



Laimburg Research Centre
Gender Equality Plan (GEP)
March 2023



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Introduction

Based on the priorities defined by the European Commission in 2012, gender equality and gender mainstreaming are sought to end the waste of talent and to diversify views and approaches to foster excellence (https://eige.europa.eu/sites/default/files/era-communication_en_2012.pdf). The gender equality plan (GEP) is a strategic approach aimed at achieving gender equality by identifying gender biases and inequalities and providing recommendations for leveraging them. Laimburg Research Centre (LRC) implements the formulation of the GEP based on the principles and guidelines of the European Institute for Gender Equality (EIGE). As recommended by EIGE, the GEP is based on three pillars: 1) Conducting an impact assessment 2) Identifying and implementing strategies to correct any bias and 3) Setting targets and monitor progress. To achieve this, an internal Gender Equality Plan - working group (GEP-WG) was established at LRC. The structure of the GEP has been developed and adapted by the GEP-WG to the type of organization and the institutional context as recommended by EIGE. The GEP-WG collects and provides retrospective and ongoing data assessment and monitoring to shed light on the situation and development of gender-biased inequality at LRC. It furthermore interprets the results and presents them in form of an annually updated GEP to the senior management and publishes them on the institutional homepage. The GEP includes the presentation of objectives, measures, defining the target, the timeline, the people in charge and indicators for the strategic non-perpetuation and abolishment of the identified gender biases.

Process-related Building Blocks (as requested by “Horizon Europe”)

a. Publication and official endorsement of the GEP

Official organization’s commitment to gender equality

The representatives of the senior management of LRC declare that they fully support the content of the here presented GEP and will take all necessary measures for its implementation. The GEP will be signed by the director of LRC and published in an annually



updated version on the institutional website. Every staff member will be informed. Delivering the commitments and actions set out in the GEP is the responsibility of every staff member within the organization, at all levels. The senior management of LRC takes full responsibility for the implementation of the commitments set out in this GEP. It declares to support all indicated measure and is accountable for the success of the GEP.

b. Dedicated resources

A dedicated gender equality function

At LRC, an internal working group (GEP-WG) was established in June 2021 to provide a source for the development and implementation of the GEP. Current members of the GEP-WG are Jennifer Berger (Leader of the GEP-WG, Head of “Science Support, Strategy and Communication” and member of the senior executive team), Evelyn Barcatta (Group leader of Human Resources), Walter Guerra (Head of the “Institute for Fruit Growing and Viticulture” and member of the senior executive team), and Katrin Janik (Head of the Research Area “Molecular Biology and Microbiology”). Katrin Janik is also a member of the LRC workers’ council and - in this function - has been involved in the disclosure and the resolution of gender-related conflicts in the organization. The GEP-WG met up regularly also in 2022, analyzed gender-disaggregated data of the past two years and up-dated the GEP. It presented the updated GEP to the senior management and the worker’s council. The GEP-WG is responsible for setting up, implementing, monitoring and evaluating the GEP. It will raise awareness of the benefits of gender equality at LRC on all levels. It will assess the progress towards gender equality and provide an annual report.

Wider staff time

For the development and implementation of the GEP and the respective measures, personnel from across LRC are engaged in various steps, such as data collection, analysis, participation in meetings, discussions etc. LRC supports the development, monitoring and implementation of the GEP by allowing the respective employees to dedicate time for this during the regular working hours.

Gender budgeting

LRC dedicates a budget to specific training measures aimed at raising awareness of gender-related issues among all staff, empowering female staff, and raising awareness for gender-sensitive issues on different levels. The exact budgetary commitment will be defined by the director of LRC on an annual base.

Budget for training and courses

A budget is provided to organize courses and workshops that address the following topics: female-leadership, raising awareness for identifying gender imbalances and female empowerment. The courses are open to all LRC employees. The participation at courses and workshops that are crucial for the successful implementation of the GEP goals is mandatory. All training events are performed during working time and count as working hours.

c. Data collection and monitoring

At LRC, the GEP-WG and the Human Resources group collected and analyzed gender-disaggregated data and evaluated internal documents such as the personnel regulations as well as further data provided by the internal employee management databases on gender distribution. Applicable privacy regulations were always respected.

For the analysis of the baseline situation and as a basis for the gender equality analysis, the following parameters were analyzed:

- Development of the staff gender distribution over the last 15 years
- Gender distribution in general and divided by activity
- Gender distribution divided by contract duration (temporary/permanent)
- Gender distribution divided by function level
- Financial supplements to coordinating staff
- Gender and Recruitment: Applications and employment divided by activity
- Gender distribution in committees and boards
- Reasons for absence divided by gender

Data analysis

The data was analyzed to establish an understanding of the key differences and gaps between women and men within the organization and its activities. This analysis will help to guide the key priorities for the GEP and to adjust these priorities as the situation evolves over time.

Development of the staff gender distribution in the last 15 years

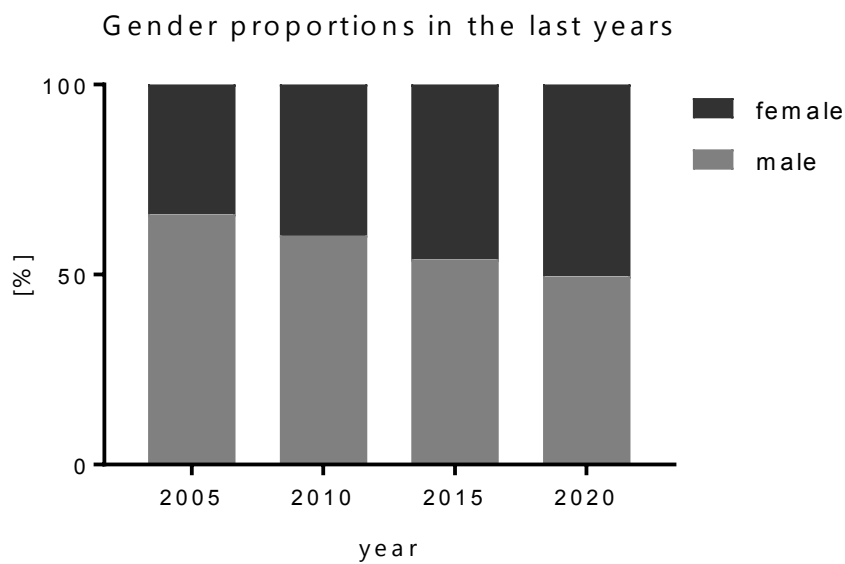


Figure 1. Gender staff distribution in the last years (2020). [Seasonal workers are not considered in this evaluation]

Conclusion: The percentage of female staff has been continuously increasing since 2005, and in 2020, the gender ratio reached about 50:50.



