Docusign Envelope ID: BDEBC75A-110A-4C80-879C-EAF977072C9B

MODABAT
A Clean Aviation Project

D6.2 – Gender Dimensions Guidelines

Document No: MODABAT-DEL(6.2)
Document Title: D6.2 – Gender Dimension Guidelines
Issue N° & Date: 1.0 | 2026-02-20

Dissemination Level (Security)		
Public	Public, fully open, e.g. web	X
Sensitive	Sensitive, limited under the conditions of the Grant Agreement *Restricted to a specific group within the consortium (including the European Commission Services for key deliverables)* Restricted List: N/A Ext. Restricted List: *N/A*	
Classified	Classified under Commission Decision No 2015/444:	
	– R-UE/EU-R (EU Restricted)	
	– C-UE/EU-C (EU Confidential)	
	– S-UE/EU-S (EU Secret)	

Document Verification & Approval	Name (printed & signature)	Beneficiary shortname	Date (yyyy mm dd)
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Document History

Issue	Date	Summary of changes
0.1	2026-01-20	First Version by Marcel Pfeiffer (K&S)
0.2	2026-01-26	Update by Marcel Pfeiffer (K&S)
0.3	2026-02-09	Feedback from Stella Benedickt (K&S) implemented
1.0	2026-02-17	Feedback from Giusi Quartarone (COL) implemented

Abstract

This gender guideline details the integration of gender dimensions in MODABAT. It begins with an introduction establishing the importance of considering gender in this project to enhance quality, impact and inclusivity. This document outlines the project's commitment to gender equality, contextualized within the relevant project regulatory framework and describes how MODABAT considers gender dimension requirements and recommendations. Furthermore, this guideline establishes a framework for monitoring and reporting on gender integration in MODABAT and includes a self-assessment checklist in the appendix 1 to facilitate project evaluation and continuous improvement in gender equity practices. It serves as a practical resource to advance gender mainstreaming in MODABAT. This guideline is intended specifically for the scope of this project and does not serve as a comprehensive or universal standard applicable to all contexts.

Keywords

Gender Dimension Guideline, Gender, Equality, Gender Balance, Gender Mainstreaming

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Information Table

Contract Number	101251224
Project Acronym	MODABAT
Project Title	**M**odular, scalable and technology-**O**pen **D**esign for future **A**viation **BAT**teries
Topic	HORIZON-JU-CLEAN-AVIATION-2025-03-FTA-01
Type of Action	HORIZON JU Innovation Actions
Start date of project	1 November 2025
Duration	24 months
Project Coordinator	FRAUNHOFER GESELLSCHAFT
Deliverable Number	D6.2
Deliverable Title	Gender Dimensions Guidelines
Version	1.0
Status	Final
Responsible Partner (organization)	K&S GmbH
Deliverable Type	Document/Report
Contractual Date of Delivery	Project Month - 4
Actual Date of Delivery	2026-02-20
Dissemination Level	PU

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Table of Acronyms and Abbreviations

Acronym/Abbreviation	Description / Meaning
BESS	Battery Energy Storage System
CO	Coordinator
HEU	Horizon Europe
HR	Human Ressources
R&I	Research & Innovation
GEP	Gender Equality Plan
WPL	Workpackage Lead
WPLB	Workpackage Leader Board
WP	Workpackage

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1 INTRODUCTION

This guideline provides practical advice for incorporating a gender perspective throughout the MODABAT project. It builds upon the commitments made in the Grant Agreement and Project Consortium Agreement and considers the Horizon Europe Guidance on Gender Equality Plans. The project aims to ensure that gender considerations are included to improve project outcomes and reach all stakeholders equitably. This guideline encourages all project partners to actively promote gender equality in their work.

Scope of these guidelines:

- MODABAT recognizes the vital role of considering gender dimensions to improve project quality, impact, and inclusivity.
- This guideline affirms MODABAT's dedication to gender equality within the context of the project's regulatory framework.
- A framework is established for tracking and reporting on gender integration throughout MODABAT's lifecycle.
- Appendix 1 includes a self-assessment checklist to support project evaluation and continuous improvement in gender equity practices.
- This guideline functions as a practical guide to support gender mainstreaming in MODABAT activities.

Not within scope of these guidelines are:

- This guideline applies specifically to MODABAT's scope and isn't intended as a universal standard.

