



2. Project-specific Building Blocks

Building Block 2a: Equality and Equal Opportunity on a Project Team

Introduction

The amount of leeway for implementing legally required equality between women and men and a 50% quota differs for the **composition of personnel** working on a project, namely in the steering body, in project and team management or in the composition of a team. Whenever it is possible to select personnel, attempts should be made to have an equal number of women and men and to include diverse people.

If existing open-end contracts leave no leeway for equality efforts when forming new project teams, it is important to **explicitly point out** this lack of opportunity and the unequal status quo. At the same time, **steps** are to be listed that at least in the **medium and long range** will cause a shift toward equality and explicitly promote women and inclusion.

Explicit aims: Meeting the 50% quota for teams, namely in all regular and management bodies, is often not realistic. Nevertheless, it is important in such cases to stake out relative values working from the starting situation and explicit, checkable aims and indicators. In such cases two dimensions are to be heeded:

- ✓ What **equality contents** are defined on the personnel level?
- ✓ What aims should be reached (**process level**)? What is the precise starting point, and in this connection, what are realistic and achievable equality goals?
- ✓ If **equal conditions** for women, men and diverse people are **given** and provable, it is important to explicitly name and describe these.

What is important, where must equality be achieved and evidenced?

- ✓ personnel composition on all levels (steering group, advisory bodies, management, teams)
- ✓ distribution of duties and jobs
- ✓ quality in employment contracts: fixed-term, open-end, tenure jobs, project jobs, full-time, part-time, ...
- ✓ salary, possibly including bonuses and allowances
- ✓ attendance at congresses, offers for further training

- ✓ offers for work-life balance

When there is no leeway when selecting project teams, what other possibilities are there to promote equality in the medium to long range? (a few possibilities)

Medium- to long-range affirmative action for **promoting female scientists**:

- ✓ make offers for paid jobs for female student workers
- ✓ grant diploma and doctoral thesis topics to female students
- ✓ recruit young female natural scientists/medical doctors and provide special promotion offerings (seminars, coaching, mentoring, ...)
- ✓ select project partners who bring in more women and restore a balance
- ✓ include training offers to increase sex and gender sensibility (personnel – and project contents)

Checking results: quantitative goals, indicators

Efforts to promote equality must be auditable and the results verifiable. For this purpose several instruments can be used:

- ✓ formulate explicit, precise goals (these should be realistic, checkable, and adhere to a schedule)
- ✓ state indicators and performance figures, if necessary define qualitative quality criteria
- ✓ include monitoring and feedback loops to check on process goals
- ✓ name/integrate gender experts for the project
- ✓ prepare a report to illustrate the equality goals

European and Austrian research funding organisations have different guidelines and varying degrees of strictness with regard to personnel composition and equality criteria. Requirements for small and large projects differ. Up-to-date, detailed information on the individual research funding programmes is available from the staff of the Research Service Department:

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