



Coordination centre for gender studies and equal opportunities

Gender equality at the University of Graz,

Austria

Christoph Glatz, 24 05 2023

Framework

- University of Graz – current state of gender equality
- Measures to reduce (gender) inequality
 - Legal framework
 - Gender monitoring
 - Policies to reduce inequality

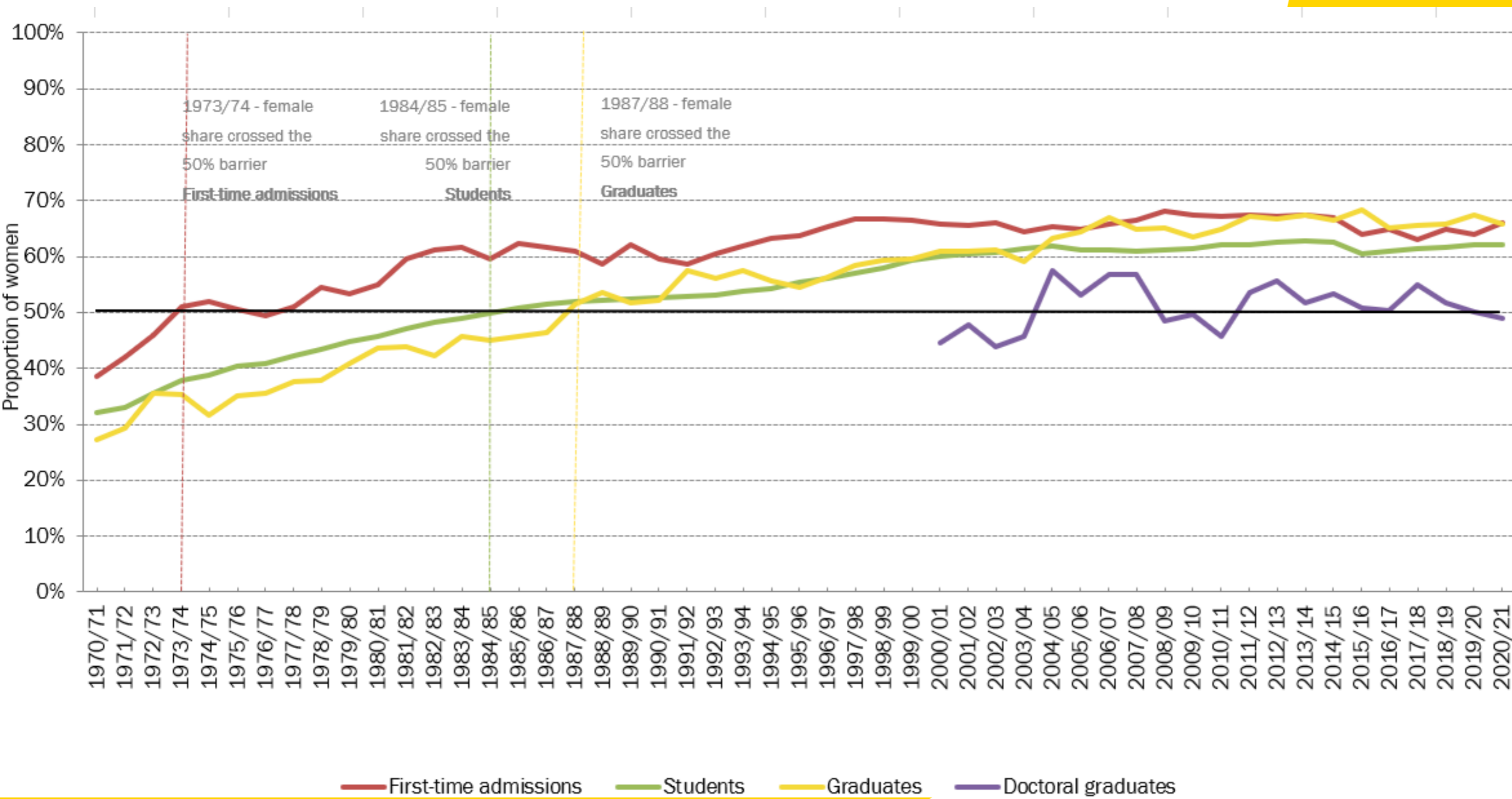


University of Graz

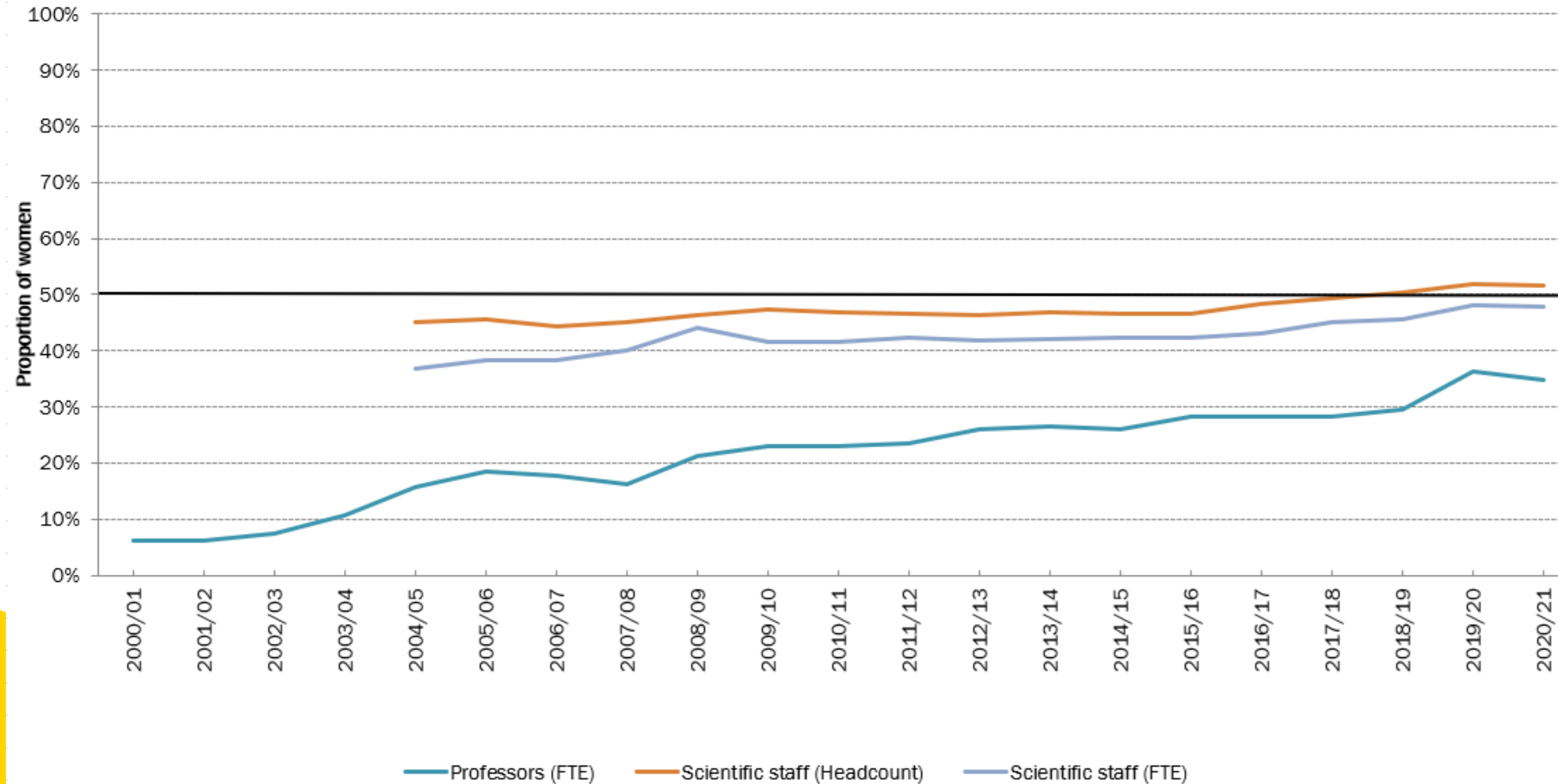
- ~ 16.000 students
- ~ 4.700 employees (headcount)
- ~ 2.700 employees (full-time equivalents)
 - 59% scientific staff
 - 41% administrative (general) staff