Gender distribution in general and divided by activity

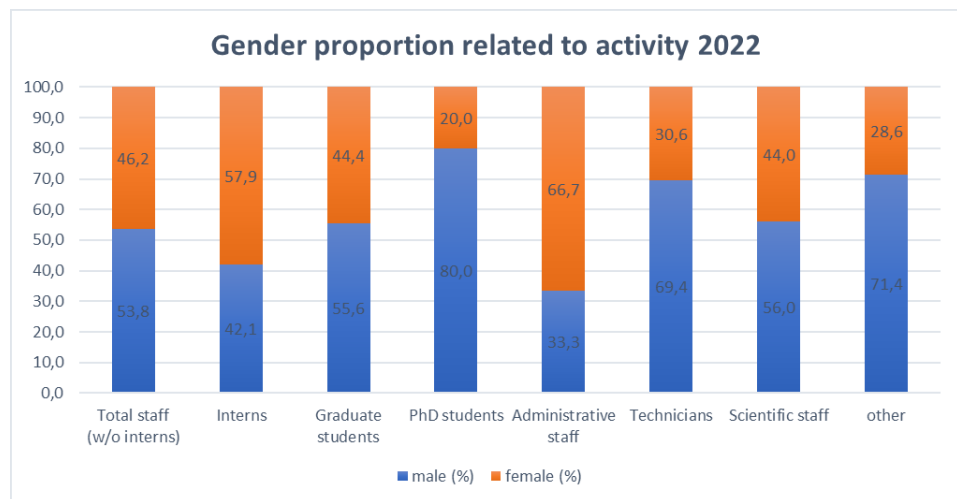
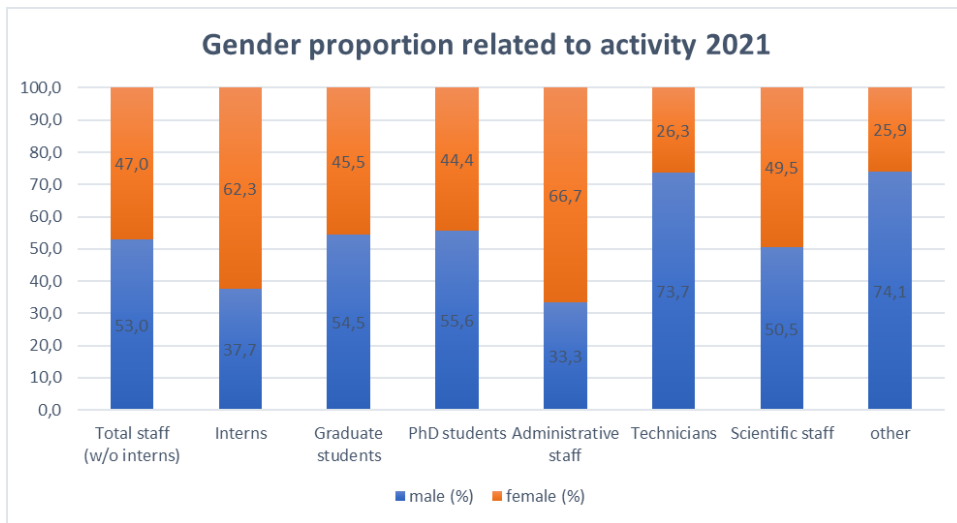
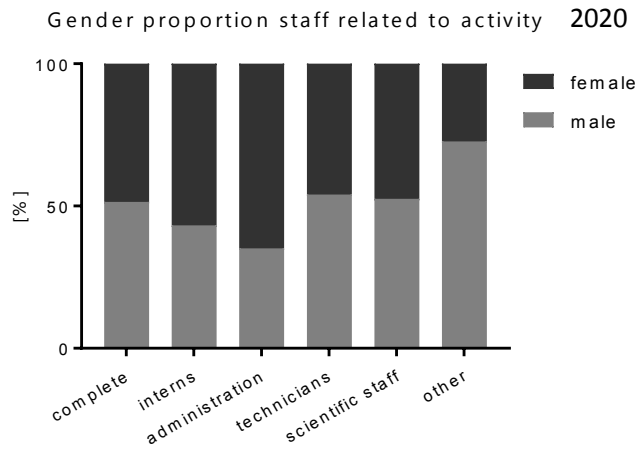
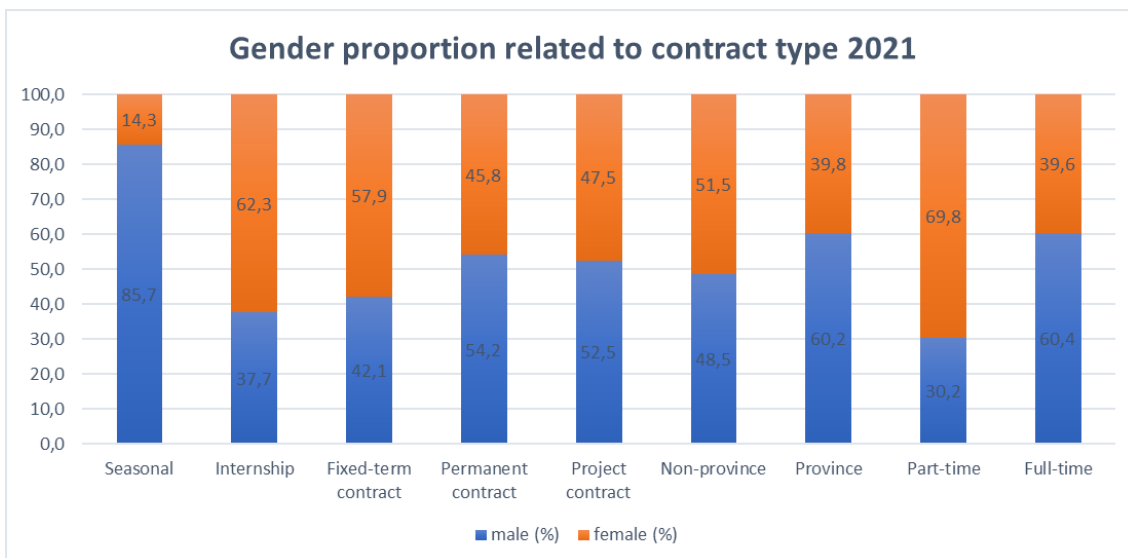
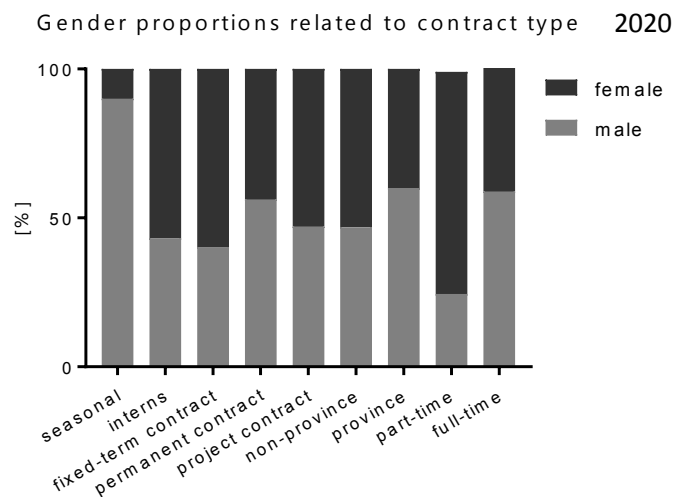


Figure 2. Gender proportion related to activities at LRC (years 2020, 2021 and 2022).

Conclusion: In general, the gender proportion regarding the various activities is quite balanced, but there are differences over the years. For example, in 2022, 80% of PhD students were male. However, LRC relies on the selection process for PhD students conducted by the partner universities regarding the PhD. A relatively constant bias is observed for the categories "other" with more males as well as for the category "administrative staff" with more females. The category „other" comprises mainly seasonal workers. Applicants for seasonal positions are mainly male while applicants for positions in administration are mainly female. This explains why a certain gender bias prevails in these two categories.

Gender distribution divided by contract type



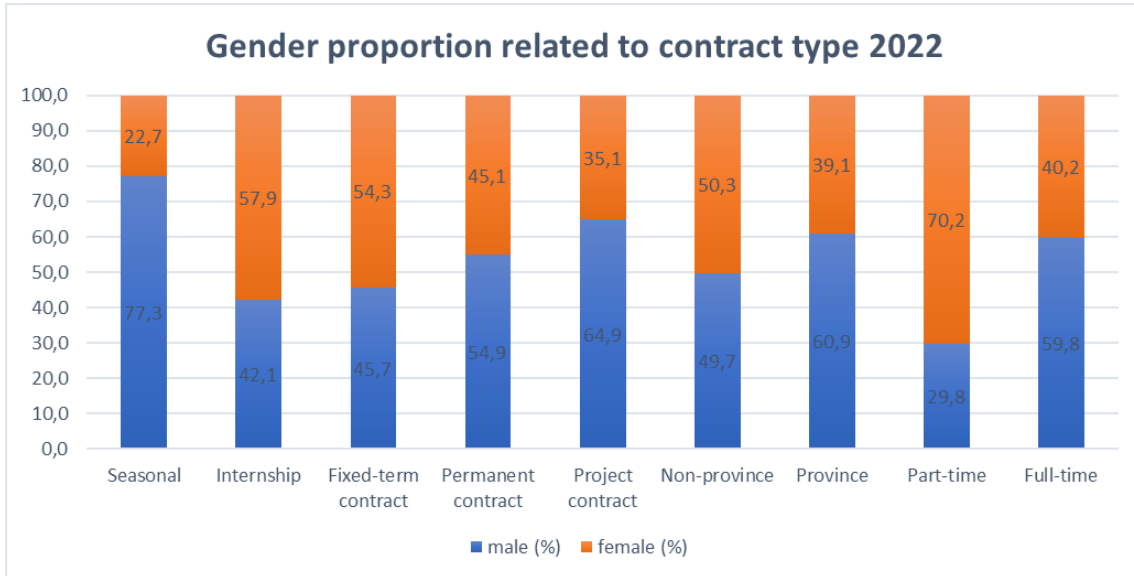


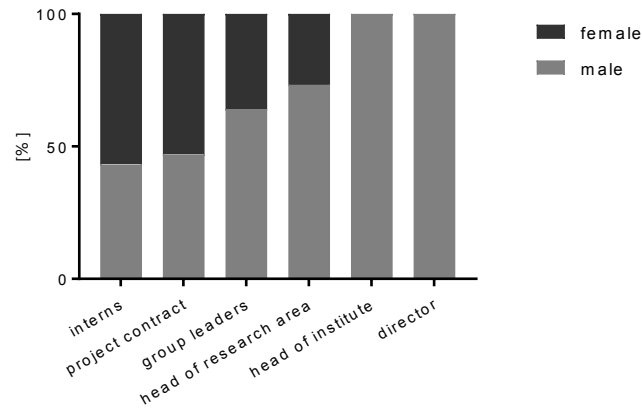
Figure 3. Gender proportions related to contract types at LRC (years 2020, 2021 and 2022).

Conclusion: Over the three years analyzed, there is a very high proportion of male staff in the category “seasonal” and a slight bias towards a higher proportion of males in the categories “permanent contract” and “province”. A possible explanation for the bias in the category “seasonal” is the same as outlined in the previous figure. Possible reasons for the male bias in “province” and “full-time” might be that they reflect the more pronounced overall gender bias from the time before 2015 (see Figure 1), when most province and full-time contracts were concluded. There is a male bias for full-time contracts and a female bias for part-time contracts, indicating that childcare is still a predominantly female responsibility. Not surprisingly, the gender proportion for project contracts varies from year to year.

