



MEDICAL UNIVERSITY
OF VIENNA

Gender Equality Plan

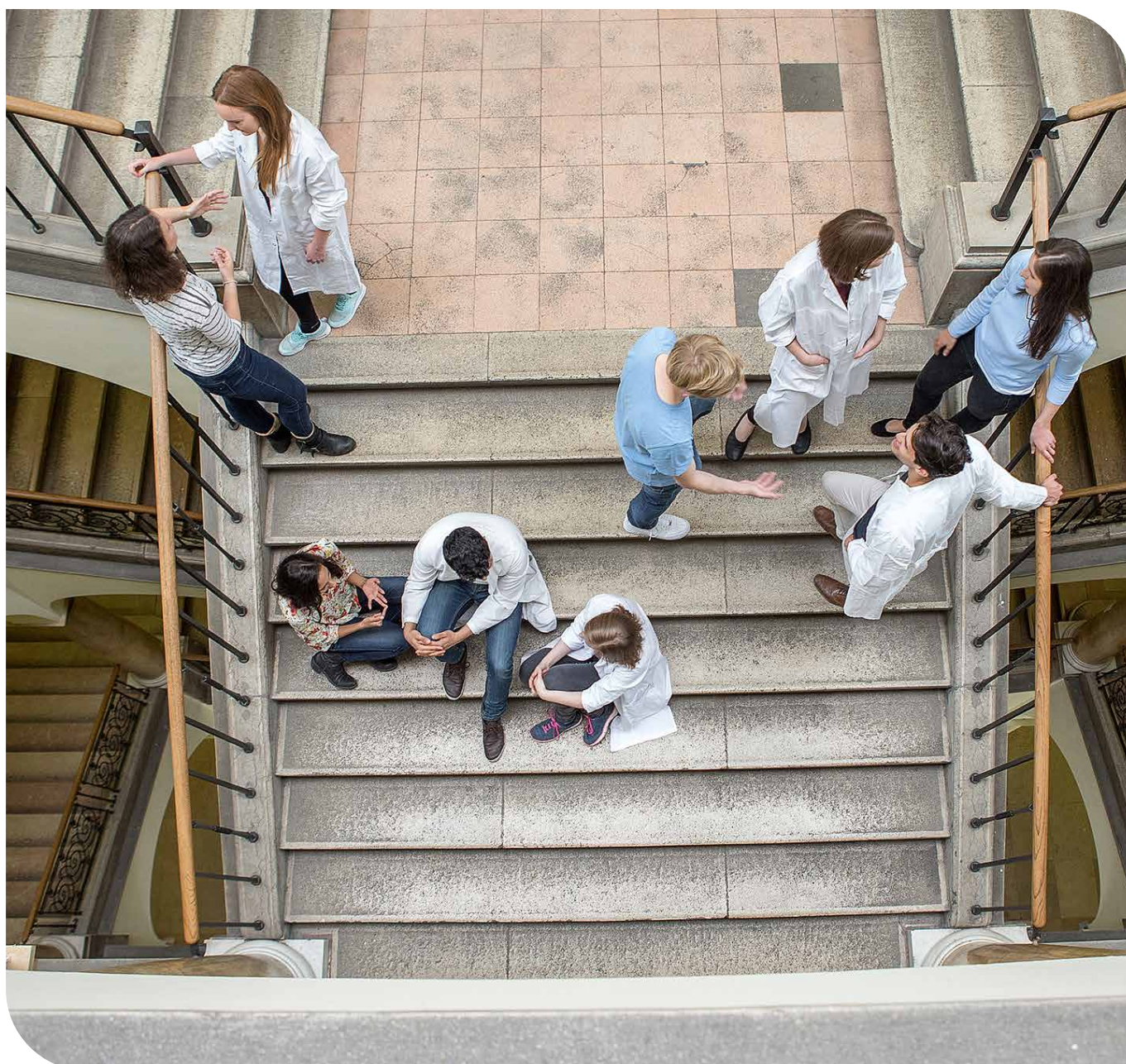
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1 Preamble

The Medical University of Vienna (MedUni Vienna) is a long-standing, top international medical school, and a research centre and innovation driver for the medical sciences. The principle of equality of opportunity is an inherent part of MedUni Vienna's culture. The university is committed to ensuring that all staff are respected. It has established a gender mainstreaming approach to promote cooperation, reduce barriers, increase awareness and combat all types of discrimination.

According to the Federal Act on the Organisation of Universities and their Studies (Universities Act or UG 2002), gender equality is one of the leading principles and duties of all universities in Austria. One of MedUni Vienna's strategic planning instruments is the Development Plan, which is agreed between the university and the government (represented by the Federal Ministry of Education, Science and Research) every three years. The Development Plan includes the basis for the performance agreements, which are legal contracts for the period and include control mechanisms such as indicator-based budgets and gender equality objectives. Internally, target agreements are made with departments to ensure implementation of the university's strategic objectives, which can include gender equality projects, quotas and goals.



