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Good practices on integrity and gender equality in research: examples from Austria

Research Centre

of the Slovenian Academy of Sciences and Arts,

Ljubljana

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<https://www.oeaw.ac.at/en/iwf/institute/gender-diversity>

The Austrian Academy of Sciences

The Austrian Academy of Sciences (OeAW) is Austria's largest non-university research and science institution. Its statutory mission is to promote science in every way.

Founded in 1847 as a learned society, today the OeAW has over 760 members and 1,800 employees.





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The Austrian Academy of Sciences

Discovering the Future

OeAW is dedicated to innovative basic research, interdisciplinary exchange of knowledge and the dissemination of new insights with the aim of contributing to progress in science and society as a whole.



The Austrian Academy of Sciences

Representing Science

The members of the Academy engage in interdisciplinary exchange to consider important questions concerning the future, advise on policy and society and inform the general public of important scientific insights. They also form commissions in which they examine questions of great relevance to science and society.



The Austrian Academy of Sciences

Performing Research

The OeAW operates 25 research institutes in the field of innovative basic research in the arts and humanities and the social and natural sciences. The Academy stimulates pioneering research by taking up future-oriented topics and ensuring the preservation and interpretation of cultural heritage.





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The Austrian Academy of Sciences

Promoting Talents

The OeAW is especially committed to the sustainable support of promising young talents. Through its research institutes the Academy offers diverse opportunities for young researchers. The OeAW also supports highly qualified young scholars from beyond its own institutes by awarding fellowships and prizes.



The Austrian Academy of Sciences

Conveying Knowledge

The OeAW is a lively place for the dissemination of scientific achievements and insights. It serves as a forum for discussion and fosters society's readiness to embrace science and technology. Through its wide-ranging events, which are also addressed to young people, it inspires the fascination of research.