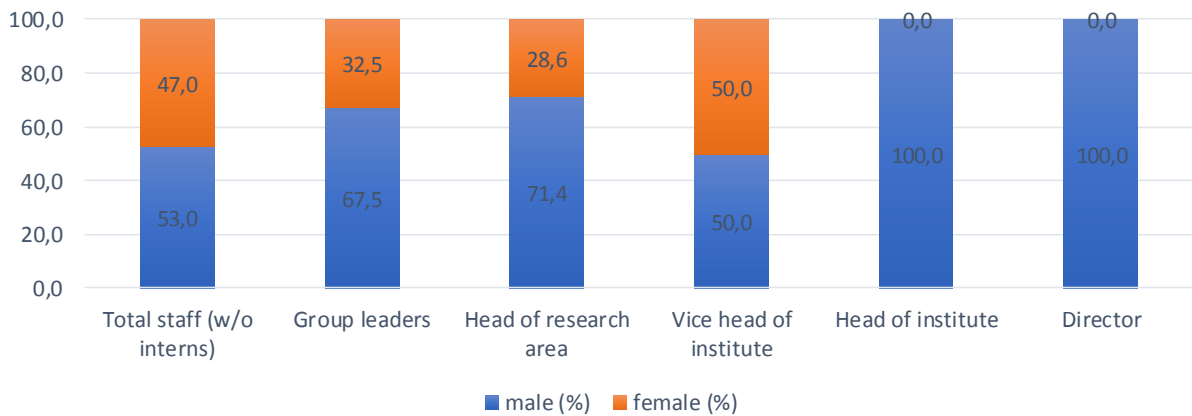


Gender distribution related to professional function

Gender proportion related to professional function 2020



Gender proportion related to professional function 2021



Gender proportion related to professional function 2022

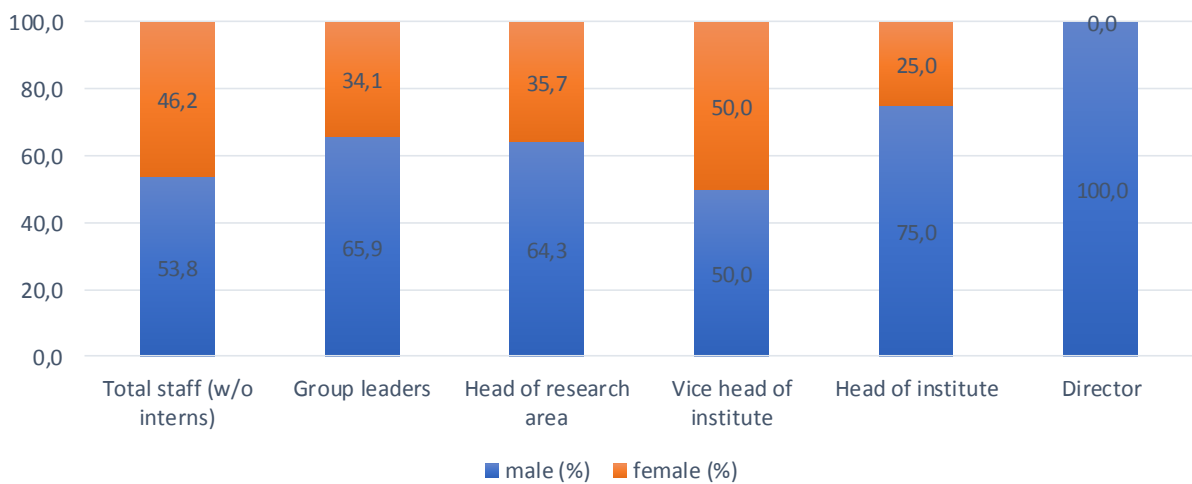


Figure 4. Gender proportion related to professional function at LRC (years 2020, 2021 and 2022).

Conclusion: A male gender bias occurs in higher professional functions such as Head of Research Area and Head of Institute. However, in 2022, the first female Head of Institute was appointed, and the percentage of female Heads of Research Area increased. Also, 50% of vice heads of institutes were female, thus indicating that higher professional functions are now held by more women: an objective that was defined in the first GEP.

Financial supplements

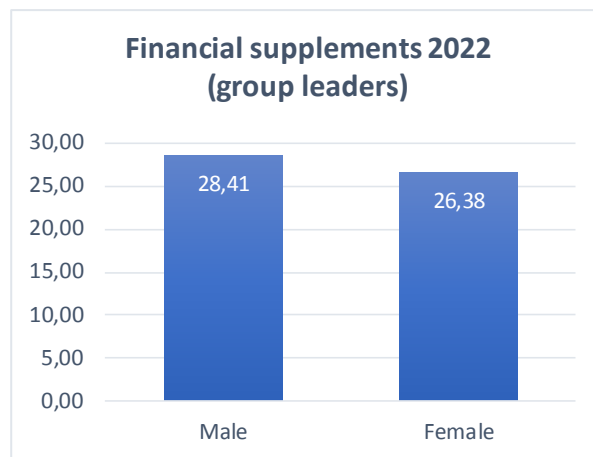
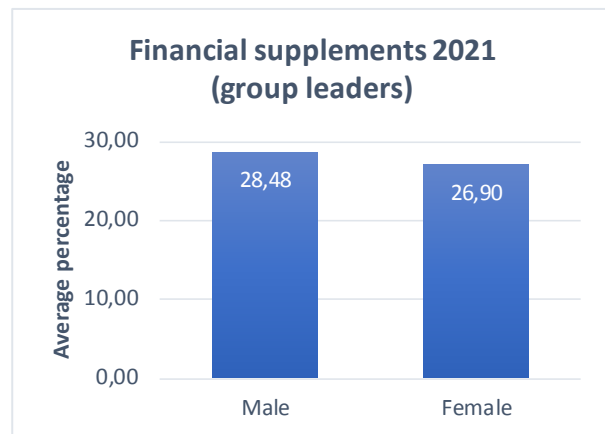
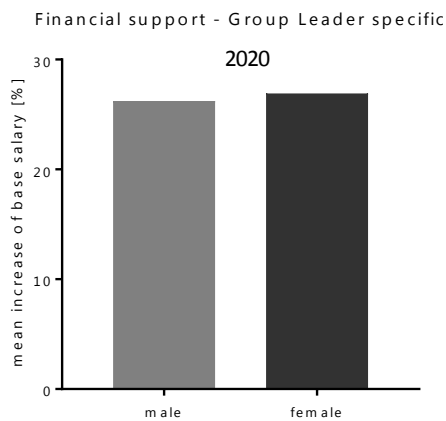


Figure 5. Financial supplements - Group Leader specific (years 2020, 2021 and 2022).

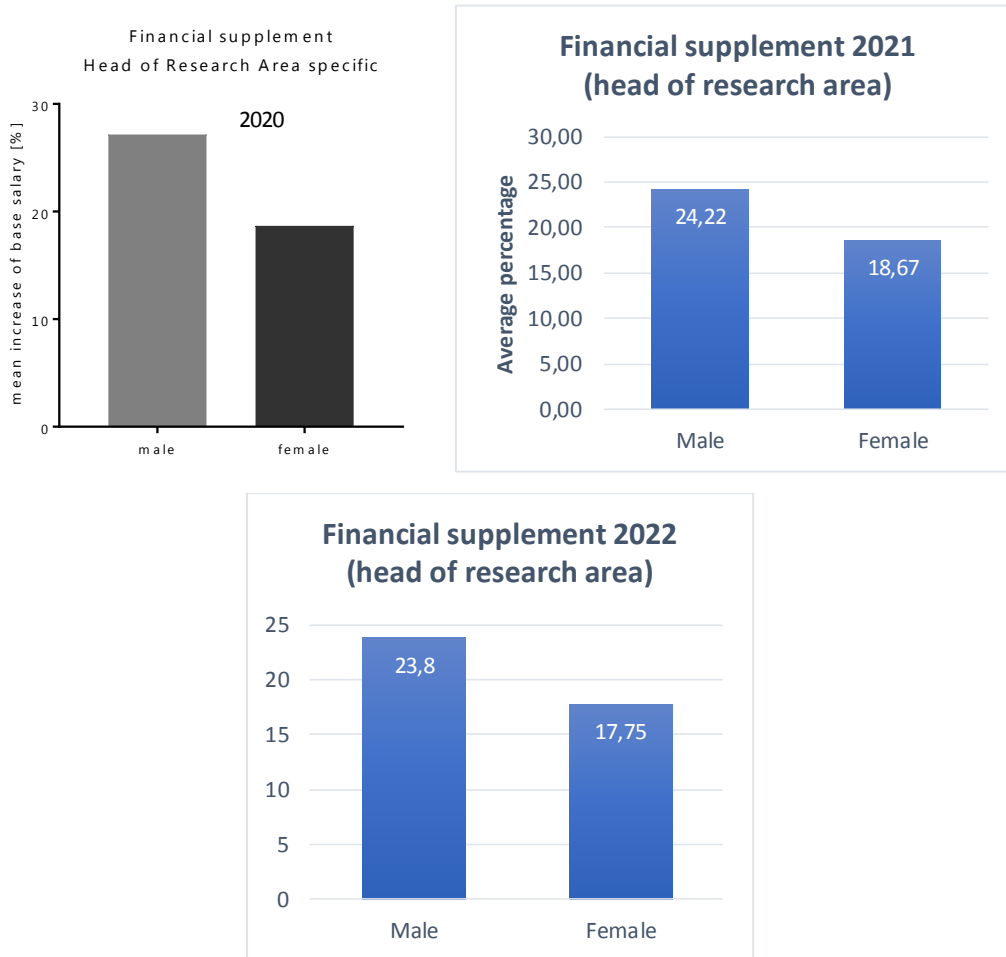


Figure 6. Financial supplement - Head of Research Area-specific (years 2020, 2021 and 2022).

