

Bezeichnung:	Measures to promote gender equality and the advancement of women	erstellt:	Waldhauser	freigegeben:	Breinbauer, Holzinger
Gültig ab:	03.12.2013	geprüft:	Kollegium, GF / Ebersberger (E, 30.10.2019)	freigegeben am:	03.12.2013
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Measures to promote gender equality and the advancement of women

1. Preamble

As a tertiary education institution, the University of Applied Sciences BFI Vienna has an obligation not only to fulfil its educational remit, but also to implement social change. As a result, advancing gender equality is an important objective for the University of Applied Sciences BFI Vienna. Accordingly, the following measures to promote gender equality and the advancement of women conform to the statutory provisions of the *Gleichbehandlungsgesetz* (Equal Treatment Act) and the applicable provisions of the *Fachhochschul-Studiengesetz* (Universities of Applied Sciences Studies Act), as well as the university's gender mainstreaming principles and diversity strategy.

Gender mainstreaming involves the advancement of gender equity in society. Members of both sexes should enjoy the same opportunities for their professional, cultural, material and psychosocial development, in accordance with their qualifications, in practice and not just by law. This means that in addition to supporting the development of specialised, academic, didactic and social qualifications, providing equal opportunities for men and women is key to our values. This goal is being implemented throughout the University of Applied Sciences BFI Vienna.

Besides the basic aspects established by anti-discrimination legislation (sex, age, disability, sexual orientation, religion, ethnicity and culture), diversity also encompasses other factors such as family status, social background and the organisational form of degree programmes. Diversity management refers to the systematic awareness, recognition, understanding, anticipation and consideration of the needs and potential arising from differences and commonalities.

2. Aims

The following aims are to be pursued in promoting equal opportunities for men and women:

- Equal treatment of men and women in all areas of activity at the university, for all groups (students, employees, teaching staff – internal and external)
- Fostering an environment that allows equal opportunities to become a reality, over and above structural frameworks

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- Enhancement of diversity competence and equal opportunities competence among university staff and students
- Increased representation in all areas of the university in which men or women are underrepresented

3. Measures

The aims defined above are to be achieved through the following measures.

3.1. Gender mainstreaming

- The principles of gender mainstreaming and diversity management are to be applied in all aspects of the university's operations, including in particular:
 - Preparation of accreditation applications for degree programmes
 - Development of degree programmes

3.2. Fostering a gender-sensitive environment

- Establishment and maintenance of diversity competence and equal opportunities competence among employees and teaching staff
- Establishment of diversity competence and equal opportunities competence among students by integrating gender and diversity-related themes into curriculums
- Promotion and integration of equal opportunities topics in research and teaching
- Preventive measures against sexism, racism, bullying, etc.

3.3. Gender balance

- When forming working groups and committees, the University of Applied Sciences BFI Vienna takes care to promote gender balance
- The principle of gender balance also applies to the composition of the Academic Council, working committees of the Academic Council and other working groups
 - As an elected body, where possible female candidates should account for at least 45% of nominations for representatives of each group forming the Academic Council
 - To reach this goal, women in particular will be addressed as a target group to stand as candidates for election to the Academic Council
- The gender balance in the various groups at the university (students, employees, teaching staff, etc.) will be monitored on a regular basis

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- When announcing vacant positions, the group that is underrepresented in the respective area of activity will be addressed specifically (see guidelines for gender-balanced selection)

3.4. Supporting compatibility between family commitments and work or studies

- The University of Applied Sciences BFI Vienna develops measures to improve compatibility between family commitments and work or studies on an ongoing basis
- Promotion of male parental leave
- Advancement of persons re-joining the workforce
- Promoting compatibility between studies and family commitments

3.5. Advancement of women

- Women are particularly encouraged to apply for positions at the university (see guidelines for gender-balanced selection)
- Integration of women's advancement in HR planning and development
- Measures to promote participation in research activities among women, e.g. invitations to participate
- Specifically addressing women as a target group for part-time lecturing positions on degree programmes and for subject areas in which women are underrepresented

3.6. Gender-neutral language

- All of the university's external communications conform to the internal guidelines for gender-neutral language and use of images, and avoid gender stereotyping
- Teaching materials (e.g. handouts and slides) are formulated in gender-neutral language
- Use of gender-neutral language is mandatory for all written papers and theses, in accordance with the applicable guidelines

3.7. Organisational measures

- Active inclusion of the Steering Committee for Gender Mainstreaming/Diversity Management and the Gender Mainstreaming/Diversity Management Officer in organisational and strategic development measures
- Publication of information on gender mainstreaming and diversity management, equal opportunities and advancement of women on the university's website
- Appropriate communication (PROMAS) of contact information for questions regarding gender mainstreaming and diversity management, equal opportunities and advancement of women

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- Provision of information to new employees on targets, implementation and contact persons for gender mainstreaming and diversity management, equal opportunities and advancement of women
- Continued gender-specific evaluations e.g. course evaluations, environment evaluations, graduate analyses