



**Gender Equality Measures, Initiatives, and Equality  
Plan at University for Continuing Education – Danube  
University Krems:  
A Summary**

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## 1. PREAMBLE

Gender Equality at the University for Continuing Education

- ✓ addresses concrete gender equality topics,
- ✓ is based on multidimensional gender equality objectives (fix the numbers, fix the institution, and fix the knowledge),
- ✓ strives for change and
- ✓ is a commitment by the top management.

The University for Continuing Education has developed and issued a "Gender/Equality Plan" (in German "Frauenförderungs- und Gleichstellungsplan"), a **public document, signed by the top management i.e. the rectorate**. It was published on the website in September 2021<sup>1</sup> and disseminated within the institution.

This plan contains 52 legally binding paragraphs clearly defining goals, activities and monitoring with regards to equal treatment of all university members and specifically the advancement of women. The following thematic areas recommended by the European Commission<sup>2</sup> are covered by the plan.

- work-life balance
- gender balance in leadership
- gender equality in recruitment and career progression
- integration of the gender dimension into research and teaching content
- prevention of gender-based violence including sexual harassment

The Gender/Equality Plan clearly states a no-tolerance policy for (sexual) harassment, gender-based violence or sexist behavior among university members.

The University not only rejects all forms of discrimination but makes sure that in the duty of care, all executives are obliged to take appropriate measures and offer support. Furthermore, the member of the Rectorate responsible for personnel matters, the Committee for Equality Issues and/or the Works Council can be contacted when such incidents are being reported, in agreement with the person concerned.

The Gender/Equality Plan was developed in cooperation of the Committee for Equality Issues, the Unit for Equality, Gender and Diversity, the Rectorate and the Units for Human Resources.

Supplementary, the University for Continuing Education has a long tradition in pursuing gender equality at all university levels, areas and tailored for all target

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<sup>1</sup> [https://www.donau-uni.ac.at/dam/jcr:54cdebd5-4ff6-455e-96e9-7a6e7c1d9c1e/duk\\_mb\\_4921.pdf](https://www.donau-uni.ac.at/dam/jcr:54cdebd5-4ff6-455e-96e9-7a6e7c1d9c1e/duk_mb_4921.pdf) (in German language)

<sup>2</sup> [https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-europe](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-europe) (in German language)

groups. Equality, the advancement of women and anti-discrimination are essential efforts of the University for Continuing Education, equal opportunities at all levels are a concrete concern.

The university is facing the challenge of creating the necessary framework conditions for a place of work and study where discrimination, role clichés, gender stereotypes and disadvantages of any kind have no place and where gender and diversity are a matter of course as integrative research and teaching content.

The following chapters respond to the mandatory requirements of the Gender Equality Plan (GEP) as stipulated by the European Commission, namely having **dedicated resources**, including data collection and monitoring, be supported by **training and capacity-building**.

Moreover, the document offers a summarizing overview of the comprehensive bundle of implemented gender equality measures at the University for Continuing Education in Krems according to the content areas recommended by the European Commission.

## 2. STRATEGIC LEVEL

The University for Continuing Education is committed to promoting equal opportunities for all genders. In *the mission statement of the university* seven strategic objectives are anchored, two of these goals support equality aspects:

- (1) work-life-balance in terms of study, work and family, and
- (2) increasing the percentage of women in leading positions and female professors.<sup>3</sup>

The university's *gender equality and diversity goals*, which are also set out in all strategic documents<sup>4</sup>, aim to create beneficial conditions for a non-discriminatory gender balance in all areas and levels of hierarchy. Measures are developed and implemented with focus on gender mainstreaming, gender-specific personnel and organizational development target-group-oriented promoting measures such as mentoring and career coaching programs for women, training activities in the area of gender and diversity issues in the organization and in teaching and research, etc. The university is also committed to *closing the gender pay gap*.

## 3. RESOURCES

The Unit for Equality, Gender and Diversity was founded in 2005 and is responsible for promoting and implementing measures contributing to equality, women's advancement, gender mainstreaming as well as fostering the gender dimension in research and teaching.