Conclusion: The mean financial supplement for a group leader position is quite similar for female and male staff. On average, women in the function as a Head of Research Area get about 25 % less supplements than their male colleagues in the same position. However, supplements for Head of Research Area depend on several factors such as number of supervised staff, number of years in this professional function and others.



Gender and Recruitment: Applications and recruitments according to activity

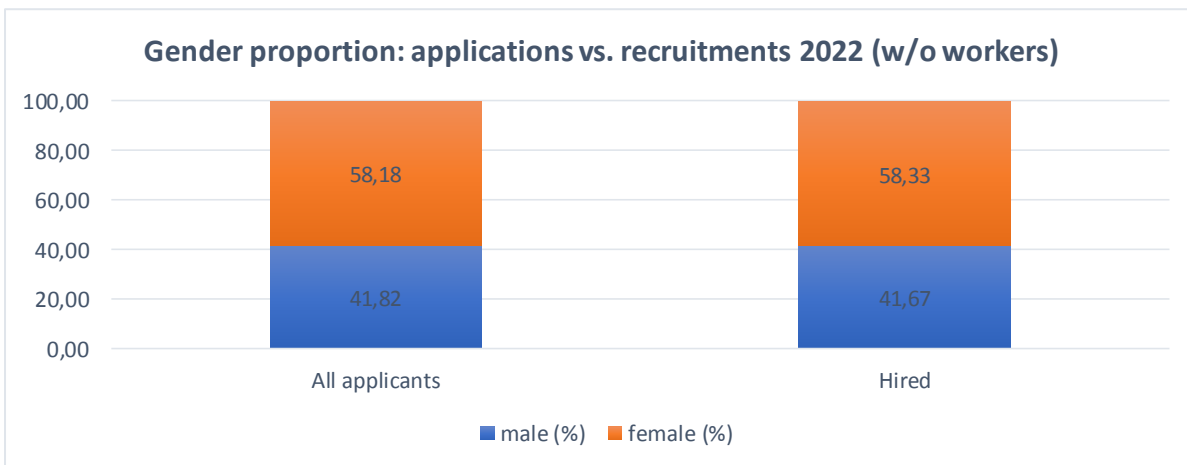
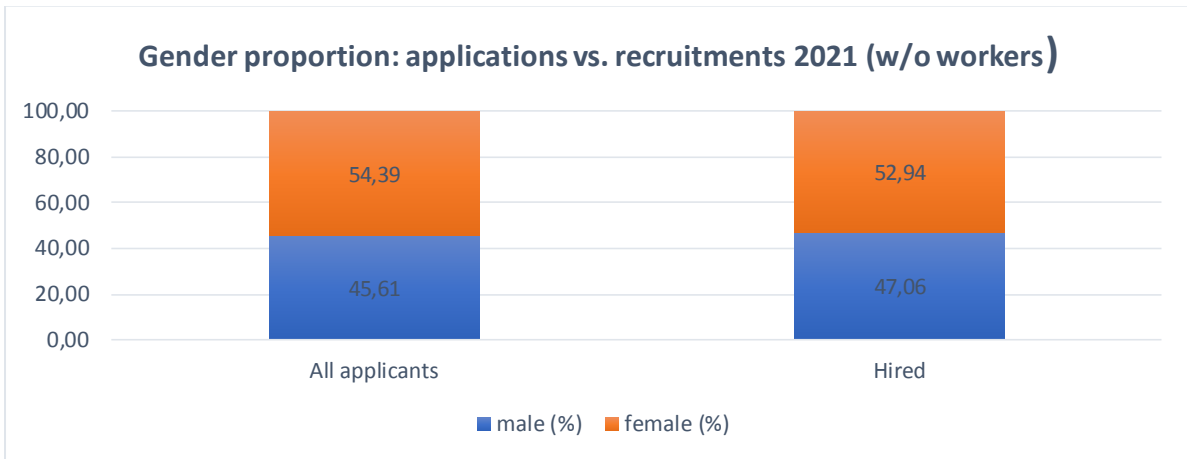
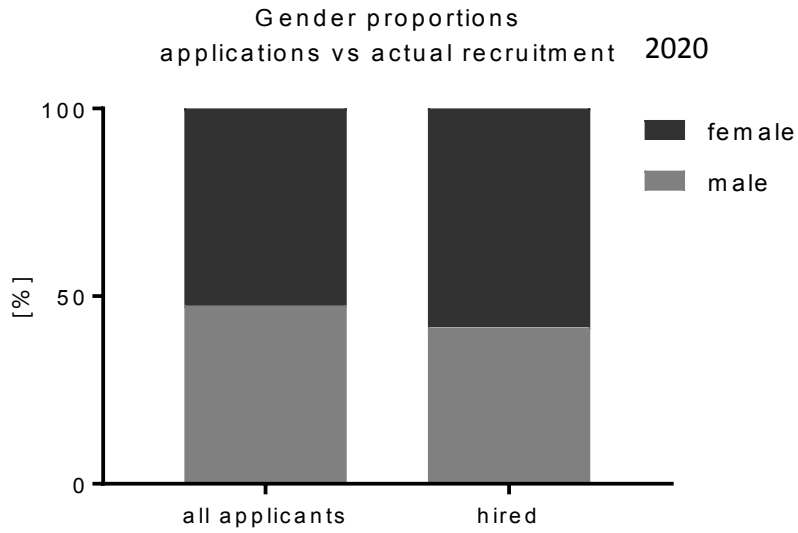


Figure 7. Gender proportions: applications vs actual recruitment (years 2020, 2021 and 2022).

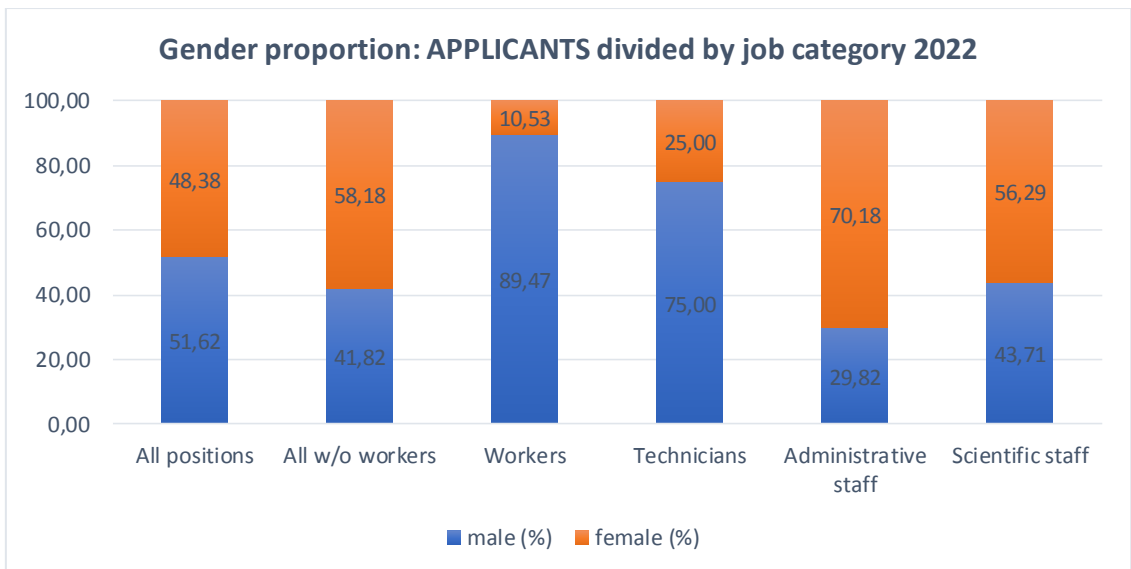
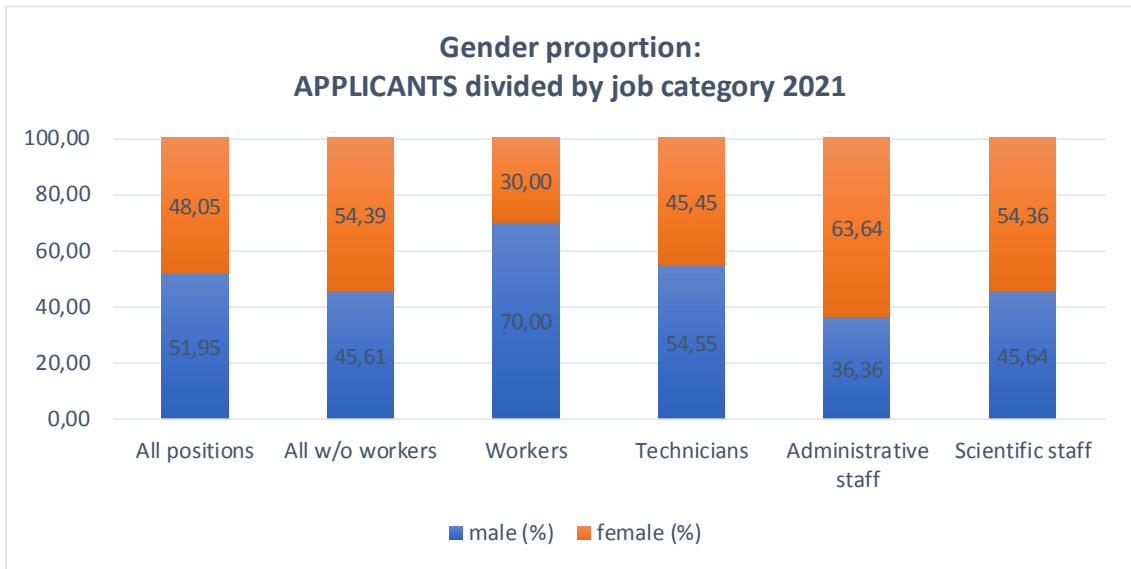
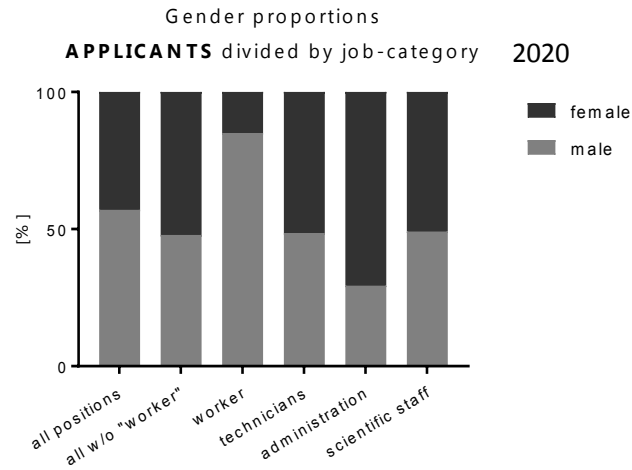