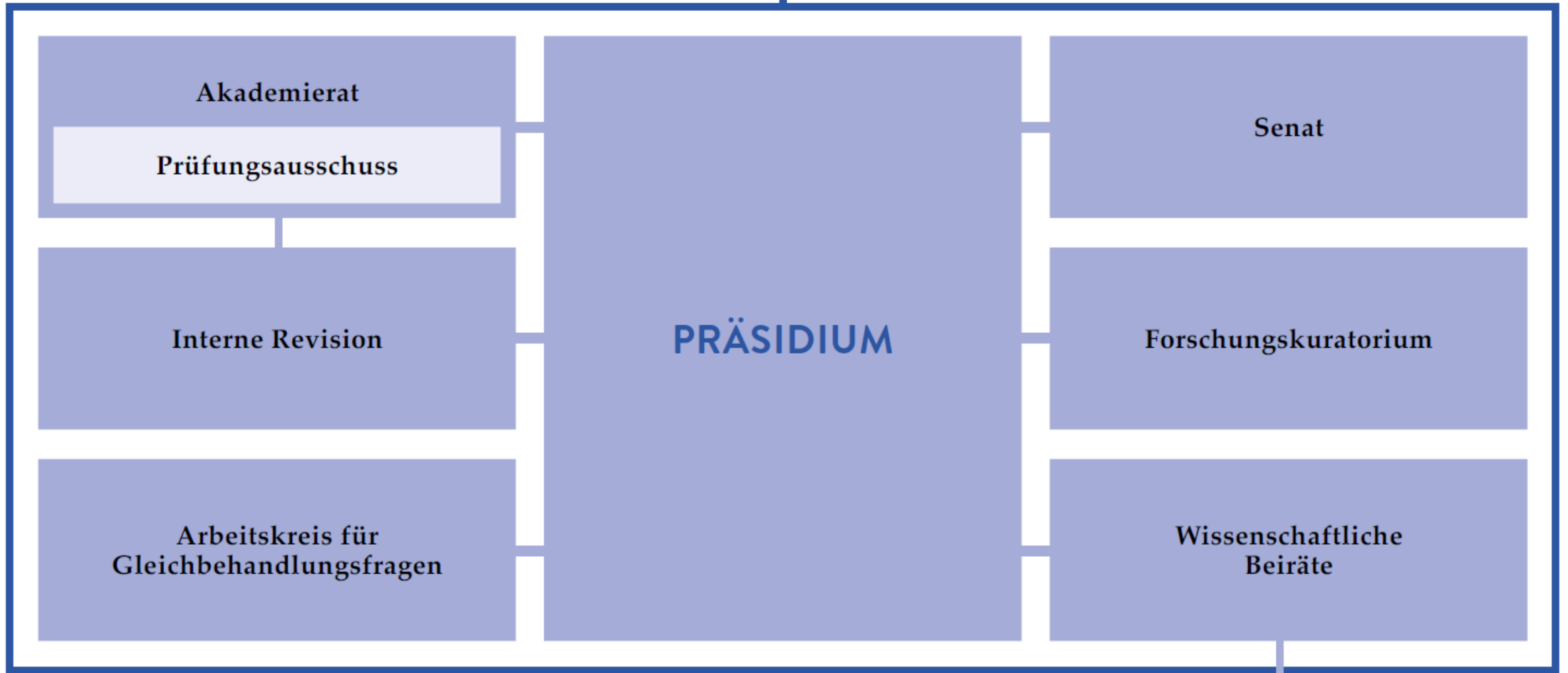
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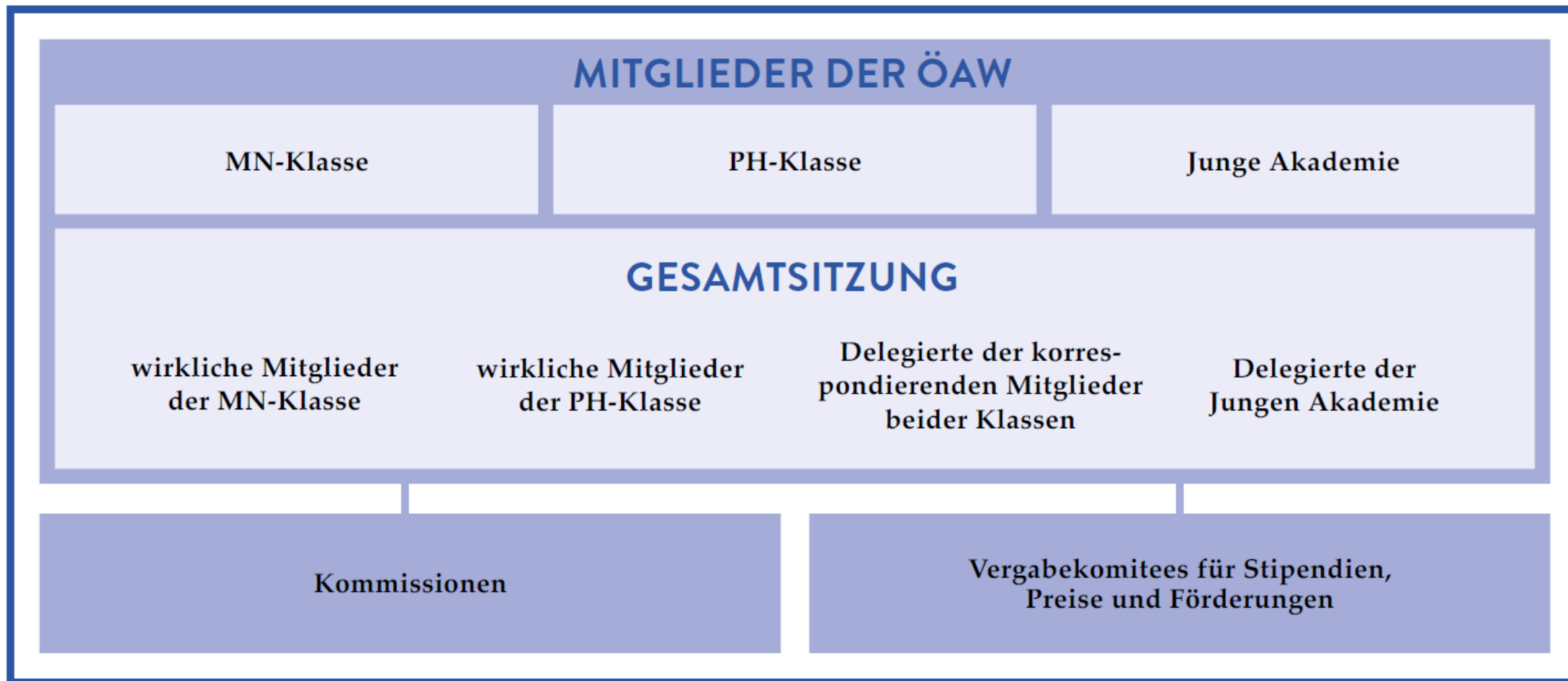
The Austrian Academy of Sciences

Active in cooperation

The OeAW initiates and maintains national and international research partnerships and represents Austria in international scientific organisations, supporting collaboration between leading researchers and Austrian participation in large-scale international projects.









