



universität  
wien

# Gender policies in RTD Report from the field

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## **The Law:**

### **Austrian University Act 2002:**

- **Universities shall contribute to a „gender equal society“ (§ 1)**
- **„equal treatment of women and men“ as a guiding principle for all University actions (§ 2 )**

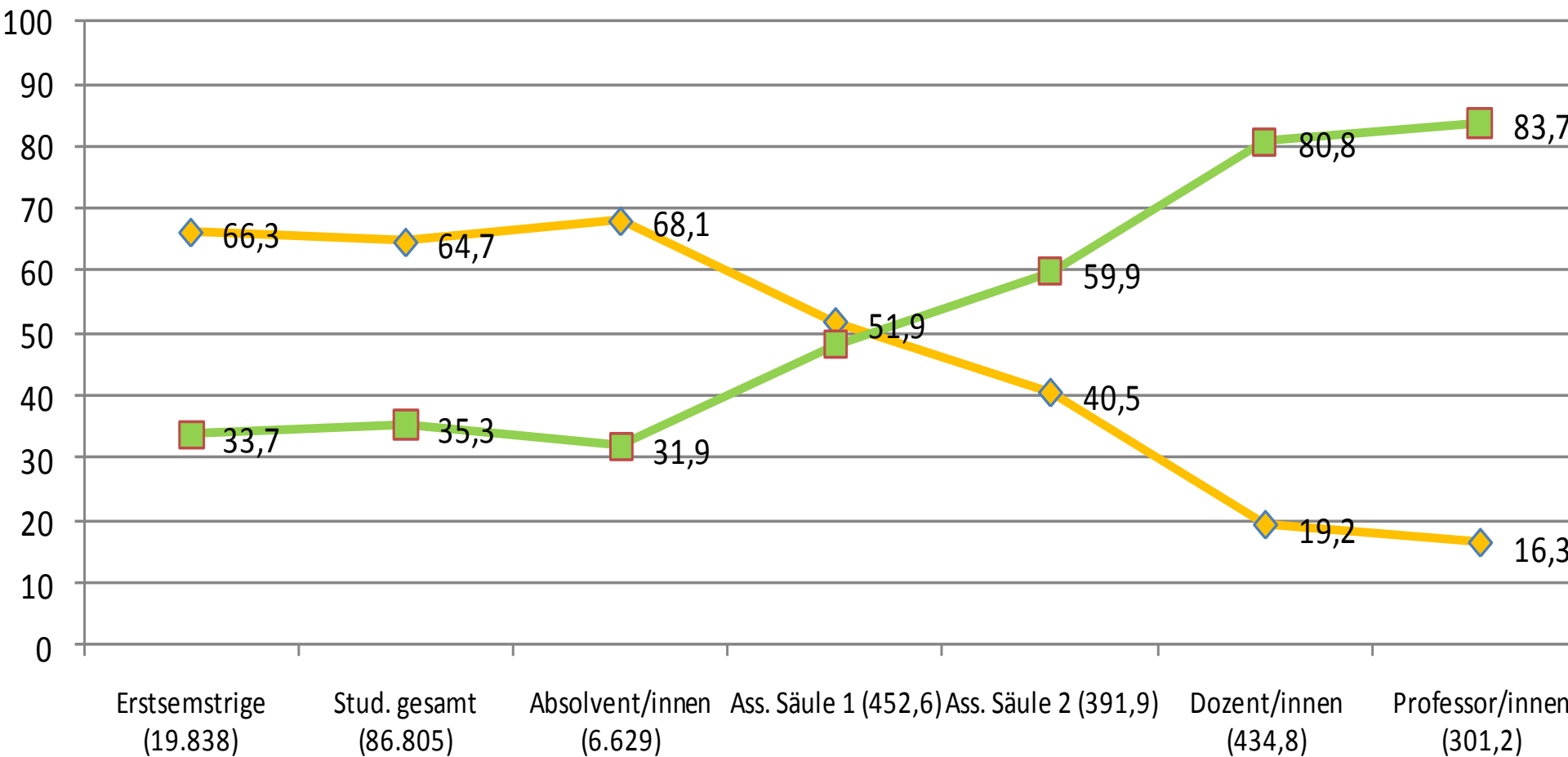
### **Statute of the University of Vienna, esp. Affirmative Action Plan**