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<sup>3</sup> <https://www.donau-uni.ac.at/dam/jcr:89fd84af-d375-408e-b4ce-2c13618c2f80/Die%20Strategie%20der%20Donau-Universit%C3%A4t%20Krems.pdf> (in German language)

<sup>4</sup> [https://www.donau-uni.ac.at/dam/jcr:15c0dec4-2c0e-4f27-8298-7cbef1f387dd/entwicklungsplan\\_donau-universitaet\\_krems\\_2019-2024.pdf](https://www.donau-uni.ac.at/dam/jcr:15c0dec4-2c0e-4f27-8298-7cbef1f387dd/entwicklungsplan_donau-universitaet_krems_2019-2024.pdf) (in German language)



The unit covers the following fields:

1. Measurements for women's advancement
2. Raising gender awareness
3. Strategic activities and
4. Gender and Diversity Studies

The staff of the Unit for Equality, Gender and Diversity consists of three members of scientific staff and one administrative employee (2,6 full-time equivalents).<sup>5</sup>

According to the Austrian universities legal mission, the Committee for Equality Issues (AKG) was founded in 2007.<sup>6</sup> This committee is composed of elected representatives of all the university's curiae and deals with counteracting discrimination and advises the affiliates and university departments in any matter of gender mainstreaming as well as in women's advancement. The AKG accompanies all recruiting processes at the university, gives support in the case of suspected discrimination and advises in cases of mobbing.

#### **4. DATA COLLECTION AND MONITORING**

In order to provide evidence for the status quo and to review and monitor the entirety of initiatives and measures for gender equality, an *"Equality Report"* is published annually, in which numerous data and figures of employees, students, graduates, committees etc. are collected.<sup>7</sup> The report is drafted by the Unit for Equality, Gender and Diversity and is published annually on the university's homepage.

The Equality Reports contain key gender equality indicators such as the "Glass Ceiling Index", the "Leaky Pipeline Index" and the "Gender Pay Gap". Current data is annually presented on staff (all hierarchical levels), applications, management bodies, committees, lecturers, students and graduates. In the research section, project management, scientific publications and lectures, research funding and scientific stays abroad are analysed. In addition, a separate chapter is dedicated to "diversity" topics such as age and citizenship.

#### **5. TRAINING AND CAPACITY BUILDING**

The university promotes a gender- and diversity-oriented equality culture that – following an intersectional approach – includes all relevant diversity characteristics such as gender, ethnicity, religion or belief, age or sexual orientation and explicitly draws attention to multiple affiliations. The university develops the necessary measures and creates the framework conditions for promoting social inclusion, gender equality and diversity.

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<sup>5</sup> <https://www.donau-uni.ac.at/en/university/about/equality-and-gender-studies.html> (in German language)

<sup>6</sup> <https://www.donau-uni.ac.at/de/universitaet/organisation/gremien-organe/arbeitskreis-gleichbehandlungsfragen.html> (in German language)

<sup>7</sup> <https://www.donau-uni.ac.at/dam/jcr:40bc8a76-2a00-4bc8-ad70-db1600b09ee8/Gleichstellung%20in%20Zahlen%202019.pdf> (in German language)

Training and capacity measures comprise among other things:

- ✓ gender awareness training,
- ✓ training on gender equality and unconscious bias,
- ✓ integration of gender and diversity into university teaching,
- ✓ workshops on gender inclusive language.

These capacity building offers include target group-oriented training such as

- ✓ Gender Bias Training (for members of committees, appointment commissions and qualification advisory boards, and decision makers)
- ✓ Workshop on Heterogeneity in Teams
- ✓ Workshop on Gender- and Diversity-Competent Teaching
- ✓ Workshop on Gender-Sensitive Language

## **6. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE**

The University of Continuing Education Krems has been implementing measures for several years to better reconcile work, study and family life. After external auditing, the university was awarded the certificate for "university and family" for the second time. The university thus also positions itself as a family-friendly university and a family-conscious employer. Moreover, the university implemented a support program for employees for, during and after parental leave.

