

Gender Equality Plan (GEP)

2023-2025

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EUROPEAN CENTRE FOR SOCIAL WELFARE POLICY AND RESEARCH

The Gender Equality plan was prepared by the management in consultation with the works council during January and February 2023. It was discussed during the staff meeting on 28/3/2023 with all staff of the European Centre.

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1 Introduction

The Gender Equality Plan (GEP) was developed to assess the gender equality situation at the European Centre for Social Welfare Policy and Research (European Centre) and develop measures to promote gender equality within the organisation. The GEP is gender inclusive. Everyone is treated with respect regardless of gender identity and expression. We scrutinized the following five key areas:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of the gender dimension into research, policy advice and training content; and
- measures against gender-based violence including sexual harassment.

The GEP is a public document that complies with the General Data Protection Regulation. The GEP was designed following the logic of the Evaluation Framework for Promoting Gender Equality in Research and Innovation.¹

2 Baseline Information

2.1 External framework

The European Centre is legally registered as an association under Austrian law and as such is embedded in the Austrian policy context. The main national contextual factors that shape the implementation of the European Centre's GEP are:

- The structure and competitiveness of the national research and innovation systems: Austria plays an active part of the European Research Area. Austria has put in place various measures to increase the rate of women in science.
- Structure and main components of the welfare system: Austria provides a comprehensive system of social security and welfare schemes. The Austrian social protection system is largely insurance based (including social, pension, health, and

1 EFFORTI Toolbox v.2.0: <https://efforti.eu/efforti/efforti-toolbox-intro>

accident insurances) and can be traced back to the General Social Security Law (ASVG) – passed in 1955 – and parallel legislation for various occupational groups.

- Gender equality policies: The main legal basis is the Austrian Federal Equal Treatment Act (B-GBG) which provides the legal framework for equal treatment in Austria.²
- Labour market characteristics: The Austrian labour market is gender-segregated. Women predominantly work in lower-paying jobs in the service industries such as in retail or in health and social services. Women are still underrepresented in leading positions in the economy, in science and research, in politics and the public service in Austria.³
- *Gender equality index*: With 68.0 out of 100 points, Austria ranks 11th in the European Union on the Gender Equality Index. Its score is the same as the EU's score.⁴
- *Gender pay gap*: The gender pay gap in Austria in 2020 was 18.9% according to Eurostat. In an EU comparison Austria is still among the countries with the highest gender-related wage differentials and clearly above the European average of 13.0% (EU-27: 2020).⁵
- *Women in decision-making positions*: In Austria, women are still underrepresented in leadership positions compared to their share of the population.⁶ At the global scale Austria only ranks 88th out of 157 countries when it comes to the question of women's economic participation (Global Gender Gap Report 2021⁷; see also AK 2022/Frauen Management report⁸).

The European Centre is governed by the Equal Treatment Act and various other regulations and applying all legal provisions to that end in its daily business.

2 Gesamte Rechtsvorschrift für Bundes-Gleichbehandlungsgesetz, Fassung vom 30.01.2012:
https://www.genderportal.eu/sites/default/files/resource_pool/aut42823.pdf

3 Gender Equality in the Labour Market and Socioeconomic Equality:
https://www.bundeskanzleramt.gv.at/en/agenda/women-and-equality/gender_equality_in_the_labour_market.html

4 Gender Equality Index: <https://eige.europa.eu/gender-equality-index/2021/country/AT>

5 Statistics Austria – Press release:
<https://www.statistik.at/fileadmin/announcement/2022/05/20220303InternationalerFrauentag2022EN.pdf>

6 Federal Chancellery – Republic of Austria:
https://www.bundeskanzleramt.gv.at/en/agenda/women-and-equality/gender_equality_in_the_labour_market/women-in-leadership-positions.html

7 Global Gender Gap Report 2021: <https://www.weforum.org/reports/global-gender-gap-report-2021/>

8 Chamber of Labour Austria - Frauen Management Report 2022:
https://www.arbeiterkammer.at/service/studien/frauen/AK_Frauen.Management.Report_2022.html

2.2 Organisational framework

The European Centre's main organisational context factors are:

