



T8.5: SSH, sex and gender considerations

Results of gender equality survey
conducted April 2025

Presented during M12 General Assembly

www.eolian-project.eu

This project has received funding from the European Union's Horizon Europe research and innovation programme under grant agreement no. 101147532.



**Funded by
the European Union**

T8.5: SSH, sex and gender considerations

Leader: EuCIA

Contributors: All partners

Purpose

Assess perceptions of gender equality across 10 EOLIAN partners.

Survey

Conducted: April 1–30

22 responses from all partners

Based on 5 key themes from the EU Gender Equality Plan:

- Work-life balance
- Leadership & decision-making
- Recruitment & career progression
- Gender in research & teaching
- Prevention of gender-based violence

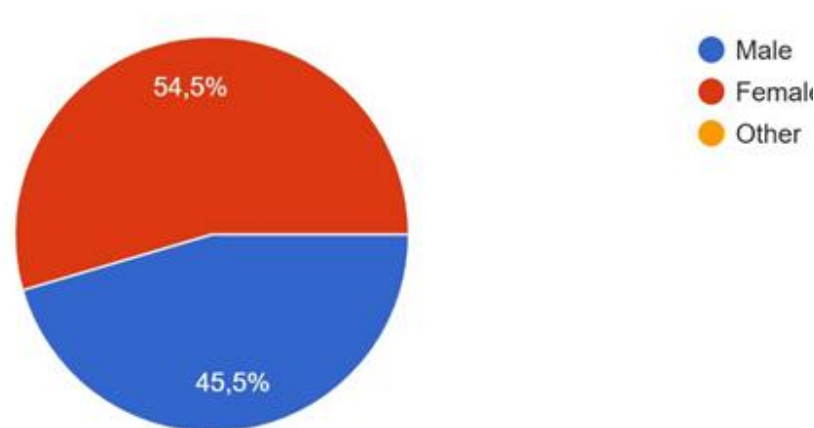
Objectives

- Capture overall perceptions
- Detect gender-based gaps
- Identify key challenges and improvement areas

