

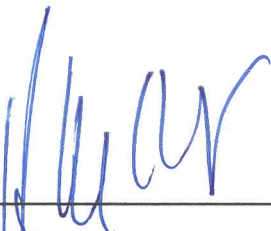
## STATEMENT OF COMMITMENT

### to Horizon Europe's Gender Equality Plan Requirements

The Johannes Kepler University Linz has been a pioneer organization of gender equality since the early 2000s. It welcomes Gender Equality Plans (GEP) as new eligibility criterion for Horizon Europe and wholeheartedly supports the push towards equitable institutions and organizations of research and higher education.

In the following, Gender Equality Measures and provisions currently enacted at JKU are briefly summarized in relation to Horizon Europe's **Mandatory GEP Process Requirements** as well as its **Recommended GEP Content Areas**. The examples provided are intended as focal points only and can therefore not be exhaustive. Nevertheless, they highlight JKU's dedication to an equitable society.

JKU commits to the promotion of equal opportunities for all genders in its statutes (*Section on the Advancement of Women*<sup>1</sup> and *Section on the Creation of Equitable Opportunities*<sup>2</sup>), in its *Development Plans 2019-2024 and 2022-2027*<sup>3</sup> as well as in its *Diversity Strategy*<sup>4</sup>.



Alberta Bonanni

Vice Rector for Research, Gender and Diversity



Vizerektorat für Forschung, Gender  
und Diversity  
Altenberger Straße 69  
4040 Linz, Österreich  
T +43 732 2468 3384  
vizerektorat-forschung@jku.at  
jku.at/rektorat

<sup>1</sup>[https://www.jku.at/fileadmin/gruppen/61/Satzung\\_\\_\\_Co/Satzung/Frauenfoerderungsplan/50Senat\\_ST\\_FFP\\_AKG\\_MTB27\\_290611.pdf](https://www.jku.at/fileadmin/gruppen/61/Satzung___Co/Satzung/Frauenfoerderungsplan/50Senat_ST_FFP_AKG_MTB27_290611.pdf)

<sup>2</sup>[https://www.jku.at/fileadmin/gruppen/61/Satzung\\_\\_\\_Co/Satzung/Gleichstellungsplan/2123\\_Satzungsteil\\_Gleichstellungsplan\\_V1\\_2021\\_06\\_23.pdf](https://www.jku.at/fileadmin/gruppen/61/Satzung___Co/Satzung/Gleichstellungsplan/2123_Satzungsteil_Gleichstellungsplan_V1_2021_06_23.pdf)

<sup>3</sup> [https://www.jku.at/fileadmin/marketing/Daten\\_Marketingseiten/jku-entwicklungsplan-2019-2024.pdf](https://www.jku.at/fileadmin/marketing/Daten_Marketingseiten/jku-entwicklungsplan-2019-2024.pdf)  
[https://www.jku.at/fileadmin/marketing/Daten\\_Marketingseiten/Entwicklungsplan\\_2022-2027\\_web\\_fin.pdf](https://www.jku.at/fileadmin/marketing/Daten_Marketingseiten/Entwicklungsplan_2022-2027_web_fin.pdf)

<sup>4</sup> [https://www.jku.at/fileadmin/marketing/Presse\\_Savoy/News/2020/Dezember/JKU-Ziel-Diversitaetsstrategie.pdf](https://www.jku.at/fileadmin/marketing/Presse_Savoy/News/2020/Dezember/JKU-Ziel-Diversitaetsstrategie.pdf)

## **I. Dedicated resources – data collection and monitoring – training and capacity building**

JKU's Plan for the Advancement of Women regulates that "equality between women and men and women's advancement are to be actualized in personnel policy and research and teaching as well as in the allocation of resources" (preamble) and also guarantees the "adequate infrastructure" (Section 3 (7)) to achieve this.

Within JKU's organizational structure, two institutes are dedicated to researching matters of gender and equality: the **Institute of Women's and Gender Studies** and the **Institute for Legal Gender Studies**. Both department heads comprise tenured professorships specifically installed to scientifically analyze issues connected to gender and equality.

Among Austrian universities, JKU's **Gender and Diversity Management Unit** represents one of the largest organizational units regulated by section 19 (2) no. 7 of the Austrian University Act (UG 2002) with over 200 working hours per week between its nine staff members.

**Monitoring and development of measures** in relation to the advancement of women, gender equality and diversity is based on the **Gender and Diversity Report**. Published annually, the report illustrates the **distribution of women and men** among the student body, among academic and non-academic staff and for select aspects of diversity (age structure, working hours, leaves of absence, caregiving duties, educational qualification and international composition). Its scope is outlined by sections 10 and 11 of the Women's Advancement Plan and section 17 of the Plan for the Creation of Equitable Opportunities, respectively.

In order to foster equitable working environments, JKU offers **Awareness Raising Trainings** for employees and managerial staff. These include, for example, classes on **Privilege Awareness**, on **Unconscious Biases Affecting Staff-Selection and Decision-Making Processes**, as well as on **Using and Understanding Inclusive Language**. The university's mandatory **on-boarding program for non-academic staff** is partly conducted by a member of the Gender and Diversity Unit covering equality essentials while the **compulsory training for new scientific university staff** with teaching responsibilities at JKU includes a section on "**Diversity in Teaching**" (Plan for the Advancement of Women sections 3 (6), 7, 8 (2) and 47; Equitable Opportunities Plan sections 12 and 22).

## **II. Work-Life balance/gender balance/gender equality/integrating the gender dimension/measures against gender-based violence**

### **a) Work-Life balance and organizational culture**

Within the audit university and family (hochschuleundfamilie) JKU strives towards a university culture that is family-friendly and promotes the compatibility of career and family life. Its Work-Life Compass provides concise, transparent, and standardized information connected to the areas of **Parents, Care and Education**, enabling all employees of JKU to gain an overview of the legal requirements as well as the standardized procedures in relation to managing times of leave and how to render returning processes successful.

#### **b) Gender balance in leadership and decision making**

Collegial bodies, advisory boards, working groups as well as all other committees at JKU require at least a 40 % ratio of women in their composition as specified by sections 23 and 51 of the Women's Advancement Plan.

#### **c) Gender equality in recruitment and career progression**

Areas with a female proportion of less than 40 % are designated as “**women’s advancement areas**” in section 4 of the Women's advancement plan. In these areas, female applicants are given preference over male applicants, provided their qualifications are the same (cf. section 35). Concerning the appointment of professors, **gender mainstreaming competencies represent a qualification prerequisite** for all candidates while various procedural steps aim to increase the ratio of women (cf. sections 36, 39, 41). Naturally, career planning and further education measures at JKU also follow gender mainstreaming principles (section 42). With initiatives such as Career\_Mentoring\_III, the MBA program *Management and Leadership* and Cross Mentoring, the university actively engages **equitable career progression**.

#### **d) Integrating the gender dimension into research and teaching**

As part of JKU's Plan for the Advancement of Women, the university **has committed to implementing women- and gender-sensitive courses into all curricula** for more than a decade. Furthermore, as stipulated by the plan, **women- and gender sensitive research is present throughout all fields and areas**. (cf. sections 25 and 27).

#### **e) Measures against gender-based violence, including sexual harassment**

The university’s working group on equal opportunities and the worker’s council offer **legal support and counselling services** in regards to discrimination and sexual harassment (cf. Equitable Opportunities Plan section 28). Awareness raising initiatives and publications are being continually devised by the Gender and Diversity Unit.