

Small-scale research institute (founded 1988) in Austria, cooperates closely with Klagenfurt University; primarily financed with research fundings.

Research unit „Women* – Technology – Environment“ is active in EU-Gender-Projects since 2001, and part of gender studies/modules in Graz and Klagenfurt University.



Action Plan

- Monitoring career processes: **Who makes what kind of career at IFZ?**
- Reviewing salaries: **Is the salary scheme at IFZ gender equal and fair?**
- Assessing work ideals: **How is work-life-balance at IFZ?**
How does work-life-balance at IFZ influence career?
- Improving career support: **What do IFZ employees need?**
- Disseminating good practice: **How can knowledge be transferred?**



Left and below: GenderTime workshops at IFZ

Above: On-site visits of BUW, Lou, and TECNALIA GenderTime members at IFZ in Graz, Austria

Challenges

- Due to the small size of the organisation the whole staff needs to be motivated to participate
- Gender as an organisational, not a 'women's topic'
- Economic crisis (reduced research funding)



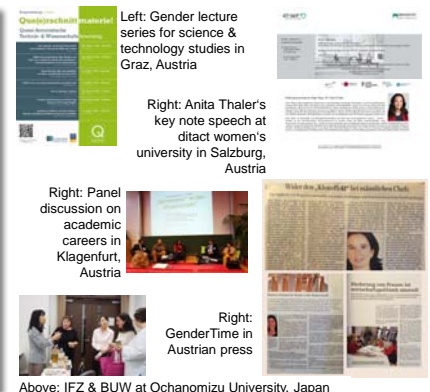
Above: 'Social Gender Equality in Science and Research' edited by Jennifer Dahmen (BUW) and Anita Thaler (IFZ). Release 2017.

Success Factors

- In a small organisation the whole staff can be reached easier
- GenderTime resources help initiate structural changes
- Transfer agents who are committed and have influence in the organisation
- Sustainability through system changes and transfer agents

Achievements and Reflection

- New **salary system** (incl. recognition of parental leave times)
- Gender report with detailed IFZ **gender data** (presented at staff meeting)
- Guidelines for barrier-free and **inclusive event organisation**
- Regular evaluation of **work-life-balance** and work stress factors
- Coaching** (based on evaluation results) & peer **mentoring** group for women
- GenderTime **knowledge transfer** activities for students (lectures, seminars), gender scholars networks (conference, meetings), Austrian and international education organisations and universities (workshops, lectures, panel discussions), and media (Twitter, Austrian press)



Left: Gender lecture series for science & technology studies in Graz, Austria

Right: Anita Thaler's key note speech at ditact women's university in Salzburg, Austria

Right: Panel discussion on academic careers in Klagenfurt, Austria

Right: GenderTime in Austrian press

Above: IFZ & BUW at Ochanomizu University, Japan

Lessons Learned

- Use **legal requirements** (like the necessity for work evaluation) and use it for gender equality!
- Use **windows of opportunities** (like salary scheme change) to make gender changes!
- Start with easier actions (like peer mentoring groups) and **build trust!**
- Improve already **existing measures** (like a gender report) and expand!
- Team up with committed **transfer agents** who have influence!



New salary system

Our transfer agent and a GenderTime member were asked by the IFZ management board to join working on organisational change measures. One outcome of these discussions is a new salary and career model that inhibits individual salary negotiations in the course of recruitment and promotion processes. By applying this new model based on objective and transparent criteria a gender gap in salaries can now be avoided.

Furthermore, the new salary scheme deals with parental leave like with educational leaves or research stays abroad: they count like normal working times, so salary advancements are not hindered by parental leaves.



Left: IFZ presentation at Gender Equality in Higher Education conference in Vienna, Austria

Right: Internal kick-off-meeting with transfer agent Sandra Karner



Good Practice Example