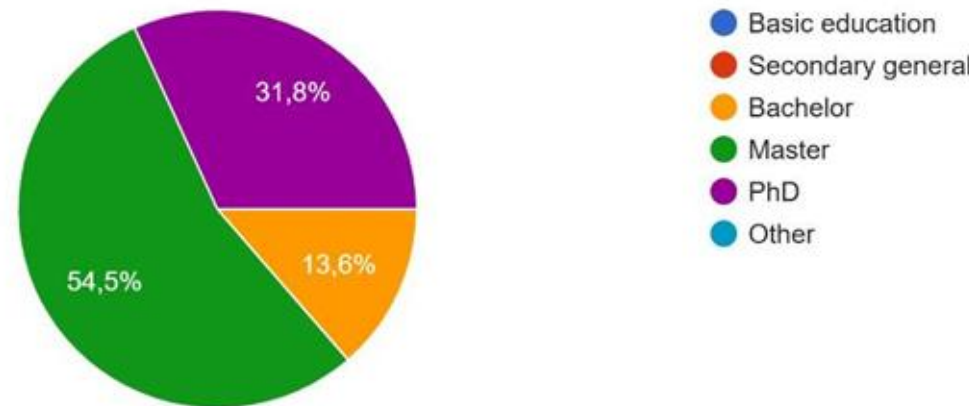


RESPONDANT PROFILE

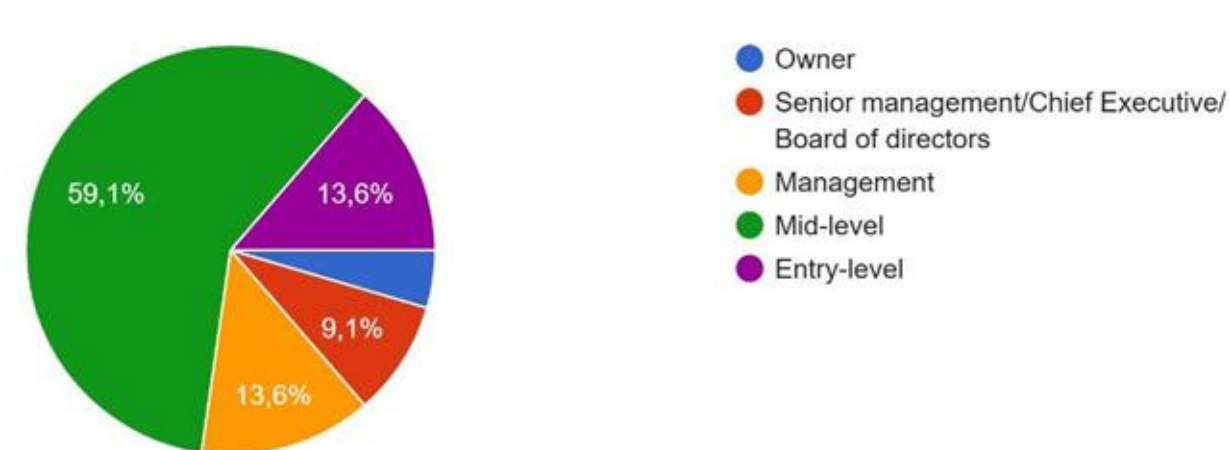
What is your gender ?



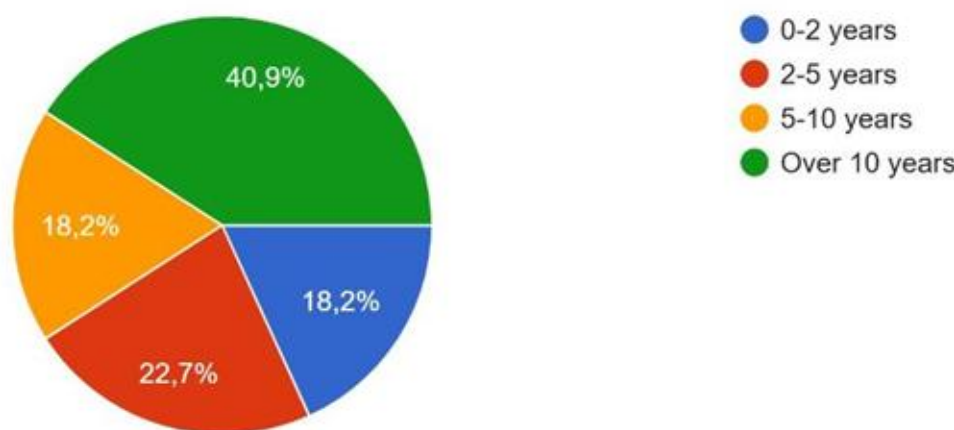
What is your academic background ?



What is your position in your organisation ?



How many years of total experience you have ?



WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

- Mixed levels of satisfaction with current work-life balance policies, with men slightly more satisfied than women
- Flexible working options are valued by all, though men report a more positive experience.
- Access to parental leave is perceived as clearer by women ; men are more uncertain.
- Gender-based challenges are significantly more often reported by women, revealing persistent inequalities
- Different expectations emerged:
Some call for more autonomy and flexibility for women
Structural changes or are simply satisfied as things are



GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

➤ Women view their organization as promoting gender balance more than men do.

➤ Women remain underrepresented:

- Indicates continued underrepresentation of women in technical fields.
- Confirms significant underrepresentation of women in leadership roles.

