

Proof of Compliance with Horizon Europe's Gender Equality Plan Requirements

At TU Wien we have been conducting research, teaching and learning under the motto 'Technology for people' for over 200 years. TU Wien has evolved into an open academic institution where discussions can happen, opinions can be voiced and arguments will be heard. Although everyone may have different individual philosophies and approaches to life, the staff, management personnel and students at TU Wien all promote open-mindedness and tolerance.

Preventing discrimination against people and improving equal opportunities are at the heart of our interactions with each other and our environment. This also means that we learn from history by critically examining our past. We actively speak out against discrimination and promote equal opportunities

The purpose of this document is to demonstrate the compliance of TU Wien's existing gender, diversity and equal opportunity strategies with the requirements of Horizon Europe.

1) Public documents published on the TU Wien Website:

In Austria, the law requires (Universities Act 2002 § 20b. (1)) that universities must have a plan for the advancement of women as well as an equal opportunity plan. These documents are part of the applicable statute of each Austrian university. In compliance with the University Act 2002, TU Wien has adopted and published a Career Advancement Plan for Women and an Equal Opportunity Plan as part of the University Charter. All long-term goals with regard to Gender Equality are defined in there:

1. **Career Advancement Plan for Women**

The **Career Advancement Plan** is equivalent to a GEP and was formulated in 2004. The document has been adapted since then, but its basic structure has remained. It is a comprehensive document which is divided into ten topics. Apart from "General Provisions", the GEP covers "awareness raising", "teaching", "research", "students", "human resources and organizational development", "working environment and protection of dignity in the workplace", "facilities", "budgetary matters" and "implementation and reporting duties". The document emphasizes: *"TU Wien commits itself to the career advancement of women and to creating positive and career-enhancing conditions for women. It therefore sees it as a joint task of all members of the university to achieve the objective that women and men at TU Wien have opportunities to develop according to their qualifications and that any existing discrimination against women is eliminated or counterbalanced. The actual equal treatment of women and men and the career advancement of women shall be appropriately reflected in the human-resource policy of TU Wien, in particular the strengthening of gender competences of all members of TU Wien, in research and teaching as well as in the distribution of resources (gender mainstreaming and gender budgeting). This is an important obligation for persons in management positions."*

Further information: https://www.tuwien.at/fileadmin/Assets/tu-wien/TU_fuer_alle/AKG/Career_Advancement_Plan_for_Women_at_TU_Wien_2017.pdf

2. **Equal Opportunities Plan**

The **Equal Opportunities Plan** is concerned with goals, measures and relevant monitoring instruments for the development of a culture that values diversity. The Plan states “*TU Wien is committed to creating a positive climate, preventing social discrimination, and promoting equal opportunities, since a diverse workforce is a driving force for the flexibility, innovation and creativity necessary for technological, academic, social and societal progress. The anchoring of the Equal Opportunities Plan in the statute of TU Wien is not only a legal requirement but is also intended to raise awareness of issues pertaining to equal opportunities, which again promotes equal opportunities for employees and students and broadens their diversity skills with specific measures. The goal is to support university members in the different stages in their lives and careers. Accordingly, the compatibility of work/studies and family care at TU Wien is also a core objective. TU Wien views the achievement of this vision as the shared task of all university members in order to create a resource-oriented respectful culture that values diversity in the long run.*”

Further Information: [https://www.tuwien.at/fileadmin/Assets/tu-wien/TU_fuer_alle/AKG/Equal Opportunities Plan 2017 final.pdf](https://www.tuwien.at/fileadmin/Assets/tu-wien/TU_fuer_alle/AKG/Equal_Opportunities_Plan_2017_final.pdf)

3. Development Plan

The Development Plan defines the strategic orientation and goals of TU Wien. It forms the basis for the **Performance Agreements**. **The Development Plan** includes concrete packages of measures to increase the gender competence of all TU Wien members and to anchor gender more firmly as a topic in teaching, science and research.

Further information: [https://www.tuwien.at/fileadmin/Assets/tu-wien/UEBER_DIE_TU_WIEN/Reports_and_Documents/Development plan/DP_2025_V3.0.pdf](https://www.tuwien.at/fileadmin/Assets/tu-wien/UEBER_DIE_TU_WIEN/Reports_and_Documents/Development_plan/DP_2025_V3.0.pdf)

4. Performance Agreement

The Performance Agreement contains the goals and projects of the TU Wien in a three-year performance period and regulates the financial allocations of the federal government for this period. The current **Performance Agreement** includes the introduction of a Best Teaching Award with focus on gender-sensitive teaching and the implementation of a gender professorship.

