

# Best practice for equal opportunities for women and men in the transport sector

Fields marked with \* are mandatory.

Your organisation is committed to strengthening women's employment and equal opportunities for women and men in the transport sector? Please fill in this form to share your best practice example.

\* Name of your organisation

*200 character(s) maximum*

EASA (European Union Aviation Safety Agency)

\* Country

Other

\* Specify "Other"

*200 character(s) maximum*

EASA European Member States

\* Project title

*200 character(s) maximum*

EASA measures to promote gender equality

\* Description of the project

*5000 character(s) maximum*

The EASA is committed as an equal opportunities employer, and has introduced a number of measures to address gender imbalance:

- EASA's Executive Director is a signatory to the European Commission's Women in Transport Declaration on equal opportunities for women and men in the transport sector. He is also the sponsor of the HeforShe UN initiative at EASA. To promote the objectives of the declaration, the Agency has appointed a gender balance "advocate" and a gender balance core group, with representatives from Communications, Human Resources and the Management, in order to identify best practices and propose actions to promote gender equality. These actions intend to attract more women, and to ensure true inclusion of all staff.
- Favourable working conditions (e.g. maternity leave, part time working, flexi-leave and tele-working) were put in place, enabling staff to help staff achieve an appropriate work-life balance.
- Attracting the very best people: Gender balance is taken into account as far as possible during selection procedures. EASA is systematically monitoring the gender distribution among applicants. While the data confirms that the specific technical labour market in which EASA operates is dominated by male applicants, EASA actively reaches out for female candidates, by publishing the positions in the right forums, explicitly encouraging applications from female candidates, and drafting positions with precise information as it may affect work-life balance. In addition, and to the extent possible, selection panels include members from both genders.
- Retaining and motivating staff: EASA aims to develop internal talent to encourage everyone, female and male, to fulfil their full potential. This applies to representation in management and key roles, and also engaging and empowering all staff in their scope of action. For this, structured resources are being developed to ensure a sustained, two-way communication and support for management and staff (e.g. training, live website).
- EASA is connected to the international gender balance network and participates actively in the Women in Transport Platform.
- To ensure a factual basis and to measure effectiveness of actions, there is continuous monitoring of gender disaggregated statistics and the perception of inclusion.
- EASA pursues to raise awareness of unconscious bias and counter it with female role models examples. This is achieved through regular Communications campaigns and events, and training.

#### \* Impact / benefits

*5000 character(s) maximum*

EASA believes that diversity brings a richer variety of perspectives, which fosters innovation, and improves risk assessment and solution-finding. Inclusion means inviting and supporting staff to bring their whole self to work and give their best.

The active measures to promote equality need sustained effort in the mid-term in order to give fruit, but we are already seeing results after one year. There is an open debate about equality, making unconscious oversights less likely. Rising to the gender challenge in the world of aviation, the percentage of women in decision making and high visibility positions is gradually increasing. Dedicated training is available to promote the empowerment of staff at all levels.

Please upload your logo or a photo

The maximum file size is 1 MB

## **Useful links**

[Women in Transport EU Platform for change \(https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change\)](https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change)

## **Contact**

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