
GENDER-STRATEGY 2022-2025

Strategy for gender balance and equal
opportunities for women and men

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1. Background

While progress has been made on gender equality in research and innovation in Europe through a range of EU, national and institutional policies and measures, much remains to be done. Significant gender inequality persists in a number of key areas in Europe. For example:¹

- 32.8% of researchers were women in 2018;
- 26.2% of grade A academic positions (full professorship or equivalent) were held by women in 2018;
- The percentage of female heads of higher education institutions was 23.6% in 2019;
- 31.1% of members of scientific bodies were women in 2019;
- Between 2013 and 2017, there were twice as many men as women among authors of scientific publications;
- Between 2013 and 2017, only 20% of international patent applications had been filed by a woman, and 47% of inventor teams consisted entirely of men.

Given this background, EcoAustria is committed to improving the gender balance within its institutional scope by increasing the proportion of women in research as well as in leadership positions. Ensuring equal opportunities for women and men is a basic prerequisite for achieving this goal. This document outlines an overarching strategy to promote gender balance and equal opportunities for women and men within the Institute.

2. The four-points strategy

2.1. Anchoring equal opportunities

Strong institutional anchoring and commitment at the management level are crucial for the implementation and effectiveness of principles to improve gender balance and equal opportunities. Responsible for implementing and communicating such principles are the president and director, respectively, as well as the human-resources officer. To implement a strategy for gender balance and equal opportunities, goals, implementation measures and monitoring tools are needed. The achievement of equal opportunities is evaluated accordingly on the basis of regular monitoring reports.

An adequate financial commitment is essential to strengthen existing efforts and to introduce new instruments. Therefore, the Institute allocates at least 1% of the annual

¹ https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en#she-figures-monitoring-report

membership fees to the promotion of equal opportunities. In addition, a Gender Equity Officer will be nominated to oversee the development of the strategy. Financial resources should be used to promote gender balance and equal opportunities for women and men in a broader sense. This includes courses, training, promotion of childcare and similar instruments.

2.2. Raising awareness of gender stereotypes and gender bias, respectful behavior and communication.

Gender stereotypes and gender-related prejudices form an obstacle to gender balance and equal opportunities. EcoAustria takes measures to sensitize its members and employees to such stereotypes and their effects. We take measures that contribute to the systematic detection of gender stereotypes. These include, for example, workshops, lectures or online tools. The Institute also works to identify gender biases that may occur within its respective structures. We also ensure equal pay for identically qualified persons working the same hours and equal access to resources.

The Institute is committed to creating an inclusive culture at all levels that includes appreciation for all gender identities. We use a Code of Conduct that emphasizes mutual respect and the prevention of discrimination, bullying, threats, violence, and sexual harassment as key elements. The Institute is fully dedicated to training their members and employees to adhere to these principles. We take a firm and categorical stand against inappropriate behavior, such as that listed above, and take clear, effective and strong action against such behavior. We promote awareness and sensitivity of all members and employees to unconscious bias and train our leaders in the performance of their supervisor duties.

2.3. Career development for women at all levels

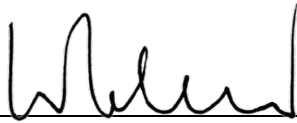
The Institute is committed to an appropriate gender balance in leadership positions (advisory board, presidium, board of directors), in the research team, and among technical and administrative staff. We regularly review the gender ratio in individual positions as well as in access to and the introduction of personnel development measures.

We take appropriate measures that enable the compatibility of a professional career with family-related tasks and that are important for the career advancement of women and men. In addition, there are instruments to compensate for parental leave, i.e. maternity leave, paternity leave and leave for non-family parents, or family-related absences.

2.4. Conditions for a good life-domain balance

The Institute provides working conditions that contribute to a good balance of life domains ("life-domain balance"). This balance, which is a broader concept than the balance between the professional and private spheres of life ("work-life balance"), is intended to promote equal opportunities for women and men.

Flexible working models for women and men are promoted. Managers are made aware that flexible working models and family-friendliness are important prerequisites for the excellence of the institution. In addition, the gender-specific aspects of virtual forms of work, such as home office, are taken into account. The management draws employees' attention to family-friendly working conditions by providing appropriate information and advice.



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