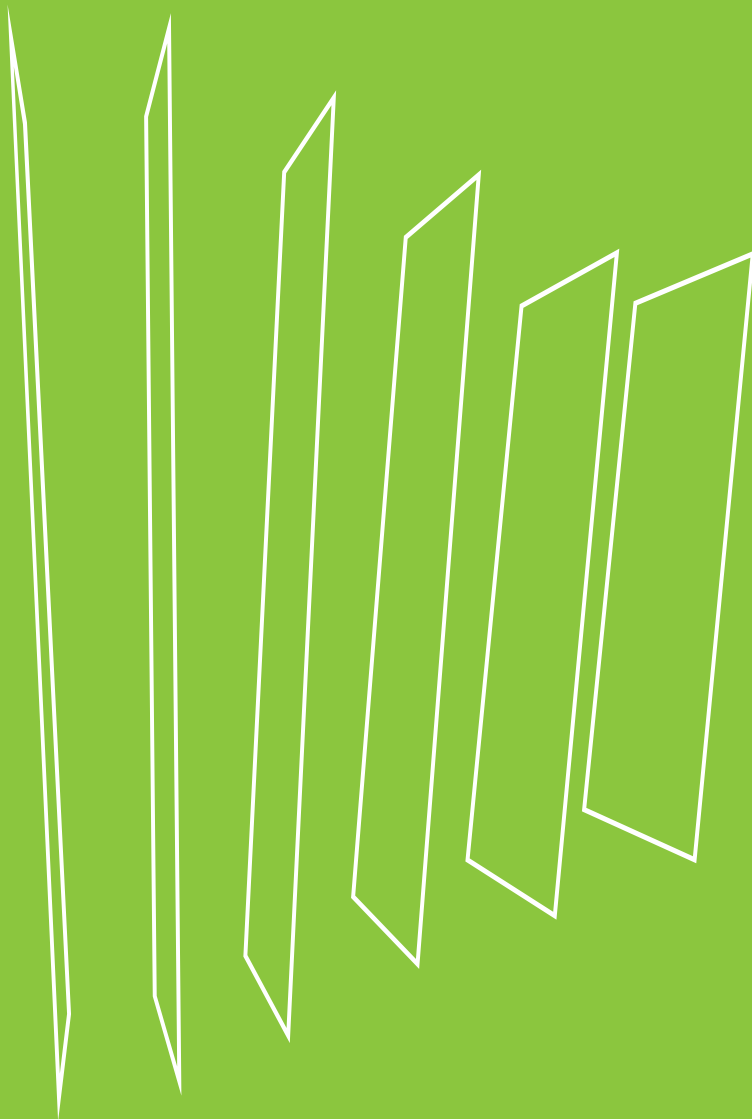




Gender Equality Plan (GEP) 2023-2026
Public Document of the ABU

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INTRODUCTION

The Anton Bruckner Private University (ABU) is committed to gender equality and, through this Gender Equality Plan (GEP), is implementing measures aimed at reducing gender-specific imbalances and inequalities. The ABU goes beyond a binary approach to gender equality, with the explicit goal of ensuring that women, men, trans*, inter*, non-binary individuals, and the full spectrum of gender identities are equally considered. To make this diversity visible, the terms „women“ and „female“ in this GEP are marked with an asterisk: women* and female*. During the evaluation and revision of this GEP in 2026, consideration will be given to whether additional targeted measures are necessary.

The GEP addresses the entire organization and aims to engage all members of the university community. As a systematic and strategic tool, the GEP is based on a thorough analysis of the status quo and outlines specific measures to improve gender equality at the ABU. It also includes regular monitoring and serves as an

instrument to foster reflection and the continuous development of the university.

ABU will provide sufficient financial and human resources for implementing the GEP and will regularly report on progress. Future progress of the GEP will be substantiated through collection and analysis of gender-disaggregated data. Regular training and workshops will be conducted to raise awareness among staff and students on various gender-related topics.

Since 2023, the Gender Equality Officer professionally oversees and monitors the entire process to fulfill the GEP measures. They will collaborate with process stakeholders and support the individuals, departments, and committees involved in the planning, implementation, and evaluation of the measures outlined in the GEP. This publicly accessible Gender Equality Plan (GEP) outlines the key objectives, corresponding measures, and the timeline for their implementation.