Students at the University of Graz



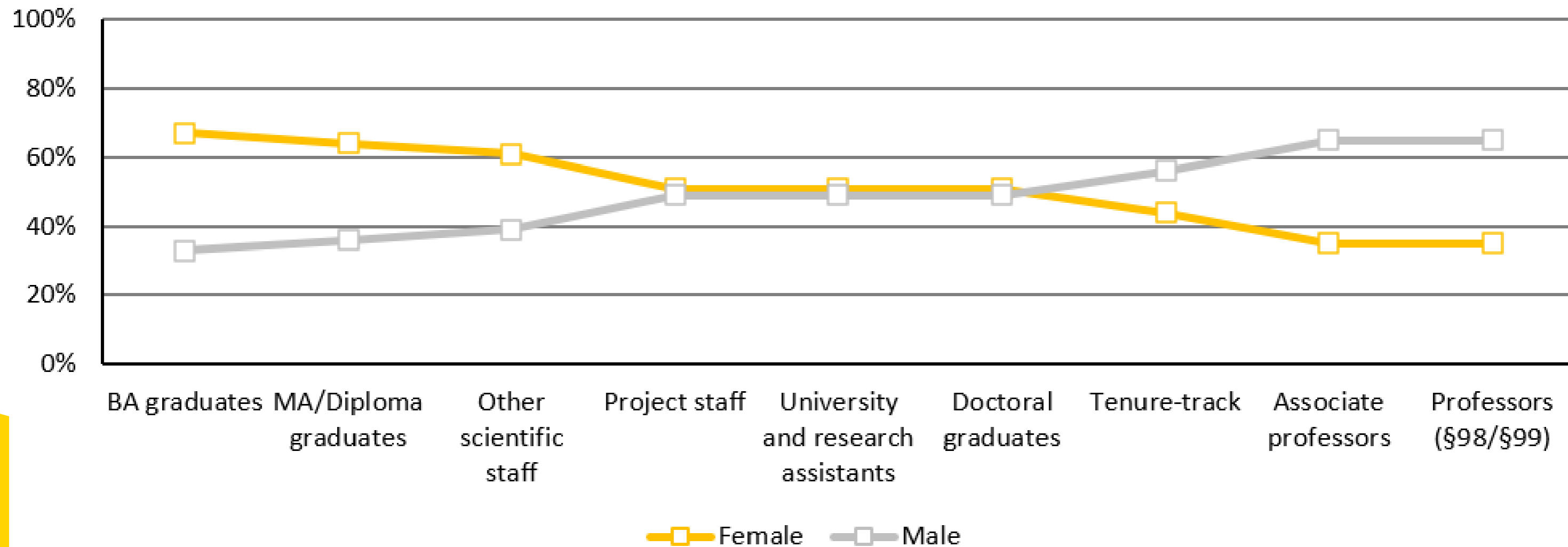
Scientific employees at the University of Graz



Scientific employees at the University of Graz



Proportion of women/men at different career positions
University of Graz 2021





Legal framework

Legal framework



- **University Act, women's promotion plan and an equal opportunities plan** (for equality issues beyond gender)
- Institutions (mandatory) at each university (control and to design Interventions)
 - Working Group for Equal Opportunities (not bound by instruction from the university)
 - Coordination centre for gender studies and equal opportunities (supervised by the rectorate)

