

# Gender Equality Plan (GEP)

Rémy Bossu, Secretary General

Version 1.0

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## 1 Introduction and Institutional Commitment

The Euro-Mediterranean Seismological Centre (EMSC) is a non-profit international organisation incorporated under French law (association de droit français, loi 1901), dedicated to the monitoring of seismic activity across the Euro-Mediterranean region and the provision of real-time seismological information to the public, the scientific community, and civil protection authorities.

The EMSC currently employs seven full-time staff members. The organisation is led by a Secretary General, who is not an EMSC employee but oversees the scientific and operational activities of the team.

The EMSC is committed to fostering a working environment founded on equal opportunities, mutual respect, and the recognition of each individual's contribution regardless of gender, origin, or personal background. This Gender Equality Plan (GEP) formalises this commitment and establishes a framework for its progressive implementation.

This GEP has been prepared in accordance with the requirements set out by the European Commission for organisations participating in Horizon Europe funding programmes (Article 17.1 of Regulation EU 2021/695). It has been approved by the Secretary General of the EMSC and is publicly accessible on the EMSC website.

## 2 Current Situation

### 2.1 Staffing — Gender Composition

The EMSC collects and monitors data on gender composition on an annual basis. The current situation is as follows:

Indicator	Current Status (2025)
Total employees	7
Female employees	0
Male employees	7
Female employees (%)	0%
Employment type	All full-time
Staff in formal leadership roles (salaried)	N/A — led by Secretary General (non-employee)

*The EMSC acknowledges that its workforce is currently entirely male. This situation is not the result of discriminatory practices, but reflects a structural imbalance in the geophysics and seismology research community. During the two most recent recruitment processes conducted in 2022 –as well as the one in 2020-, no female candidates applied, despite open and public job postings (e.g. on [www.apec.fr](http://www.apec.fr)). This is consistent with the well-documented under-representation of women in geophysics and data science disciplines at the European level. It should further be noted that a new recruitment process for a data engineering and AI position is currently being finalised, with the selected candidate being male and expected to join the team in the first half of April 2025. As a result, the EMSC workforce is very likely to comprise eight male employees throughout the period covered by this GEP. This is stated here in the interest of full transparency, and reflects the structural pipeline challenge described above rather than any organisational barrier to gender-inclusive recruitment.*

## 2.2 Governance — Gender Representation

While the seven salaried staff members are all male, the EMSC's governance bodies reflect a more balanced gender representation. This is noted here as a positive contextual element, while acknowledging that governance roles are not salaried positions within the EMSC.

Governance Role	Gender Composition
President of the EMSC	Female
Executive Council (13 members)	5 women (38%), 8 men (62%)

Members of the Executive Council are representatives of EMSC member institutes or elected officers; they are not EMSC employees. Their inclusion here is for contextual purposes only.

### 3 Objectives

Given the small size of the EMSC (seven full-time employees, most of whom have been with the organisation for over ten to 15 years), the EMSC does not set numerical targets for female staff representation, as reaching such targets would require staff turnover that is neither anticipated nor desirable. Instead, the EMSC's gender equality objectives focus on ensuring that its processes, culture, and practices are fully inclusive, so that gender balance is progressively achieved as the natural result of fair and open recruitment whenever vacancies arise.

The EMSC's objectives for the period 2025–2027 are:

- Ensure that all future recruitment processes actively seek to attract female candidates, including through targeted outreach to networks and institutions with higher female representation.
- Maintain and strengthen a working culture that supports work-life balance for all employees, independently of gender.
- Raise awareness of unconscious bias among all staff and the Secretary General.
- Maintain existing flexible working practices.
- Integrate gender considerations into research content where scientifically relevant.