Figure 8. Gender proportions – Applicants divided by job-category (years 2020, 2021 and 2022)

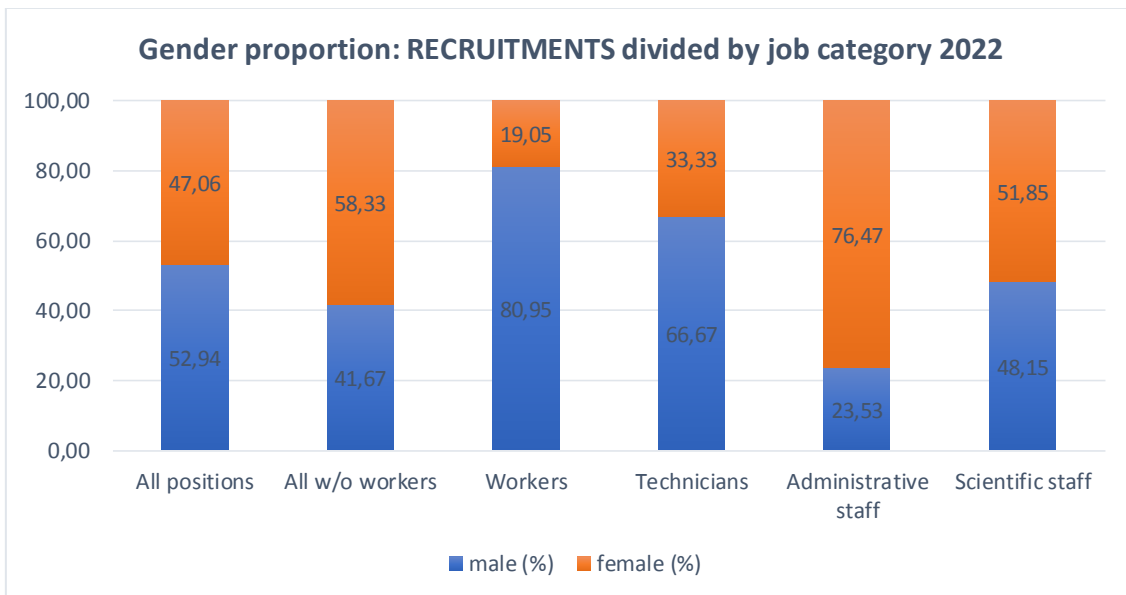
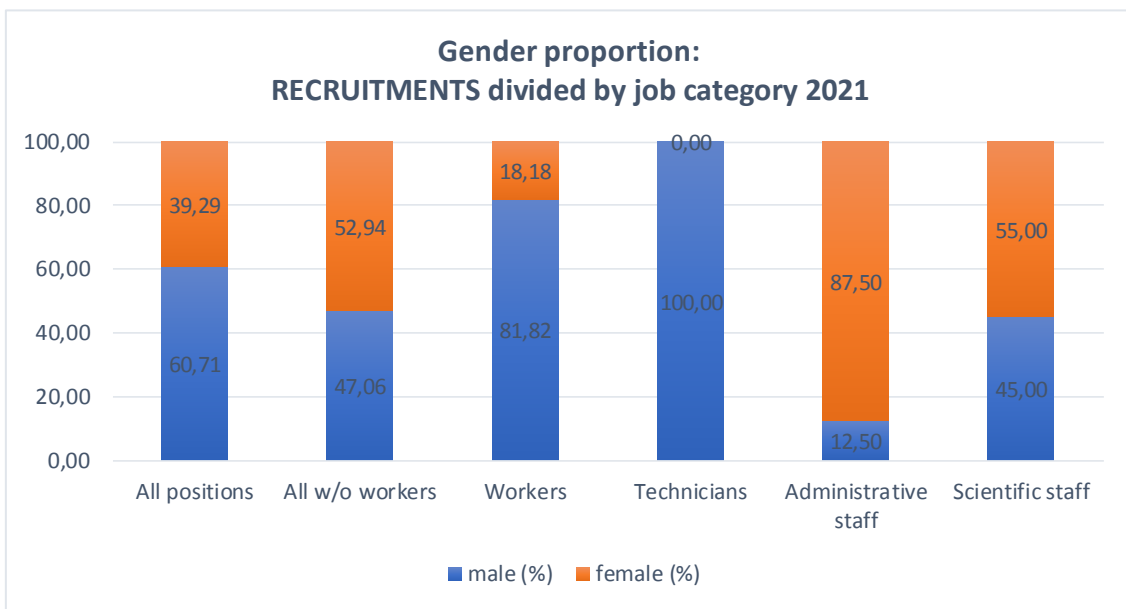
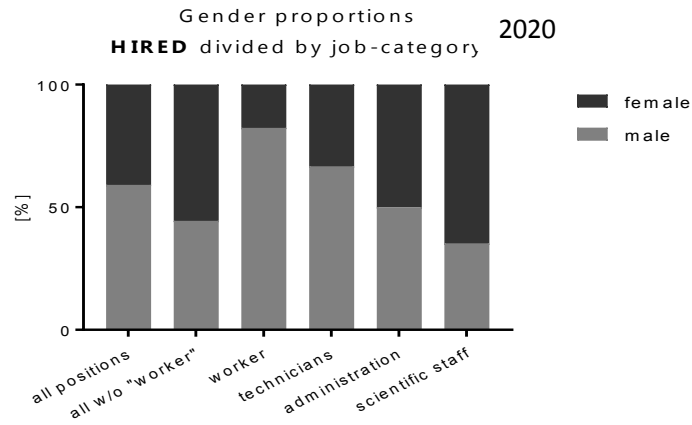
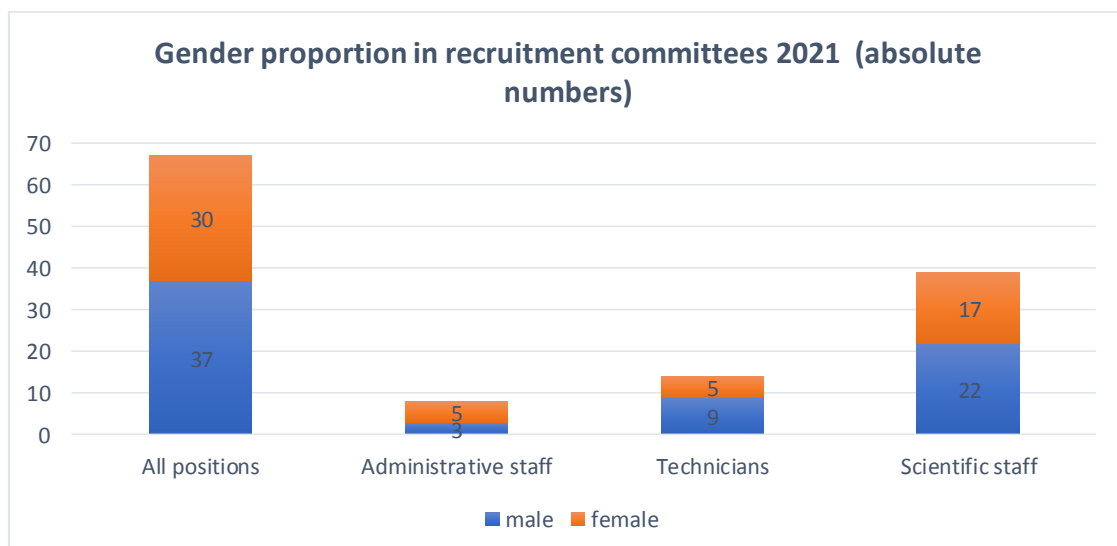
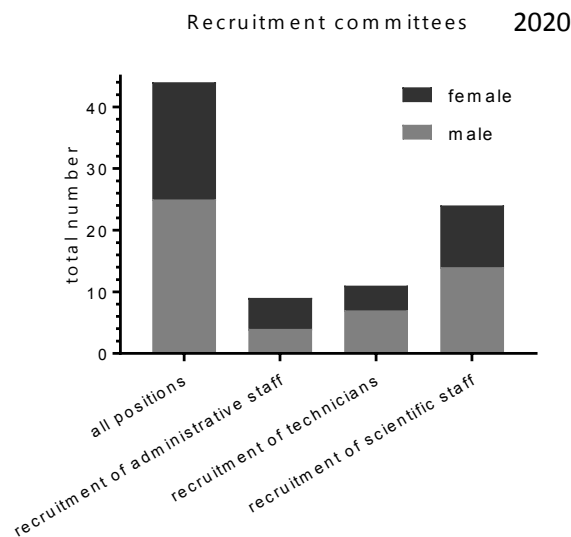


