

GENDER EQUALITY PLAN

Human Resources

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GENDER EQUALITY AND DIVERSITY

Dear Readers,

in principle, gender equality is anchored on both the national and the European level. However, we still need considerable work to *de facto* achieve gender equality in many fields of life, including research and innovation: according to the European Commission's "She Figures"¹ report, only one third of researchers in the European Union were women in 2018. Therefore, the EU Strategy for Gender Equality 2020-2025² provides for targeted measures in the field of research and innovation; for example, a Gender Equality Plan as a mandatory requirement in the new research program "Horizon Europe". As one of Austria's central research institutions, we at the Ludwig Boltzmann Gesellschaft (LBG) are committed to **ensuring gender-independent equal opportunities, a diversity-sensitive corporate culture and to raising awareness among all our employees. It is important to us to anchor the most diverse competencies possible in our teams.**

The LBG Gender Equality Plan allows us to present in concrete terms how we are currently implementing these issues: in addition to measures to improve work-life balance (2020 certification as a "family-friendly employer"), we are focusing on the use of gender-equitable language, gender equality monitoring through data analysis, and gender sensitization in the areas of personnel recruitment and personnel development. In the Ljubljana Declaration³ on Gender Equality in Research and Innovation, which was adopted in November 2021, the EU Member States announce that they will take further measures within the framework of the European Research Area. We at LBG will also continue to actively pursue this issue and will therefore continuously update the Gender Equality Plan as a living document to reflect upcoming developments.

With best regards



Mag. Claudia Lingner
Executive Director



Mag. Marisa Radatz
Executive Director

¹ <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1>

² <https://eur-lex.europa.eu/legal-content/DE/TXT/?uri=COM%3A2020%3A152%3AFIN>

³ <https://www.gov.si/assets/ministrstva/MIZS/Dokumenti/PSEU/Ljubljana-Declaration-on-Gender-Equality-in-Research-and-Innovation- endorsed final.pdf>

1.0 WORKING CONDITIONS

The concept of life phase-oriented working time models considers the different life phases of employees. The primary design factors are the duration and location of working hours. As an employer, LBG strives to improve the balance between private and family life for greater equal opportunities and increased job attractiveness for qualified applicants. Particularly in the field of science, we assume that greater time sovereignty leads to heightened performance and innovation capacity, as well as to employee satisfaction.

The following models are already in use at LBG:

- Part-time
- Part-time management
- Parental leave and parallel part-time employment
- Educational leave, part-time
- Part-time work for older employees
- Working from home up to 60% of normal working hours, irrespective of career level
- Flexible working hours framework, no core time regulations

For team meetings, it is recommended to schedule family-friendly time slots or to offer them in hybrid form (both face-to-face and via meeting software). Various tools (e.g.: Zoom or Webex) are available for holding video conferences.

Employees on leave are to be included in essential department information and are invited to parties and events.

A maternity leave guide for professional communication and information before, during and after maternity leave is being developed.

2.0 LANGUAGE

The use of gender-appropriate wording is intended to ensure the inclusion and visibility of all genders, but also to ensure good text comprehension and accessibility when using voice output software.

The LBG should proceed as follows:

1) For written communication in German, use of the colon (:) for gender-inclusive personal designations.

- a) der:die Mitarbeiter:in, ein:e Mitarbeiter:in, seine:ihre Mitarbeit
- b) der:die Forscher:in, ein:e Forscher:in, seine:ihre Forschung


2) If required, use gender-neutral participle forms.

- a) employee (Mitarbeitende)
- b) researchers (Forschende)

General clauses such as "masculine terms should be read as including both men and women" should be avoided. In German, binary formulations (such as MitarbeiterInnen, ForscherInnen), slashes or brackets, or the paired form (Mitarbeiterinnen und Mitarbeiter, Forscherinnen und Forscher) should not be used.

3.0 DATA ANALYSIS

LBG collects data on gender and gender equality promotion annually:

 Gender and gender equality promotion		
Proportion of women in management positions by management level in %	2020	2021
Board of Directors	33,3%	36%
Executive board and divisional management	50 %	50%
Institute management and research group management	29,7 %	31,7%
Center management and department management	50 %	60%
Scientific Advisory Boards (SAB)	39.7 %	39.7 %
<i>Glass Ceiling Index</i> based on management levels*	1,71	1,63

*Calculated as proportion of women in overall number of employees/proportion of women in leadership positions. Management positions are defined as: management and division management, Institute management and research group management, center management and department management.

The aim is to increase the proportion of women in those departments and at those hierarchical levels where women are underrepresented and there is a "leaky pipeline" (decreasing proportion of women at various levels). This goal is to be achieved mainly by improving working and career conditions for women, as detailed in the individual chapters of this Gender Equality Plan.

Work will be done on standardising function titles in 2022. In 2024, the new LBG salary scheme is to be rolled out. This will serve as a basis for further data analysis.

4.0 RECRUITMENT

The LBG takes gender aspects into account in job advertisements and recruitment to ensure the greatest possible fairness and freedom from discrimination, as well as to avoid gender bias. In job advertisements, care must be taken to use gender-neutral language (see chapter 2.0 Language).

