



Gender-Sensitive Policies

Compiled by EuCIA as part of Task 8.5: SSH,
Sex & Gender Considerations.

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The Gender Equality Policies have been developed based on the results of the internal survey, which identified key priority areas within the project.

1. Work-Life Balance and Organisational Culture

Policy objective

Reduce gender disparities in work-life balance and address structural constraints disproportionately affecting women.

Measures and practical implementation

- **Flexible working arrangements**
 - Example: employees may choose:
 - 2–3 days/week remote work
 - flexible start/end times (e.g. 8:00–10:00 arrival window)
 - Example: project meetings scheduled within “core hours” (10:00–16:00) to accommodate caregivers
 - **Individual flexibility plans**
 - Example: tailored agreements for:
 - parents returning from maternity leave
 - employees with caregiving responsibilities
 - Includes reduced workload phases or adapted deadlines
 - **Parental leave equality**
 - Example:
 - internal campaigns encouraging men to take parental leave
 - anonymised statistics shared annually on uptake by gender
 - **Manager training**
 - Example:
 - training modules on managing flexible teams
 - avoiding bias against part-time or remote workers in performance evaluation
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2. Gender Balance in Leadership and Decision-Making

Policy objective

Increase women’s representation in leadership and technical roles.

Measures and examples

- **Gender targets (non-binding but monitored)**
 - Example: aim for **minimum 40% representation of each gender** in:
 - advisory boards
 - work package leadership

- **Mentoring & sponsorship programmes**
 - Example:
 - pairing junior female researchers with senior leaders
 - sponsorship: senior staff actively promoting women for leadership roles
 - **Leadership training**
 - Example modules:
 - negotiation skills
 - visibility and career positioning
 - leadership in male-dominated environments
 - **Balanced committees**
 - Example:
 - requirement: no single-gender panels in recruitment or promotion decisions
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3. Recruitment and Career Progression

Policy objective

Eliminate gender bias and ensure fair career development.

Measures and examples

- **Gender-neutral job descriptions**
 - Example:
 - avoiding terms like “competitive”, “dominant”
 - replacing with “collaborative”, “impact-driven”
- **Gender Bias Decoder tool**
 - Example:
 - HR runs all job ads through the tool before publication
 - flagged words are automatically revised
- **Structured recruitment**
 - Example:
 - standardised interview questions
 - scoring grids to reduce subjectivity
- **Diverse candidate pools**
 - Example:
 - requirement: to include candidates of different genders whenever possible

- **Pay transparency**
 - Example:
 - annual internal report comparing average salaries by gender
 - corrective actions if gaps >5%
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4. Integration of Gender Dimension in Research and Innovation

Policy objective

Ensure that research outputs are inclusive and socially relevant.

Measures and examples

- **Gender-sensitive research design**
 - Example:
 - collecting sex-disaggregated data in user testing
 - analysing different impacts of technologies on women and men
 - **Guidelines for researchers**
 - Example:
 - checklist before proposal submission:
 - Does the research consider gender differences ?
 - Are both genders represented in datasets ?
 - **Teaching content**
 - Example:
 - inclusion of gender-related case studies in engineering or industrial courses
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5. Prevention of Gender-Based Violence and Harassment

Policy objective

Create a safe and trustworthy working environment.

Measures and examples

- **Clear reporting channels**
 - Example:
 - anonymous online reporting tool
 - dedicated email handled by trained staff

- **Designated contact persons**

- Example:
 - at least one male and one female contact person per organisation

- **Training**

- Example:
 - mandatory onboarding session:
 - what constitutes harassment
 - how to report it

- **Zero-tolerance policy**

- Example:
 - clear disciplinary procedures
 - defined timelines for investigation (e.g. 30 days)

- **Awareness campaigns**

- Example:
 - posters, internal communication, annual reminders

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