

WOMEN'S PROMOTION PLAN OF THE AUSTRIAN ACADEMY OF SCIENCES

Preamble

The Austrian Academy of Sciences is committed to equal opportunities for men and women and aims to create a balance between the number of men and women employed at the Academy. The Presiding Committee also seeks to continually raise the number of female members of the scholarly society.

The primary goal of promoting women at the OeAW is to raise the number of women in fields and bodies in which they are underrepresented. Accordingly, the Performance Agreement between the OeAW and the Federal Ministry of Science, Research and Economy (BMWFW) resolved to create a women's promotion programme tailored to the institutional demands of the Academy as a research body. Implementation commences with the 2015–2017 Performance Agreement.

Scope of the Plan

The legal basis of the OeAW Women's Promotion Plan is formed by the Federal Constitution, the Equal Opportunities Act (GIBG) and the statutes of the OeAW. The Women's Promotion Plan applies without exception to all scientific and non-scientific employees of the OeAW. The implementation of its targets is adhered to at all career levels and in accordance with the career model for scientific employees of the OeAW.

Staff development

The total number of women employed by the OeAW has marginally increased since 2009, but if calculated as full-time equivalents (FTEs), the figure has remained the same. Only in 2013 was there a slight increase.

Research Associates

Clear differences become apparent in the ratio of men to women among the research associates in both divisions (mathematics and natural sciences as well as the humanities, social sciences and cultural studies); the proportion of women in the science and technology research units has however risen from 29% to 34% between 2009 and 2013.

Junior Scientists

For some years now, data have been collected on the proportion of male and female research associates at the OeAW across all training and career levels. Since 2014 these statistics have been examined using the categories developed for the career model within the framework of the Performance Agreement. Clear differences are apparent between the fields of natural sciences and mathematics and the humanities, social sciences and cultural studies: in the institutes of the latter women make up under 50% only at the post-doctoral and group leader levels. In the science and technology institutes, on the other hand, 42% of doctoral candidates are female but the percentage decreases thereafter.

Appointments to leadership roles

Following the transfer of OeAW institutes and commissions to universities and the merger of smaller units in 2012, there were a total of 29 institutes at the Academy in 2015. Two of these institutes had a female director; the proportion of female vice-directors stood at 37% in 2015.¹ Since mid-2012 job advertisements have specifically invited women to apply, as the Academy seeks to increase the proportion of women in high-performance scientific functions. The advertisement of five leadership positions in 2013 made clear however that this is not enough: only 23.5% of applicants were women, and only 12% were invited to the hearings.

Implementation of the women's promotion plan is intended to achieve the following goals:

Increasing the proportion of research associates at all career levels at which they are underrepresented, in particular the post-doc level at science and technology divisions' research units and in leadership roles

Recruiting

- preference given to women over men if their qualifications are the same
- creating job advertisements aimed at women and using databases to identify female scientists with certain profiles
- employing search committees, especially for leadership roles at institutes

¹ Scientific directors at institutes with rotation systems who were not in a director's role in 2015 were excluded from these statistics.

Personnel development

- Mentoring programme for research associates

Concept:

Aim: supporting highly qualified researchers at the OeAW in their (scientific) careers

Target group – mentees: researchers at all career levels (PhD, post-doc, junior group leaders)

Target group – mentors: researchers and members of the OeAW and alumni of OeAW fellowship programmes

Setting: one-to-one mentoring, duration: one year (October–June), at least two discussions per semester; supporting programme for mentees and mentors; on-going evaluation

Measures:

- Training/qualification for mentors – compulsory workshop as preparation for the mentoring role
- Creation of an internal website with information on qualified mentors and application opportunities for potential mentees
- At least 2 compulsory events for mentees and mentors: kick-off and orientation workshop, concluding event
- Further training measures for mentees (compulsory participation in at least 1–2 events)
- Coaching/supervision for mentees and mentors
- Networking – informal network meetings for mentees

Implementation:

Applications for mentees advertised in spring 2016; programme commences in October 2016 with the kick-off and orientation workshop

- Further training measures for employees

Some training measures will be offered from autumn 2016 onwards within the framework of the mentoring programme; these will also be open to other employees of the OeAW.

