

EQUAL OPPORTUNITIES PLAN OF THE OEAW

CONTENTS

PREAMBLE	3
A. TARGET PERSPECTIVES	3
General target perspective	3
Active equality and diversity	4
B. INSTITUTIONAL ANCHORING	4
Working Group on Non-Discrimination (AKG).....	4
Equal Opportunities Officer	5
Discrimination Investigation Unit (CGD).....	5
Representatives for disabled employees.....	5
C. MEASURES TO PROMOTE EQUALITY	5
Representation and promotion	6
Recruitment processes.....	6
Career advancement.....	6
Composition of committees and election processes	7
Prevention of discrimination, sexual harassment and bullying	7
Preventive measures.....	7
Contact points for those affected and remedial measures.....	8
Accessibility	8
Compatibility of career and family.....	8
Meeting times and formats.....	8
Management of parental leave.....	9
Care obligations	9
Dual Career Service	9
Raising awareness and networking on equal opportunities issues.....	9
Linguistic equality and inclusion.....	9
Events on gender and diversity	10
Research on gender and diversity	10
D. MEASURABLE GOALS, MONITORING AND INSTITUTIONAL SUPPORT	10
Measurable goals	11
Glass-Ceiling Index (concerning the research performing organisation).....	11
Gender Pay Gap	11
Learned Society and female members.....	11
Employment of registered disabled people who qualify for preferential treatment	11
Monitoring.....	12
Report: Indicators of the performance agreement.....	12
Equality and Diversity Report	12
Accompanying events	12
Jour Fixe Equal Opportunities Plan.....	12
Gender & Diversity Forum.....	12

PREAMBLE

The Austrian Academy of Sciences (OeAW) strives to create a working environment and culture of discourse in which all employees and members feel respected regardless of their ethnic or national origin, gender¹ or sexual identity, religion and ideology, disability or age.² It assumes that such a working environment and culture of discourse has a positive effect on scientific and administrative tasks and thus strengthens the excellence of the OeAW. It is also the responsibility of the OeAW to take a clear stance against any form of discrimination and to work against it.

The present **Equal Opportunities Plan (Gleichstellungsplan – GP) of the OeAW** serves this purpose. It emphasises the importance of the aforementioned framework conditions, names the institutions that guarantee them, sets measurable goals and identifies the measures that contribute to achieving these goals. The GP is the result of joint discussions between the Working Group on Non-Discrimination (Arbeitskreis für Gleichbehandlungsfragen – AKG) and the governing bodies of the OeAW and representatives of the Works Council (Akademierat), the Human Resources department and the female members of the Learned Society (Gelehrtenengesellschaft). It was finalised and published in March 2024 and is therefore a generally accepted guideline and orientation instrument.

The OeAW's GP has its **legal basis** in Article 2 of the Austrian Constitution (Staatsgrundgesetz), in Article 7 of the Federal Constitutional Act (Bundes-Verfassungsgesetz), in the Equal Treatment Act (Gleichbehandlungsgesetz), in the statutes of the OeAW in the current version of 24 June 2016 - in particular § 3 -, in the rules of procedure of the OeAW in the current version of 13 October 2017 and in the Federal Public Corporate Governance Code 2017 (Bundes-Public Corporate Governance Kodex 2017), which the OeAW has undertaken to comply with as far as possible. Further relevant documents are available on the internal website of the OeAW's legal department.³

The GP applies without restriction to **all members of the OeAW**, employees, members and persons who carry out tasks for the OeAW in their area of activity, e.g. in supervisory and advisory bodies or in award committees for scholarships or prizes.

The GP of the OeAW in its current version is valid **from 6 March 2024** and for an indefinite period, but is to be evaluated at regular intervals. In any case, an evaluation should take place at the end of each programme period.

A. TARGET PERSPECTIVES

GENERAL TARGET PERSPECTIVE

The OeAW strives emphatically to create and maintain a working environment and culture of discourse for all its members that is characterised by respect and openness and free from discrimination. A **respectful and non-discriminatory work environment and culture of discourse** is constantly put to the test in our daily work. The people working at the OeAW are constantly called upon not to jeopardise this environment through prejudice, unjust actions or discriminatory measures. The organisation itself is called upon to create framework conditions in order to safeguard such an environment institutionally.