Development plan

- A comprehensive and long-term strategy document

Performance Agreement

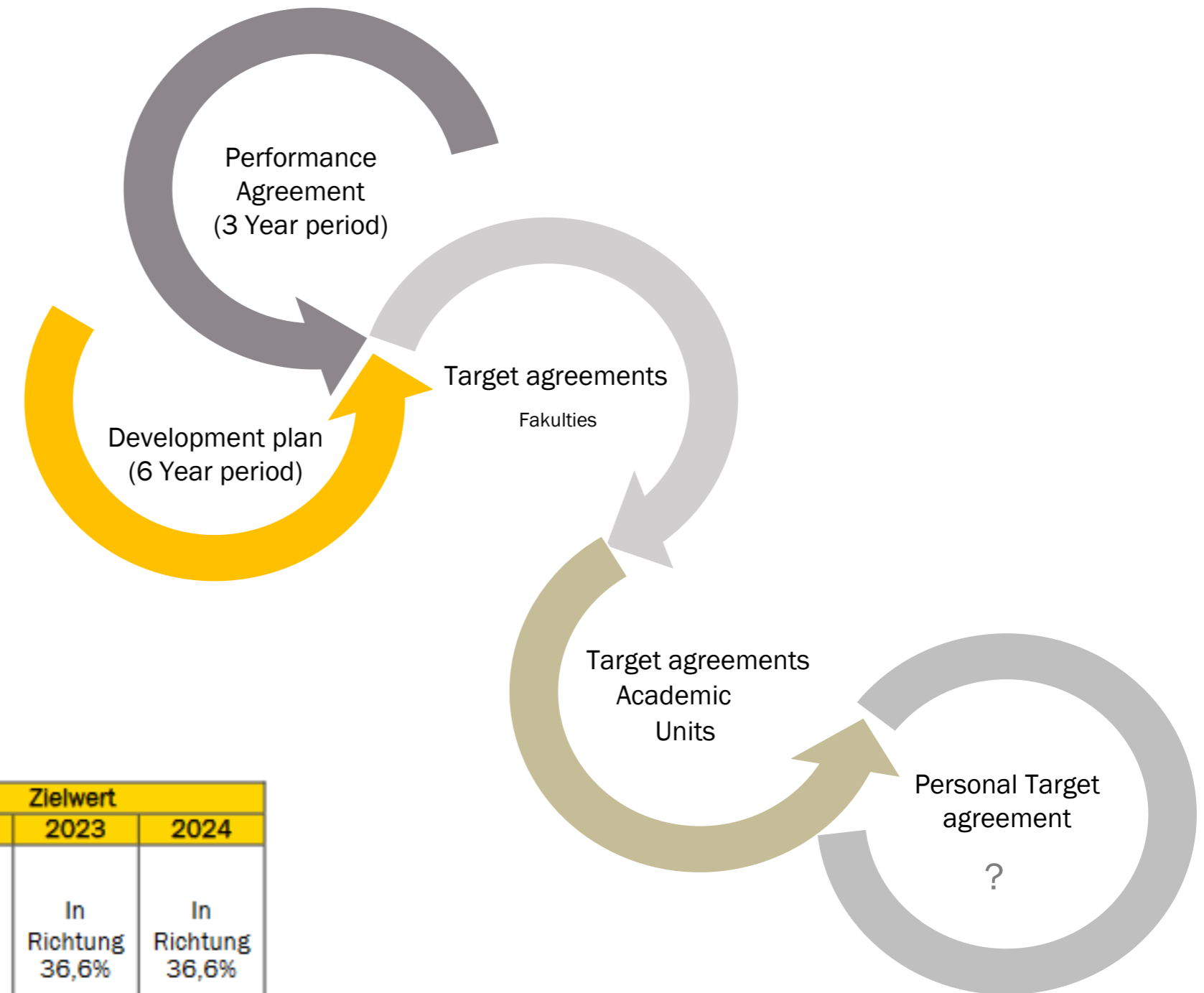
- Public law contract between the University and the state
- Basis for the University's budget
- Reporting duties
- Incentives and sanctions by the ministry