- **Goal: increasing the number of women to a minimum of 40% on all levels**



## The Reality

### Men and Women at the University of Vienna





## Equal Opportunity Working Party

### Functions:

Equal treatment

Advancement of women

Implementation of gender equality

Antidiscrimination

### Means:

Participation

Bargaining

Complaint to the Arbitration Commission





## Equal Opportunity Working Party in the Appointment Process

- **Control of all job postings, incl. professorships**
- **Immediate information about who are the applicants**
  - Re-posting if no formally qualified woman has applied (until 40% quota is reached within the specific organizational entity or hierarchical level of the University)
- **Control, whether the selection criteria announced in the job posting were used in the selection process**
- **Complaint to the Arbitration Commission**
  - position must not be filled before the final decision of the Arbitration Commission



## Appointment of Professors

- **Players:**

- Ministry – achievement agreement (three years period)
- University Council – development plan (three years period)
- Rector: frames the announcement in accordance with the development plan
  - sometimes: definition of the field preselects the gender of applicants
- Senate: appoints members of the appointment committee and the experts
- commission selects the three best qualified candidates
- Rector: makes the appointment



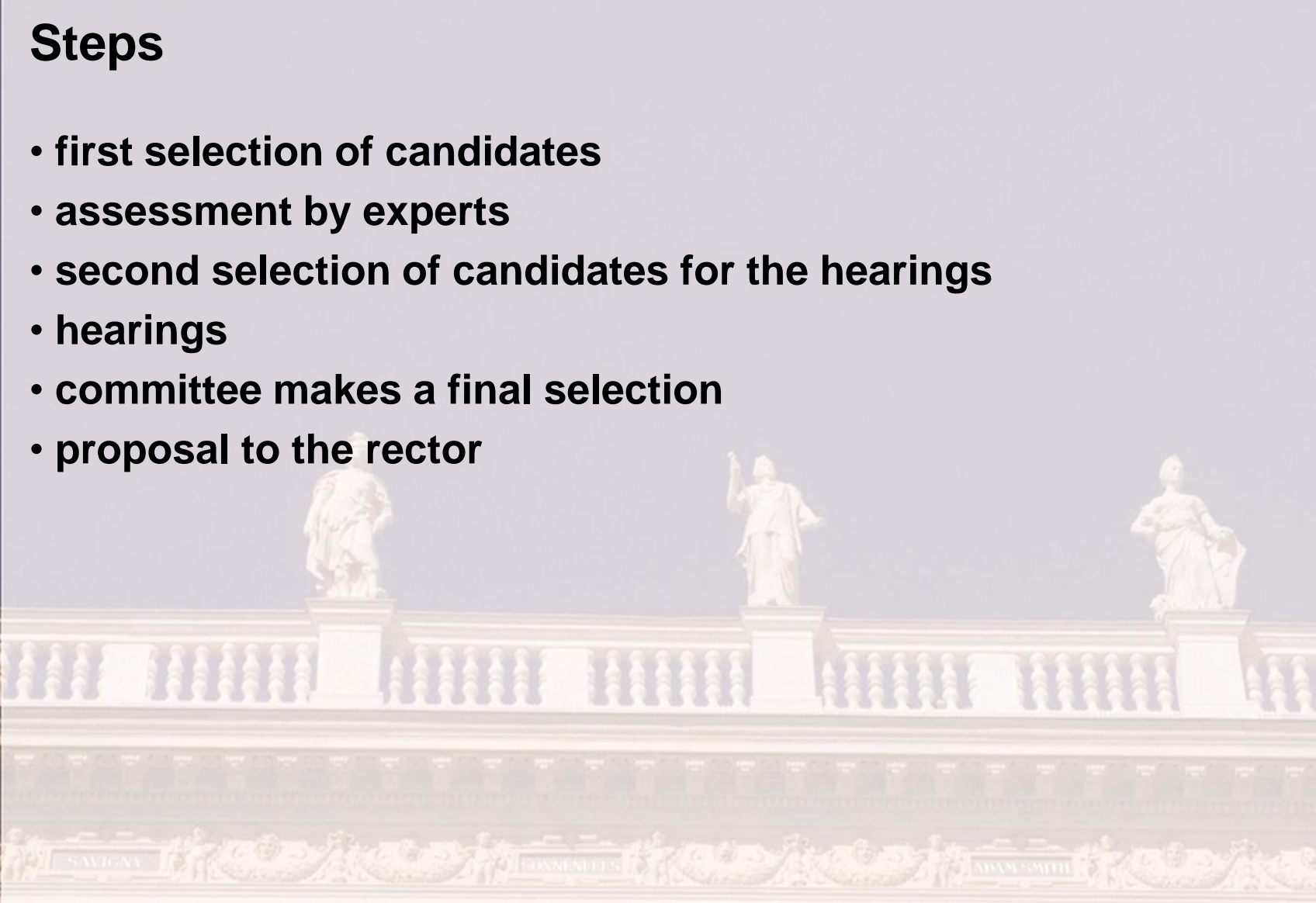
## Appointment Committees

- **Main players in the appointment of professors**
  - Majority of full professors (5/3)
  - Assistants (associate and assistant professors, assistants) (2/1)
  - Students (2/1)
- **since 2010: mandatory to have 40% women on every committee (4/2)**



