

Gender Equality Plan

Preamble

As an internationally renowned art university, the University of Applied Arts Vienna sets international standards in the development and exploration of the arts, in research, as well as through transdisciplinary initiatives and teaching. These standards are aimed at social change processes and promote a socially creative spirit of innovation in society.

The principles of equal opportunity, diversity, and gender equality are part of this philosophy and culture, forming the basis for responsible action.

The University of Applied Arts Vienna is committed to the guiding principle of diversity and gender equality. It rejects all forms of discrimination, promotes the compatibility of work and study with care responsibilities, and pursues an active equality policy.

Through established goals, and consistent effort to ensure the implementation thereof, the University of Applied Arts Vienna has achieved gender balance among its university members, in the appointment of professors, in the filling of leadership positions, and in the remuneration of its staff. In this regard, the university is currently in the top tier of universities, with figures far exceeding the national average in Austria.

Women's Advancement and Equality Plan

The University of Applied Arts Vienna has outlined its goals and measures for gender equality in a Women's Advancement and Equality Plan.

This plan strengthens an intersectional institutional policy, counteracting structural discrimination, and includes measures to reconcile work, study and private life. It contains 86 legally binding paragraphs, clearly defining goals and concrete measures for equality.

Strategy, Formality, and Resources

The Women's Advancement and Equality Plan was drafted by the Equal Opportunities Working Group at the University of Applied Arts Vienna, coordinated with the university's administration, and approved by the Senate. It is an official part of the university's statutes and is published there.

See: dieangewandte.at/statute

To support, enforce, and evaluate the implementation of the plan, the university has established the Equal Opportunities Working Group and the Department of Diversity, Equality/Equal Opportunities and Inclusion.

Furthermore, the establishment of a Vice-Rectorate for Student and Academic Affairs and Diversity, in addition to the Diversity Office therein, the Disability counsellors for staff and the Disability officer for Students strengthens the implementation of intersectional measures for diversity, gender equality, equal opportunities and inclusion at the University of Applied Arts Vienna.

Data Collection and Monitoring

To evaluate measures for gender equality, the University of Applied Arts Vienna submits a comprehensive written report every three years.

In the "Gender Monitoring" section of the Women's Advancement and Equality Plan, specific indicators are set, covering both staff and student data, employment characteristics such as contract length and working hours, as well as a gender-based analysis of career development, leadership roles, promotions, and sabbaticals. Based on the monitoring results, the university administration develops goals and measures, which are subsequently re-evaluated.

An annual report on gender indicators is also issued by the university's knowledge scoreboard, which can be accessed via uni:data: unidata.gv.at

Support through Training and Capacity Building

The University of Applied Arts Vienna offers targeted further education on gender equality and awareness-building in its continuing education programme.

A Diversity Board, which was established by the Diversity Office at the university in 2023, leads to a broader integration of the topics of diversity, equality, equal opportunities and inclusion, both internally and externally.

Gender Equality Plan According to Horizon Europe

The central points of the Gender Equality Plan according to Horizon Europe are integrated in the action plan of the University of Applied Arts Vienna.

Work-Life Balance and Organisational Culture

The University of Applied Arts Vienna works continuously on its organisational culture. To this end, it has developed a strategy for diversity and equal opportunity, which will be implemented through targeted measures in the future: dieangewandte.at/reports

The University of Applied Arts Vienna respects the care responsibilities of its members and supports them in this regard. It creates the appropriate conditions for better integration of work and study with caregiving duties as well as for work-life balance.

The University of Applied Arts Vienna has established the following measures in its Women's Advancement and Equality Plan:

- Flexibility in working hours should be promoted for all university members and should be discussed in all career and staff reviews. Research work, the development and exploration of the arts, and family obligations should be considered when determining working hours, especially regarding lecture, examination, and meeting times.
- Lectures should be held during standard working hours. Weekend and evening courses are only allowed in exceptional cases and only after consultation with students and staff having caregiving duties.
- Staff members are supported by the university whenever they wish to exercise their right to reduce working hours, take part-time employment, make flexible working time and location arrangements, or take special leave, parental leave, or care leave. Whenever working hours are reduced, the scope of duties and responsibilities should also be adjusted accordingly.
- The university promotes and supports a decentralised working model to ensure a better balance between family and work. To this end, a collective agreement with the staff council on flexible

working time and location arrangements and the relevant organisational conditions has been established.

