



Gender Equality Quizz

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Sex & Gender Considerations.

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Gender Equality & Inclusion Quiz

Section: Work-life balance

What condition is essential to ensure that work-life balance policies benefit both men and women equally ?

- A. Make them mandatory only for women with children
- B. Limit their use to part-time employees
- C. Explicitly encourage men to take advantage of them
- D. Reserve them for senior-level positions

Parental leave and work-life policies are often underutilized by men due to social norms. Proactively encouraging men helps challenge these norms and ensures shared caregiving responsibilities.

Why does unequal access to parental leave between men and women undermine gender equality at work ?

- A. It decreases the organization's overall competitiveness
- B. It creates intergenerational tensions
- C. It reinforces gender stereotypes in the distribution of caregiving roles
- D. It increases managers' working hours

When only women use parental leave, it signals that caregiving is "women's work," reinforcing traditional gender roles and disadvantaging all genders professionally.

Section: Gender balance in leadership roles

What phenomenon describes the situation where women remain in support roles or human resources, even at senior levels?

- A. Hourglass effect
- B. Glass ceiling
- C. GLass ghetto

Women are overrepresented in "feminized" departments (like HR, communication) including at senior levels—but excluded from strategic, high-status roles—hence the term "glass ghetto."

Section: Gender-based violence and harassment

What is the main barrier to addressing sexual harassment in hierarchical organizations ?

- A. Lack of educational resources
- B. Risk of reputational damage
- C. Power imbalances between perpetrator and victim
- D. Lack of budget

Hierarchical structures inhibit victims from speaking up due to fear of retaliation, making power differentials the key barrier to addressing harassment.

Which statement about sexual harassment policies is true ?

- A. They are effective only if legally mandated
- B. They must include clear enforcement mechanisms
- C. Anonymous complaints are never admissible
- D. They work better without leadership involvement

Policies without enforcement (e.g., clear reporting procedures, disciplinary actions) are ineffective. Leadership involvement and accountability are essential.

Section: Gender integration in research and teaching

What does the term “gender dimension” in research mean ?

- A. Teaching gender studies in every curriculum
- B. Ensuring gender-balanced research teams
- C. Integrating sex and gender analysis into research design
- D. Avoiding gendered language in publications

This entails integrating analysis of both sex (biological) and gender (social) into research questions, methodology, and interpretation, improving rigor and relevance.

Section: Gender bias in academic recruitment

Which gender bias is frequently observed in letters of recommendation for female academic candidates ?

- A. Use of gender-neutral pronouns
- B. Emphasis on communal traits for women
- C. Frequent use of quantitative metrics

D. Absence of subjective language

Letters for women often highlight nurturing or communal characteristics (“helpful,” “caring”) rather than competence or achievements, which can subtly undermine evaluations.

Section: Leadership & decision-making (Glass cliff)

What is the “glass cliff” phenomenon ?

- A. When women are promoted solely based on performance
- B. When women are appointed to leadership roles during periods of crisis
- C. When women voluntarily choose to avoid leadership roles
- D. When gender parity is achieved in decision-making bodies

Women are more likely to be placed in precarious leadership roles during crises—positions with higher risk of failure—making it a hidden form of bias.

The concept of “gender fatigue” refers to...

- A. Exhaustion due to poor work-life balance
- B. Organizational weariness toward gender equality initiatives
- C. Physical fatigue more common among women
- D. The need to rotate gender committee chairs

As gender initiatives become routine without visible impact, organizations and individuals may grow complacent or resistant, reducing program effectiveness.

What best describes an intersectional approach to gender equality ?

- A. Focusing only on women’s issues
- B. Considering interactions between gender, race, disability, class, etc.
- C. Applying the same rules to all without distinction
- D. Recruiting equal numbers of men and women

Intersectionality recognizes that gender does not act in isolation—race, class, disability, sexuality, etc., intersect to shape unique experiences of discrimination or privilege.

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