

Proof of compliance with the funding criterion "Gender Equality Plan (GEP)" for funding by Horizon Europe

Graz University of Technology (TU Graz) is committed to equality and equal opportunities for all genders and, accordingly, to the elimination of structural inequalities. With this collective document, TU Graz proves that it meets and can demonstrate **objectives and measures for the promotion of gender equality** in accordance to the Gender Equality Plan (GEP) required for Horizon Europe. The four mandatory and five recommended requirements defined for the GEP are fulfilled by several equivalent plans and initiatives which are outlined below.

Mandatory Requirements:

(a) Publication of formal documents on the TU Graz website - signed by the rectorate

In accordance with Austrian legislation, specifically the University Act 2002, Graz University of Technology has adopted and published an Action Plan for the Advancement of Women and an Affirmative Action Plan as part of the University Charter. All long-term goals are defined in there:

1. Action Plan for the Advancement of Women (in German: Frauenförderungsplan)

The plan contains measures that have been developed to ensure that TU Graz employs an equal number of men and women and that resources and tasks are shared equally. The plan also stipulates that women with equal qualifications are to be given preference until a share of at least 50 % of women is achieved.

Link to the Action Plan (in German):

https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Satzung_und_Geschaeftsordnungen_der_TU_Graz/Satzungsteil_Frauenfoerderungsplan.pdf

Link to the Action Plan (in English):

https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Statute_and_rules_of_procedure/Statute_part_Affirmative_Action_Plan.pdf

2. Affirmative Action Plan (in German: Gleichstellungsplan)

The plan contains measures

- to promote diversity, equal opportunities and the work-life balance and
- to counteract discrimination in terms of gender, sexual orientation, religion, ethnic background, physical and psychological disabilities and age as well as sexual harassment.

Link to the Affirmative Action Plan (in German):

https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Satzung_und_Geschaeftsordnungen_der_TU_Graz/Satzungsteil_Gleichstellungsplan.pdf

In the medium term, TU Graz defines detailed, content-related objectives and focal points in all relevant areas – including gender and diversity - in so called development plans (Entwicklungspläne). For the next 6 years, these are set out in the

3. Development Plan 2021plus (Chapter 8 Social Objectives, Paragraph 8.3. Gender & Diversity, in German only):

https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Entwicklungsplan/Entwicklungsplan_2021plus.pdf

Ongoing measures and indicators are agreed with the Federal Ministry of Education, Science and Research in performance agreements (Leistungsvereinbarungen), which are valid for 3 years at a time, and are reviewed annually. (Link to the published performance agreement?).

4. Current measures and indicators are stipulated in the **Leistungsvereinbarung2022plus** (in German only, Link not available yet).

(b) Dedicated resources: commitment of human resources and gender expertise

In 2004, the Rectorate established a unit, the **Office for Gender Equality and Equal Opportunity** (in German: Büro für Gleichstellung und Frauenförderung, in short BGF). A team of 11 persons (7.2 full-time equivalents)¹ currently supports the Rectorate in achieving the socio-political goals set out in the above-mentioned plans with targeted measures and in creating necessary structures for the following tasks:

- Highlighting and facilitating diversity
- Promoting equal opportunities for women and men
- Encouraging girls and women to develop a passion for technology and the natural sciences
- Focusing on the compatibility of partnerships, family, career and studying

Further information: <https://www.tugraz.at/en/tu-graz/organisational-structure/service-departments-and-staff-units/office-for-gender-equality-and-equal-opportunity/>

In addition, there is the **Working Group for Equal Opportunities** (in German: Arbeitskreis für Gleichbehandlungsfragen, in short: AkG), a collegial body that operates in accordance with the University Act (UG 2002). Its 27 members, appointed by the Senate, fulfil their functions independently, not bound by directives, and are obliged to maintain professional confidentiality. They mainly accompany staff recruitment procedures - especially in areas where women are underrepresented - and ensure a fair, non-discriminatory selection process, supported by three people (2.0 full time equivalents) of the **Office of the Working Group on Equal Opportunity**. Their tasks include reviewing the 50% quota for women in all committees and providing confidential advice on sexual harassment, harassment and bullying.