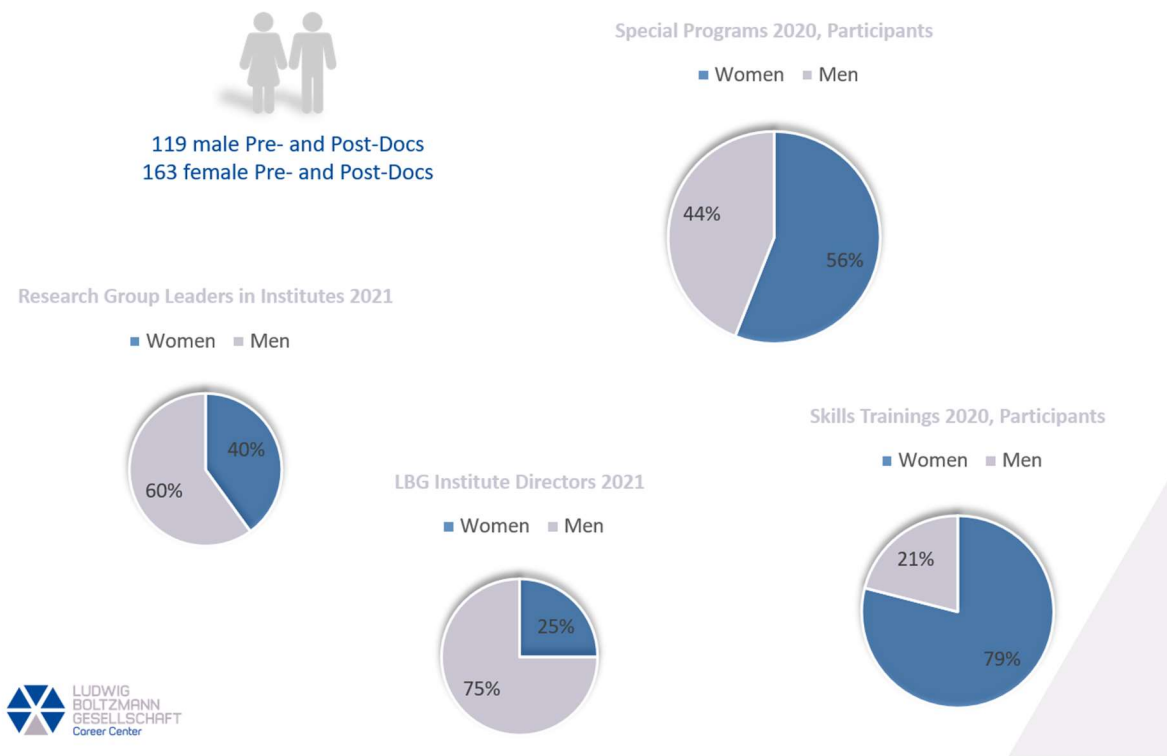
In order to encourage international applications, LBG research positions should be advertised via <http://ec.europa.eu/euraxess/index.cfm/jobs/jobsByCountry>. To promote mobility, information and assistance is available for international researchers in Austria via <http://www.euraxess.at>. Corresponding support is also offered by brainpower at <https://www.brainpower-austria.at/>. Travel costs from abroad for interviews or reimbursement of relocation costs can be covered if agreed upon; for more information see https://www.ffg.at/move_to_austria. The LBG is also a cooperation partner of the Dual Career Service Support (DCSS) network, which focuses on the inter-institutional job placement of partners of key academic staff who are able or wish to work in the academic field (administrative positions are included).

Since 2021, a Welcome folder has been available for new staff members, containing important information to facilitate the onboarding process.

An interview guide with diversity-related recruiting questions and information may be obtained from the Career Center.

5.0 PERSONNEL DEVELOPMENT

The LBG Career Center serves as the first point of contact for all issues regarding career development in and outside of academia on the part of researchers (as well as Institute directors, as their managers). The tasks of the LBG Career Center include confidential counselling, support, individual and institutional measures, and quality assurance as well as networking with the relevant community in science, business etc. In concrete terms, individual measures such as potential analyses, coaching, and career or start-up advice are offered, supplemented by collective offers such as career events and special programs. In 2020, the proportion of female / male participants in the various programs was as follows:



A special focus is placed on balanced teams within the framework of further education.

As an interdisciplinary research institution, LBG considers the person as a whole and is inclusive of all groups of people involved - this also applies to matters concerning employees. Since 2020, the Employee Assistance Program has provided free and anonymous psychological counselling for all employees and their family members. The interdisciplinary counselling team of the EAP Institute offers multilingual, individual support on topics such as exhaustion, anxiety or depression, addiction and dependency counselling, financial problems, separation, and family or parenting conflicts.

All services offered by the Career Center are also available to employees on parental leave.

6.0 RESEARCH

Gender and diversity aspects are taken into consideration in any research at the LBG. Particular mention should be made of the LBI for Fundamental and Human Rights, which deals exhaustively with women's rights (current contributions to International Women's Day 2021: <https://orf.at/stories/3203910/>, <https://bim.lbg.ac.at/de/artikel/aktuelles/world-womens-day-2021>) and diversity and equal opportunities ("Diversity and Equal Opportunities in the Workplace" <https://bim.lbg.ac.at/files/sites/bim/Chancengleichheit/index.html> publication). The Village research group (2020: recipient of the Pride Biz Austria Award for a dissertation entitled *Who Am I after Coming Out? Coming Out as a Mechanism of Subjectivation*) and the LBI for Digital History are also actively engaged in contemporary gender and diversity issues and gender relations. At the LBI for Digital Health and Patient Safety, an app is currently being developed to connect informal carers (i.e.: people who provide care for family members or loved ones) with trained carers or otherwise qualified professionals who offer support and advice on care issues. In June 2021, the app was awarded the 1st prize of the TUN Fund by Magenta.