1 GENDER DIMENSION IN STRATEGIC DOCUMENTS

GOALS	MEASURES
1.1 GEP: Establishing Institutional Structures to Promote Gender Equality	Approval of a Gender Equality Plan (GEP) and its dissemination among all members of the university community
	Development of institutional structures and resource allocation: <ul style="list-style-type: none"> ■ Creation of a position for a Gender Equality Officer ■ Allocation of financial resources for training programs
	Development of training programs for staff and students to enhance gender competencies
	Establishment of a data collection system to track gender-sensitive indicators
	Structural integration of the "Diversity, Equity & Inclusion Working Group"
1.2 Strengthening the Gender Dimension in the Development Plan	Reference to the GEP in the 2023–2029 Development Plan
	Incorporation of the Gender Dimension in the redesign of all development areas
1.3 Strengthening the Gender Dimension in Annual Reports	Systematic presentation of all gender-specific indicators in the annual report
	Reference to gender equality objectives in the "Development Goals" section
1.4 Strengthening Gender Integration in the Quality Management Handbook	Creation of a guideline for the integration of the gender dimension in evaluations with reference to: <ul style="list-style-type: none"> ■ Gender in curricula ■ Gender in teaching ■ Gender-sensitive communication ■ Gender in research ■ Gender in recruitment
1.5 Establishing Gender Mainstreaming in the Development of Policies and Publicly Accessible Documents	Implementation of a process to forecast gender-specific impacts of new policies
	Requirement for decision-making bodies to consult the Gender Equality Officer before the adoption of new policies

TIMELINE							
23S	23W	24S	24W	25S	25W	26S	26W
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X		X		X		X	
	X	X	X				
	X	X					
	X						

2 WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE

GOALS	MEASURES
2.1 Enhancing Work-Life Balance for Employees and Families	Conducting the "University and Family" audit to assess the current status and derive actionable measures
2.2 Support for Students with Caregiving Responsibilities	Conducting a comprehensive evaluation of the situation of students as part of the "University and Family" certification
	Developing a guideline to support students with caregiving responsibilities
2.3 Considering the Gender Dimension in Marketing and Public Relations, as well as in Internal and public documents	Development and implementation of guidelines for gender-sensitive communication: <ul style="list-style-type: none"> ■ Language ■ Visual communication ■ Digital communication
	Analysis of relevant guidelines, documents, brochures, the website, and social media platforms, with corrective measures in line with university policy
	Building expertise through training initiatives on gender-sensitive communication for administration and faculty
2.4 Creation of Training Programs to Reduce Sexism, Gender-Specific Biases, and Stereotypes	Provision of resources for regular training opportunities to combat sexism, gender-specific biases, and stereotypes – integrated into the annual budget
	Ongoing evaluation of the training programs and adjustment of the offerings based on the evaluations
	Training programs for employees on the establishment of gender-related guidelines and gender-specific topics

TIMELINE							
23S	23W	24S	24W	25S	25W	26S	26W
		X	X				
	X						
		X					
	X	X					
			X	X			
X	X						
X							
		X	X	X	X	X	X
	X		X		X		X

3 GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING POSITIONS

GOALS	MEASURES
3.1 Monitoring and Ensuring Gender Diversity in Decision-Making Bodies	Incorporating the goal of increasing the proportion of women* in decision-making bodies and among institute directors into the bylaws, as well as integration of the doctoral programs into the Senate and Study commission
	Assigning responsibility for achieving this goal to the relevant persons
	Monitoring gender distribution in the Board of Directors, Senate, and Study Commission
	Taking the gender dimension into account when appointing members to decision-making bodies
	Providing easily accessible information about the parameters of committee work
	Developing appropriate training methods for employees to increase their willingness to participate
3.2 Integration of Gender Mainstreaming in the Development of the Research Center "b-search"	Integration of Gender Mainstreaming during the development phase of b-search
	Development of a checklist with gender-relevant criteria for future decision-making processes
	Implementation of all planned Gender Mainstreaming measures before the opening of b-search