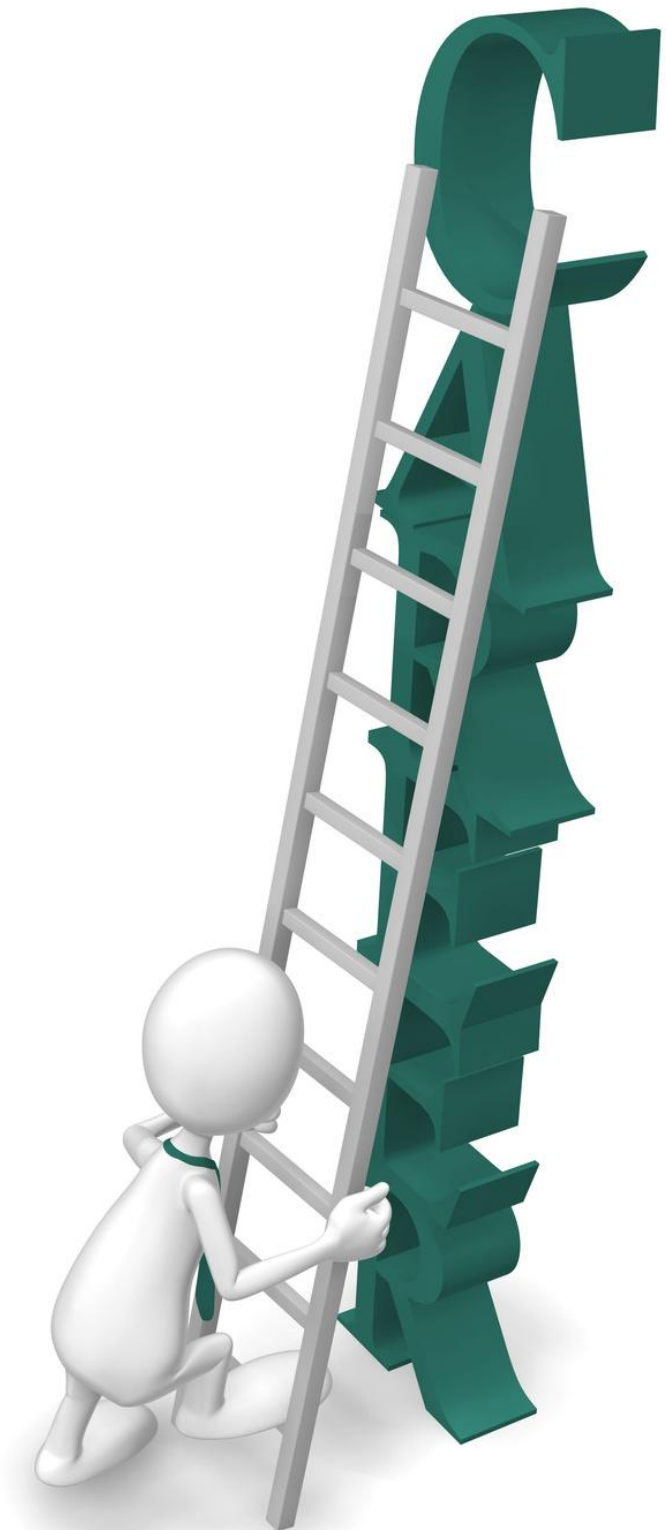
➤ A minority of both women and men report witnessing or experiencing gender bias in leadership appointments.

➤ Suggested improvements differ: women propose internal policies while men emphasize the lack of women in technical fields as the root cause.



