

Gender Equality Plans (GEP 3.0)

TUW

Preamble

In Austria, the Universities Act 2002 § 20b. (1) prescribes that an Equal Opportunities Plan as well as a Career Advancement Plan for Women have to be part of the statute. The “Career Advancement Plan for Women at TU Wien” (https://www.tuwien.at/fileadmin/Assets/tu-wien/TU_fuer_alle/AKG/Career_Advancement_Plan_for_Women_at_TU_Wien_2017.pdf) is in place since 2004, the Equal Opportunities Plan since 2017 (https://www.tuwien.at/fileadmin/Assets/tu-wien/TU_fuer_alle/AKG/Equal_Opportunities_Plan_2017_final.pdf). Gender equality topics are also included in the performance agreement with the Federal Ministry of Education, Science and Research as well as in the development plan.

Additionally the Universities Act 2002 § 42 prescribes a Committee for Equal Treatment. The committee prevents and takes action against unequal treatment and discrimination, in particular by monitoring hiring procedures. It also offers advice on matters related to equal opportunities as well as bullying and (sexual) harassment and informs about equal treatment (in language), gender equality, gender mainstreaming and the career advancement of women. In the performance of its duties, the working group is granted certain rights; the members are independent and autonomous when they carry out their role and must maintain professional secrecy.

TU Wien is highly committed to Gender Equality. In the Career Advancement Plan *“TU Wien commits itself to the career advancement of women and to creating positive and career-enhancing conditions for women. It therefore sees it as a joint task of all members of the university to achieve the objective that women and men at TU Wien have opportunities to develop according to their qualifications and that any existing discrimination against women is eliminated or counterbalanced. The actual equal treatment of women and men and the career advancement of women shall be appropriately reflected in the human-resource policy of TU Wien, in particular the strengthening of gender competences of all members of TU Wien, in research and teaching as well as in the distribution of resources (gender mainstreaming and gender budgeting). This is an important obligation for persons in management positions.”*

In its Equal Opportunities Plan, *“TU Wien is committed to creating a positive climate, preventing social discrimination, and promoting equal opportunities, since a diverse workforce is a driving force for the flexibility, innovation and creativity necessary for technological, academic, social and societal progress. The anchoring of the Equal Opportunities Plan in the statute of TU Wien is not only a legal requirement, but is also intended to raise awareness of issues pertaining to equal opportunities, which again promotes equal opportunities for employees and students and broadens their diversity skills with specific measures. The goal is to support university members in the different stages in their lives and careers. Accordingly,*

the compatibility of work/studies and family care at TU Wien is also a core objective. TU Wien views the achievement of this vision as the shared task of all university members in order to create a resource-oriented respectful culture that values diversity in the long run.” A company agreement on cooperative behaviour and anti-discrimination in the workplace is in place since 2013.

TU Wien is constantly striving to ensure family-friendly conditions at the university, there have already been many activities in the past to reconcile work and family life. In addition to a range of support options for employees with childcare obligations, TU Wien is developing support measures for employees with relatives in need of care to make it easier for them to balance their career and their family. In October 2020 TU Wien was awarded the 2nd State Prize “Family and Work” as Austria’s most family-friendly University.

Since 2012 TUW supports the flexibility of its employees and enables home office. Members of the academic staff can freely allocate the beginning and end of their daily working hours within a core working time. TUW has a company agreement on flextime. There is a guideline for different leaves of absence, for example for the purpose of research and/or teaching. All female professors and female junior faculty academics who have disproportionately high loads of committee work can be granted a research sabbatical. Furthermore, there is a guideline for the return of female academic project assistants after maternity protection/parental leave.

There have also been and still are many formats for advertising technical and natural science to female pupils.

In September 2020, TU Wien received the HR Excellence in Research Award.

Yet TUW has seen the project “Gender Equality in Engineering through Communication and Commitment” (GEECCO) as an opportunity to set up activities especially in those subject areas that have received little attention so far. While GEECCO’s thematic areas (decision making, female career development and gender in research) are also areas that are tackled in TUW’s Career Advancement Plan for Women, the responding measures have not necessarily brought satisfactory results in all areas. Within GEECCO TUW had the chance to reflect existing documents and activities, to define main areas and to come up with a GEECCO GEP that includes sustainable actions while supporting and complementing the Career Advancement Plan for Women. The GEECCO GEP combines some main issues and goals with a transparent working plan – which actions are needed to reach the respective goal, who is responsible, when is the action planned, how many resources are required, and which indicators should be used to evaluate if the goal was reached?

This document includes 10 actions that are seen as priority at TUW in order to improve gender equality in the areas decision making, female career development and gender in research and was approved by TUW’s Rectorate.

