

Gender Equality Plan

From 2022, higher education institutions must have a gender equality plan in place to be eligible for Horizon Europe funding. The University of Klagenfurt is highly committed to gender equality and pursues an active equality policy. This document presents an overview of the measures and activities addressing gender equality at the University of Klagenfurt.

§ 1 Legal documents

- (1) In Austria, the Universities Act 2002 § 20b. (1) prescribes that an Equality Plan and an Advancement Plan for Women are part of the statute. At the University of Klagenfurt, the Equality Plan has been in place since 2019 (https://www.aau.at/wp-content/uploads/2020/09/EN_Satzung-Teil-E-III-Gleichstellungsplan-der-Universit%C3%A4t-Klagenfurt.pdf), and its Advancement Plan for Women (https://www.aau.at/wp-content/uploads/2020/09/EN_Satzung-Teil-E-I-OK-Frauenf%C3%B6rderungsplan-der-Universit%C3%A4t-Klagenfurt.pdf), first issued in 2004, was adapted in 2019. Both documents are updated at least every five years.
- (2) The Equality Plan prescribes measures against gender-based violence, including sexual harassment, and measures favouring work-life and studying-life balance, and organisational culture.
- (3) The Advancement Plan for Women prescribes gender equality in recruitment and career progression, the integration of the gender dimension into research and teaching content, a Gender Studies Programme, and gender balance in leadership and decision-making.
- (4) Gender equality topics are also included in the University's Performance Agreement with the Federal Ministry of Education, Science and Research as well as in the University's Development Plan.

§ 2 Dedicated resources

- (1) The Universities Act 2002 § 42 prescribes the establishment of an Equal Opportunities Working Group. The Working Group prevents and, where necessary, takes action against unequal treatment and discrimination, particularly by monitoring hiring procedures. It also offers advice on matters related to equal opportunities as well as bullying and (sexual) harassment; it informs about equal treatment (in language), gender equality, gender mainstreaming, and women's career advancement. Members are independent and autonomous when exercising their role and must maintain professional secrecy.
- (2) The Working Group's office must be adequately equipped with staff (at least one 50% administrative assistant and one 100% office manager, personnel with appropriate training and legal knowledge), budgetary resources (to cover the costs of continuing education and travel of members of the Working Group, etc.), office space (in accordance with internal guidelines, in particular with the possibility of confidential consultations), and technical means.
- (3) At the University of Klagenfurt, an organisational unit is set up to coordinate the tasks linked to equality: the University Centre for Women and Gender Studies (UZFG). It is responsible for diversity management and the University's Gender Studies Programme. The UZFG is supported in fulfilling its tasks by appropriate personnel and spatial and budgetary resources. (See Sections 7 and 9 in the Advancement Plan for Women.)
- (4) The Rectorate appoints a compatibility officer to advise university management on appropriate measures to improve the compatibility of programmes of study and work with family care commitments, intending to further develop the services for the care of children and adapt them to the needs of university members.

§ 3 Monitoring and data collection

- (1) In Austria, each university has to submit an intellectual capital report for the past calendar year to the Federal Ministry of Education, Science and Research by 30 April of each year. Using a uniform set of indicators, the report provides information about activities and processes in research, teaching, advanced training, and administration. Indicator 1A includes human resources data, e.g., key personnel data, numbers of professors appointed, female quota in collegial bodies, gender pay gap, and representation of women in appointment procedures.
- (2) The Equal Opportunities Working Group has to submit an annual report on its activities to the University Council and the Rectorate.
- (3) Since 2011, the University of Klagenfurt has been certified as a family-friendly university following the successful completion of the “hochschuleundfamilie” audit.

§ 4 Training

- (1) The University of Klagenfurt devises and implements projects (e.g., training courses) that promote developing and safeguarding a gender- and diversity-sensitive and inclusive organisational culture. Different organisational units provide such training and support.
- (2) Aimed at all university members, the UZFG develops and implements continuing educational measures and training courses on gender, diversity, and anti-discrimination in research, teaching, and organisation to strengthen gender and diversity competencies in the academic field and leadership qualities.
- (3) Together with the UZFG, the Personnel Development Division organises and coordinates training measures to develop and ensure gender and diversity awareness. The aim is to establish gender and diversity competencies in leadership, organisation, teaching, and research.
- (4) The Equal Opportunities Working Group organises training measures on gender equality, unconscious biases in recruitment procedures, and awareness-raising on discrimination and harassment.

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