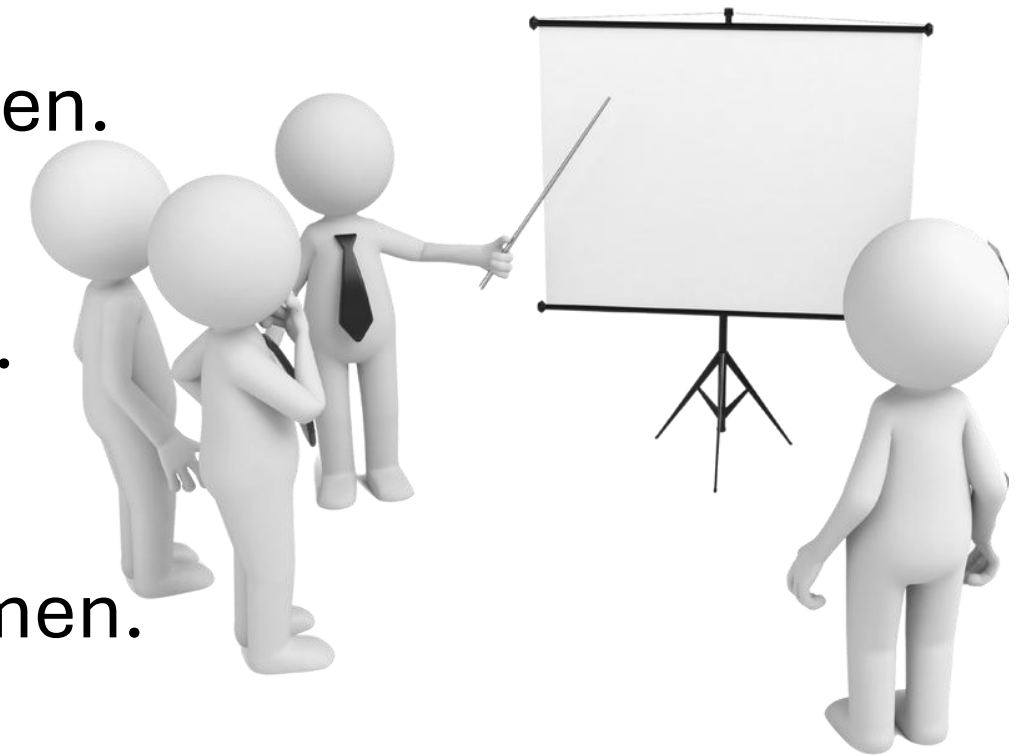
GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

- Most participants believe recruitment processes are gender neutral, though women are slightly less certain about leadership balance.
- Women more often report having seen or experienced gender discrimination in hiring or promotion.
- Both men and women generally agree their organization has policies supporting equal career opportunities.
- Women are more likely to perceive a gender pay gap, while men tend to believe wages are equal.
- To improve gender equality, women suggest mentorship, work-life balance, and pay equity, while men highlight more female hiring and cultural change.



INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

- Many participants, especially women, feel gender perspectives are only moderately included in research and teaching.
- Gender bias in content is occasionally noticed, more often by women.
- Few believe gender issues are sufficiently emphasized in their field.
- Interest in gender-related training is strong, particularly among women.
- Suggested improvements include better curricula, awareness, and training.



HARASSMENT

- Awareness of gender-based violence and harassment policies is low, with many unsure such policies exist.
- Men feel notably safer at work.
- While women report more access to prevention training, uncertainty remains high across both groups.
- Women feel significantly less comfortable reporting incidents, pointing to mistrust in the system.
- Women suggest more concrete and institutional measures.



RECOMMENDATIONS

➤ Work-Life Balance

- More flexible hours & remote work
- Clear parental rights guides
- Childcare support

➤ Leadership & Representation

- Set gender targets (30–50%)
- Mentoring for women/minorities
- Mixed, trained recruitment committees

➤ Recruitment & Progression

- Audit HR for gender bias
- Transparent promotion criteria
- Manager training on bias

➤ Research & Teaching

- Include gender bias modules
- Gender-neutral teaching label
- Fund gender-sensitive research

➤ Violence & Harassment

- Zero-tolerance policy
- Mandatory annual training
- Anonymous reporting & designated contact person