Through targeted gender equality work, active search for suitable applicants for advertised professorships, gender and diversity competence trainings for managers, appointment of lecturers with proven gender and diversity competence, gender-oriented promotion of young talent, anti-bias training for members of committees, appointment commissions and qualification advisory boards as well as mentoring and coaching programs, a gender sensitive organizational culture is addressed by a holistic and sustainable approach.

## **7. GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION**

The University for Continuing Education commits itself to the strategic goal of "increasing the percentage of women in leading positions and female professors". The university has been consistently pursuing this goal by offering, carried out and evaluated<sup>8</sup> career development measures for women as the following:

- ✓ "Mentoring program" for female scientists (Career\_Mentoring\_III, a joint program with the universities of Linz and Salzburg, running since 2011)
- ✓ "Career coaching" program for administrative and/or scientific staff
- ✓ "Program for returners from parental leave"

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<sup>8</sup> <https://www.donau-uni.ac.at/dam/jcr:3979cc9f-58d2-4d26-8324-07127539012e/IHS%20Evaluierung%20Karrieref%C3%B6rderprogramme.pdf> (in German language)



- ✓ "Development and Coaching Program for Employees of the University of Continuing Education– ENCO" – a new program, combining the two latter and developed on the basis of evaluation results.
- ✓ Since fall of 2021, young female scientists can be supported with mobility grants, which also include support in case of care obligations.

As for gender equality in recruitment, the Committee for Equality Issues monitors, counsels and supports university members and bodies in this process to counteract discrimination on the grounds of gender, ethnicity, religion, ideology, age and sexual orientation and potential biases. They make sure to accompany personnel recruitment procedures from reviewing and approving the tender text to the selected decision. If the Committee has reason to believe that a decision is discriminatory against someone on the basis of the above stated criteria, it is authorized to appeal an Arbitration Commission.<sup>9</sup>

## **8. INTEGRATION OF THE GENDER DIMENSION INTO TEACHING AND RESERACH**

A guideline on "Gender and Diversity Competence in Teaching" was published in 2019 and is part of the "Quality Manual for Study and Teaching", which is a framework document for course leaders, lecturers and researchers at the university.<sup>10</sup>

Moreover, an online course on "Gender & Diversity" was developed with the aim of integrating gender and diversity issues in all university curricula. In addition, a "Guideline for the assessment of Gender and Diversity Competence" has been published, which provides important support for gender and diversity competence as a criterion for the selection and appointment of lecturers.<sup>11</sup>

Furthermore, a planned action for the near future is to gather, summarize and provide tailored national and international information on how to integrate the gender dimension into research and information.

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<sup>9</sup> Austrian University Act 2002, § 42

<sup>10</sup> <https://www.donau-uni.ac.at/dam/jcr:30bdd643-a877-4096-a038-3450a584d043/Handreichung%20zu%20Gender%20und%20Diversit%C3%A4t%20in%20der%20Lehre.pdf> (in German language)

<sup>11</sup> <https://www.donau-uni.ac.at/dam/jcr:c703d72e-4c54-43bd-96da-bcbfec93b157/Leitfaden%20zur%20Beurteilung%20von%20Gender-%20und%20Diversit%C3%A4tskompetenz.pdf> (in German language)


## 9. APPROVAL AND PUBLICATION

Both, this document and the "Gender/Equality Plan" ("Frauenförderungs- und Gleichstellungsplan"<sup>12</sup>), are signed by the top management.

The Gender/Equality Plan is available on the institution's website. The document has been broadly disseminated within the university.

Signature:

Date:

A handwritten signature in blue ink, appearing to read 'Faulhammer', written over a horizontal dotted line.

16. DEZ. 2021

Mag. Friedrich Faulhammer

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<sup>12</sup> <https://www.donau-uni.ac.at/dam/jcr:a79689fa-91d7-484a-bfa8-1f05f20c57dd/Mitteilungsblatt%202021/Nr.%2049.pdf> (in German language)