In connection with the continued development of the organisation of the Academy, further training opportunities will be expanded in 2017.

Increasing the proportion of women on OeAW panels (including committees and commissions awarding fellowships and prizes) to 30%

For 2014 and 2015 the composition of OeAW panels whose members are elected at the General Assembly or at division meetings was analysed: scientific advisory boards of the

research units; the Academy Council; the Research Board and the selection committees for fellowships and prizes.

If all these panels are considered together, the proportion of female members stands at 29%. For the Academy Council and the Research Board it stands at 42% and 40%, above the abovementioned target, while 28% of the total members of the scientific advisory boards are women. Here there are clear differences between science and technology (11%) and the humanities, social sciences and cultural studies (35%).

Some 29% of the chairs and vice-chairs are women; the directorship of the Academy Council, the Research Board and the scientific advisory boards in the fields of science and technology is 100% male however.

These differences between the science and technology section and the humanities, social sciences and cultural studies can also be observed in some of the selection committees awarding fellowships and prizes. The overall proportion of women on these panels stands at 27%; 16% of the members of the selection commissions for prizes are female, while for the fellowship committees the figure stands at 39%.

Increasing awareness of gender-based discrimination within the OeAW

Linguistic equality is necessary at the OeAW in order that not only men but also women, who comprise more than 40% of the institution's employees, are made visible. The aim is to ensure that men and women feel addressed and consciously referred to in equal measure.

A corresponding recommendation of the Equal Opportunities Working Party was confirmed by the Presiding Committee on 11.9.2015 and communicated to all employees of the OeAW. It has been published on the OeAW website at

<http://www.oeaw.ac.at/fileadmin/NEWS/2016/PDF/OEAW-Leitfaden-zur-sprachlichen-Gleichbehandlung-05-2016.pdf>.

The recommendation is implemented in all texts for publication (especially on the OeAW website).

Increasing the proportion of female speakers and members of panel discussions at OeAW events from 30% to 40%

Between 2012 and 2015 the proportion of female speakers and members of panel discussions rose from 19% to 31%.

Lecture series on current developments in gender and diversity research

Theoretical discourses in the field of gender and diversity research are at the core of both promoting women and the equal opportunity policies of gender mainstreaming or diversity management. The lecture series outlined below discusses current research approaches and concepts. 2016 and 2017 see two annual events (a lecture and a discussion) on various subjects from the field of gender and diversity research.

- 20 January 2016: panel discussion on *“Diversity Management – Dealing with Inequality”* with Andrea Bührmann, director of the Diversity Research Institute at the University of Göttingen, Elisabeth Holzleithner, Professor of Philosophy of Law and Legal Gender Studies at the University of Vienna, Cornelia Klinger, irregular Professor of Philosophy at the University of Tübingen, Heike Mensi-Klarbach, Visiting Professor of Gender and Diversity at the University of Hanover
Panel chair: Brigitte Mazohl, member of the OeAW Presiding Committee and Professor Emeritus of Austrian History at the University of Innsbruck
- 19 October 2016: lecture on *“Diversity as a Social Construction”*: Stefan Hirschauer (Professor of Sociological Theory and Gender Studies at the University of Mainz, spokesman for the DFG research group *“Un/doing Differences. Practices in Human Differentiation”* since 2013) presents his latest research on the contingency of social belonging.

Planned for 2017:

- *“feminist technoscience studies”* or *“Gender Studies in MINT”* (Mathematics, Information Technology, the Natural Sciences and Technology)
- *“Gender and Political Theory”*
- *“The Development(al History) of the Field of Feminist Theory”*

Monitoring

The measures are monitored for their efficacy annually within the framework of the Gender Impact Assessment in accordance with the 2015–2017 performance agreement.

Period covered

1.1.2015 – 31.12.2017