## Steps

- first selection of candidates
- assessment by experts
- second selection of candidates for the hearings
- hearings
- committee makes a final selection
- proposal to the rector

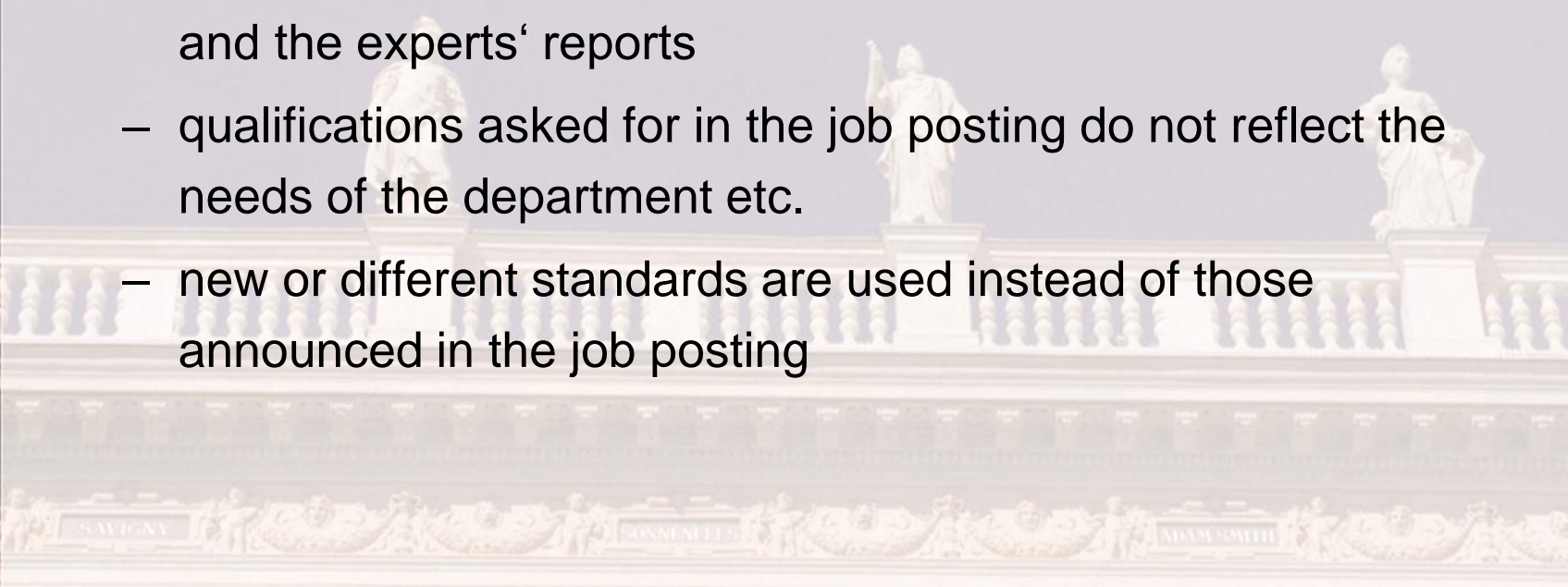






## Appointment Committees

- **bound by law to base their decisions on experts' reports (between two and four) on the qualification of the applicants**
  - experts' reports: often short, unspecific, insignificant, and – contradictory
  - tension between the committee members' own expertise and the experts' reports
  - qualifications asked for in the job posting do not reflect the needs of the department etc.
  - new or different standards are used instead of those announced in the job posting





## Consequences

- **Cloning**
- **Women (as such) are different, and different is not (necessarily) excellent!**
  - treatment of formal qualifications by committees
  - hearsay
  - monophthalmia: you just see what you like/dislike!
  - tries to pre-empt the rector's decision
- **I don't have it! So you don't need it in order to be excellent!**
  - disregard for other qualifications lying outside the academic field, e.g., social skills, gender experience, interest in teaching, teaching skills or additional trainings etc.