- The Rectorate conducts regular surveys (at least every 3 years) on work-life balance.

Gender Balance in Applications and Career, Leadership, and Decision-Making

The University of Applied Arts Vienna positions itself as an emancipatory and inclusive university and actively promotes the implementation of an anti-discriminatory, equality-based personnel policy. The appreciation of diverse experiences, ways of thinking, and potentials, as well as the understanding of their importance, form the basis of its personnel policy.

The university places great emphasis on gender balance, particularly in the development of career paths and the assumption of leadership roles, as evidenced by the balanced figures in this regard. To ensure this balance in the future, the University of Applied Arts Vienna has established the following measures:

- Gender and diversity mainstreaming principles must be incorporated into all human resources and organisational development measures.
- The personnel selection process is a key factor in ensuring equality and anti-discrimination in both academic-artistic and general personnel. The university is committed to the principle of merit-based recruitment and promotion of staff.
- Vacancy notices are designed based on non-discriminatory principles, and equality goals are highlighted in the announcements. In areas where women are underrepresented, notices include the following addition: "The University of Applied Arts Vienna aims to increase the proportion of women and therefore strongly encourages qualified women to apply. In case of equal qualification, women will be prioritised."
- The university relies on discrimination-critical, barrier-free, and inclusive selection processes. Job requirements are objectively defined in advance, based on all relevant decision-making factors and are established in a non-discriminatory manner.
- All vacancy notices for positions and roles, as well as all submitted applications, including all the application documents and the justifiable list of invited candidates, are made available to the Equal Opportunity Working Group. If no interviews or selection processes are conducted, this must be justified separately. Extended provisions apply to appointment and habilitation procedures.
- When assessing and selecting applicants, no assessment or selection criteria may be applied that could be perceived as discriminatory based on gender, (assumed) ethnicity, religion or worldview, age, sexual orientation, disability, social origin, or educational background or that is based on a stereotypical understanding of gender roles.

Incorporating Gender Topics into Research and Teaching Content

The University of Applied Arts Vienna advocates enhanced support of gender studies. Its methods and content are integral components of teaching, research, and the exploration of the arts. A special focus is on teaching feminist theory in combination with gender, queer, decolonial, postcolonial, and disability studies.

The following measures have been defined:

- The university promotes the formation of research priorities in the field of gender studies and the implementation of relevant artistic and scientific projects.
- The university promotes artistic and scientific exchange in the field of gender studies as well as collaboration with relevant research institutions and artistic organisations. It particularly supports activities, projects, and collaborations aimed at international networking.
- The university provides financial resources for a lecture series on gender studies with at least four sessions per semester. Students can earn ECTS points for these events as mandatory or elective courses within their studies.
- Gender studies must be integrated into the University's general curriculum with at least 2 ECTS credits.
- Research and teaching experience in the fields of gender, queer, decolonial, postcolonial, and disability studies will be positively considered as additional qualifications by appointment committees.
- Gender and diversity competence must be named as a relevant selection criterion for leadership roles and professorships in vacancy notices.

Measures Against Gender-Based Violence, Including Sexual Harassment

The University of Applied Arts Vienna follows a zero-tolerance policy towards gender-based violence, including sexual harassment, and does not tolerate sexist behaviour.

The university provides diverse contact points and confidential services, such as the contacts within the Equal Opportunity Working Group and the Staff Council, as well as anonymous counselling services for staff and students. The university also participates in the "Orange the World" campaign to raise awareness of gender-based violence.

The accompanying communication contains further information about available services and structures for reporting complaints and addresses questions regarding potential consequences.

This Gender Equality Plan of the University of Applied Arts Vienna has been signed and approved by:

Assoc. Prof. Mag. phil. Brigitte Felderer

The Vice-Rector for Student and Academic Affairs and Diversity



Vienna, on 10.03.2025

The document is published and available on the website.

It has been widely distributed within the University of Applied Arts Vienna