The Austrian Academy of Sciences views **equality, diversity and inclusion** as a comprehensive concept for dealing with personal, cultural and social diversity and sees this issue as a prerequisite for fulfilling its high standards of excellence in science and research. Only if this prerequisite is met can individual potential develop in a climate characterised by openness, regardless of gender, religion, ideology, age, ethnic origin, sexual orientation, disability or other actual or ascribed group-specific characteristics.

The working environment and culture of discourse that the OeAW strives for requires the **active involvement** of all employees, especially those in management positions, who must use their powers prudently. The goal of being an

¹ The term "gender" is used in this document in the comprehensive sense of biological and social sex (*gender*). Gender is therefore understood to mean both legal sex and gender identity.

² OeAW Development Plan 2024-2026, adopted by the plenary session on 17 March 2023, item 2.6.

³ <https://www.oew.ac.at/intern/oeweb/stabsstelle-recht-und-compliance/richtlinien-compliance>

institution free of bullying, (sexual) harassment and violence, which at the same time offers openness and tolerance to all its members, must be supported by everyone.

AN ACTIVE APPROACH TO EQUALITY AND DIVERSITY

In addition to ensuring respectful and non-discriminatory coexistence, **active measures for equality** are also required to compensate for structural disadvantages or underrepresentation. Diversity is not only permitted, but welcomed and promoted as a characteristic of a vibrant and resilient community. In order for diversity to be lived successfully at the OeAW, it is necessary to raise awareness of dimensions relating to diversity, to reflect on conscious and unconscious biases and to have a workplace and work organisation that take into account the different needs of employees. The compatibility of work and family life, the scheduling of appointments, the location of meetings and the distribution of tasks are just as important as a workplace that is designed in such a way that people with disabilities can also realise their potential. Diversity and inclusion are actively facilitated and striven at the OeAW.

An important aspect of this is **gender equality**, which is based on the equal rights and equal value of the genders and their contributions to the prosperous development of the OeAW. Gender equality is demonstrated by the appropriate representation of the genders at all career levels, by equal pay for equal work and by active support in the realisation of different life plans. Being a woman, a man or not belonging to either of the binary genders must not be a disadvantage.

B. INSTITUTIONAL ANCHORING

In order to ensure that the objectives and implementation of the measures of the GP are safeguarded and to ensure ongoing awareness, review and further development thereof, the OeAW provides for the following institutionalisation of equality issues. However, equality is the **joint responsibility of all employees and all units within the OeAW**. As a result of the allocation of responsibilities within the Presiding Committee, one member of the Committee deals specifically with equal opportunities issues, while the Works Council plays an extremely important role in terms of equal opportunities, and the Academy Council (Akademierat) also checks and monitors equal opportunities-related measures, The Board of Directors of OeAW Institutes (Institutsdirektor:innenkonferenz – IDK) also ensures active communication processes on this topic.

WORKING GROUP ON NON-DISCRIMINATION (AKG)

The Working Group on Non-Discrimination (AKG)⁴ deals with all questions and concerns relating to the equal treatment of women and men, the advancement of women and equal treatment without distinction on the basis of ethnicity, religion or belief, age or sexual orientation within the meaning of the Equal Treatment Act in accordance with **§ 67 of the ÖAW by-laws** (ÖAW-Geschäftsordnung – ÖAW-GO).

The AKG contributes to the objectives of the GP on a **structural and procedural level** and is not bound by instructions in the fulfilment of its tasks. The AKG's responsibilities include developing proposals and recommendations and advising the Presiding Committee, the committees and institutes of the OeAW in all matters relating to equal treatment, equality, equal opportunities, diversity, inclusion and gender equality. The AKG's tasks also include supporting the Equal Opportunities Officer and involvement in staffing matters in accordance with Section 67 (2) of the Austrian Academy of Sciences' by-laws. The AKG is therefore a supervisory and advisory body. However, the AKG cannot overrule the decisions of the bodies responsible for personnel matters or issue instructions to them. Details of the tasks of the AKG as well as the nature and extent of its involvement in appointments are set out in Section 67 ÖAW-GO.

The AKG is supported by an **office**. This office is provided with a room with appropriate technical equipment and the possibility of confidential consultations as well as staff (one position, employment level at least 50%) to fulfil its tasks. The office is only bound by the instructions and resolutions of the AKG. Its tasks include the administrative and

⁴ <https://www.oeaw.ac.at/intern/oeaweb/arbeitskreis-fuer-gleichbehandlungsfragen>

operational handling of the AKG's agendas, including budget management and public relations/communication both internally and externally, as well as the organisation and supervision of events and programmes.