FRAUENANTEILE

ALLE MITGLIEDERKATEGORIEN



NEU GEWÄHLTE MITGLIEDER



WISSENSCHAFTLICHE MITARBEITENDE



ADMINISTRATIVE UND TECHNISCHE MITARBEITENDE



STIPENDIAT/INN/EN (NEUVERGABE 2021)



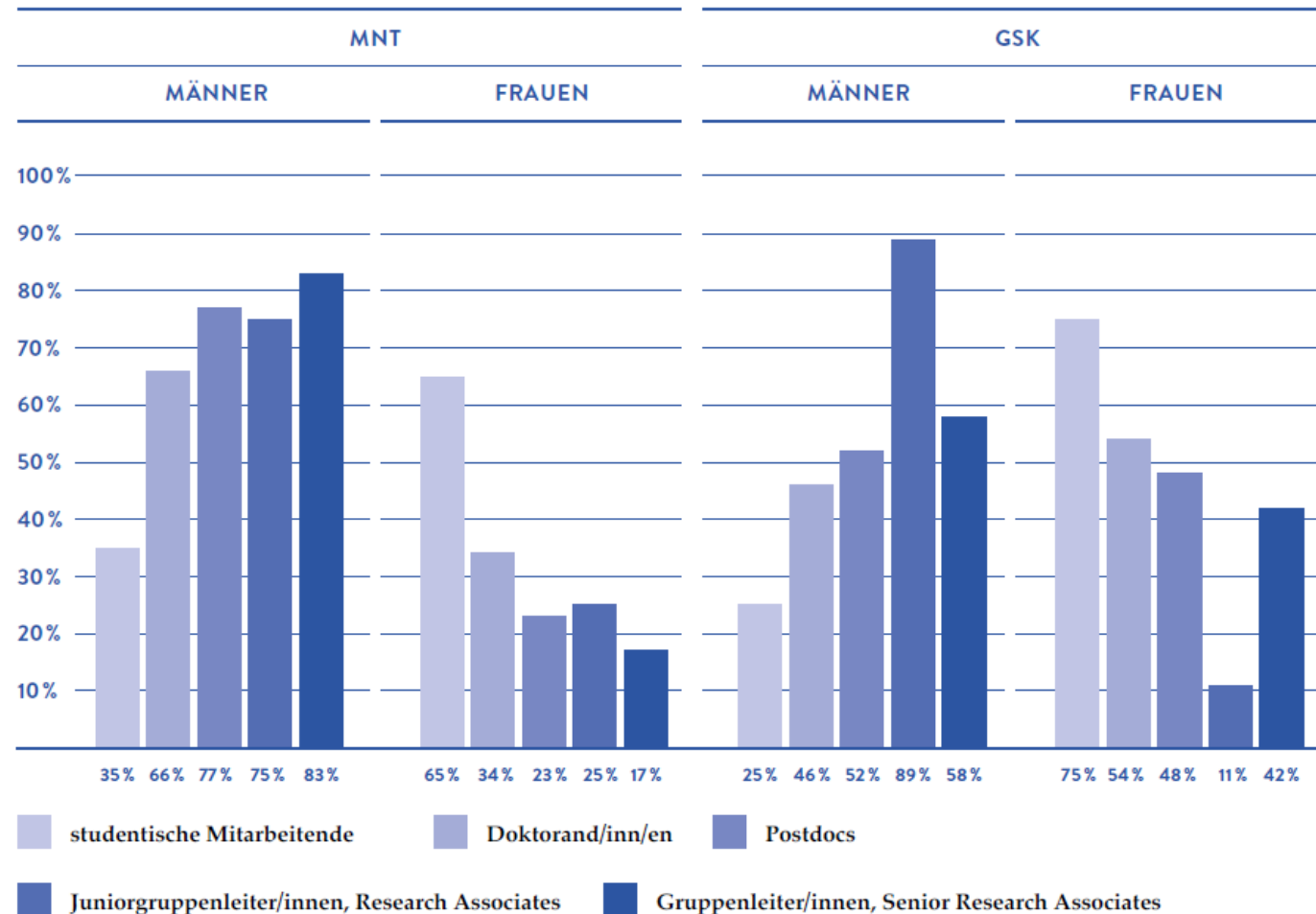
GEFÖRDERTE DER STUDIENSTIFTUNG



VORTRAGENDE BEI ÖFFENTLICHEN VERANSTALTUNGEN



GENDERVERTEILUNG IN KARRIERESTUFEN AN DEN INSTITUTEN



Equal Opportunities and Women's Promotion Plan (GEP)

<https://www.oeaw.ac.at/fileadmin/NEWS/2022/PDF/GFP.pdf>

Gender-fairness, equal opportunities and diversity are understood and experienced at the OeAW as a comprehensive stage of life design for dealing with personnel, cultural and social diversity. At the centre is the consolidation of diversity of opportunities.

Is mandatory for EU funding

Is currently under revision

- will also include the learned society
- more focus on gender equity and inclusion



Equal Opportunities and Women's Promotion Plan (GEP)

The OeAW is committed to

- the creation and preservation of a discrimination-free work environment
- all employees of the OeAW should be able to develop their individual potentials and their ability to perform
- all employees should be supported in their various stages of life and career paths
- fostering the compatibility of career and family

Equal Opportunities and Women's Promotion Plan (GEP)

The GEP supports the equal opportunity goals of the European Research Area in order to

- eliminate barriers for women in applying for work, recruitment and career development,
- counteract unequal representation of women and men in decision making processes and
- reinforce the dimension of gender in research contents.

Equal Opportunities and Women's Promotion Plan (GEP)

The operative implementation of the measures of the GEP lies with the offices in charge and is subject to monitoring by the AKG, whose chairperson reports at least annually to the "Gender and Diversity" Jour Fixe.

Main Contents of the GEP

- **Institutional Foundation**
- **Procedural and Structural Measures**
- **Consciousness Raising and Networking**



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Institutional Foundation

Working Group on Non-discrimination (AKG)

The AKG deals with all questions and concerns relating to equal treatment regardless of gender, ethnic, social or geographical affiliation or origin, religion or ideology, age or sexual orientation.

2005: Founding of the AKG