Further information: [https://www.tuwien.at/fileadmin/Assets/tu-wien/UEBER_DIE_TU_WIEN/reports_and_Documents/Performance Agreement/Performance Agreement 2022-2024 TU Wien.pdf](https://www.tuwien.at/fileadmin/Assets/tu-wien/UEBER_DIE_TU_WIEN/reports_and_Documents/Performance_Agreement/Performance_Agreement_2022-2024_TU_Wien.pdf)

2) Dedicated resources:

1. Office for Gender Competence

On basis of the University Act 2002 §19 Z 7 the **Office for Gender Competence** was established as an organizational unit for the advancement of women and gender studies in 2005. The **Office for Gender Competence** is committed to creating inclusive, career-promoting conditions and to ensure equal opportunities for all genders, eliminate existing barriers and disadvantages for women and to strengthen the protection against discrimination at TU Wien. The responsibilities of the **Office for Gender Competence** include:

- the areas of gender studies and research on gender equality
- awareness raising measures for students and staff,
- promotion measures for female pupils, students and junior scientists

- consultancy services in regard to inclusive gender equality at TU Wien

Further information: <https://www.tuwien.at/en/tu-wien/organisation/central-divisions/gender-competence>

2. Committee on Equal Treatment

In addition, the Universities Act 2002 § 42 provides for a **Committee on Equal Treatment**. The **Committee on Equal Treatment** at TU Wien is appointed by the Senate. It provides information and support for members and governing bodies of the university on matters of equality between men and women, equal opportunities without discrimination on the basis of gender, ethnicity, religion or ideology, age or sexual orientation, and the promotion of women. In the performance of its duties. **The Committee on Equal Treatment** is granted certain rights; the members are independent and autonomous when they carry out their role and must maintain professional secrecy.

The task field of the **Committee on Equal Treatment** includes:

- Providing support with monitoring assessment, admissions and appointment procedures
- Providing advice and support in the event of workplace bullying or sexual harassment
- Provides information about equal linguistic treatment and gender mainstreaming

Further information: <https://www.tuwien.at/en/tu-wien/a-university-for-all/committee-on-equal-treatment>

3. Diversity Management

Following the motto “*Technology for People*” TU Wien aims to recognize and value all members (student and staff) regardless of their social or ethnic origin, gender, sexual orientation, religion or belief, age, physical or mental abilities or other characteristics. The responsibilities of the **Diversity Management** at TU Wien include:

- Increasing awareness on diversity issues (workshops, events, PR)
- Organization of the biannual diversity board
- conception, support and monitoring of diversity projects such as MORE, LGBTIQ* Ally Network, taskforce non-binary, psychosocial student counselling etc.

Resources for mainstreaming activities

1. Target Agreements with faculties

In order to commit the faculties to the goal of increasing the proportion of women, a separate point was included in the **Target Agreements** between the rectorate and the faculties for the first time in 2016. Under the title "Promotion of gender equality", concrete measures are required of the faculties, and indicators are used to monitor the achievement of the goals. The **Target Agreements** are concluded every 3 years; they were currently agreed for the years 2022-24.

3) Data collection and monitoring:

1. **Gender Monitoring:** Report on the proportion of women

TU Wien has established a comprehensive monitoring of women's share and fair pay in 2012. Today the report provides a detailed insight into the proportions of women in the individual faculties as well as in the TU Wien as a whole; due to the annually identical structure of the report, changes (or stagnation) are easily visible. It is then published in the TU Wien newsletter and on the homepage. To the extent that data will be available, other gender groups will also be reported on in future in addition to women and men.

Further information: <https://www.tuwien.at/en/tu-wien/organisation/central-divisions/gender-competence/gender-resources/facts-figures/yearly-reports-women-and-men-at-tu-wien>

2. **Intellectual Capital Report**

The **Intellectual Capital Report ("Wissensbilanz")** is published annually by the Ministry of research and science and includes an item about "Social responsibility and equality". This item provides information on gender in research and teaching and on gender balance with a focus on measures to reduce horizontal and vertical gender segregation. As well as on the compatibility of family and career, in particular gender equality and diversity aspects in structures, processes and policies as well as measures to promote reconciliation for all university members (study and/or work with care responsibilities or study with work).

Further information:

<https://www.tuwien.at/index.php?eID=dumpFile&t=f&f=108627&token=d63d29126a13200b4aa9b1e96d4fbaa8aade1e26>

4) Training and Capacity Building

1. **Trainings for appointment committees on gender biases**

In 2021 the Rectorate decided that all appointment committees for professorships must undergo mandatory gender bias training before they begin their work. The training is conducted by the **Office for Gender Competence**. We expect that the effect also extends beyond the work of the committees, because the majority of these commissions are staffed by professors who also make other personnel decisions, e.g., for early career or senior positions.