Figure 9. Gender proportions – actually hired applicants divided by job category (years 2020, 2021 and 2022)

Conclusion: The overall rate of males and females hired perfectly reflects the rate amongst applicants over the course of three years (Fig. 7). With respect to applications and recruitments divided by job category (Fig. 8 and Fig. 9), there are differences. For example, in 2021, only males were recruited for the category “technicians”, whereas in 2022 more female technicians were hired compared to the percentage of females applying for this category. In both 2021 and 2022, more females were hired for the category “administrative staff” in relation to the gender proportion of applicants. No differences are observed for the category “scientific staff”.

Gender distribution in recruitment committees



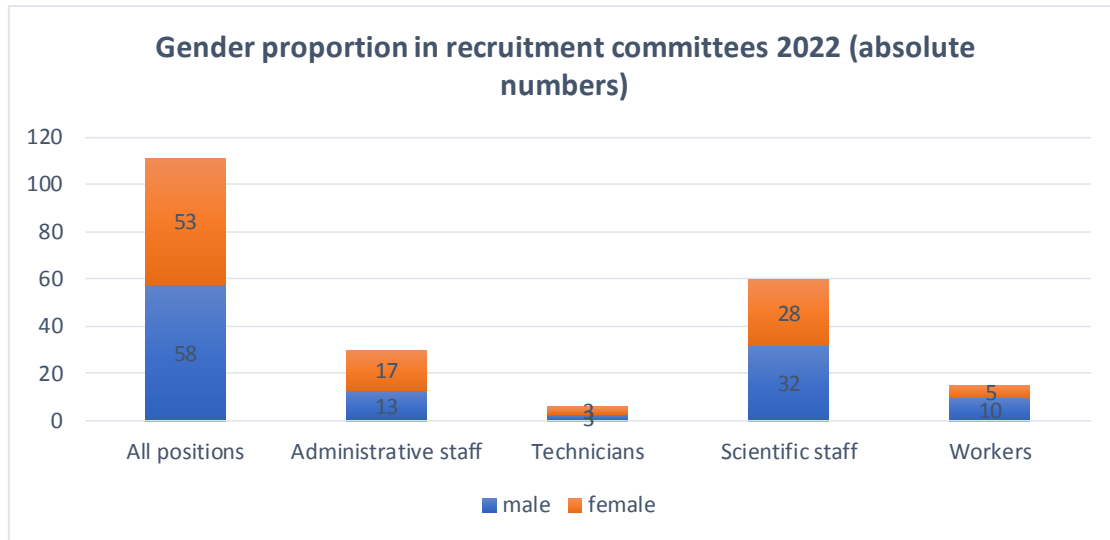
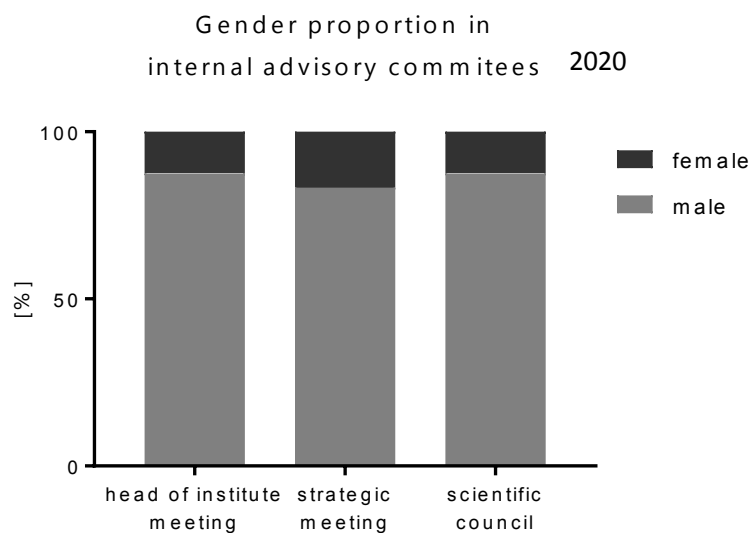


Figure 10. Recruitment committees (years 2020, 2021 and 2022).

Conclusion: The gender proportion in the recruitment committees is quite balanced, reflecting the legal specifications defined by the recruitment regulations of the province authorities (recruitment committees consist of three persons and each gender must be represented).

Gender distribution in internal advisory committees and boards



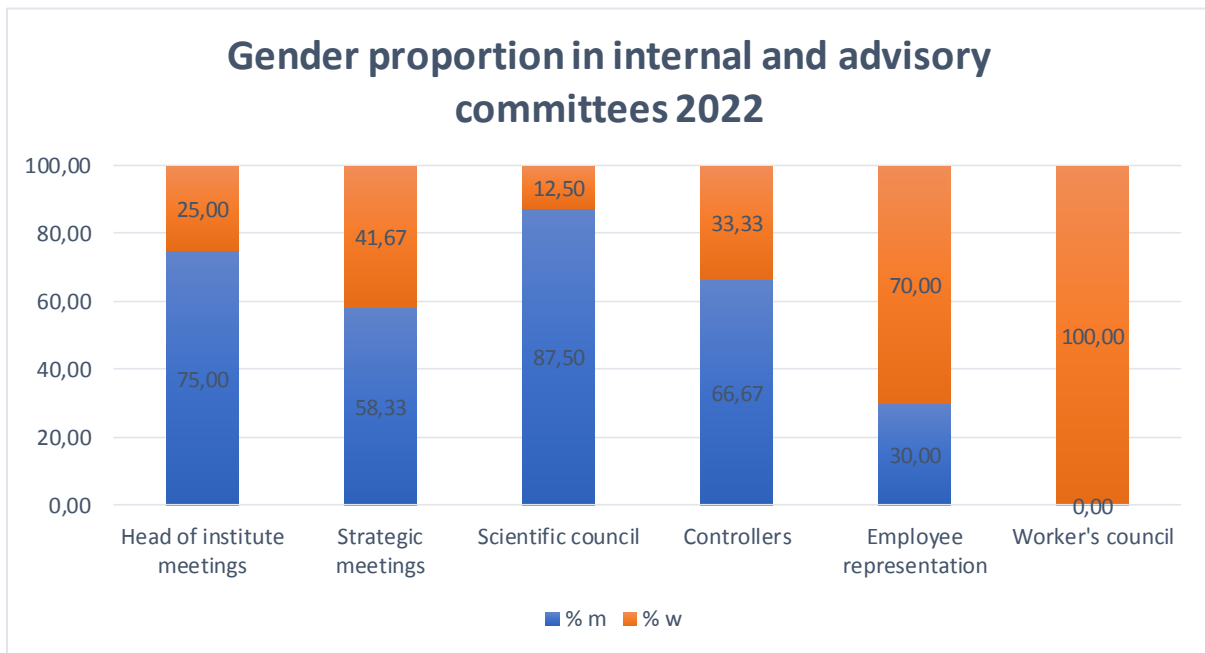
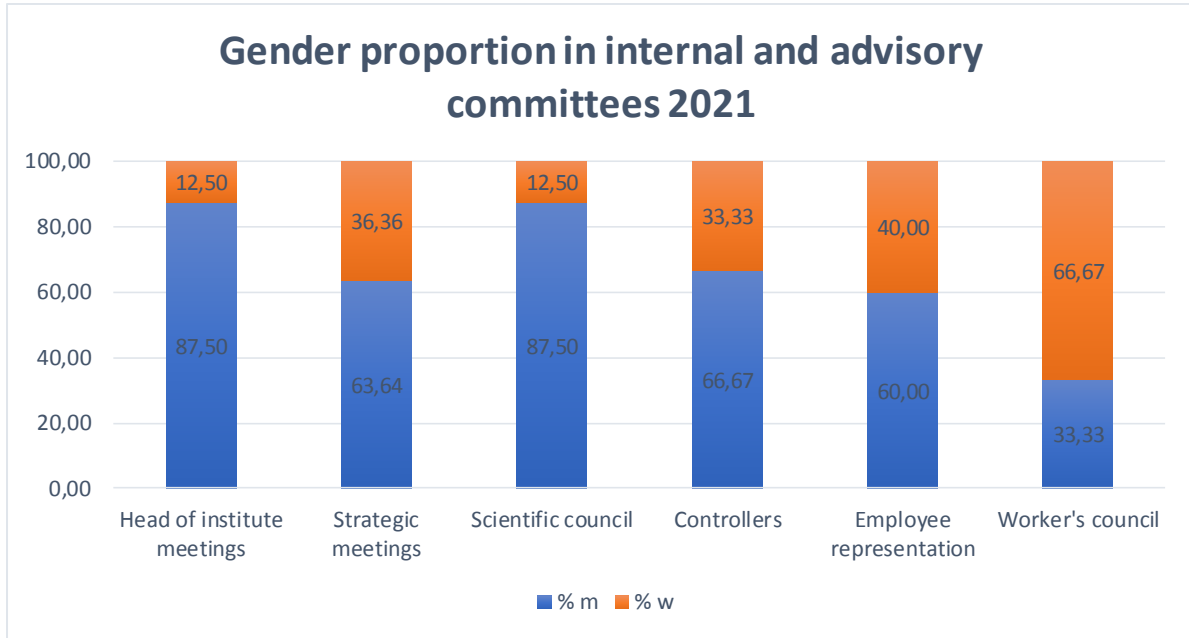