## 4 Action Plan

### 4.1 Recruitment and Selection

The EMSC commits to the following measures in all future recruitment processes:

- Include explicit equal opportunity statements in all job postings.
- Actively disseminate job postings through networks, institutions, and channels known to have stronger female representation in geophysics and data science (e.g., women in geoscience networks, university departments with gender-balanced enrolment).
- Review and revise job descriptions to use inclusive, gender-neutral language and avoid unconsciously gender-coded wording.
- Ensure that selection committees include, where possible, at least one member of each gender.
- Document gender composition of applicant pools for each recruitment process, so as to monitor the effectiveness of outreach efforts over time.

*It is noted that in the three most recent recruitment processes (2020, 2022), the absence of female applicants is attributed to the limited pool of female candidates in the relevant disciplines, rather than to any barrier in the EMSC's recruitment process. The measures above are designed to actively address this pipeline issue.*

#### 4.2 Work-Life Balance and Flexible Working

The EMSC currently operates an informal but consistent practice of flexible and remote working, applied equally to all employees regardless of gender:

- Following an initial onboarding period (up to a maximum of one year), employees are progressively offered the possibility to work remotely.
- Once fully integrated, employees may work remotely for up to three days per week, subject to operational requirements.
- This practice applies equally to all staff members, with no distinction based on gender, family situation, or any other personal characteristic.

The EMSC also ensures that parental leave entitlements are fully applied in accordance with French labour law, and that taking parental leave carries no adverse consequences for career progression.

#### 4.3 Awareness and Training

- Provide at least one awareness session per year on gender equality and unconscious bias, open to all staff members and to the Secretary General.
- Include gender equality considerations in the onboarding process for new employees.
- Ensure that awareness of this GEP and its commitments is maintained across the team through annual review meetings.

#### 4.4 Integration of Gender in Research

- Where scientifically relevant, consider gender and sex dimensions in research design, data collection, and analysis (e.g., differential vulnerability to seismic risk).

### 5 Resources and Responsibilities

Given the size of the EMSC, the implementation of this GEP is placed under the direct responsibility of the Secretary General, who acts as Gender Equality Officer for the organisation. No dedicated budget line is established at this stage; however, the Secretary General commits to allocating the time and organisational resources necessary to implement the actions described above.

An annual review of progress will be conducted each January. Results will be documented internally and any significant updates will be reflected in a revised version of this publicly accessible document.

## 6 Monitoring and Evaluation

Progress against the objectives and actions set out in this GEP will be tracked annually using the following indicators:

Indicator	Baseline (2025)	Target (2027)
Female staff (%)	0%	To be assessed at next recruitment
Female applicants in recruitment processes	0% (2020, 2022)	Monitor and document
Awareness sessions held (per year)	0	At least 1
Job postings with inclusive language	Not formalised	100%
Maintain remote working policy	Yes	Yes
Annual GEP review conducted	N/A	Yes (every January)

This GEP will be reviewed and updated every two years, or following any significant change in the EMSC's structure or staffing.

## 7 7. Approval

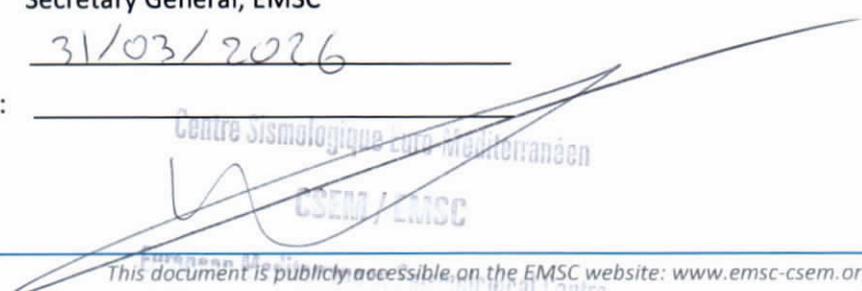
This Gender Equality Plan has been approved by the Secretary General of the Euro-Mediterranean Seismological Centre (EMSC).

Name: REMY BOSSU

Title: Secretary General, EMSC

Date: 31/03/2026

Signature: \_\_\_\_\_



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This document is publicly accessible on the EMSC website: [www.emsc-csem.org](http://www.emsc-csem.org)