2. **Feminist networks at the faculties**

In recent years, three feminist networks have been set up at the faculties of TU Wien. FemChem at the Faculty of Technical Chemistry, femTUme at the Faculty of Mechanical Engineering and Claiming*Spaces at the Faculty of Architecture and Planning. The networks are formed by junior female scientists, female professors and students. They are completely autonomous in planning their activities (e.g., scientific symposia, workshops and specific trainings, awareness-raising). Nevertheless, there is direct networking with the respective dean and financial support from the faculty budgets. A regular Jour Fix with the responsible dean ensures that the concerns that come from the networks are also passed on. Within the framework of the networks, for example, courses are offered, research projects on the

situation of women at the faculty are carried out and targeted interventions in the faculties are carried out.

FemTUme: <https://www.tuwien.at/en/mwbw/deansoffice/femtume>

FemChem: <https://femchem.chemistry.tuwien.ac.at/>

Claiming*spaces: <https://www.claimingspaces.org/>

3. Lecture for First Semester Students

The **Office for Gender Competence** conducts an input for first semester students to raise awareness and sensitization regarding discrimination. This lecture offers basic knowledge about sexual harassment; gender biases especially in technology and discrimination mechanisms. Likewise, ways of dealing with discrimination are discussed and the contact points for complaints presented. In this way, TU Wien ensures that a zero-tolerance policy with regard to discrimination is disseminated and that students also show civil courage among each other.

4. E-Learnings “Diversity Skills” for Students and Employees

Since 2022, we have been offering an e-learning course for employees and students that consists of three parts and addresses the topics of Diversity Basics, Unconscious Biases and Sexual Harassment. This course is part of the mandatory courses for the Gender and Diversity Competence Certificate.

5. “Gender in Teaching” Network

There is a network of internal and external lecturers at TU Wien who incorporate gender dimensions into their teaching. The network meets every semester and serves the professional and informal exchange and mutual support. In doing so, these lecturers also serve as multipliers to broaden the topic of gender in their faculties and departments.

Recommended requirements:

a) Work-life balance and organizational culture

1. Reconciliation of Family and Career

TU Wien offers childcare facilities for employees and students. TU Wien set up a kindergarten in 2007, which was enlarged several times in the following years and currently offers space for 80 children aged 1 to 6 years. Places are allocated to employees and students of TU Wien according to agreed criteria. Costs for infrastructure is completely covered by TU Wien. In addition to a range of support options for employees with childcare obligations, TU Wien is developing support measures for employees with relatives in need of care to make it easier for them to balance their career and their family. In October 2020, TU Wien was awarded the 2nd State Prize “Family and Work” as Austria’s most family-friendly University.

2. Home Office Arrangements and Flexitime

Since 2012, TU Wien supports the flexibility of its employees and enables home office. Members of the academic staff can freely allocate the beginning and end of their daily working hours within a core working time. In coordination with the concrete activities (e.g., opening hours of secretariats), this is also possible for non-academic personnel. A company agreement regulates the **flexitime** options for all staff. Possibilities for home office are in place at TU Wien for roughly ten years now. During the pandemic, these provisions were extended; after the end of the Covid pandemic, all staff will have to work minimum 40% of their time in presence; the extent of home office is freely selectable according to the employee's needs. Only those areas that exclusively require presence service - e.g., porters - are exempt from these provisions.

3. Compatibility Office "TU Kids & Care"

The compatibility office "TU Kids & Care" offers support regarding the compatibility of family life, work, research and study. The office serves as the converging service point for all TU affiliates and has different offers for childcare or support with dependent relative's care.

Further information: <https://www.tuwien.at/en/tu-wien/news/news-articles/news/tukids-care-compatibility-at-tu-wien-1>

4. Representative for Family-Work-Life-Balance

Our Representative for Family-Work-Life-Balance at TU Wien offers consultation regarding compatibility and coordinates the advisory panel for our TU Wien Kindergarten. The representative also represents TU Wien in compatibility networks, and advises the university's rectors with expertise on strategic compatibility development.

5. TU Care

TU Wien recognizes the value of balancing work, study with family care, thus TU Wien supports dependent care. Various offers for support exist for TU Wien staff and students who take care of dependent relatives:

- coaching for dealing with demanding circumstances
- events and meetings to inform and network

Further Information: <https://www.tuwien.at/tu-wien/organisation/zentrale-bereiche/personalentwicklung/vereinbarkeit-tu-care> (only available in german)

6. Dual Career

Various counselling and support services offer tailored solutions for assisting spouses and partners of newly appointed professors at TU Wien in their transition and move to Vienna.

Further Information: <https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/dual-career-advice>

7. ALLY* Network

The ALLY* network at TU Wien was established in 2020. It was designed according to international models and serves to improve the acceptance of LGBTIQ* persons and to strengthen a culture of openness and mutual support at TU Wien.