Figure 11. Gender proportion in internal and advisory committees (years 2020, 2021 and 2022).

Conclusion: The internal advisory committees mainly consist of males, which reflects the gender bias present in higher functions, as these committees are constituted by representatives of the senior management. For the scientific council and for the controllers, there is a bias towards males. The gender distribution in the worker's council and employee representation was quite balanced in 2021. However, after the elections in 2022, there is a bias towards females in these committees.



Reasons for absence divided by gender

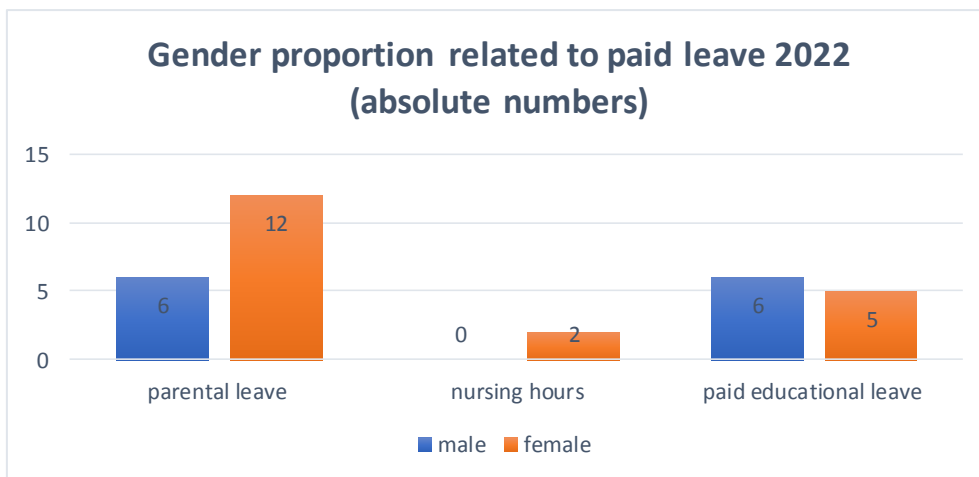
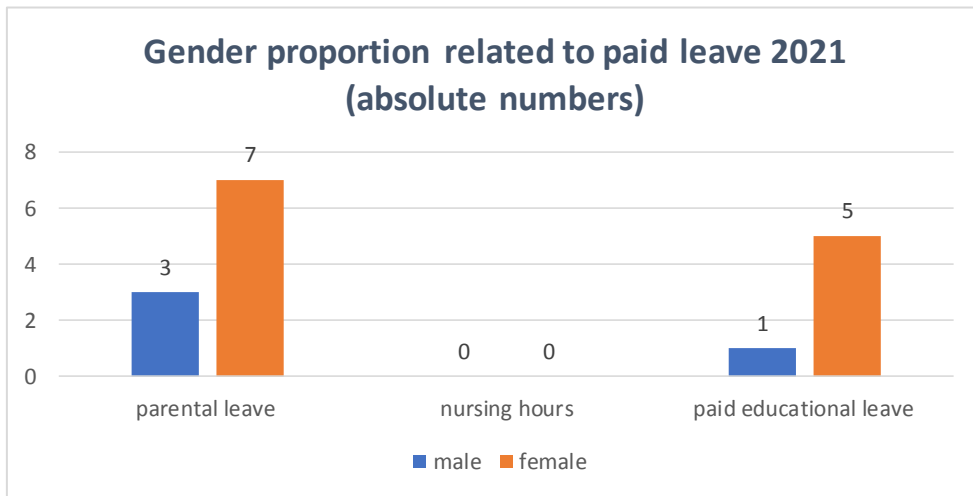
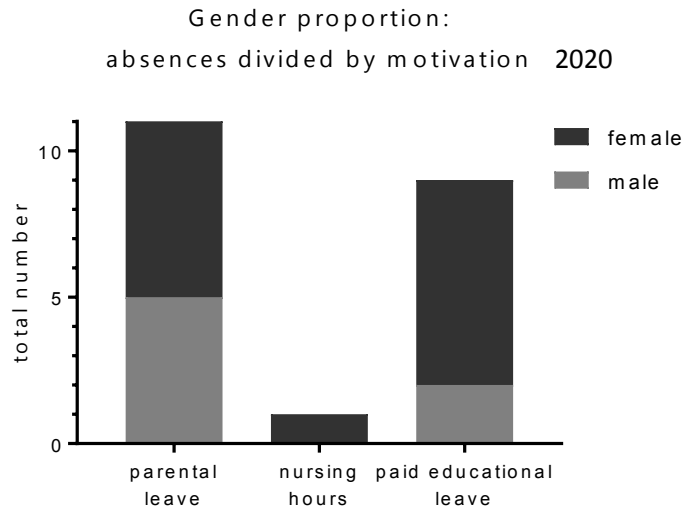
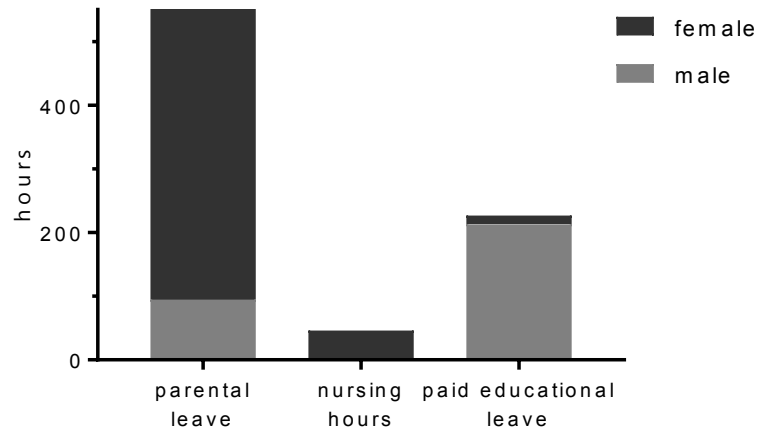
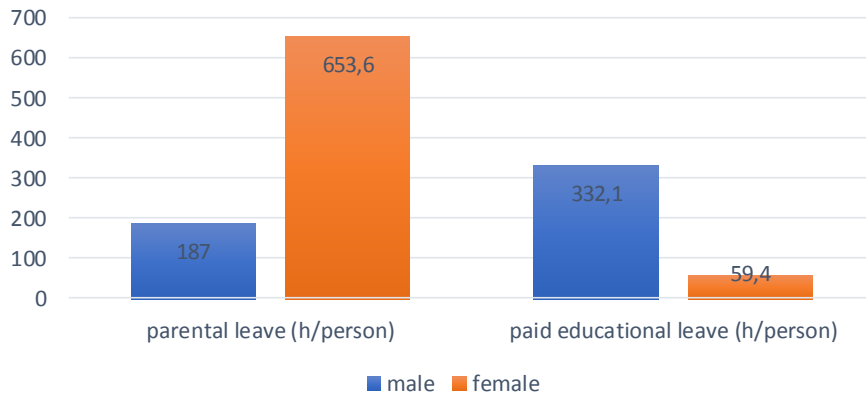


Figure 12. Gender proportion: absences divided by motivation – number of employees (years 2020, 2021 and 2022).