- The European Centre is an intergovernmental organisation affiliated to the United Nations. It is registered as an association under Austrian law (non-profit/Register of Associations/ZVR No: 583470062). Its purpose is to foster the collaboration in social welfare between governments and organisations by
 - providing applied social science and comparative empirical research
 - forging the evidence-base for social policy making and mutual learning
 - initiating future-oriented public policy debates by networking.
- The European Centre's vision is to be an internationally acknowledged research organisation to forge the knowledge base for social policies in the UNECE Region.
- Research activities within the European Centre are organised into three research teams, the Employment and Labour Mobility Team, the Social Protection and Inclusion Team and the Health and Care Team. The management team comprises the Executive Director, the Deputy Director and the Head of Administration.
- Employees are classified in the occupational groups. The criteria applied include education and training, additional qualifications and skills as well as relevant (prior) work experience and project-related responsibilities. All employees are paid a monthly remuneration based on the differentiated rates specified in the salary schedule according to employment categories (as determined in the Company Agreement concluded between the European Centre and the works council of the European Centre).
- A new organisational structure was set up on 1 March 2022 to 1) strengthen cooperation across the European Centre; 2) better balance workload across the European Centre and improve planning of resource allocation; 3) guarantee proper funding mechanisms across teams; 4) ease permeable working structures; 5) create new career opportunities; and 6) make decisions more transparent. The new organisational structure of the European Centre comprises research teams, a steering group (management plus the research team leaders), the management team, task forces and the administrative department. All daily business decisions are taken by the steering group; the management team decides on top strategic and operational issues such as financial management, staffing issues and the establishment of new research teams with a participative leadership approach.

3 Objectives

The European Centre's GEP is based on the three gender equality objectives of the European Research Area, which are: 1) more women in research and innovation; 2) more women in leadership positions and 3) the integration of gender dimensions in research and innovation content.

The GEP objectives presented below are embedded in the European Centre's objectives. These are:

- To deliver high-quality social policy research, consultancy and training;
- To provide sustainable working conditions for multidisciplinary international staff; and
- To promote inter-governmental cooperation in social policies (bridge-building).

3.1 Overall objective

The overall objective of the GEP is to further develop a gender-responsive work culture and work organisation both within the European Centre and in the implementation of the European Centre's projects.

3.2 Specific objectives

The GEP specific objectives for 2023-2025 are to

- Improve working conditions/work-life balance for the European Centre's employees;
- Implement gender-fair organisational structures;
- Boost professional capabilities of women;
- Integrate the gender dimension in research, policy advice and training; and
- Increase the gender dimension in research outputs and impacts.

4 Data and analysis

Data collection and analysis was accomplished by a joint team set up between the management and the works council. The team decided to scrutinize baseline indicators (sex/gender disaggregated data collection) in the following areas: 1) Gender representation in the governance structure of the European Centre (management, steering group, research teams, administrative staff) as well as its age composition; 2) Part-/full-time staff; 3) Average weekly working hours; 4) Leaves (parental and care) within the past five years; 5) Training measures taken by staff; and 6) Recruitment decisions within the past five years.

Given the overall small size of the European Centre and the low share of male employees it was not possible to scrutinize the gender pay gap. All decisions taken by the management aim at gender equality and gender inclusion.

As of 1 March 2023, the European Centre employs 18 staff/15.41 Full Time Equivalent/FTE (13 female/11.96 FTE and 5 male/3.45 FTE). European Centre's employees include 14 researchers (9 female, 5 male) and 4 staff in administration (4 female). Overall, the European Centre thus employs far more women than men.

The average age of the researchers is 39.1 years (amongst the females: 37.8 years and amongst the male: 41.6 years). Please see sex and age of the European Centre staff in total and in age groups in the following Table 1:

Table 1: Age and sex composition of European Centre staff as of 1 March 2023

Age category	Male	Female	Total
20-34	1	4	5
35-54	3	9	12
55+	1	0	1
Total			18

The management team is composed of 3 employees (2 female, 1 male). The average age of the management team is 51.7 years.

The steering group is female-dominated and comprises 5 persons (4 female, 1 male).

As of 1 March 2023, the research team composition is as follows:

- Employment and Labour Mobility: 5 employees/4 FTE (2.8 female FTE and 1.2 male FTE)

- Social Protection and Inclusion: 5 employees/4.3 FTE (3 female FTE and 1.2 male FTE)
- Health and Care: 4 employees/3.6 FTE (2.6 female FTE and 1 male FTE)

The average working hours of European Centre staff are 32.1 hours (FTE=37.5). On average female employees work 34.5 working hours while male employees work 25.8 hours (see Table 2 below).