TIMELINE							
23S	23W	24S	24W	25S	25W	26S	26W
	X						
	X						
	X	X	X	X	X	X	X
	X	X	X	X	X	X	X
	X	X	X	X	X	X	X
		X					
X							
X							
X							

4 GENDER DIMENSION IN RECRUITMENT AND CAREER DEVELOPMENT

GOALS	MEASURES
4.1 Calculation and Monitoring of the Gender Pay Gap	Calculation of the gender pay gap in collaboration with the payroll department of the State of Upper Austria
	Annual monitoring of the gender pay gap and publication
4.2 Considering the Gender Dimension in Appointment Procedures	Development of gender-sensitive recruitment guidelines for academic positions
	Ensuring gender equality in all steps of tenure track process
	Development of actionable methods for increasing the proportion of women* in fields with less than 40% female representation
	Training for HR personnel and committee members involved in candidate selection and hiring procedures
	Annual monitoring of gender distribution in new hires, reviewing changes, and deriving any necessary adjustment measures
4.3 Increasing the Proportion of Women* in Doctoral Programs	Survey among doctoral students regarding their choice of study at ABU and analysing the conclusions
	Comparison of ABU's gender measures with other doctoral programs, with consideration of the promotion of women* in academia
	Development of a mentoring program for female* doctoral students and promotion of this mentoring program
	Establishment of scholarships for female* doctoral students
	Development of preparatory measures in master's programs in the academic and artistic-academic fields, with a focus on female* students
	Information sessions in master's programs, at study fairs, and open house events, conducted by staff sensitized to the gender dimension

TIMELINE							
23S	23W	24S	24W	25S	25W	26S	26W
	X	X	X				
	X	X	X	X	X	X	X
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X	X	X	X	X	X	X	X
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	X	X	X	X	X	X	X
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				X	X		
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				X			
			X	X	X	X	X
	X	X	X	X	X	X	X

5 INTEGRATION OF THE GENDER DIMENSION IN RESEARCH AND TEACHING

GOALS	MEASURES
5.1 Consideration of the Representation of Female* Authors of Artistic Works in Curricula and Courses	Inventorying the representation of female* authors of artistic, artistic-scientific, and scientific works in curricula
	Developing data-driven curricular changes to increase the proportion of women* and integrate the gender dimension into the curricula of study programs and courses
	Planning symposia, concert events, etc. with gender diversity in mind
	Establishing collegial consultations among faculty to discuss changes and exchange ideas on gender-related topics
5.2 Fostering Women* in Research	Collecting gender-sensitive and gender-disaggregated data in b-doc on a regular basis
	Allocating a budget designed to award research projects and publications (every 3 years), artistic projects (every 3 years), and final theses (annually) whose topics focus strongly on gender
	Considering the gender dimension when allocating internal funding applications
	Accounting for the gender dimension in the members of committees responsible for funding decisions
	Training the decision-makers involved in awarding of funds
	Raising awareness through training programs among researchers and potential applicants about gender-specific dimensions in research and development
5.3 Broadening Gender Competence in Teaching	Establishing a continuous offering of training on gender-sensitive teaching methods for educators
	Conducting an evaluation among educators, students, and alumni to assess the current status of gender-sensitive teaching practices
	Introducing a teaching award for gender-competent instruction

TIMELINE							
23S	23W	24S	24W	25S	25W	26S	26W
	X	X					
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		X	X	X	X	X	X
X							
	X	X	X	X	X	X	X
	X	X	X	X	X	X	X
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		X	X	X	X	X	X
		X	X	X	X	X	X
		X	X				X
	X		X		X		X

6 GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

ZIELE	MASSNAHMEN
6.1 Preventing Gender-Based Violence and Sexual Harassment	Conducting an anonymous survey to assess the prevalence of sexual harassment and gender-based violence
	Developing guidelines on prevention of and support in cases of sexual harassment or gender-based violence
	Allocating personnel and financial resources for regular training sessions, mandatory during the onboarding process
	Increasing the visibility of support services for university members affected by sexual harassment or gender-based violence

TIMELINE							
23S	23W	24S	24W	25S	25W	26S	26W
		X					
X							
		X	X	X	X	X	X
X							

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