Further information: <https://www.tugraz.at/en/tu-graz/organisational-structure/representative-bodies-for-members-of-tu-graz/working-group-for-equal-opportunities/>

Staff of the two above mentioned offices have relevant skills, undergo regular trainings and are provided with a well-funded project budget.

(c) Data collection and monitoring (sex/gender disaggregated data on employees and students and annual reporting based on indicators)

Sex-/Gender-related data has so far been collected and published primarily as part of the intellectual capital statements (in German: Wissensbilanzen) which have to be published annually by each Austrian University for the federal Ministry for Education, Science and Research. See the most recently published intellectual capital statement 2020:

https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Wissensbilanzen/Wissensbilanz_TU_Graz_2020.pdf

A **separate annual gender report** is planned for the new performance agreement (in German: Leistungsvereinbarung) from 2022 and will be published for the first time in 2023.

¹ Status as of 12/15/2021

(d) Training (awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers)

Intersectional **Gender-Awareness-Training** is offered on three levels:

1. As part of the **in-house training program** (<https://www.tugraz.at/en/tu-graz/organisational-structure/service-departments-and-staff-units/languages-key-competencies-and-in-house-training/>) for all interested staff and students, e.g. on privilege and bias awareness.
2. For teachers as a cross-sectional topic **within the framework of the Teaching Academy**, a qualification program in higher education didactics, which comprises a total of 3 modules (<https://www.tugraz.at/en/studying-and-teaching/teaching-at-tu-graz/services-for-teaching-staff/higher-education-didactics/>).
3. For selected scientists in long-term positions (teachers and researchers), there exists an **intensive competence training with more than 100 hours** as part of the course '**Gender and Diversity Competences for Scientists**' (<https://www.tugraz.at/tu-graz/universitaet/leitziele-und-schwerpunkte/diversitaet/diversitaet/#c23456>).

Recommended requirements:

The recommended requirements are also covered by the above-mentioned plans and agreements with concrete goals and measures:

(a) Work-life balance and organizational culture

TU Graz continually strives to improve the work-life balance of its students and staff by offering various services and infrastructure including childcare, parental leave and care for relatives including sick children. See more information: <https://www.tugraz.at/en/studying-and-teaching/studying-at-tu-graz/prospective-students/living-in-graz-for-students/family-and-childcare/>

These efforts resulted in TU Graz being given the distinction as one of the 'most family-friendly enterprises in Styria' in 2018.

(b) Gender balance in leadership and decision-making

For Austrian universities, a **50 percent women's quota** for collegial bodies and committees is anchored in the Universities Act 2002. This is still rarely achieved at Graz University of Technology. Therefore, there are own measures to increase the proportion of women in leadership positions and committees. At present the two most successful programs are:

1. Leading women - next generation

A three-year management training program for highly qualified female candidates (tenure track and postdoctoral lecture qualification) offers leadership workshops, individual coaching sessions and mentoring by female leaders. The share of women in university management (as deans etc.) tripled after a successful pilot project of the "Leading Women Career Programme" that was carried out from 2014-2016.

2. Tenure Track Positions for Female Scientists

TU Graz advertises tenure track positions exclusively for female scientists to attract qualified female candidates. Since its establishment, a total of 31 positions have been conferred, which has increased the percentage of female associate professors from 11.7% in 2012 to 30%² in 2020

²

https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Wissenbilanzen/Wissensbilanz_TU_Graz_2020.pdf

(c) Gender equality in recruitment and career progression

As already described above under 'mandatory requirements' (b), the Working group for Equal Opportunities is involved in the recruitment process to assure that no one is discriminated during the selection procedure in terms of gender, race, religion/belief, age, or sexual orientation. In addition, and according to UG 2002, wherever women are underrepresented, they are given preference if they are equally qualified as their male counterparts.

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

The integration of diversity into the universities core functions of teaching and research was a strategy developed overall (Strategy IDuK described in the development plans since 2016) to create an inclusive organization.

Gender- and diversity-competent actions, teaching, research and management is thus becoming part of the TU Graz culture. The strategy is anchored in the **TU Graz Development and Affirmative Action Plan**. The corresponding recommendations for actions issued by the Austrian University Conference (uniko) are also implemented.