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2 POLICY COMMITMENT AND REGULATORY CONTEXT

In line with Horizon Europe requirements on Gender Equality Plans (GEPs), the project consortium confirms its commitment to gender equality, diversity and equal opportunities across all project activities.

All participating organizations either:

- Have an institutional Gender Equality Plan in place that complies with Horizon Europe eligibility criteria, or
- Operate under equivalent national or organizational policies ensuring:
    - Equal treatment
    - Non-discrimination
    - Inclusive working environments

This guideline complements existing institutional GEPs or institutional documents with an equivalent context (e.g. code of conduct, diversity and inclusion strategy or policy, HR policies) and provides project-level operationalization of gender equality principles.

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3 GENDER DIMENSION IN RESEARCH AND INNOVATION CONTEXT

3.1 Assessment of Gender Relevance

In accordance with Horizon Europe guidance on integrating the gender dimension in research and innovation context, the consortium has assessed the relevance of gender for the project's research activities at an early stage during the proposal writing process under Chapter A.2.4 of the MODABAT Part-B document [1].

The project focuses on:

- Battery system architecture and design
- Thermal management and safety
- Integration of BESS into ultra-efficient regional aircraft

These activities are purely technical and system-oriented and do not:

- Involving human subjects or user behaviour
- Address gender-differentiated needs or use patterns
- Generate gender-specific impacts in terms of safety, performance, or usability

As such, no gender analysis is required in scientific and technical context. The BESS developed will provide equal benefits to all users regardless of gender.

3.2 Justification for gender-specific measures at administrative level

While the research content itself is gender-neutral, the consortium acknowledges that:

- Aerospace and engineering remain fields with persistent gender imbalances, particularly in senior technical and leadership roles
- Horizon Europe encourages action to address structural inequalities in R&I systems

Therefore, the project integrates gender equality measures at the organizational, management and process levels.

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4 ALIGNMENT WITH THE RECOMMENDED GEP BUILDING BLOCKS

Although the MODABAT consortia is highly dependent on corporate partner decisions, policies and procedures, we follow the goal to foster gender equality on all levels and to a maximum possible degree and adapt the recommended GEP building blocks [2] where possible.

Work–Life Balance and project culture:

- All partners commit to fostering an inclusive and respectful working environment.
- Flexible working arrangements are supported in line with institutional policies, enabling participation regardless of gender or caregiving responsibilities.
- Project meetings and key events will be organized, where possible, in a manner that supports work–life balance (e.g. scheduling, hybrid participation).

Gender Balance in leadership and decision-Making:

- The consortium promotes balanced gender representation in:
  - Project coordination and management bodies
  - Work package and task leadership roles
- Selection of leaders is based on excellence and expertise, while actively encouraging qualified women to take on leadership responsibilities.
- Decision-making processes are designed to be transparent and inclusive, ensuring equal opportunity to contribute.

Gender Equality in Recruitment and Career Progression

- Recruitment is a discipline that is not touched by the project consortia, but the project encourages the partner related to staffing for the purpose of involvement in the project to follow open, transparent, and merit-based procedures
- Gender-neutral language is used for role definitions and internal calls and communications (e.g. Chairperson instead of Chairman). When gender is not relevant, colleagues are referred to by their name rather than using gendered pronouns.
- Partners are encouraged to:
  - Actively support early-career researchers, particularly women
  - Ensure fair access to training, mentoring, and visibility opportunities
  - Use Gender-neutral language in job descriptions, role definitions, and internal calls
  - Task allocation and evaluation of contributions are based solely on competence and performance.

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Measures Against Gender-Based Bias and Discrimination including Gender-based violence and sexual harassment

- All partners adhere to zero-tolerance policies regarding discrimination and harassment, in line with their institutional GEPs.
- All partners provide advice and information on support available to victims or witnesses.
- Violence and sexual harassment will lead to disciplinary measures and prosecution under applicable law.
- Any gender-related concerns raised within the project will be addressed through established management and reporting channels. (Table 1)

Table 1: Management and Reporting Channels for Gender-Related Concerns in MODABAT

