

European Virus Archive (EVA) - AISBL



Gender Equality Plan (GEP) 2026–2029

General Information

Name of the Organisation: **European Virus Archive (EVA) - AISBL**

Legal status: **AISBL (Association Internationale Sans But Lucratif)**

Country / Headquarters: **Belgium**

Field of activities: **Research Infrastructure**

Validity period of the GEP: **1st April 2026– 31st December 2029**

Responsible for the GEP: **General Director**

Introduction and Context

The European Virus Archive (EVA) - AISBL recognises gender equality as a core value and a driver for excellence, innovation, and sustainability. This Gender Equality Plan (GEP) 2026–2029 has been developed in line with the [European Commission’s Gender Equality Strategy 2020–2025](#) and the [Gender Action Plan III 2021-2025](#) extended until the end of 2027. The plan sets out the Associations’ commitment to gender equality, objectives, key actions and indicators for implementation over the next four years.

1. Institutional Commitment and Governance

EVA-AISBL’s leadership commits to ensure that gender equality is integrated into governance structures, decision-making, and accountability mechanisms.

Objectives	Key Actions	Indicators
Ensure gender equality across all Governance levels of the Association	<ul style="list-style-type: none"> Integrate gender equality objectives in the Association’s strategic planning and annual reports Allocate necessary resources to its implementation, review and evaluation 	1/ Presentation of the GEP objectives during the General Assembly meeting 2/ Composition of the Executive Board 3/ Setting out a GEP Referee with clear roles and responsibility

2. Recruitment, Career Development

EVA-AISBL is committed to ensuring fair and transparent recruitment, promotion, and career progression practices.

Objectives	Key Actions	Indicators
Promote diversity in the workplace Ensure that the recruitment process is non-discriminatory	<ul style="list-style-type: none"> Implement gender-sensitive recruitment practices and gender-balanced selection panels Monitor and address gender gaps in pay and promotions Provide equal access to training, mentoring, and leadership opportunities. 	1/ Breakdown of new hires by occupational category, job, gender, type of contract

3. Work-life balance:

The Association promotes work-life balance by supporting participants' well-being alongside their professional development.

Objectives	Key Actions	Indicators
Review work organisation	<ul style="list-style-type: none"> Promote access to voluntary part-time work Implement a system of flexible working hours including parental leave (teleworking, etc.) to enable employees to organise their working time while taking into account the needs of the Association's smooth running Send emails during acceptable time slots 	1/ Compare the number of requests for part-time work accepted/refused 2/ Number of requests for teleworking, excluding one-off or crisis situations 3/ Compare the number of requests for parental leave accepted/refused

4. Prevention of Harassment and Gender-Based Violence

EVA-AISBL will ensure a safe and respectful workplace free from all forms of harassment, discrimination, and gender-based violence. A zero-tolerance policy will be enforced to protect all employees.

Objectives	Key Actions	Indicators
Enhanced safety, security and mental health for any employee	<ul style="list-style-type: none"> Adopt and communicate a clear anti-harassment and anti-violence policy Establish confidential complaint and redress mechanisms 	1/ % of sensitised personnel to harassment and violence prevention 2/ % of employee (M/F/Non Binary), who report experiencing any form of

	<ul style="list-style-type: none"> • Train staff and managers on identifying and responding to workplace harassment 	violence, harassment and/or discrimination
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5. Training

EVA-AISBL will provide targeted training programmes for its personnel, to strengthen competencies, raise awareness of gender-sensitive practices, and enhance the overall quality and inclusiveness of the services delivered by the organisation.

Objectives	Key Actions	Indicators
Maintain fair and accessible to professional training	<ul style="list-style-type: none"> • Prioritise the organisation of short sessions during working hours • Reduce travel constraints associated with training • Use distance learning wherever possible • Compile training needs based on interviews 	1/ Average number of training hours per employee (M/F/Non-Binary)

6. Implementation and Revision

The GEP will be implemented over the period 2026–2029. Progress will be reviewed every two year by the GEP Referee according GDPR compliance and adjustments will be made if necessary. The plan will be renewed and updated in 2029 based on evaluation results. A monitoring report will be implemented each year. This report will automatically be made available to the EVA AISBL General Assembly.

7. Publication et transparency

This Gender Equality Plan is an official document, approved by the EVA-AISBL Directors. This document is public and can be found on the EVA-AISBL website.

8. Entry into force

This Gender Equality Plan will be set once the association has employees and be valid until the 1st April 2026.

9. Signature

We hereby validate the following Gender Equality Plan, in our quality of the Executive Board Members at the European Virus Archive (EVA) – AISBL.

Mr. Hervé BOURHY	Mrs. Tatjana AVSIC ZUPANC	Mr. Rémi CHARREL
Mr. Boris KLEMPA	Mrs. Amber Hartman SCHOLZ	Mrs. Maria Beatrice BONIOTTI