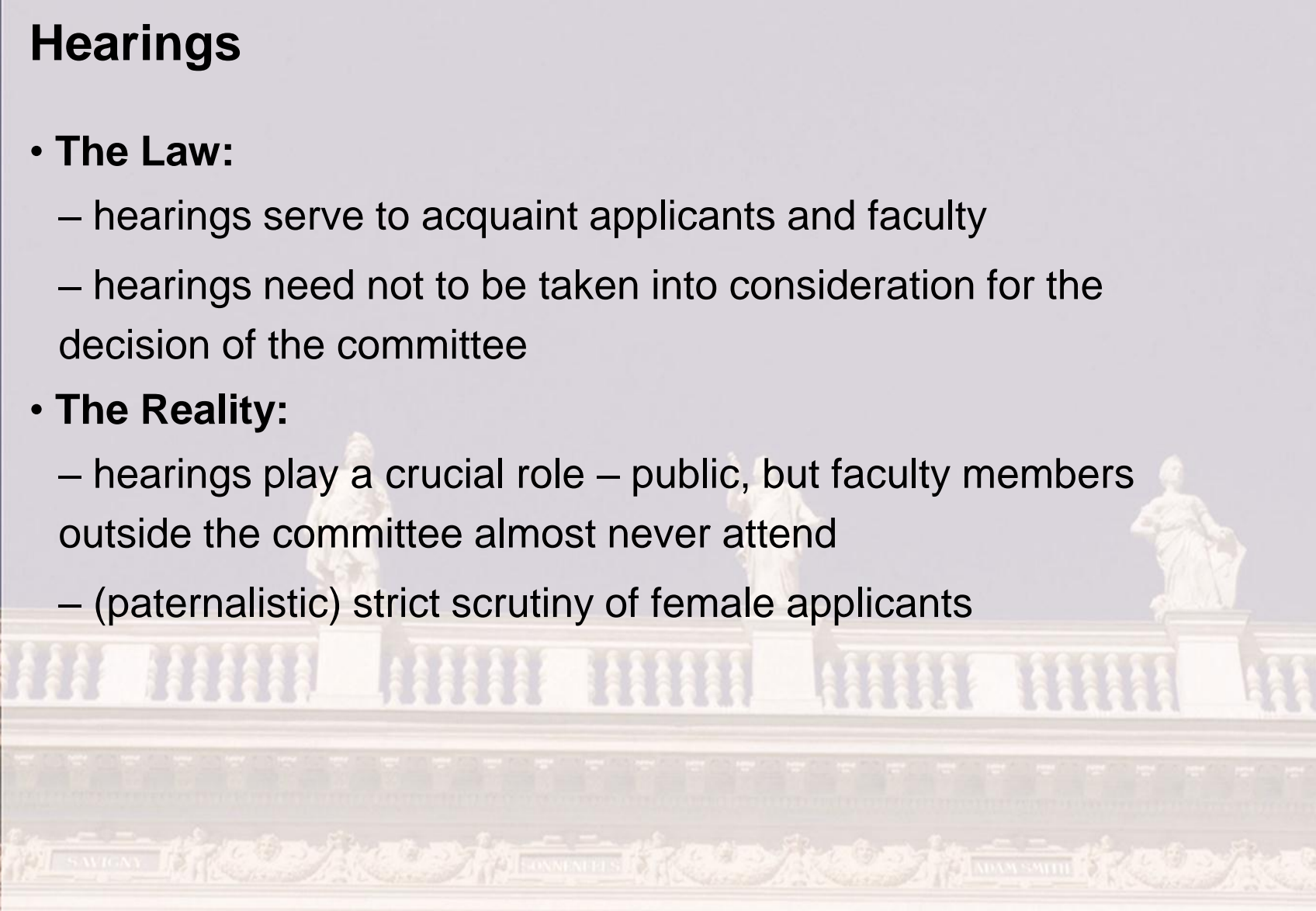
## Hearings

- **The Law:**

- hearings serve to acquaint applicants and faculty
- hearings need not to be taken into consideration for the decision of the committee

- **The Reality:**

- hearings play a crucial role – public, but faculty members outside the committee almost never attend
- (paternalistic) strict scrutiny of female applicants





## Rights of the Working Party

- **access to applications, experts' reports etc.**
- **participation in all committee meetings**
  - important decisions are taken outside the committee and sometimes before the committee first met
- **right to participate in all discussions**
- **right to have certain statements of committee members recorded in writing** – *quid non est in actis non est in mundo*
- **right to file a complaint with the Arbitration Commission**





## Role of the Rector

- **can reject the proposal if it does not include the three best qualified candidates or if the law has been violated**
  - committee has to make a new one
- **sometimes decides not to make an appointment**
  - lobbying from deans, departments, professors etc.
  - no information to the Working Party
- **can freely choose among the candidates on the proposal**
  - lobbying from deans, departments, professors etc.
  - decides what offers to make to the chosen applicant
    - lobbying from deans, departments, professors etc.
  - Working Party has to approve the decision or file a complaint
    - bargaining with the Working Party