Step	Actor / Body	Role and Responsibility	Reporting / Documentation
1	Project Member (Researcher, Engineer, Staff)	Identifies and raises gender-related concern (e.g. bias, unequal participation, inappropriate behaviour) in a confidential manner.	Informal notification to WPL; no formal documentation required at this stage to ensure low threshold and confidentiality.
2	Work Package Leader (WPL)	Acts as first-level contact point; assesses the concern within the work package, ensures immediate mitigation if possible and safeguards respectful working conditions.	Internal note to Project Coordinator; Escalation or follow-up if required
3	Project Coordinator (PC)	Serves as central project-level contact for gender equality matters; ensures consistent handling across the consortium and compliance with Horizon Europe principles.	Confidential record within project management documentation; Involves WPLB if required
4	Work Package Leader Board (WPLB)	Reviews concern with potential impact on project implementation, team composition or governance; defines corrective or preventive measures where appropriate.	Actions recorded in internal management reports and discussed in WPLB meetings.
5a	Institutional Gender Equality / HR / Ethics Channels (Partner level)	Handles cases requiring formal procedures, in line with partners' institutional GEPs, national legislation or ethical frameworks.	Managed through institutional reporting mechanisms; outcomes communicated to PC where permissible.
5b	Steering Committee / General Assembly	Addresses structural, recurring or governance-level issues affecting the consortium or project management.	Reflected in meeting minutes and strategic decisions.
6	Work Package Leader Board (WPLB)	Monitors implementation of agreed measures and assess their effectiveness over time.	Included in periodic internal reviews and management follow-up.
7	Project Coordinator (PC)	Ensures appropriate reporting of gender equality aspects, where relevant to the funding authority.	Reflected in Periodic Technical Reports, Periodic Management Reports

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How to read the process:

- Entry point: Any project member may raise a gender-related concern without fear of retaliation.
- First-level handling: The Work Package Leader ensures rapid, local assessment.
- Project-level oversight: The Project Coordinator and Work Package Leader Board ensure consistency, confidentiality and documentation.
- Escalation paths:
    - To institutional GEP / HR / EDI channels for formal procedures or legal matters.
    - To the General Assembly for governance or structural issues.
    - Closure: Actions are implemented, monitored and reflected in project management and reporting structures.
- The workflow complements partners' institutional Gender Equality Plans and does not replace formal HR or legal procedures.
- Confidentiality, proportionality and non-retaliation are ensured at all stages.
- Reporting is limited to aggregated and non-personal information, in line with data protection regulations.

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5 GENDER EQUALITY IN COMMUNICATION AND DISSEMINATION

MODABAT commits to an inclusive communication both internally and externally based on the recommendations for inclusive communication in the GSC [3] published in 2018 by the Publication Office of the European Union.

- All dissemination materials (publications, presentations, website content and visual material) will:
  - Use gender-neutral and inclusive language to reduce bias, avoid using authors first names in published papers and use initials or last names only.
  - Avoid gender stereotypes in imagery and examples. (e.g. use neutral color schemes and showcase a range of identities in age, race, ability and gender expression).
  - Will reflect gender diversity as well as the European population diversity
- The consortium will encourage balanced gender representation among:
  - Authors of scientific publications
  - Speakers at conferences and workshops
  - Representatives in external communication and outreach

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6 MONITORING AND REPORTING

Gender balance indicators (e.g. participation by gender across the project, leadership roles and dissemination activities) will be:

- Monitored periodically by the PC at least twice a year
- Reviewed within the annual project's general assembly meetings

Gender equality and diversity aspects will be included in:

- Internal project reviews
- Periodic reporting, where relevant

If significant imbalances are identified, the consortium will discuss and implement proportionate corrective measures, where feasible.

To provide all project members with an instrument to identify and address gender-specific disadvantages or biases in the daily project work, a self-assessment checklist is available. This checklist is shown in Appendix 1. The checklist is based on established gender mainstreaming [4][5] principals adapted to the project environment to promote fairness and inclusion.

This checklist is available in the project data management system and is available to all project members.

Link to project folder: Project_Management_Guideline

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7 SUMMARY

This MODABAT gender dimension guideline ensures alignment with Horizon Europe Gender Equality Plan requirements while remaining proportionate to the nature of a highly technical aerospace research project.

Although no gender dimension is required in the research content, the consortium adopts a robust, proactive and accountable approach to gender equality in project implementation, governance and dissemination, contributing to a more inclusive and balanced European R&I ecosystem.