Performance agreement



Based on the overall Austrian University Development Plan:

- The universities strive for more balanced gender representation at all levels (management positions, committees, fields of study). [...]
- The universities are implementing the "Recommendations of the Austrian University Conference on Broadening Gender Competence in Higher Education Processes": Gender competence is to be developed and expanded in structures and processes and strengthened individually among all university staff.
- Quality research [...] and research-led teaching also include the integration of the gender dimension.
- ...



A2.3. Ziel zu gesellschaftlichen Zielsetzungen

Nr.	Ziel (Referenz Strategie-Dokument)	Indikator	Ausgangswert 2020	Zielwert		
				2022	2023	2024
1	Frauenanteil unter Professuren (EP, S. 45) (GUEP, 7a)	Frauenanteil unter den Professuren (Köpfe, Bidok 11, 12, 81 und 85 bis 87 gemäß Z. 2.6 der Anlage 1 BidokVUni)	34,5%	34,7%	In Richtung 36,6%	In Richtung 36,6%

Gender monitoring



- Intellectual capital report
 - University wide monitoring with regard to the performance agreement
 - Yearly
- Report based on the women's promotion plan and the equal opportunity plan
 - Yearly
- Elaborate report about gender equality development every three to four years
 - „Zahlen. Fakten. Analysen“ (2003, 2006, 2010, 2014, 2018, 2022)

REPORT: **ZAHLEN, FAKTEN, ANALYSEN** FROM 2003 ALL4 YEARS

[HTTPS://STATIC.UNI-GRAZ.AT/FILEADMIN/KOORDINATION-GENDER/GLEICHSTELLUNG/ZAHLEN FAKTEN 2018 WEBDATEI.PDF](https://static.uni-graz.at/fileadmin/koordination-gender/gleichstellung/zahlen_fakten_2018_webdatei.pdf)



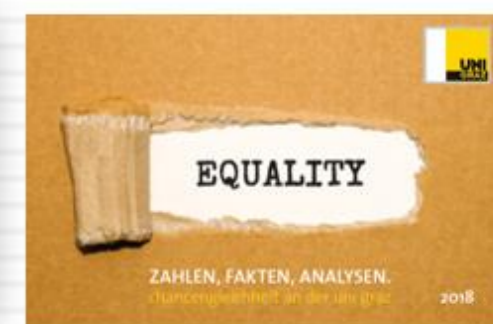
2006



2010



2014



2018

Measures to decrease (gender) inequality by the coordination centre for gender studies and equal opportunities