TO GO FURTHER

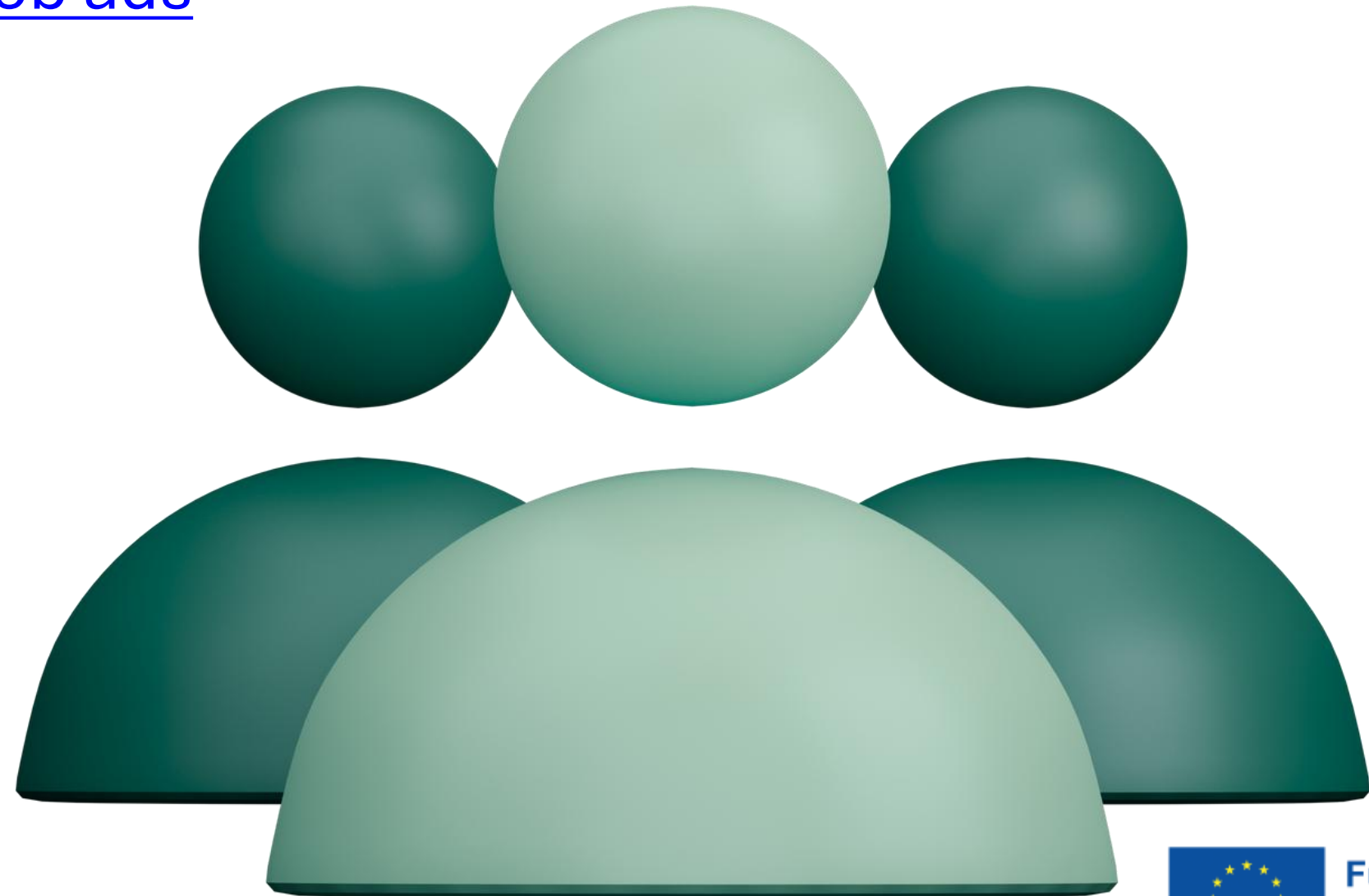
➤ **Gender Decoder: Are your job ads gender biased?**

Use a tool to create a more balanced presentation

[Gender Decoder: find subtle bias in job ads](#)

➤ **Test your knowledge: Quiz**

Subtle patterns, real impacts



Thank you for your attention