

Gender Equality Plan

European Federation of Food Science and Technology
2023 –2026

Introduction

The European Federation of Food Science and Technology (EFFoST) facilitates knowledge and technology exchange among food professionals. EFFoST creates opportunities for food scientist, engineers, technologists, policymakers and businesses in food and food-related areas to connect and collaborate with the objective to enhance the uptake of new technologies and developments. By supporting the further development of food science and technology, EFFoST aims to advance the production of sustainable and healthy *food for all in a changing world*.

The responsibility and contribution of EFFoST towards improving diversity and inclusion in food science and technology is twofold:

- EFFoST has the responsibility to utilize its influence on encouraging diversity and inclusion in the food science and technology community by encouraging diversity and inclusion in the primary process of EFFoST, namely the Working Groups, EFFoST Conference, EFFoST Webinars, EFFoST's communication channels.
- EFFoST strives to be an inclusive organization with a diverse workforce. To facilitate knowledge and technology exchange among food professionals, requires quality, dedication, and diversity of our employees. We strive to realize a work environment in which there is room for diversity, everybody feels comfortable, safe, and valued.

Our Approach

Even before the publication of this Gender Equality Plan (GEP) diversity and inclusion has been high on the agenda for many years within EFFoST, by promoting (gender) diversity in the Board, Working Groups, Scientific Committee of the EFFoST conference, keynote speakers for the EFFoST conferences and the workforce at the EFFoST office. This GEP will contribute to the further embedding of diversity and inclusion policy within EFFoST. As diversity and inclusion are challenges that require ongoing attention, monitoring will take place based on the data reported on, and this GEP will be annually reviewed at the EFFoST Foundation Board meeting.

Resources

As stated, EFFoST focuses on diversity and inclusion in the scientific community as well as on diversity within its own workforce. Both pillars are secured at the highest level with EFFoST Foundation Board and the EFFoST Managing Director. For both pillars, capacity (time and people) is made available for the development, implementation, embedding and monitoring of the GEP.

Data collection and monitoring

External reporting

From 2023 onwards, EFFoST will report on the diversity aspects of the workforce, governance positions and committees (e.g. Scientific Committee, EFFoST Conference delegates and speakers, Working Groups, etc.). These figures will ensure better insight into diversity and therefore provide valuable information for targeted initiatives to increase diversity and inclusion within governance positions and committees.

Internal reporting

From 2023 onwards, EFFoST will report on the diversity aspects of the workforce such as male-female ratio, but also salary, part-time factor, and age. These figures will ensure better insight into diversity and therefore provide valuable information for targeted initiatives to increase diversity and inclusion within the workforce.

Training and capacity building

All employees of EFFoST will be involved in the process, to facilitate diversity and improve inclusivity experienced in the organisation, by increasing awareness, devoting attention to implicit bias and provide access to trainings to recognize this.

Work-life balance and the culture within the organisation

EFFoST believes that all employees can do their work in a motivated manner during their entire career, and therefore applies the following principles:

- Equality: each EFFoST employee is treated equally.
- Due care: the interest of the EFFoST employee is considered next to the interest of EFFoST when the organisation is faced with important decisions. Any important decision will be motivated by EFFoST towards its employees.
- Individual circumstances: EFFoST offers a wide range of possibilities for realising a work-life balance such as special leave for specific events, the possibility of hybrid working and flexible planning of working hours, fully or partially retire from the age of 60 years onwards (ABP pension scheme).

Gender equality in leadership and decision-making

EFFoST already places a strong emphasis on gender diversity in their Board and in its committees (Standing Committees, Working Groups). This will be annually reviewed based on the annual report on gender equality.

Gender equality in recruitment and career development

EFFoST aims to realise a more inclusive workforce by:

- Removing implicit bias from the recruitment and selection process
- Ensuring an inclusive recruitment by means of an inclusive vacancy text.
- Ensuring that EFFoST is as accessible as possible in terms of facilities.

Measures against gender-related violence, including sexual intimidation

EFFoST stands for a transparent, safe, healthy, and positive working environment. If a form of undesirable behaviour is nevertheless experienced, then there are various ways to make this undesirable behaviour known with the help of an escalation ladder:

- Direct feedback is given as much as possible by the person experiencing a form of undesirable behaviour to the other person(s) involved.
- If that is not feasible, the incident will be discussed with either the Managing Director, Board member or an independent confidential adviser, based on the preferences of the person that is experiencing a form of undesirable behaviour.
- The option of submitting a formal complaint to the Board of EFFoST.

EFFoST is making use of the services of the external Healthy and Safety Service Capability (www.capability.nl) to provide an external and independent confidential adviser. All cases will be dealt in strict confidentiality, and in compliance with GDPR privacy rules.