



ECMAR – European Council for Maritime Applied R&D vzw

GENDER EQUALITY PLAN (GEP) 2026–2030

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Statement of Commitment

ECMAR is committed to promoting equal opportunities, diversity, and inclusion across all operations, governance bodies, and collaborative research initiatives. While operating within a sector traditionally characterised by low female participation, ECMAR demonstrates strong leadership in diversity, notably through female representation on its Council, including the role of Vice Chair. Recognising our ultra-lean operational structure—1 part-time in house consultant, 6 Council Members (Board), and 25 Members organisations—this GEP sets realistic, low-administrative-burden targets that satisfy Horizon Europe requirements without creating operational friction.



Section 1: Mandatory Horizon Europe Building Blocks

1. Public Document

- **Status:** This GEP is an official policy document endorsed by the ECMAR Council.
- **Action:** Published on ECMAR's public website and intranet, and communicated electronically to all 25 member organisations.

2. Dedicated Resources & Streamlined Execution

- **Responsibility:** The Director oversees basic GEP administration as part of routine management duties (estimated at <1 hour/month), with oversight from the Vice Chair.
- **Resource Efficiency:** Implementation relies on existing communication channels (e.g., annual General Assembly agendas, standard email updates) to avoid additional operational costs or complex workflows.

3. Data Collection and Light-Touch Monitoring

- **Annual Baseline Check:** During the preparation of the standard annual report, the Director will maintain a simple, single-page log tracking:
 - Gender composition of the Council (currently 2 of 6 female, including Vice Chair).
 - Gender ratio of official delegates representing the 25 member organisations at General Assemblies.
 - Gender ratio of speakers/panelists at ECMAR-hosted events.
 - Members' organisations having adopted a GEP
- **Reporting:** Key metrics will be included as a brief 1-slide or 1-paragraph update during the ordinary annual General Assembly meeting.

4. Capacity Building & Sector Awareness

- **Action:** Rather than hosting dedicated live training, ECMAR will provide a curated digital welcome packet on inclusive leadership and gender dimensions in maritime R&D (utilising free EU-provided resources) to all Council members and Working Group Chairs upon appointment.



Section 2: Practical Action Plan & Targets (2026–2030)

Area A: Gender Balance in Leadership & Decision-Making

- **Context:** Maritime R&D faces structural gender imbalances, yet ECMAR already maintains 33% female representation on its Board (2 out of 6 members), including the Vice Chair.
- **Target 1:** Ensure that both ECMAR Council elections (Article 16 & 22 ECMAR Rules) and ECMAR-organised webinars and panel discussions have at least one representative from both Gender.
- **Target 2:** Encourage member organisations to consider diversity when designating their primary and alternate delegates for ECMAR General Assemblies and working groups (Article 11 & 21 ECMAR Rules) and encourage their management to adopt a GEP.

Area B: Work-Life Balance & Pragmatic Work Culture

- **Context:** Ultra-lean operational structure (1 Part-time consultant)
- **Target 1:** Maintain fully flexible, remote-first working arrangements for association management to support work-life balance and efficient time utilisation.
- **Target 2:** Ensure all Council and working group meetings are scheduled with advanced notice and offer hybrid/virtual attendance options to facilitate equal participation.

Area C: Gender Dimension in Maritime R&D Content

- **Context:** Core objective to elaborate a European maritime R&D strategy (Article 4 ECMAR Rules).
- **Target 1:** Highlight human factors, safety, and inclusive working environments when contributing to European maritime R&D roadmaps and policy recommendations.
- **Target 2:** Provide a lightweight checklist to members applying for Horizon Europe projects to help them address the gender dimension in their research proposals.

Area D: Inclusion & Professional Conduct

- **Context:** Zero-tolerance approach to discrimination and harassment in all association activities.
- **Target 1:** Append a concise Code of Conduct clause to event registration forms, confirming that all ECMAR gatherings foster an inclusive, respectful environment.





Section 3: Annual Implementation Matrix

Task	Responsible Party	Time Commitment	Frequency
Data Tracking	Director	~15 minutes	Annually (Q1)
GA Briefing	Director & Vice Chair	~5 minutes	Annually (Q2)
Resource Sharing	Director	~15 minutes	As new members/Chairs join

Signed:

Mattias LIEFVENDAHL, Authorised Representative / ECMAR Council Chair

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