## The Arbitration Commission

- **discrimination: rector's decision is quashed**
- **discrimination or unequal treatment based on gender**



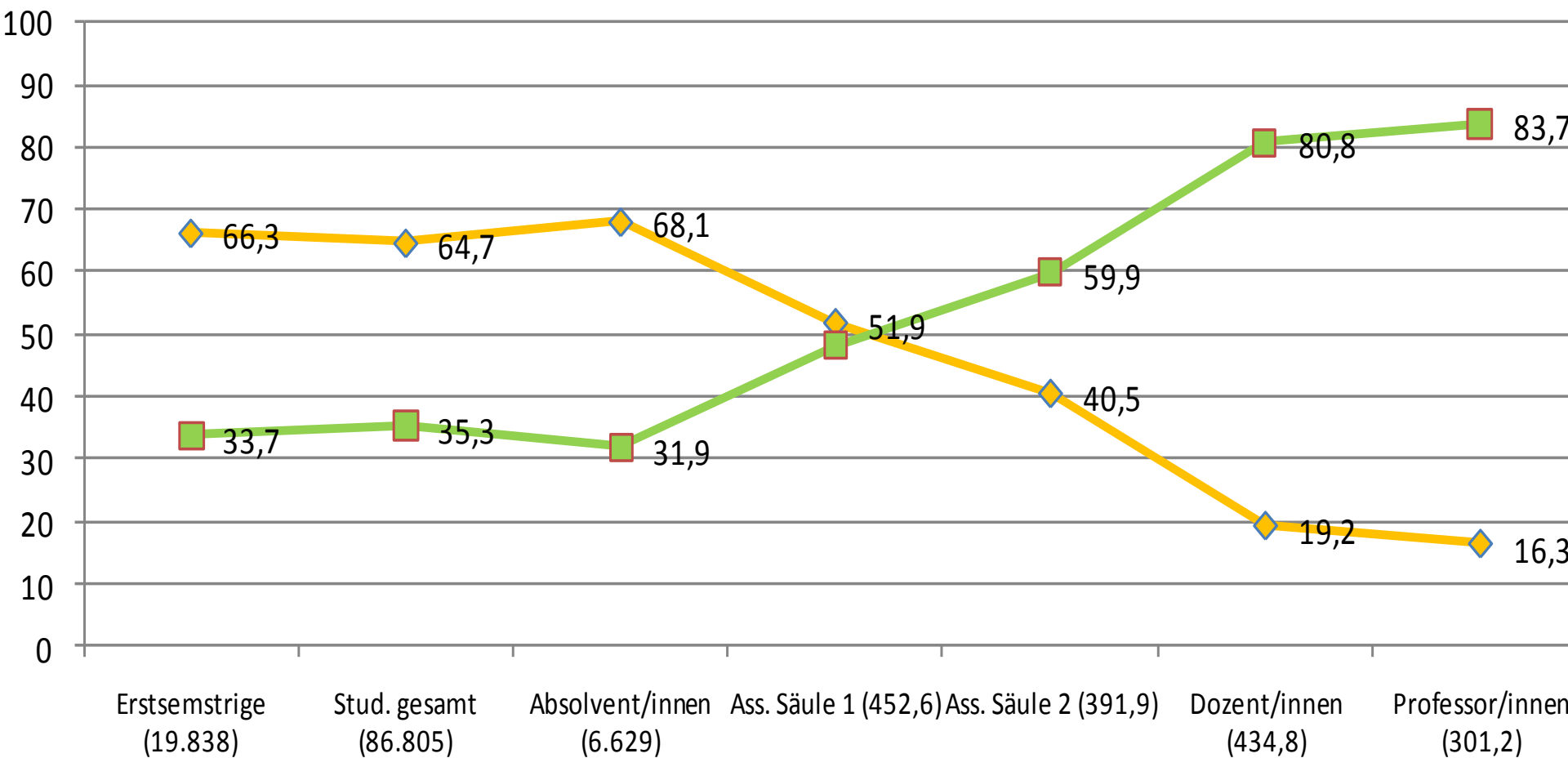


## Appointments

	professorships	women	
•2010	59	16	27%
•2009	40	10	25%
•2008	31	8	16%
•2007	33	11	33%
•2006	21	7	33%
•	182	52	29%



## The Consequences







## The muse is not amused yet!



- Thank you for your attention!