2017: Anchoring in the rules of procedure of the Academy

Institutional Foundation

Working Group on Non-discrimination (AKG)

- consists of up to twelve people
- elected for four years
- one re-election is permitted
- eligible members are employees of the central administration, research institutes and members of the learned society

Institutional Foundation

Working Group on Non-discrimination (AKG)

- Advice to the Presiding Committee on questions of equality and the advancement of women
- Development of the equality and women's promotion plan (GEP) and monitoring of the implementation
- Conception and further development of the mentoring program of the OeAW
- Creation and ongoing updating of the guidelines for gender-appropriate language at the OeAW
- Information about personnel-related measures and involvement in decision-making
- Monitoring of employee evaluations (tenure assessments)

Institutional Foundation

Office for Equal Opportunities (GBS)

- Content and administrative support of the AKG
- Interface to other departments of the central administration (particularly human resources), workers council, occupational psychology
- Interface to equal opportunities officers at the OeAW institutes
- Support and advice for employees in the event of discrimination, mobbing, sexual harassment and other issues relating to gender and diversity (weekly consultation hours)
- Public relations work, including communication with equal opportunity actors at universities and research institutions in Austria

Institutional Foundation

Equal opportunities officer

- Proposed by AKG
- Confirmed by Presiding Committee
- Functional period: 4 yrs

The equal opportunities officer is the point of contact for any complaints on equality issues.

Goal is to have one officer at each institute.

Institutional Foundation

Disabled Confidential Contact

- takes care of the economic, social, health and cultural interests of the supported disabled employees
- is entitled to monitor compliance with the regulations of the Disabled Employment Act
- draws attention to the special needs of fellow employees with disabilities

Institutional Foundation

Gender and Diversity Jour Fixe

Lead: one Presiding Committee Member

Participants: directors and staff managers of the Central Administration
one representative of the AKG

Review of the development options of the GEP
the progress in implementing the measures set forth in it.