EQUAL OPPORTUNITIES OFFICER

In accordance with § 68 ÖAW-GO, the AKG proposes at least one Equal Opportunities Officer to the Presiding Committee:⁵ Equal Opportunities Officers are the **point of contact** for any complaints relating to equal treatment issues that arise in everyday working life. As an individual point of contact, they receive **enquiries, requests, complaints and suggestions** from employees in the area for which they are responsible, provide advice or refer them to the relevant bodies, such as the Discrimination Investigation Unit (Clearingstelle gegen Diskriminierung – CGD), the AKG or the Works Council. They are autonomous, independent and not subject to instructions when carrying out their activities. The number, tasks and competences, as well as the site-specific responsibilities of the Equal Opportunities Officers are regulated by the AKG's by-laws. The Equal Opportunities Officers are appointed by the Presiding Committee on the recommendation of the AKG.

DISCRIMINATION INVESTIGATION UNIT (CGD)

The Discrimination Investigation Unit (CGD)⁶ is responsible for recording, investigating and documenting complaints of discrimination, (sexual) harassment and bullying in accordance with the AKG guidelines for protection against discrimination, sexual harassment and bullying,⁷ The CGD provides **advice and support in the event of complaints**, initiates a comprehensive, factual and specific **clarification of the facts** once allegations become known, documents these in writing and confidentially, and supports low-threshold conflict resolution. Depending on the outcome of the investigation, the CGD - in cooperation with the HR department - draws up recommendations for **remedial and preventive measures**, which can range from counselling to internal or external support and even consequences under employment law.

REPRESENTATIVES FOR DISABLED EMPLOYEES

Representatives for disabled employees⁸ work in consultation with the Works Council to represent the economic, social, health and cultural **interests of disabled employees** in accordance with Section 22a (7) and (8) of the Disability Employment Act (Behinderteneinstellungsgesetz – BEinstG)⁹ and are tasked with monitoring compliance with the provisions of the BEinstG and drawing attention to the special needs of people with disabilities.

C. MEASURES TO PROMOTE EQUALITY

The OeAW implements procedural and structural measures to actively promote equal opportunities. These measures are as specific as possible, and some are also quantifiable. Some of the measures are attractive in order to be accepted, realistic and time-bound (SMART principles). Other measures relate to the representation and promotion of women, the behaviour of employees, the design of the workplace, the compatibility of work and family and general actions to raise awareness of equal opportunities.

⁵ <https://www.oeaw.ac.at/intern/oeaweb/arbeitskreis-fuer-gleichbehandlungsfragen>

⁶ <https://www.oeaw.ac.at/intern/oeaweb/clearingstelle-gegen-diskriminierung>

⁷ <https://www.oeaw.ac.at/index.php?eID=dumpFile&t=f&f=251175&token=3d6f1b80a216e4a471948edd276c7c047a1cdb15>

⁸ <https://www.oeaw.ac.at/br/team/beratung>

⁹ <https://www.ris.bka.gv.at/GeltendeFassung/Bundesnormen/10008253/BEinstG%2c%20Fassung%20vom%2003.10.2023.pdf>

REPRESENTATION AND PROMOTION

A key element of equality is the **appropriate representation** of all groups of employees with regard to ethnic and national origin, gender and sexual identity, religion and ideology, disability and age. In this context, gender plays a prominent role in all discussions. Representation can be made possible through **three key instruments**: representation when joining an organisation, support for advancement and transparent procedures for the composition of committees. At the OeAW, in addition to the question of the composition of the committees, there is also the question of the election of members to the Learned Society.

RECRUITMENT PROCESSES

Recruitment and hiring procedures, as well as the processes for reducing fixed-term contracts and for promotions, are of considerable importance for equality within the OeAW as an employer. Disproportions in the recruitment process for which there is no functional justification are difficult to compensate for later on. Particular attention must be paid to quality-assured and transparent procedures. These are set out in more detail in the recruitment guidelines¹⁰ and - in relation to the AKG - in Section 67 of the ÖAW-GO and include the following:

- As a matter of principle, all vacancies are advertised publicly. Therefore, the publication of all scientific job advertisements on EURAXESS¹¹ and the proactive and targeted search for potential applicants, including through the use of databases (EMBO, AcademiaNet, etc.), make sense and are consistently applied. Job advertisements are brought to the AKG's attention immediately.
- Transparency in appointing staff is promoted through the corresponding documentation of gender ratios in the application and selection process. The gender distribution in the career levels in the OeAW administration and at the individual OeAW institutes is continuously monitored in order to jointly develop and review suitable measures to increase the proportion of women at all career levels (reduction of the "Leaky Pipeline", data collection to create the "Glass-Ceiling Index").
- In the selection procedures themselves, care must be taken to ensure that in the case of equally qualified applications, priority is given to applications from women and from underrepresented groups of people who experience structural disadvantages in the respective area or at the respective career level. Conversely, the same applies to men in areas in which they are underrepresented. Those persons entrusted with the selection are referred to information and training materials that point out hidden and internalised forms of discrimination in the selection process and provide tips on how to avoid them.

CAREER ADVANCEMENT

The OeAW actively accompanies all employees in all phases of their career development and supports continuous development of their knowledge and skills. The internal and external professional development programs **are** designed to strengthen the professional, personal and social development of all employee groups¹². Women and people who experience structural discrimination are explicitly addressed as a target group in professional development programmes. The aim is to facilitate careers, not least in order to equalise the disproportionate distribution of women in internal hierarchical levels. This is not always just about advancement within the OeAW, but also about advancement through moving to a new institution.

The **mentoring programme** developed by the AKG and which has been running since 2016 plays a special role in supporting careers. It was set up to support early career researchers, familiarise them with the mechanisms of the academic and research sector and provide them with targeted training in connection with appointments, application procedures, independent project submissions and dealing with the media. The special feature of the mentoring programme is the personal support provided to mentees by carefully chosen and experienced mentors. In any case, the focus is on supporting women in the post-doc phase on their path to academic independence. Although support is required in all subjects, young female researchers in the STEM subjects in particular should be encouraged to participate. Supervisors take special account of the resulting additional workload when allocating duties. Mentoring activities are rated positively in evaluations.

Other funding programmes for women that support career advancement include

¹⁰ The recruitment guidelines will be published on the internal website of the Legal and Compliance department <https://www.oew.ac.at/intern/oewweb/stabsstelle-recht-und-compliance> as soon as it comes into effect.

¹¹ <http://euraxess.ec.europa.eu/jobs>

¹² <http://www.oew.ac.at/intern/oewweb/personal/weiterbildung>

- **Berta Karlik Fellowships:** In the performance agreement (Leistungsvereinbarung – LV) period 2024-2026, up to three Berta Karlik Fellowships for women in STEM subjects (analogous to the Academy Fellows) will be advertised and awarded.
- **L'ORÉAL Fellowships:** As part of the L'ORÉAL Austria funding programme, scholarships are awarded to young female scientists in medicine, the natural sciences or mathematics who are at the beginning of their scientific career or to support them in (re-)entering a scientific career.
- **FEMTech internships** for female students: As part of the FFG's FEMtech Internships programme, several research institutions of the Austrian Academy of Sciences offer internships for female students in the scientific and technical field. The internship can also be completed by female students in the course of writing their final thesis (Diploma, Master, Bachelor).

COMPOSITION OF COMMITTEES AND ELECTION PROCESSES

The aim is also to achieve proportional representation of the genders in committees (whatever these are called in individual cases) - especially in those with central decision-making, management and supervisory functions. These bodies generally regulate distributional issues, which in turn have an impact on **equal opportunities and actual participation**. Even if an increase in the proportion of women or the representation of marginalised groups in committees can lead to those whose interests are to be protected losing time and resources for their own advancement, thereby marginalising them even further, the **proportional representation of women in committees** is nevertheless important in order to prevent an often unconscious gender-specific bias. It is therefore important to ensure a balanced gender ratio in terms of committee composition.

Gender-specific disproportionality should also be avoided in **award decisions**, unless it is a consequence of the specific funding guideline. Once again, the aim is to achieve a balanced gender ratio over a longer period of time. To this end, statistics should be made available to the members of selection committees as required and they should be informed about bias sensitisation measures (e.g. online training videos).

