

CSH Gender Equality Plan

Employees are the most important capital of any institution, especially in times of immense international competition. This is all the more true in science and research. A successful research institution must therefore offer employees an inspiring working environment: This can be achieved with a culture of openness, diversity, and appreciation.

Aware of the fundamental importance of an open gender culture for scientific excellence, the CSH pursues a comprehensive strategy to support diversity so that different scientific and social skills from different educational contexts and gender-role-specific competences can develop optimally in the interest of CSH's mission.

With the CSH Gender Equality Plan, the CSH aims to increase the proportion of women in science and research both broadly in society and within CSH itself. It is essential to establish fairness across all genders in careers, to sensitize the public to this highly relevant societal topic and to further improve the professional situation of women in everyday life in science.

The CSH commits itself to the career advancement of women and to creating positive and career-enhancing conditions for women. It therefore sees it as a joint task of all members of CSH to achieve the objective that women and men at CSH have opportunities to develop according to their qualifications and that any existing discrimination against women and men is eliminated or counterbalanced. The actual equal treatment of women and men and the career advancement of women shall be appropriately reflected in the human-resource policy of CSH, in particular the strengthening of gender competences of all members of CSH, in research as well as in the distribution of resources (gender mainstreaming and gender budgeting). This is an important obligation for persons in management positions.

Objectives of the CSH Gender Equality Plan

- Implementation of structures for ongoing discussion and ensuring a permanent gender discourse at CSH
- Sustainable provision of resources for gender equality measures
- Increasing the proportion of women through recruiting, personnel development and the provision of adequate work-life balance
- Supporting an appreciative organizational and communication culture through clear positioning and messages to market competitors externally and to all employees and affiliates internally

Participatory Anchoring

For an effective and continuous implementation of gender equality measures, the different hierarchical levels and employee groups are invited to be involved in the development of gender activities.

CSH Gender Inbox

All employees should have a simple and easily accessible opportunity to speak out on gender issues. Two structures were implemented for this purpose:

- A gender email inbox: gender@csh.ac.at
- A “Mailbox” for anonymous suggestions or complaints in the CSH Community Kitchen

The gender email inbox and the Mailbox shall be carefully handled and processed by the two persons – one man and one woman each from the staff.

CSH Gender Monitor

The CSH Gender Monitor provides the CSH with a useful source of data over time. Key figures are collected and published every two years (for the first time in December 2022) by the CSH administration on the following aspects:

Recruiting

- Ratio of female applications to recruitment of female employees
- Proportion of women among young scientists (PhD positions)

Career development

- Proportion of women by occupation (doctoral students, postdocs, group leaders, administration, management)
- Share of women by occupational level (junior, mid-level, senior, management)

Reconciliation of professional and private life

- Use of (parental) leave option across all employee groups

Resources and Budget

CSH provides a budget based on the needs and the actions taken. Personal resources and responsibilities are assigned under the corresponding items of this plan.

Measures of the Gender Equality Plan

An organizational culture and work-life balance are key factors for gender-equality, which in turn is the prerequisite for innovation, attractiveness as an employer and thus scientific and economic success. The following measures therefore support gender-responsive communication and, above all, the creation and maintenance of gender-responsive framework conditions in the company:

- Gender equality, respect and empowerment are at the heart of our understanding.
- Gender and diversity issues are part of *Dissemination and Outreach*.
- The use of gender-equitable language in internal and external communication is mandatory. Gender-sensitive language and image selection is quality assured by *Dissemination and Outreach*.
- Procedures for dealing with sexual harassment as well as bullying, bossing and staffing in the workplace and in business relationships are in place at CSH. The gender inbox serves as a contact point. Possible measures include disciplinary consequences, consequences under employment law, damages, and criminal proceedings.

Objective: Supporting our employees in creating personal work-life balance

The expectations for a work-life balance depend on what stage of life and career someone is in. CSH makes it possible to organize working life according to individual needs and thus achieve an optimal work-life balance.

- Flexible (part-time) working models: Possibility to arrange flexible working time adapted to individual needs in terms of extent and location as well as flexibility of the place of work (Teleworking).
- Support for paternity leave and part-time leave for fathers

Objective: Increasing the proportion of qualified female applicants for vacancies at all hierarchical levels

- Gender-sensitive Employer Branding: CSH presents itself as a diverse research institution with excellent researchers
- Job advertisements are designed in a gender-sensitive way
- Balanced selection process – obligatory participation of women in the selection process
- Unconscious Bias trainings offer for all those persons involved in personnel recruitment