table B) outlines concrete measures designed to incorporate the gender dimension into recruitment, retention, and career progression within the EOSC Association. These initiatives aim to ensure an inclusive and equitable work environment and are set to be implemented in 2025.

The first measure focuses on analysing gender-sensitive indicators to identify and address potential biases within processes and outcomes, ensuring decisions are fair and inclusive.

The second measure aims to ensure balanced gender representation within EOSC-A, through active efforts to promote the inclusion of females in candidate pools for management and decision-making positions.

The third measure emphasises incentivising the career development of EOSC-A team members through access to training and knowledge-building opportunities, supporting equitable professional growth.

The final measure highlights fostering balanced gender representation through the imagery used in promotional materials such as on websites and in brochures, ensuring EOSC-A’s communications reflect its commitment to gender equality.

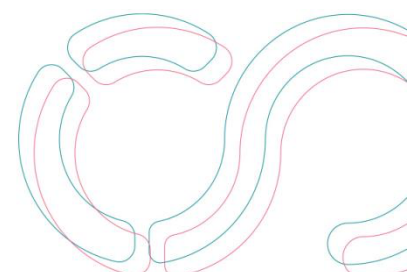
Together, these measures strengthen ongoing efforts to advance gender equality within EOSC-A, promoting a culture of inclusivity and equity in all aspects of its operations.

Table 4: Intervention area B – Include gender dimension as a relevant criterion for recruitment, retention and career progression in EOSC-A

B – Include gender dimension as a relevant criterion for recruitment, retention and career progression in EOSC-A
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Measure	Responsibility	Resources	Target group	Tools	Timeline
B1: Analyse gender-sensitive indicators to identify and address potential biases	EOSC-A Board and Secretariat	EOSC-A Secretariat	EOSC-A stakeholders	Internal ad-hoc working group	Annually
B2: Promote balanced gender representation in the selection of candidates for decision-making positions, including project management roles such as WP or task leaders.	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A community and membership	EOSC-A website and internal documents	2025
B3: Incentivise EOSC-A team members' career development through training and knowledge-access opportunities	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A Secretariat and Task Force support officers	Performance and Development Review	2025
B4: Prioritise a balanced gender representation in imagery associated with materials used to promote EOSC's areas of expertise (websites and brochures)	EOSC-A Board and Secretariat	EOSC-A Secretariat	EOSC-A community and membership	Website, EOSC Forum, internal and external communication materials	2025

6.4. Area C – Gender bias and stereotypes, and harassment

Gender stereotypes form the foundation of sexist behaviours and discriminatory practices, sustaining inequality in professional environments. To address these challenges, Table C outlines three critical measures aimed at fostering a more inclusive and respectful culture within EOSC-A.

The first measure focuses on adopting gender-inclusive language across all EOSC-A institutional communications. This step ensures that the Association's communications reflect and promote its stance on gender equality.

The second measure emphasises promoting gender equality in EOSC-A events by prioritising balanced representation in public speaking roles. This initiative supports visible and equitable participation, encouraging a wide array of perspectives and expertise within the EOSC-A community.

The third measure highlights raising awareness of EOSC-A's Code of Conduct and its zero-tolerance policies for discrimination, moral harassment, and sexual harassment. By actively promoting these policies through projects, events, and communications, EOSC-A aims to build a safe and equitable environment for its entire community.

These measures are essential components of the organisation's strategy to challenge gender bias and stereotypes while upholding a culture of respect, diversity, and accountability.

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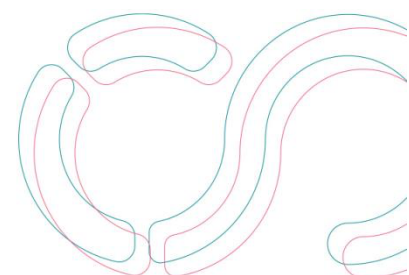
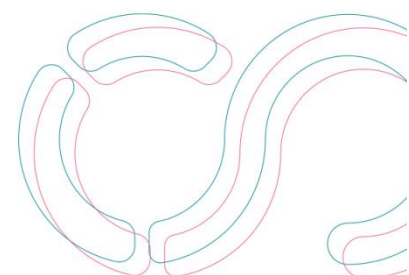


Table 5: Intervention area C – Gender bias and stereotypes, and harassment

C – Include gender dimension as a relevant criterion for recruitment, retention and career progression in EOSC-A					
Measure	Responsibility	Resources	Target group	Tools	Timeline
C1: Adopt gender-inclusive language and communication in EOSC-A institutional communications	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A community (both internal and external) EOSC-A project partners	EOSC-A website EOSC-A project deliverables, reports and events	2025
C2: Promote gender equality in EOSC-A events, prioritising a balanced representation in public speaking roles	EOSC-A Board and Programme committees chaired by EOSC-A	EOSC-A Board and Secretariat	EOSC-A Community (both internal and external) Programme and Organising committees	Guidelines for events	2025
C3: Raise awareness about the importance of EOSC-A's Code of Conduct and zero-tolerance policies on discrimination, moral and sexual harassment	EOSC-A Board and Secretariat	EOSC-A Board and Secretariat	EOSC-A Community	EOSC-A website and EOSC Forum EOSC-A projects and events	2025

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7. Concluding remarks

The EOSC Association's Gender Equality Plan is rooted in an overall vision of the promotion of diversity as a driver of excellence. The Association's embrace of diversity serves it well as a source of new approaches and added value for its work. Specifically, this GEP strongly affirms the Association's position that to advance excellence in science the community at large must address gender inequalities in academic careers and research communities by implementing structural changes to ensure the active integration of gender perspectives.

The EOSC Association remains committed to fostering a culture that attracts and nurtures talent, encourages personal and professional growth, and promotes proactivity. It recognises and rewards excellence and merit, values creative contributions, and pledges to uphold an environment of well-being, respect, equal opportunities, and productivity for all within its community.

This Gender Equality Plan, therefore, represents a significant milestone in consolidating EOSC-A's firm commitment to the values of equality, both for the people who make up the organisation and for the communities we serve. We believe the EOSC-A GEP will make a meaningful and measurable contribution to mainstreaming gender equality across the several dimensions outlined within it.