In the OeAW, the **election process** to the Learned Society is a particularly important process. The election of members is based on the principle of self-renewal - the members already elected in a previous period elect the new members. This procedure ensures the independence of the OeAW from political influence but always has the effect of preserving its structure. It is possible that gender-specific favouritism also plays a role in the new election, leading to a continuation of the disproportionate distribution. To prevent this, information about these mechanisms, an active call to vote for female candidates and active electoral list management, in which excellent women are prioritised for nomination, are necessary. The Presiding Committee of the Austrian Academy of Sciences strongly supports this approach.

PREVENTION OF DISCRIMINATION, SEXUAL HARASSMENT AND BULLYING

The OeAW is committed to a strict ban on discrimination, (sexual) harassment and bullying and does not tolerate any such behaviour in its sphere of activity. Details are set out in the OeAW guidelines on protection against discrimination, sexual harassment and bullying¹³ and in other guidelines.

PREVENTIVE MEASURES

Preventive measures are of great importance in order to continuously develop and improve a corporate culture that is low in discrimination. All members of the OeAW must work together to achieve a permanent improvement in the work and conflict culture.

In this context, the CGD provides **informative material and professional development programmes** - especially for managers - on the prevention of discrimination, harassment and bullying, on conflict management and on ensuring a fear-free and respectful working environment. All members of the OeAW should also have access to a permanently available range of online training materials on key topics. Employees are encouraged to take advantage of the sensitisation measures on offer in the interests of fair treatment and to foster social interaction and a sense of camaraderie.

The centrally implemented preventative measures include regular **employee meetings** with the respective line managers and supervisors. Conflict situations, bullying and all forms of sexual harassment can also be addressed in these meetings. It is the responsibility of line managers to recommend and, if necessary, initiate further measures. The principle here

¹³ <https://www.oeaw.ac.at/index.php?eID=dumpFile&t=f&f=251175&token=3d6f1b80a216e4a471948edd276c7c047a1cdb15>

should be not to "sweep conflict situations under the carpet", but to actively resolve them, including with the involvement of internal or external support.

Details of further support services and information (also in English) in the area of gender equality and the advancement of women have been compiled in a clear and comprehensible manner by the AKG and are made available to all newly hired employees, guest researchers and scholarship holders at the OeAW as part of a newly introduced, structured **onboarding process**. The AKG monitors whether the information is complete and up to date.

CONTACT POINTS FOR THOSE AFFECTED AND REMEDIAL MEASURES

All OeAW offices mentioned under point B. as well as the occupational psychology service¹⁴ are available as contact points and counselling centres for affected persons. **Equal Opportunities Officers** and - where accessibility is concerned - **Representatives for disabled employees** will often be the first point of contact for those who have been affected by these issues. Regulations are available on the intranet.

A special responsibility exists for the **CGD set up within the Legal & Compliance department** (see point B.). The counselling is confidential and protects the anonymity of the persons concerned if requested, unless there is a compelling need for action to protect the persons concerned or third parties. Precise rules on how to proceed have been set out and are available on the intranet.¹⁵

ACCESSIBILITY

Ensuring a high degree of accessibility - even beyond the fulfilment of legal requirements - is extremely important to the OeAW. The OeAW is committed to **equal opportunities for people with disabilities and/or chronic illnesses** and undertakes to take appropriate measures to enable affected employees to pursue their profession, advance their careers and participate in training and further education measures.

Accessibility has many aspects and ranges from website programming and structural measures to individual support (e.g. in the form of tools and materials for working and technical equipment).

Managing with disabilities and/or chronic illnesses requires a high degree of sensitivity and confidentiality and should be as individualised as possible. Personal **assistance services** are therefore primarily agreed with the respective supervisors and financed out of central OeAW funds upon application. If further individualised working conditions are required for people with disabilities and/or chronic illnesses, these can be discussed and arranged with line managers and with the support of the HR department.

COMPATIBILITY OF CAREER AND FAMILY

The OeAW sees it as its duty to take into account the duties and obligation to provide care within the family of its employees when organising everyday working life. For this reason, framework conditions and specific measures to improve the compatibility of work and family life are constantly being developed. These measures are often easy to implement, but are important for OeAW employees who have care-giving responsibilities.

MEETING TIMES AND FORMATS

Wherever possible, times for meetings and internal events are set so that a large proportion of them fall within or close to **normal working hours**. Reasonable measures are taken to take part-time employees and people with care-giving responsibilities into consideration when organising appointments.

If this is possible without additional costs, **hybrid** meetings are preferred in order to enable people with care-giving responsibilities, longer journeys or physical impairments to attend. In the case of particularly important meetings (e.g. division and general meetings, Academic Council), the OeAW provides the financial means to enable these to be held as a hybrid event.