Amount of paid leave related to gender 2020 (h/person)



Amount of paid leave related to gender 2021 (h/person)



Amount of paid leave related to gender 2022 (h/person)

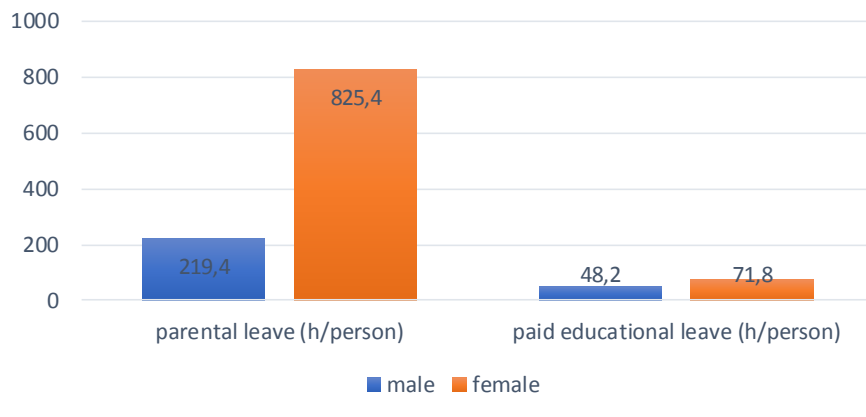


Figure 13. Gender proportion: absences divided by motivation - hours (years 2020, 2021 and 2022).



Conclusion: Women take more parental leave than men. In the three-year period analyzed, nursing hours were exclusively taken by mothers even though they can also be utilized by fathers. Hours of paid educational leave and the gender proportion of persons taking it varies from year to year, no gender bias is evident.

Publication of the data

The data gathered on gender equality are published on LRC's website, as part of the annually updated GEP.

Definition of objectives, measures and indicators

The results of the data analyses led to the definition of a series of objectives, and to the identification of measures to achieve them. Furthermore, the persons responsible for the implementation of these measures were determined and indicators were defined to ensure a review of their effectiveness.

The defined indicators are measurable signs of performance or achievement. They are factors or variables that provide a way of measuring and validating achievement or reflecting changes. They are used to assess whether activities and processes were implemented as planned and whether a change was achieved, or progress was made toward influencing a change. The defined indicators reflect the goals, objectives, and expected results of the LRC GEP policy.

Area	Objectives	Measures	Responsible for implementation	Indicators	Measures carried out in 2022	Measures planned for 2023
1. Organizational structures and procedures to support gender equality in the institutional culture	<ul style="list-style-type: none"> • Combat gender stereotypes • Ensure that workplace procedures and practices respect gender equality • Use of gender-inclusive language • Promote gender awareness and competence 	Appointment of a Gender Equality Plan Working Group (GEP-WG) meeting regularly	Senior management, GEP-WG	GEP-WG appointed, regular GEP-WG meetings	4 GEP-WG meetings held	At least 3 GEP WG meetings held
		Regular meetings of the GEP-WG with senior management to strengthen the potential of the GEP and maximize its impact	Senior management, GEP-WG	Meetings of the GEP-WG with senior management	1 meeting of the GEP-WG with the senior management held	At least 1 meeting of the GEP-WG with the senior management held
		Routine gathering of gender-disaggregated quantitative and qualitative data; monitoring of the achievement of the objectives set by the GEP	Human resources group, GEP-WG	Current gender-disaggregated data collected; monitoring results available	Current gender-disaggregated data collected	Current gender-disaggregated data collected; monitoring results for 2022 available
		Revision and adaptation of the GEP based on analysis of current gender-disaggregated data and monitoring results	GEP-WG	Preparation and publication of an updated GEP based on current gender-disaggregated data and monitoring results	First GEP prepared and published on institutional website	Publication of an updated GEP based on current gender-disaggregated data and monitoring results
		Routine revision of communications and images from a gender equality point of view, based mainly on the guidelines of the provincial administration (Guidelines)	Communication group	Use of gender-sensitive language and images in documents and communications	1 member of the communication group attended relevant courses: use of gender-sensitive language in communications	1 more member of the communication group will attend relevant courses: use of gender-sensitive language in communications
		Initiatives to favor gender awareness and competence at all levels of the organization and provide respective trainings	Senior management, Human Resources group	Organization of awareness trainings on gender sensitive issues	2 awareness trainings on gender sensitive issues held	2 trainings on unconscious bias and gender awareness

2. Gender balance in recruitment, career progression, leadership and decision making	<ul style="list-style-type: none"> Promote gender balance in recruitment Provide mentoring and empowerment programs Make female researchers more visible Increase female leadership 	Recruitment processes are carried out in full agreement with gender-relevant aspects	Senior management, Human Resources group	Recruitment commissions are composed of both genders, based on guidelines of the provincial administration (guidelines)	All recruitment commissions are composed of both genders	All recruitment commissions are composed of both genders
		Providing mentoring and empowerment courses to improve visibility, self-confidence, negotiating and leadership skills	Senior management, Human Resources group	Organization of trainings for leadership and empowerment, mentoring program	Discussions on female empowerment and planning of female leadership training for 2023	Female leadership training for all staff with managerial functions and for deputy staff.
		Promoting campaigns within and outside the institution to make women's contribution to research more visible	Communication group	Balanced representation of both genders at recruitment events and in science communication measures	50 % female researchers presented in communications; 2 women participated at recruitment events.	At least 40 % female researchers presented in communications; participation of both genders at recruitment events.
		Increase female leadership: Preparing women to carry out leadership positions by appointing preferentially female deputies from the level of "group leader" up to "head of institute"	Senior and junior management	More than 50% of the deputy positions are held by women	62% of deputy positions assigned to women, first female head of institute appointed.	More than 50% of deputy positions are held by women

3. Integration of work with family and personal life	<ul style="list-style-type: none"> • Flexible working hours and family-friendly meeting times • Financial support for childcare • Support equal distribution of care activities 	Flexible working hours, part-time work, and smart working	Senior management, Human resources	Availability of flexible working times, part-time work and smart working	100% of requests by both male and female staff for part-time work were accepted. 100% of requests by both male and female staff for smart working were accepted.	Female staff will not be disadvantaged when granting part-time work and smart working.
		Better planning of work meetings in line with work-life-balance needs and part-time work	Senior management	Important meetings preferentially in the mornings and/or online	All important meetings including those for senior management held in the morning and/or online.	All important meetings including those for senior management held in the morning and/or online.
		Availability of financial support for early childcare	Human resources group	Provision of financial support for early childcare	100% of requests for financial support for early childcare granted.	100% of requests for financial support for early childcare granted.
		Providing information to and encouragement of male staff to take parental leave	Senior management, Human resources	Organization of communication and awareness raising measures	2 information events on available work-life balance measures organized.	New staff will be informed on availability of work-life balance measures.
4. Integration of gender dimension into research and teaching content	<ul style="list-style-type: none"> • Create gender awareness in research design and practice • Promote gender balance in internships 	Aim for equal participation and representation of women in panels (i.e. tasting panels)	Senior management	Percentage of women in tasting panels	30% of persons in tasting panels are female.	At least 30% of persons in tasting panels are female.
		Promote gender balance in internships	Human resources group	Percentage of female interns	58% of interns are female; 44% of master/bachelor theses are conducted by females.	At least 40% of interns and graduate students conducting master/bachelor theses are female

5. Measures against gender-based violence, including sexual harassment	<ul style="list-style-type: none"> • Raise awareness for gender-related issues 	Establish training and awareness-raising programs on gender-based violence	Human resources group	Training and awareness-raising programs on gender-based violence	Gender-based violence issues discussed during workshops	2 trainings held to raise awareness on gender-based issues and violence
	<ul style="list-style-type: none"> • Prevent violence, harassment and discrimination 	Provide information and support in case of violence, harassment or discrimination	Human resources group, senior management	Provide information and support in case of violence, harassment or discrimination	2 information events held by the Equal Opportunity Councillor. Province staff can contact the Confidential Councillor.	Confidential Councillor appointed also for non-province staff. Documents adopted for measures to protect the dignity of staff.



d. Training

All staff members, leaders, and decision-makers of LRC perform courses and workshops for identifying practices, cultures and unconscious gender biases that cause disadvantage to women. In a subsequent step, inclusive approaches are implemented to abandon these disadvantages. Trainings and workshops are performed on different levels. These trainings are an ongoing and long-term process and will be evaluated by an evidence-based assessment. Courses and workshops covering the following categories will be organized: 1) unconscious bias and gender awareness training, 2) communication and engagement activities, and 3) leadership training with a special focus on female leadership for researchers and academics.

Pfatten / Vadena, 30.03.2023

THE DIRECTOR

Dr. Michael Oberhuber

(digitally signed)



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Am 03.04.2023 erstellte Ausfertigung

Copia prodotta in data 03.04.2023