For this purpose, **two handbooks** (in print and as e-versions) have been developed to give teachers and reserachers at TU Graz good examples on how to integrate gender dimensions in their teaching and research:

1. **Diversity in Teaching. How to make it work**

<https://www.tugraz-verlag.at/gesamtverzeichnis/interdiszipinaeres/diversitaet-in-der-lehre-beruecksichtigen-wie-geht-das-diversity-in-teaching-how-to-make-it-work-ebook/>

2. **Taking Diversity in Research Projects into Account. How to make it work**

<https://www.tugraz-verlag.at/gesamtverzeichnis/unkategoriisiert/diversitaet-in-forschungsprojekten-beruecksichtigen-wie-geht-das-taking-diversity-in-research-projects-into-account-how-to-make-it-work-ebook/>

The handbooks are for self-study but also used at the teaching academy and trainings. For research there is a supplementary online course available at the TU Graz Teach Center.

Experts from the Research & Technology house as well as from the Office for Gender Equality and Equal Opportunity support researches in identifying gender and diversity related aspects for their research proposals in individual sessions and in-house workshops.

Further measures:

Mind the Gap_Diversity Award: To promote the scientific discussion of the human factor in technology and natural sciences at TU Graz there is an annual call for proposals on the occasion of the International Women's Day on 8 March. The best five entries are selected in a jury session, awarded and made visible within TU Graz. Link to the call: <https://tu4u.tugraz.at/en/students/my-current-study-programme/diversity-at-tu-graz/mind-the-gap-prize-for-gender-and-diversity/>


Events and Lecture Series 'Diversity in the centre of research': From 2023 onwards each summer semester, lectures from all faculties are going to provide insights into the developments, findings and applications of diversity aspects in science and technology at TU Graz. Not only students from all disciplines but also interested TU Graz members can attend the individual lectures. A list of the pilot lecture series from 2021 is available here: <https://www.tugraz.at/tu-graz/universitaet/leitziele-und-schwerpunkte/diversitaet/diversitaet/#c369129>

(e) Measures against gender-based violence including sexual harassment

Sexual harassment, other forms of harassment and bullying are infringements of personal rights, and TU Graz takes serious measures to counteract these. Awareness campaigns culminated in the publication of **a brochure on sexual harassment**, developed by the AkG (Working Group for Gender

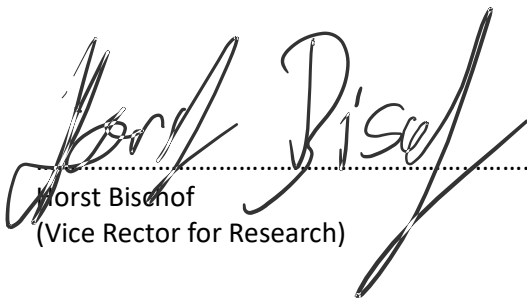
Equality), which informs all members (employees and students) on these issues. The brochure is widely available at central offices of TU Graz. **Confidential advice and support** are offered by the AkG to affected parties, and, if necessary, TU Graz provides **financial and organizational assistance** for an external counselling service. Link to the brochure (in German only, in English available in spring 2022): https://www.tugraz.at/fileadmin/public/Studierende_und_Bedienstete/Information/TU_Graz/Arbeitskreis_fuer_Gleichbehandlungsfragen/Sexuelle_Belaestigung_Broschuere.pdf

TU Graz Top Management, namely two vice rectors on behalf of the rectorate and head of BGF and AkG – confirm that the above outlined objectives, measures and indicators meet the requirements of a Gender Equality Plan for Horizon Europe:



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Andrea Hoffmann
(Vice Rector for Human Resources and Finance)

Graz,27.12.2021.....
(Date)



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Horst Bischof
(Vice Rector for Research)

Graz,21.12.2021.....
(Date)



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Barbara Herz
(Head of the Office for Gender Equality and Equal Opportunity,
Chairperson of the Working Group for Equal Opportunities)

22.12.2021
Graz,
(Date)