The “Gender and Diversity” Jour Fixe meets regularly, at least once every quarter.

The Presiding Committee Member conducting the “Gender and Diversity” Jour Fixe reports to the Presiding Committee on relevant equal opportunity and women’s promotion issues.



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Institutional Foundation

Institute Director's Conference

The implementation of the Equal Opportunity and Women's Promotion Plan is a permanent agenda item of the IDK which meets twice a year.

Procedural and Structural Measures

Linguistic Equal Treatment

(currently under revision)

- Gives guidance of possibilities for gender-fair language, gender neutral formulations, reformulations,...
- In order to refer to the diversity of lived genderedness, the **colon :** is preferred.

Procedural and Structural Measures

Prohibition on Disadvantage and Discrimination Prevention of Sexual Harassment and Bullying

Since March 1st 2023: ÖAW guidelines for protection against discrimination, sexual harassment and mobbing

This guideline defines how the OeAW deals with discrimination, sexual harassment and mobbing and specifies the OeAW code of conduct and the OeAW compliance guideline in this context.

List of people with disabilities at OeAW is currently being compiled (Data protection!)

Guidelines for the financing of assistance services are currently being drawn up

Procedural and Structural Measures

Recruiting

- Guidelines for objectively understandable vacancy announcements meeting the requirements in regard to gender fairness and equal opportunities were produced (currently under revision)
- Guidelines for a selection process based on fairness and bias-sensitivity raising are currently drawn up
- All scientific vacancy announcements are published on EURAXESS

Procedural and Structural Measures

Recruiting

- Dual Career Service
 - The OeAW is a member of the DCSS-Dual Career Service Support network
 - Guidelines for DCSS are currently drawn up
- Welcome Centre
 - Support and information is made available
 - Concept for international onboarding is under development

Procedural and Structural Measures

Compatibility of Career and Family

- Leave Management
 - Guidelines are currently drawn up (incl. e.g. legal regulations, conditions for successful re-integration,...)
- Working hours
 - Considerations when planning meetings, etc.
- Care tasks
 - resources of the OeAW fund “Akademie und Kind” for child care during professional events

Procedural and Structural Measures

Career Promotion

- Mentoring programme for the next generation of scientists
 - running since 2016 for support to career development of younger scientists
 - focus lies on promotion of women in the post-doc-phase and on their path to scientific independence
- Further Training measures for career promotion (**concept paper is currently developed**)
 - career development and support for the continuous development of knowledge and skills of employees in all phases of the career
 - women are expressly addressed

Procedural and Structural Measures

Career Promotion

- Coaching (**Guidelines are to be drawn**)
 - individual (career development, burnout prevention, conflicts...)
 - teambuilding measures
- Managerial executive training (**concept paper is currently developed**)

Consciousness Raising and Networking Events on Gender and Diversity

- Lectures on Gender and Diversity
- every year at least two lectures are given

Consciousness Raising and Networking

Making Research Achievements of Women more Visible

- The promotion of female instructors in lecture series and events at OeAW should be (further) increased until a maximally balanced ratio is achieved between female and male lecturers

Consciousness Raising and Networking FEMTECH Internships for Women Students

- FEMTech programme of the FFG for internships
- Host institution has to co-finance this programme

Consciousness Raising and Networking

Women's Networking Breakfast

- networking of employees in managerial positions, from junior group managers up to directors
- exchange platform and provide conversations with successful women in key positions in science, politics and business
- to encourage managerial executives at the OeAW to consistently advance on their own career path


no meeting since start of Covid 19

Visible Success

- Consultation hours of the GBS have shown to be helpful and are appreciated
- More female academy members
- Immediate response to cases of mobbing etc. due to closeness to the Presidency
- Awareness of the importance and benefit of equal opportunities and diversity rises

Challenges of Implementation

- Constant monitoring of measures
- Personell and time resources of AKG to fulfil its tasks
- The awareness for the importance of equal opportunities measurements still has room for improvements
- Some guidelines and concepts still have to be developed and implemented



"Equality is giving everyone a shoe.
Equity is giving everyone a shoe that fits."