¹⁴ <https://www.oeaw.ac.at/br/gesundheit-soziales/arbeitspsychologie>

¹⁵ <https://www.oeaw.ac.at/intern/oeaweb/clearingstelle-gegen-diskriminierung/was-wir-tun>

MANAGEMENT OF PARENTAL LEAVE

The intranet and the internet¹⁶ contain a wealth of **information** on the legal situation in the event of pregnancy, maternity leave and subsequent parental leave. If employees have any further questions, they can contact the Works Council themselves or the HR department via their line manager, the latter also being able to provide information in English.

At least as important are **discussions** with the relevant supervisors and line managers to ensure that the further career path after the end of parental leave is planned in good time. The birth of a child and the subsequent parental leave are important stages of life that should not lead to setbacks in one's career, but should be compatible with it. Issues relating to returning to work, participation in information processes and, if necessary, participation in research (parental leave management) must therefore be clarified.

CARE OBLIGATIONS

The **OeAW Academy and Family Fund**¹⁷ provides grants towards the travel and accommodation costs of accompanying children and carers if OeAW employees are attending work-related events and there are no other childcare options or these are not reasonable. Furthermore, a subsidy for additional childcare costs can be applied for, especially for the time after 5 p.m. or at weekends. We also allow absences to meet childcare obligations in excess of the statutory requirements where possible.

The OeAW will also extend the regulations applicable to employees regarding an allowance for childcare costs to members of the Learned Society if they are attending **committee meetings** on behalf of the OeAW which are not held in hybrid form outside normal working hours.

If needed, the OeAW offers childcare at **its own events** provided this is possible in respect of the structural conditions and budgetary possibilities.

DUAL CAREER SERVICE

For employees - and especially for women - in management positions, the possibility of being able to relocate with their partner for work-related reasons is often crucial. The OeAW is a member of the **DCSS - Dual Career Service Support** network¹⁸ and offers support services for partners of newly employed staff at the OeAW to facilitate a career change within or to Austria. The solutions found in each case are often very specific and tailored to the interests and needs of the manager to be appointed and the respective partner.

RAISING AWARENESS AND NETWORKING ON EQUAL OPPORTUNITIES ISSUES

The OeAW aims to raise awareness of equal opportunities issues and promote networking among members of the OeAW on equality-related topics (e.g. the group of female members of the Learned Society) through a range of other measures. In addition to the aforementioned preventive measures against discrimination, harassment and bullying, as well as measures to raise awareness of bias, the OeAW also has its own targeted formats to increase the visibility of equal opportunities issues as an important concern of the OeAW.

LINGUISTIC EQUALITY AND INCLUSION

In an appreciative working environment, equal treatment in terms of language and inclusion are a matter of course. The OeAW is therefore committed to including its international employees (e.g. through **bilingual mailings**) and to using **respectful, gender-sensitive language**. Members of the OeAW are encouraged - also in the spirit of corporate identity - to use the glossary¹⁹ and guidelines for equal linguistic treatment²⁰ in their internal and external communication. The AKG and the Public Relations & Communication Department are available to answer any questions.

¹⁶ Cf. oesterreich.gv.at, Chamber of Labour, Gesundheitskassa, Gesundheitsportal Österreich and others.

¹⁷ <https://www.oeaw.ac.at/intern/oeaweb/arbeitskreis-fuer-gleichbehandlungsfragen/akademie-und-familie>

¹⁸ <https://gmbh.wwtf.at/wwtf/services-studies/dual-career-service/index.php?lang=DE>

¹⁹ <https://www.oeaw.ac.at/index.php?eID=dumpFile&t=f&f=241300&token=742823c523fb38a5e48506180cc484d8d3ce517f>

²⁰ <https://www.oeaw.ac.at/index.php?eID=dumpFile&t=f&f=122387&token=dc5a1c47003201ccc5d5a4eaa81a1167ae6ad741>

Gender-sensitive language can conflict with the goal of **accessibility** (e.g. readability for visually impaired people) and similar important concerns (e.g. easy comprehensibility and machine translatability of texts for people with different linguistic backgrounds). Therefore, OeAW will carefully monitor general developments in this area, particularly in the German-speaking world, and endeavour to strike a good balance between the various conflicting concerns.

