

GENDER EQUALITY PLAN

EUROTECH UNIVERSITIES ALLIANCE

INTRODUCTION

The EuroTech Universities Alliance is a strategic partnership among leading European technical universities – Technical University of Denmark (DTU), École Polytechnique Fédérale de Lausanne (EPFL), Institut Polytechnique de Paris (IPP), Technion Israel Institute of Technology, Eindhoven University of Technology (TU/e), Technical University of Munich (TUM). The Alliance’s coordination office in Brussels, comprising a small team, is committed to advancing gender equality and fostering diversity in all areas of its operations and partnerships.

This Gender Equality Plan (GEP) 2026-2030 aligns with the European Commission’s Horizon Europe framework and draws on the GEPs of EuroTech members. It sets out practical, scalable actions tailored to a Brussels-based coordination office, leveraging the robust institutional frameworks of its partners universities. Our universities share a strong commitment to building inclusive environments where diversity drives excellence and innovation, and their GEPs emphasise structural change and transparent processes through regular monitoring. The Alliance builds on these foundations by promoting collective learning, sharing best practices, and striving to develop joint initiatives that advance gender equality across the network.

The EuroTech Office acts as a connector and amplifier, supporting gender-sensitive communication, balanced participation in all initiatives, as well as the integration of gender perspectives in education, research, and innovation. These efforts are further strengthened through the EuroTech Working Group on Diversity and Inclusion, which brings together representatives from member universities to coordinate strategies and promote shared progress.

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1. GENDER EQUALITY AT EUROTECH BRUSSELS OFFICE

1.1 Gender Equality in Recruitment and Career Progression

EuroTech Brussels' office is dedicated to ensuring fair, transparent, and inclusive recruitment processes and career development pathways that mirror the high standards of its partner universities.

Actions:

- Use inclusive, gender-neutral language in all job descriptions and communications.
- Offer equal access to professional development opportunities, including training and conference participation.
- Partner with member university equality offices for mentoring and professional guidance.
- Monitor recruitment data to detect and address potential disparities.

1.2 Work-life balance and organisational culture

The EuroTech's Brussels' office team structure enables a flexible and inclusive working culture. The aim is to maintain a workplace where all employees can thrive, balance personal and professional responsibilities, and feel valued for their contributions.

Actions:

- Maintain flexible and hybrid work arrangements to support individual circumstances and promote family-friendly meeting times.
- Encourage open dialogue about workloads and equality issues in staff meetings and bilateral meetings with management.
- Conduct an annual anonymous survey on staff wellbeing, inclusion, and satisfaction.

2. GENDER EQUALITY IN EUROTECH ACTIVITIES

2.1 Gender balance in decision-making and participation in EuroTech activities

Beyond the EuroTech Brussels Office, the focus of this plan is also on ensuring inclusive and transparent participation in internal and external decision-making processes and activities of the Alliance.

Actions:

- Strive for gender diversity in leadership and coordination positions across EuroTech governance layers, working groups and other activities.
- Ensure transparency in leadership and project coordination responsibilities.

- Strive for gender diversity in representation across panels and events.
- Encourage partner universities to uphold balanced gender representation in all joint EuroTech activities.

2.2 Promote the gender dimension in EuroTech initiatives

As a collaboration and coordination platform for leading universities, EuroTech fosters the inclusion of the gender dimension in research and educational initiatives across its projects and networks.

Actions:

- Encourage gender-sensitive perspectives in joint initiatives, outreach, and communication activities.
- Exchange best practices on gender in STEM with other stakeholders.
- Promote visibility of women researchers and leaders through EuroTech initiatives and events.

2.3 EuroTech Community of Practice on Diversity & Inclusion

The EuroTech Community of Practice (CoP) on Diversity & Inclusion brings together equality officers and representatives from EuroTech universities to share best practices and discuss EU policy frameworks and guidelines.

The Community provides strategic input to the EuroTech Office, supports the implementation of joint initiatives, and ensures that gender perspectives are embedded across the Alliance's research and innovation activities. Through their exchanges, the CoP fosters an ongoing dialogue on diversity and inclusion, reinforcing EuroTech's collective commitment to positive change.

3. MEASURES AGAINST GENDER-BASED VIOLENCE AND HARASSMENT

EuroTech upholds a zero-tolerance policy toward any form of harassment or discrimination. The office is committed to creating a safe, supportive, and respectful work environment for all staff, partners, participating experts and visitors.

Actions:

- Implement a concise Code of Conduct on Respect and Anti-Harassment aligned with EU standards, integrated in EuroTech Brussels office work rules.
- Appoint a confidential contact person to handle sensitive issues and guide affected individuals, both in the office and during EuroTech events.
- Seek collaboration with university ombudspersons and HR offices for expert support.

CONCLUSION & MONITORING AND EVALUATION

Progress on the actions mentioned above will be assessed annually based on gender representation in EuroTech's activities, and staff feedback. Findings will be shared and discussed internally within the Community of Practice on Diversity and Inclusion, and share with EuroTech Governing Board to guide future actions.

Through this Gender Equality Plan, EuroTech reaffirms its commitment to equality, diversity, and inclusion as essential pillars of innovation and collaboration across Europe. This plan will be reviewed every three years to align with evolving EU guidelines, the office's composition, and the Alliance's strategic goals.