



Gender Balance & Inclusion: **In ZEvRA**

Current Success Pillars

100%

All respondents confirm women hold key decision-making roles.

Core Leadership Roles

Women active as WP Leaders, Managers, and Steering Committee members

93.8%

agree training opportunities are equally accessible to all genders.

Top Priorities for Improvement

Respondents were asked which initiatives would further improve gender balance

66.7%

Gender-Neutral Parental Leave

40%

Regular Gender Pay Reporting

66.7%

Flexible Working Arrangements

Key Challenges & Barriers



Recruitment

There is a challenge in sourcing and hiring technically skilled personnel, specifically female experts, to fill diverse roles.



The Pipeline Gap

The low percentage of women in the company and the technical nature of the work make it difficult to increase the ratio.



Visit the ZEvRA website - zevraproject.eu