Thematic area: Decision Making				
Main issue(s) / Problem(s)	<p>Decision making processes still produce biased results, gender bias appears with all genders.</p> <p>Knowledge about gender topics and the services of the Office for Gender Competence has not yet reached the whole organization.</p>			
Goals / Priorities	<p>Awareness raising for all members of boards – from mid 2021 on, all appointment committees must take part in a standardized information and training session which includes a training on gender bias.</p> <p>Knowledge building about gender and the services of the Office for Gender Competence throughout the University – in 2021, the learnings of a project on digitalization will be evaluated in the light of how they can be integrated into regular processes.</p>			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
Trainings for appointment committees on gender bias and social competence	Deans, Heads of Institutes, HR Department, Office for Gender Competence	Standard-procedure Starting 2021	Concept written; Concept approved by the Rectorate; Trainings held (app. 10/year)	1 PM (concept)/HR Development
Evaluate the learnings of a project on digitalization in order to build knowledge on gender and the services of the Office for Gender Competence	Vice Rector Human Resources and Gender, Digital Office, Office for Gender Competence	Mid 2021 learnings will be evaluated	Study on shaping digitization in a participatory way: gender-appropriate and diverse finished; knowledge about gender appropriate	0.3 PM / digital office 0,1 PM / Office for Gender Competence

			digitization in digital office exists	
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Thematic area: Recruitment, career development of female researchers and female staff members				
Main issue(s) / Problem(s)		Too few women enrolling in studies and within the career path of academia		
Goals / Priorities		<ul style="list-style-type: none"> • Target agreements with faculties (every 3 years) include at least one gender target, gender targets are published by each faculty and checked by a measurable indicator. • A yearly monitoring report gives an actual status quo analysis of situation of men and women at TUW. • To reach at least 500 female pupils each year with programs on women and STEM. • To have one highly visible event that honours a female alumna from TUW and gives her visibility as a role model for girls and women. • To build up knowledge about the leaky pipeline at the faculties – within 2 years results of a research project shall be discussed with each dean. • To design at least 3 measures to prevent sexual harassment and conduct them until 2022. 		
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
Set gender targets at the faculties (in the target agreements)	Rectorate, Deans	standard-procedure	Every 3 years: Gender targets discussed among Rectorate and Deans; published in the target agreements	No additional resources required at level of rectorate and office for gender competence -> resources for gender targets have to be allocated by faculties

				from their budget and workforce
Monitoring of women's careers and women's enrolment in TUW studies	Office for Gender Competence	standard-procedure	Yearly report on men and women at TUW; report presented to Rectorate and Senate, published on TUW website and in the bulletin	Creating a yearly report takes approximately 1PM, resources are available at office for gender competence
Activities to attract female pupils at various ages (Online mentoring programme, info-days, workshops, Girls day ...)	Office for Gender Competence, Vice Rector Human Resources and Gender	standard-procedure, will be adapted from time to time after evaluation of programs	Participation of female pupils; satisfaction of participants;	6PM person coordinating activities at TUW; additional resources are brought in by faculties who offer workshops for participants of the programs
Award for women ("TU Frauenpreis")	Office for Gender Competence, Vice Rector Human Resources and Gender	standard-procedure	Yearly award ceremony	0,5 PM for organizing applications, jury and ceremony event; resources are available at office for gender competence
Research on leaky pipeline of women – build knowledge at the other 7 faculties	Office for Gender Competence	2021 - 2022	Discussion took place; Recommendations were derived; Report was sent to deans;	0,5 PM

			Deans attended the presentation	
Prevention of sexual harassment	Office for Gender Competence	2021 - 2022	Integrating the topic sexual harassment in the employee and student survey; Analyzing the results; Discussing the results in a working group; Design at least 3 measures	3 PM

Thematic area: Gender Dimension in Research				
Main issue(s) / Problem(s)	Fragmentary inclusion of gender knowledge in the curricula Low level of knowledge about gender in research			
Goals / Priorities	Started during the GEECCO lifetime: <ul style="list-style-type: none"> • Including gender issues in all bachelor studies at TUW • Providing a gender knowledge base for 4 research fields • Providing information material about gender in research 			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
Increase knowledge about gender in STEM among lecturers and students (Collect and/or develop resources for teaching Gender in STEM and put them at the disposal for lecturers (e-	Office for Gender Competence	09/2020 – 09/2022	Website with information about recent statistics,	6 PM, partly from office for gender competence and

learning and e-tools), support for lecturers who want to include gender & diversity issues into their teaching)			publications, and further materials (e.g. videos) to be used in gender studies courses, link to existing material from GenderING MINT project; advising lecturers on how to include gender & diversity issues into their teaching	from vice rectorate for teaching
Increase knowledge about gender in research (reports and explanatory videos on gender in 4 STEM fields, 1 explanatory video on intersectionality in research, exhibition in 9 languages)	Office for Gender Competence, Service Unit of Research and Transfer Support	03/2018 – 04/2021	4 research reports finished and widely disseminated; 5 explanatory videos finished and disseminated; Exhibition set up temporarily	12 PM
Advising researchers on how to integrate gender issues when they submit research proposals (EU level and national funding), communicating the results of the reports (gender in 4 STEM fields) to researchers (one-on-one consultations, events) and to TUW's Service Unit of Research and Transfer Support	Office for Gender Competence, Service Unit of Research and Transfer Support	03/2018 – 04/2021	advising researchers on how to integrate gender issues when they submit research proposals;	1 PM

			integration of gender and diversity topics into regular services of TUW's Service Unit of Research and Transfer Support	
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