Table 2: Average working hours of male/female employees, as of 1 March 2023

	Headcount	Average working hours
Female	13	34.5
Male	5	25.8
Total	18	32.1

In total, 40% of the European Centre staff work part-time (38 % of female staff and 60 % of male staff). Please see Table 3 on the percentage of female and male full and part-time employees.

Table 3: Total and percentage of female and male full and part-time employees

	Headcount	Full-time headcount	Part-time headcount	% of full-time employees	% of part-time employees
Female	13	8	5	62	38
Male	5	2	3	40	60
Total	18	10	8	60	40

The European Centre offers care leave to both sexes equally (in the past 5 years, female employees of the European Centre have requested and have been granted 0.6 care leave days per FTE, while male employees used 5.5 care leave days per FTE. One third of all requested and granted educational leave had been taken by male employees while two-thirds had been recorded for female employees (weighted over male/female employees).

Of the 12 employees that were recruited following an open vacancy process during the past 5 years 10 are women and 2 are men.

5 Activities & Process

5.1 Joint implementation of the GEP

The GEP is jointly implemented by the European Centre's staff within their responsibilities. Resources, especially dedicated hours of research, management and administrative staff are made available for its development, implementation and monitoring. Hence, the GEP is implemented by providing both financial (working hours) and human resources (expertise, skills, competences) of European Centre staff. This activity serves the overall objective of further developing a gender-responsive work culture and work organisation both within the European Centre and in the implementation of the European Centre's projects.

5.2 Equality Officer

From the date the GEP comes into force, an Equality Officer will be installed, who serves as contact person for all staff regarding the implementation of the plan. The Equality Officer hence provides information to staff regarding the GEP and its implementation on request. The Equality Officer also serves as contact person for any gender-based violence including sexual harassment. The Equality Officer monitors the implementation of the GEP. The Equality Officer is jointly nominated by the management and the works council for a renewable two-year term.

The Equality Officer is Selma Kadi (kadi@euro.centre.org; +43 1 319 45 05 - 24).

This activity serves the overall objective of further developing a gender-responsive work culture and work organisation within the European Centre.

5.3 Career progression and recruitment

All activities and decisions taken regarding career progression and recruitment including wage negotiations follow the key objective of gender equality. To guarantee gender equality regarding career progression, the Equality Officer is involved in the monitoring of the GEP. The Equality Officer is informed by the works council on equality matters during the recruitment processes.

5.4 Capacity-building to increase awareness and integration of gender aspects in research and policy advice

Awareness on the incorporation of gender dimensions in all the European Centre's work will be raised. The European Centre will organise workshops/trainings to increase research capacity on gender and gender inequality (external expertise, on demand), monitor the HR-development measures, and continue to include gender aspects in its daily research work. We aim at gender balance in leadership and decision-making, monitor recruiting practices and are committed to the use of gender-responsive language.

These activities serve the specific objectives to improve working conditions and work-life balance for all European Centre staff; help implementing gender-fair organisational structures; boost professional capabilities of women; integrate the gender dimension in research and teaching; and increase research outputs and impacts. The target is to hold a minimum of one workshop/training during the GEP period.

5.5 Work-life balance

The Company Agreement concluded between the European Centre and the works council of the European Centre establishes that employees are given the possibility to determine their daily working hours autonomously. To adapt to personal needs, they may start and end their working time within the conditions defined in the company agreement. Irrespective of their gender, employees have access to educational leave, parental leave and caring/nursing leave. Mobile working arrangements are offered to all staff as defined in the Company Agreement. This enables flexibility. We aim at keeping the flexible working models in place and intensify the efforts to consider the individual needs and situations, including opportunities for teleworking.

This activity serves the overall objective of further developing a gender-responsive work culture and work organisation within the European Centre and especially the specific objective to improve working conditions/work-life balance for the European Centre's employees. To reflect the work-life balance situation at the European Centre with all staff, the Equality Officer will hold a brainstorming session to identify potential improvements.

6 Iterative monitoring and learning process

6.1 Monitoring

Monitoring is undertaken based on the indicators set by the joint working group (management and works council). We will monitor the data after one year (March 2024) in a joint meeting between the management, the Equality Officer and the works council.

6.2 Reporting

Two months before the termination of the GEP, the joint working group will again report based on indicators. The reporting should scrutinize the implementation of the GEP and allow to reflect potential changes on research and innovation processes and outcomes. Monitoring and data reporting should serve for setting up the proceeding GEP.

7 Coming into force and validity period

The Gender Equality plan comes into force by 1 April 2023 and is valid for a duration of two years until 1 April 2025.

Vienna, 1 April 2023