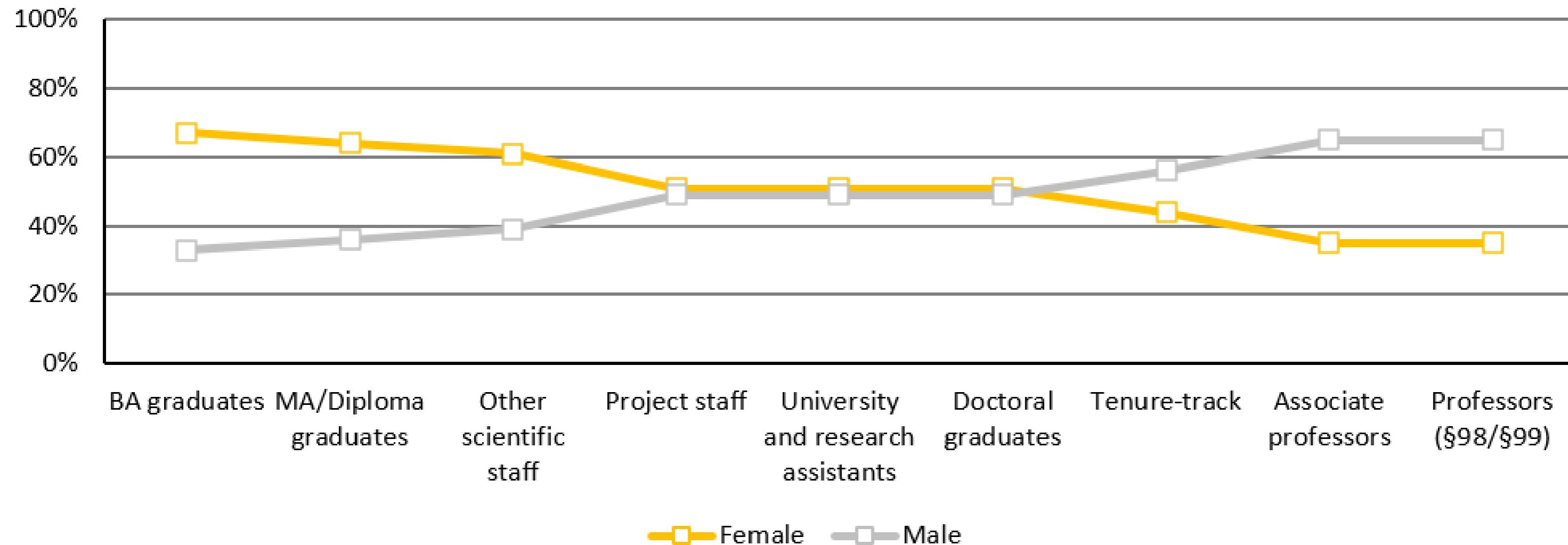


- Appointment procedure monitoring
- Education / Training / Workshops
- Gender Budgeting

Monitoring Appointment Procedure Professors



Proportion of women/men at different career positions
University of Graz 2021



Monitoring Appointment Procedure Professors



- How do you get a (§98) Professorship?
- You get selected by the appointment commission („Berufungskommission“)
 - Application ->
 - Hearing ->
 - Short list->
 - Appointment

Monitoring Appointment Procedure Professors



2021		Anzahl		
Verfahren gemäß §98 UG, die zum Antritt einer Professur geführt haben		8		
	Ø FA%	Frauen	Männer	Gesamt
Berufungskommissionen	41%	33	47	80
GutachterInnen	50%	12	12	24
BewerberInnen	28%	58	138	196
Hearing	43%	16	22	38
Berufungsvorschlag	40%	9	13	22
Berufung	25%	2	6	8
		Chancenindikator*		
Selektionschance für Frauen – Hearing		1,54		Frauen durchschn. % Hearings/BewerberInnen
Selektionschance für Frauen – Berufungsvorschlag		1,43		Frauen durchschn. % Berufungsvorschlag/BewerberInnen
Berufungschance für Frauen		0,89		Frauen durchschn. % Berufung/BewerberInnen

*1 steht für gleiche Chancen, ein Wert größer 1 bedeutet die Frauen sind in dieser Verfahrensstufe in Relation zum Anteil an den BewerberInnen überrepräsentiert, ein Wert kleiner 1 steht dementsprechend für eine Unterrepräsentanz von Frauen Die Chancenindikatoren werden erst ab drei Berufungsverfahren berechnet und ausgewiesen.

Monitoring Appointment Procedure Professors



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Committee members
reviewers

! Invitation-policy: every female researcher fulfilling the general requirements has to be invited.