All departments of the OeAW are responsible for observing the principles of equal linguistic treatment in their respective areas of activity. This applies in particular to external and internal communication, applicable guidelines as well as forms, text samples and data structures. Responsibility for the ongoing monitoring of the situation and any proposals for adapting the glossary and guidelines on linguistic equality primarily rests with the AKG. The decision is the responsibility of the Presiding Committee.

EVENTS ON GENDER AND DIVERSITY

The OeAW endeavours to place equal opportunities issues at the heart of its events. In this context, the **Gender & Diversity Lectures** in particular are to be continued. They either address general equality-related topics or present gender and diversity-related research carried out at the OeAW. At least two lectures are held each year, preferably at OeAW locations outside Vienna. The Presiding Committee decides on the lecturers on the recommendation of the AKG.

The annual **event on International Women's Day (8 March)** draws particular attention to the scientific achievements of women. The Presiding Committee decides on the speakers and format on the recommendation of the representatives for the female members of the Learned Society. Where possible, the public relations work of the OeAW should also draw attention to the concerns of other, often marginalised groups (e.g. as part of Pride Month).

In general, increasing the visibility of the **research achievements of women** is an important concern for the OeAW. This applies first and foremost to the research achievements of female scientists at the research institutions and in the scientific commissions of the OeAW. The scientific achievements of female members of the Learned Society are also made visible through other high-profile activities (e.g. exhibitions, works of art) and on the public website of the OeAW (e.g. biographies of female members).

RESEARCH ON GENDER AND DIVERSITY

The OeAW welcomes **research on gender and diversity-related topics** at the research institutions and in their commissions. Visibility thereof should be increased in the appropriate context (e.g. exhibitions, public relations work, reports). To this end, the OeAW will, among other things, identify the gender and diversity-related aspects of research projects and research achievements in its **internal research documentation** insofar as this is possible in order to be able to refer to this documentation on suitable occasions.

D. MEASURABLE GOALS, MONITORING AND INSTITUTIONAL SUPPORT

Both the implementation of this GP and monitoring its implementation are joint tasks for many in the OeAW. It is primarily the responsibility of the **Presiding Committee**, which is advised and supported by the **AKG**. The **Works Council** consults with the Presiding Committee at least quarterly on measures to promote women in the workplace and to reconcile care-giving obligations and work. The Works Council informs the workforce about developments at the half-yearly Works Council meetings. The AKG consults with the Presiding Committee twice a year in a separate dialogue format.

However, measurable targets, regular monitoring, institutional support and needs-based adaptation are essential for the implementation of the GP.

MEASURABLE GOALS

GLASS-CEILING INDEX (CONCERNING THE RESEARCH PERFORMING ORGANIZATION)

The Glass-Ceiling Index is an **indicator that assesses women's opportunities for advancement** and is also used for gender monitoring in the university sector. It establishes a relationship between the proportion of women among all employees and the proportion of women in management positions. Management positions include institute directors, scientific directors, group leaders, junior group leaders and administrative and technical management staff.

Therefore, the Glass-Ceiling Index measures the permeability of the internal structure of the research organisation and, in a certain sense, the "Leaky Pipeline". A value of 1 indicates that there is no barrier and the ratio of women in management positions corresponds exactly to the overall distribution; a value of less than 1 means that there are more female managers than corresponds to the total; and a value of more than 1 indicates that the ratio is exactly the opposite.

Indicator: On the respective reporting dates (30 June) in the LV period 2024-2026, the Glass-Ceiling Index will assume a value < 1.57 .

GENDER PAY GAP

The gender pay gap denotes the **difference in pay between men and women with comparable structural characteristics**. The analysis of the OeAW-specific gender pay gap takes into account gross income adjusted for working hours (including any bonuses), whereby separate calculations are undertaken for the total amount and for individual classification groups. Other structural differences such as age, previous work experience or length of service at the OeAW are not taken into account. The gender pay gap is calculated as a percentage of the difference in gender-specific income as a percentage of men's income. A gender pay gap of 0 would indicate a perfect match of salaries; a negative value would indicate an overpayment for women; and a positive value would indicate an overpayment for men. At the end of 2022, the pertinent value is around 5.8 %. A gender pay gap analysis will be carried out annually in the LV period 2024-2026.

Indicator: The gender pay gap will not rise to a value ≥ 6 during the LV period 2024-2026.