The members of the ALLY* network consists of staff and students coming from all faculties, as well as members of the central administration, so the network's mission can be carried out on a broad scale.

Further information: <https://www.tuwien.at/en/tu-wien/a-university-for-all/lgbtiq-at-tu-wien/the-ally-network-at-tu-wien>

b) Gender balance in leadership and decision-making

1. Quota for Collegial Bodies and Committees and Accompanying Measure

With the amendment of the University Act 2002, the gender balance of collegial bodies was made obligatory and a quota of 40% women was introduced which was risen to 50% in 2009. Due to the fact that the curia of university professors and the curia of university lecturers and academic staff in research and teaching are represented by fewer women than men, this legal obligation leads to disproportionate committee work for female university professors as well as for female junior researchers.

A points table is used to determine whether a female scientist has already completed a certain amount of committee work. If this is the case, she is entitled to a semester off for research.

Further information:

<https://www.tuwien.at/index.php?eID=dumpFile&t=f&f=12174&token=4a7f99364df8482230ffe487ce8005d01c5cdbf0>

c) Gender equality in recruitment and career progression

As already mentioned, TU Wien offers **Trainings for appointment committees on gender biases**, which have already been described in more detail in the Part "Training and Capacity Building".

1. Guideline to support Re-entry after Maternity Leave

Since 2016 there is a guideline for the return of female academics in third-party funded positions after maternity protection/parental leave. Effectively, TU Wien assumes the costs of a contract extension or new employment to the extent of the original employment contract up to a duration of 3 months from the global budget. The guideline pursues two goals: firstly, it should be less risky for project leaders to hire a woman for a project position (she could become pregnant, and that would then jeopardise the project budget), and secondly, it should enable young female scientists to re-enter a scientific career after a baby-break.

2. Job Advertisements and Job Interviews

Job Advertisements at TU Wien note the addition that women will be given preference for equal qualifications in order to create gender balance among the employees of TU Wien. During job interviews, a member of **the Committee on Equal Treatment** is present to check whether the interview meets the TU Wien's equality criteria.

3. Career Mentoring for Female Postdocs

In order to provide tailored, personalized career support, the HR Development at TU Wien offers a mentoring program for female postdocs.

Further information: <https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/target-group-academic-staff/career-mentoring-for-female-postdocs>

d) Integration of the gender dimension into research and teaching content

1. Gender courses

In the last years, there has been a focus on imparting gender knowledge to students. Already since 2016, the academic senate had decided on a compulsory subject "Technology for People" for all Bachelor's degree programs. The Senate's guideline contains the following wording: "(...) *the topics of technology assessment, technology genesis, history of technology, ethics of science, gender mainstreaming and diversity management are to be covered to the extent of at least 3 ECTS.*"

2. Certificate and Best Teaching Award

Starting in 2023, the TU Wien will not only present an annual **Best Teaching Award for Gender-sensitive Teaching** for lecturers, but also award an additional certificate in "**Gender and Diversity Competence**" for students, for which 17 ECTS of relevant courses must be completed. For this purpose, a total of 10 new courses with a focus on gender and diversity topics were commissioned.

3. Gender Professorship

A gender professorship will be appointed at TU Wien in 2023, which has been fixed in the performance agreements with the federal ministry and will contribute to a further structural anchoring of gender-related research and teaching.

e) Measures against gender-based violence including sexual harassment

As already mentioned in the Part "Training and Capacity Building", TU Wien offers an E-Learning for students and employees on the topic of sexual harassment since 2022. And as also mentioned in this section the Office for Gender Competence offers lectures for first semester students which contain information about sexual harassment and discusses ways of dealing with it for affected persons and observers.

1. **Company Agreement**

As an additional regulation to the **Equal Opportunity Plan**, TU Wien has a **Company Agreement** (i.e. a legally binding agreement between the works councils and the rectorate) on cooperative behaviour and anti-discrimination in the workplace which is in place since 2013. This document defines the terms "bullying" and "(sexual) harassment" and provides a structure for dealing with them. On the one hand, it designates a number of contact points available to those affected, and on the other hand, clear rules on how to proceed in the event of a complaint are provided.

2. **Employee survey**


TU Wien conducts an employee survey every two or three years, which repeatedly includes students. There are currently two questions that deal with the topic of sexual harassment in the workplace which offer the possibility to anonymously comment on this topic. The feedback serves as a prevalence check and therefore is the basis for targeted actions.

3. **Mission Statement, Guidelines and Points of Contact**

An interdepartmental working group develops a mission statement on TU Wien's zero tolerance policy towards sexism and sexual harassment, a guideline specifying the procedure for different groups of people, checklists for initial conversations, a website, as well as preventive measures like an information campaign. Contact points are defined, training for contact persons is offered and an external psychological student counseling service is installed.



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