Measures to decrease (gender) inequality by the coordination centre for gender studies and equal opportunities



- Appointment procedure monitoring
- Education / Training / Workshops
- Gender Budgeting

Education / Training / Workshops



- **Promotion of gender equality and diversity by means of continuing education and personnel development**
 - **Training and career advancement exclusively for women**
 - **For all staff** members and students: trainings on equality issues, anti-bias-awareness, gender fair teaching methods /didactics, stereotype management...
 - Minimum of these **mandatory** within the **onboarding programs** for new employees of all groups

Measures to decrease (gender) inequality by the coordination centre for gender studies and equal opportunities



- Appointment procedure monitoring
- Education / Training / Workshops
- Gender Budgeting

Gender Budgeting

- Incentive system
- Pay gap radar
- Scholarships



Incentive system

Academic units	Proportion of women (31.12.2021)			Indicators			Ranking
	First-semester students	Mid-level academic positions	High-level academic positions	Entry-opportunity index	Promotion-opportunity index	General index	
Theology	57%	63%	48%	1,00	0,75	0,83	4
Law	62%	60%	40%	0,97	0,67	0,77	7
Business	55%	54%	20%	0,97	0,37	0,57	16
Economics	52%	41%	15%	0,78	0,37	0,51	18
Sociology	71%	54%	37%	0,76	0,68	0,71	11
Languages	80%	72%	48%	0,90	0,67	0,75	9
History	58%	64%	52%	1,00	0,82	0,88	3
Philosophy	57%	36%	43%	0,64	1,00	0,88	2
Art Sciences	74%	60%	33%	0,82	0,55	0,64	13
Biology	73%	37%	26%	0,50	0,70	0,64	14
Chemistry	56%	29%	25%	0,52	0,86	0,75	8
Geology	48%	47%	0%	0,98	0,00	0,33	20
Mathematic	44%	31%	0%	0,70	0,00	0,23	21
Physics	30%	14%	16%	0,47	1,00	0,82	5
Pharmacy	82%	87%	36%	1,00	0,41	0,61	15
Psychology	72%	66%	50%	0,92	0,76	0,81	6
Molecular Biosci.	73%	49%	14%	0,68	0,28	0,41	19
USW	57%	48%	28%	0,84	0,58	0,67	12
Geography	51%	37%	17%	0,71	0,47	0,55	17
Education Sci.	86%	75%	74%	0,86	1,00	0,95	1
Sport Sci.	38%	63%	38%	1,00	0,60	0,73	10

The sub-indicator is capped at 1, as it is about equal opportunities from a women's advancement perspective to eliminate the underrepresentation of women, i.e. the "overachievement" does not compensate for the lack of equal opportunities in the respective other sub-indicator

Gender Budgeting

- Incentive system
- Pay gap radar
- Scholarships



Pay gap radar



- Gender-Pay-Gap general staff: 100%
- Gender-Pay-Gap scientific staff: 98%

- „Pay-Gap-Radar“
 - Allows to determine at first glance how an offered salary affects the GPG in the respective category

		Female	Male	GPG Median
„Beamte“	Professor, BDG §98	7	23	93%
KV	Assistant Professor	20	23	100%
	Associated Professor	34	44	93%
	Professor, KV §99	20	35	85%
	Professor, KV §98	47	90	95%
	Professor, KV §99 (4)	9	14	91%

Gender Budgeting

- Incentive system
- Pay gap radar
- Scholarships



Elisabeth-List Scholarship

- Yearly Scholarship Programme since 2019
- Collaboration project with focus on Gender studies
 - Strengthening of Gender Studies (in different research areas)
 - Promotion of young talent
 - Networking opportunities
- Including...
 - 4 months á 40h for incoming Senior Fellow(s)
 - 8 months á 30h for incoming Junior Fellow(s)
 - 12-15 months á 30h for Junior Fellow in a PhD programme
 - Additional budget of 12.000€

Further Information



Website of the coordination centre for
gender studies and equal opportunities

<https://koordination-gender.uni-graz.at/en/1/>

TOOLBOX GENDERPLATTFORM

www.genderplattform.at

Website of the Office of the Working Group
for Equal Opportunities

<https://akgl.uni-graz.at/en/>

Datawarehouse <https://unidata.gv.atk>
Austrian Public Universities

Thank you for your attention!!

We work for
tomorrow