LEARNED SOCIETY AND FEMALE MEMBERS

Gender parity must also be achieved in the Learned Society in the medium term. The OeAW promotes this by **actively managing the election process with a focus on equal opportunities**, whereby the election of members should at least reflect the proportion of women in higher research positions. Due to the principle of lifelong membership, this objective can only be formulated in relative terms in relation to the respective age cohorts. The aim is to increase the proportion of female members, although the voting behaviour of the respective electorates must be taken into account. Ultimately, this cannot be controlled. Nevertheless, the OeAW has set out a measurable target value.

Indicator: By the end of the LV period 2024-2026, the proportion of female members (all categories) in the age cohort of under-60-year-olds relevant for the election²¹ should be at least 45%.

EMPLOYMENT OF REGISTERED DISABLED PEOPLE WHO QUALIFY FOR PREFERENTIAL TREATMENT

The OeAW is committed to the objectives of the BEinstG and supports the equal participation of people with disabilities. It has set itself the goal of fulfilling its obligation to employ at least one person with a disability for every 25 employees to a significantly greater extent and to make visible efforts to this end - in particular through **cooperation** with suitable placement programmes and institutions (e.g. MyAbility, Specialisterne)²². Measures that directly or indirectly influence the fulfilment of the employment obligation must be geared towards this goal and integrated into the **personnel planning** of research institutions and staff development.

Indicator: By the end of the LV period 2024-2026, the number of registered disabled people who qualify for preferential treatment employed at the OeAW will be at least 12.

²¹ According to the election regulations, persons over the age of 60 can no longer be nominated as a corresponding member in Austria, those over the age of 65 can no longer be nominated as a real member, and those over the age of 70 can no longer be nominated as a corresponding member abroad.

²² Cf. for example

https://www.oesterreich.gv.at/themen/menschen_mit_behinderungen/sonstige_informationen___behinderung/Seite.1620001.html

MONITORING

REPORT: INDICATORS OF THE PERFORMANCE AGREEMENT (LV)

Equal opportunities issues are an important part of the performance agreement between the OeAW and the Federal Ministry of Education, Science and Research (Bundesministerium für Bildung, Wissenschaft und Forschung - BMBWF). According to the current LV 2024-2026, continuous, annual **monitoring** is to be undertaken for specific indicators and measures (Glass-Ceiling Index, gender pay gap analysis). This is also the subject of regular LV monitoring discussions with the BMBWF. The OeAW has accepted that if the targets are not met (e.g. for the Glass-Ceiling Index), **budget funds** will be reduced.

EQUALITY AND DIVERSITY REPORT

The OeAW will prepare a more comprehensive Equality and Diversity Report **in good time before the end of the LV period**, in which particularly important and defined indicators for equal opportunities issues are transparently analysed, interpreted and presented in order to provide public accountability to the Academy and to enable all members of the OeAW to accurately assess the **status of implementation of the GP**.

ACCOMPANYING EVENTS

JOUR FIXE EQUAL OPPORTUNITIES PLAN

The Jour Fixe Equal Opportunities Plan is chaired and convened by the member of the Presiding Committee responsible for equal opportunities issues as per the allocation of responsibilities. Participants are the directors and the department heads of the Central Administration; the chairs of the AKG, the Works Council and the IDK; the head of the Human Resources department; a representative of the CGD; and representatives of the female members of the Learned Society.

The tasks of the Jour Fixe Equal Opportunities Plan are to discuss developments relevant to equal opportunities at the OeAW, to **review the development options** of the GP and the **progress made in implementing** the measures defined therein.

The Jour Fixe Equal Opportunities Plan meets regularly, but at least once per semester. The member of the Presiding Committee who chairs the Jour Fixe Equal Opportunities Plan reports to the Presiding Committee on current developments concerning the objectives of the GP.

GENDER & DIVERSITY FORUM

At the **annual Gender & Diversity Forum, which is open to the public**, the (LV) indicators are presented and these and any equality issues are discussed. Those reporting are functionaries (such as the Presiding Committee, the AKG, Representatives for Disabled Employees, the head of Human Resources, the Works Council) and representatives of groups that are particularly affected by equal opportunities issues (e.g. the group of female members); those taking part are interested members of the OeAW. The forum is chaired and convened by the member of the Presiding Committee responsible for equal opportunities issues as per the allocation of responsibilities. Within the framework of the forum, all members of the OeAW have the opportunity to discuss issues in public.