In line with Horizon Europe's emphasis on intersectionality, the consortium recognizes diversity beyond gender, including:

- Cultural and geographic background
- Age and career stage
- Disciplinary expertise

The project aims to foster a research environment that values diverse perspectives as a driver of innovation excellence.

This guideline is intended specifically for the scope of this project and does not serve as a comprehensive or universal standard applicable to all contexts.

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[1] MODABAT Grant Agreement No. 101251224,
Associated with document Ref. Ares (2025)8814847 - 16/10/2025

[2] https://erc.europa.eu/sites/default/files/document/file/GEPs_in_HE_guidelines.pdf

[3] https://op.europa.eu/en/publication-detail/-/publication/cef4a4cd-91cb-11eb-b85c-01aa75ed71a1/

[4] https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming

[5] https://www.wien.gv.at/en/living-together/gender-mainstreaming-five-principles

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APPENDIX A – SELF ASSESSMENT CHECKLIST

Purpose

The checklist enables participants to quickly evaluate their project environment using a simple green/yellow/red scale. Aggregated results highlight areas needing attention, support team discussions and track improvements over time for more equitable outcomes.

Table 2: MODABAT Gender Dimension Self-assessment-Checklist

Statement	Rating	Comment
Section 1 - Participation and access		
Women, men and people of diverse genders are equally invited to meetings, workshops and decision-making spaces.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Meeting times, locations and formats do not disadvantage people with different care, mobility or safety needs.	☐ 🟢 ☐ 🟡 ☐ 🔴	
All genders have equal access to information, tools, training and resources necessary to contribute.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Section 2 – Roles, tasks and responsibilities		
Routine and administrative work (e.g. note taking, organizing workshops or meeting moderation) is not concentrated on one gender.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Technical, strategic and visible tasks are not reserved mainly for one gender.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Leadership and spokesperson roles are balanced across genders over the project lifecycle.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Section 3 – Decision making and voice		
People of all genders are listened to with similar attention	☐ 🟢 ☐ 🟡 ☐ 🔴	

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and their ideas are considered seriously.		
Interruptions, talking over others or dismissive reactions do not disproportionately affect one gender.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Important decisions are not made mainly in informal spaces where some genders participate less (e.g. after work drinks).	☐ 🟢 ☐ 🟡 ☐ 🔴	
Section 4 – Communication and climate		
Language in meetings, chats and documents is respectful and inclusive towards all genders.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Jokes or comments based on gender stereotypes are rare and clearly discouraged.	☐ 🟢 ☐ 🟡 ☐ 🔴	
People feel safe to raise gender related concerns without fear of negative reactions.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Section 5 – Opportunities and recognition		
High visibility tasks and development opportunities are distributed fairly across genders.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Evaluation criteria are transparent and applied consistently, regardless of gendered behaviour styles (e.g. assertiveness).	☐ 🟢 ☐ 🟡 ☐ 🔴	
Recognition and credit (e.g. in reports, presentations, authorship) reflect contributions of all genders, including background work.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Section 6 – Work life balance		
Timelines and expectations take into account different care responsibilities that may affect some genders more.	☐ 🟢 ☐ 🟡 ☐ 🔴	

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Section 7 – Structures, rules and support		
The team is aware of organizational policies on gender equality, non discrimination and harassment.	☐ 🟢 ☐ 🟡 ☐ 🔴	
There is a clear and confidential process to report discrimination, bias or harassment.	☐ 🟢 ☐ 🟡 ☐ 🔴	
The project collects feedback or data that can reveal different experiences across genders.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Section 8 – Reflection and follow up		
The team has explicitly discussed gender equality or bias in the project at least once.	☐ 🟢 ☐ 🟡 ☐ 🔴	
When issues are identified, concrete follow-up actions are planned and documented.	☐ 🟢 ☐ 🟡 ☐ 🔴	
Responsibility for monitoring gender aspects is clearly assigned (not left “to nobody”).	☐ 🟢 ☐ 🟡 ☐ 🔴	

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The project is supported by the Clean Aviation Joint Undertaking and its members.

Funded by the European Union, under Grant Agreement No 101251224. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or Clean Aviation Joint Undertaking. Neither the European Union nor Clean Aviation JU can be held responsible for them.