2 Equality at the Medical University of Vienna

MedUni Vienna has a “Career Advancement Plan for Women and Equal Opportunities Plan” (in German, “Frauenförderungsplan und Gleichstellungsplan”) which contains 51 legally binding paragraphs clearly defining its goals, quotas, activities and monitoring obligations with regard to the equal treatment of all and the advancement of women. This Gender Equality Plan is a summary of the provisions therein.

The Gender Equality Plan incorporates the following thematic areas recommended by the European Commission: work-life balance, leadership, recruitment, integrating gender into research, and preventing harassment and gender-based violence. In each section, the applicable legally binding paragraphs are presented in a table. The colour-coded categories in these tables have been adopted from the toolbox of the Horizon 2020 GENERA project (Gender Equality Network in the European Research Area, 2018¹). Additionally, since gender equality is embedded within a range of initiatives, in line with a mainstreamed approach, further actions and criteria are mentioned in the text. Mandatory process requirements such as capacity building, training, resources and monitoring are listed in separate sections within the plan.



¹ www.genera-network.eu/toolbox_list-of-measures

3 Gender mainstreaming

Gender mainstreaming is embedded in the university's procedures and structures. Important goals include the promotion of women, removing structural obstacles and increasing the proportion of women at all career stages, and in particular in management positions (including department heads and deputy heads).

MedUni Vienna has a dedicated department for Gender Mainstreaming and Diversity, as well as a Working Group for Equal Opportunities, both prescribed by the Universities Act. These units offer advice, supervise processes and procedures, raise awareness and train staff in all areas of gender awareness, equality and diversity.

Special programmes and targeted measures are implemented to encourage women to take up scientific careers and to support them in this endeavour. MedUni Vienna aims to achieve a balanced ratio of women and men in all staff positions, to eliminate any underrepresentation or disadvantaging of women, and to strengthen the professional status of women in science and medicine.

Since becoming an independent university in 2004, a range of sex-disaggregated data has been collected and published. Participatory processes such as focus groups and surveys have been employed to evaluate the status quo and effectiveness of measures and programmes over the years.

Table of general measures and instruments:

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity
Advancement of women								
Promote women and remove structural barriers (2.1)	✓	✓	✓	✓	✓	✓	✓	✓
Quota of 50% female staff (2.2)	✓	✓	✓	✓	✓			✓
Prevent discrimination of women (2.3)	✓	✓	✓	✓	✓		✓	✓
Always consider advancement of women (2.4)	✓	✓	✓	✓	✓			✓
Equal conditions and equal access for women (2.5)	✓	✓	✓	✓	✓	✓	✓	✓
Gender mainstreaming								
Gender mainstreaming (3)	✓	✓	✓	✓	✓	✓	✓	✓
Networking of Working Group for Equal Opportunities and Dept. of Gender Mainstreaming and Diversity (43)	✓	✓	✓	✓	✓	✓	✓	✓
Implementation of the women's advancement plan/equality plan (46.1)	✓	✓	✓	✓	✓	✓	✓	✓

Numbers in brackets denote paragraphs in the university's legally binding Career Advancement Plan for Women and Equal Opportunities Plan.

4 Work-life balance and organisational culture

MedUni Vienna aims to be one of the most attractive academic employers in the field of medicine in Europe. The legal situation in Austria offers good general working conditions as standard and the university goes beyond the statutory requirements, with additional benefits and programmes that aim to ensure an attractive work environment and work-life balance. Benefits vary depending on position and the personal circumstances of the staff member, for example, mobility programmes for scientific staff.

Work-life balance: Comprehensive benefits covering social security, health insurance and pension contributions, and annual leave plus a generous number of public holidays as standard; flexible working conditions including flexitime with core hours, part-time working and telework; mobility programmes, sabbaticals and educational leave; further training offers; staff health improvement programme.



Family-friendly working: Children are co-insured under statutory health insurance; other family members including partners are co-insured under certain circumstances; broad range of maternity, paternity and parental leave options as standard; care leave allowances; various childcare options, childcare support and advice; two on-campus nursery schools; subsidised childcare during school holidays; return-to-work schemes; rest facilities for pregnant and breast-feeding women; online teaching for those with care commitments; dual career service.

Family-friendly study provisions: Risk-assessed courses for pregnant students listed in study guide; flexible study arrangements and timetables; priority seminar places for parents; online learning options (extended during the Covid-19 pandemic); flexible examination options; financial support for parents; various childcare options including nursery school advice and subsidised holiday programmes; student support and advice; extensions and leaves of absence; parents network; option for parents to bring babies to lectures.

Other care obligations: Extra care leave allowances for family and non-family members, including those not living in the same household; seminars and support network for carers.

Gender diversity and intersectionality: MedUni Vienna recognises gender diversity using an intersectional approach and understands gender as a non-binary term. Activities include the transcultural calendar, a diversity glossary, an LGBTIQQA+² group; a commitment to Pride events, LGBT and Progress Pride flags; acceptance and inclusion of diverse gender identities; an intersectional perspective that includes age, disability, ethnicity, family status, socio-economic status, sexual orientation, religion, etc.; prevention of discrimination.

² LGBTIQQA+: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Questioning, Asexual, etc.

5 Gender balance in leadership and decision-making

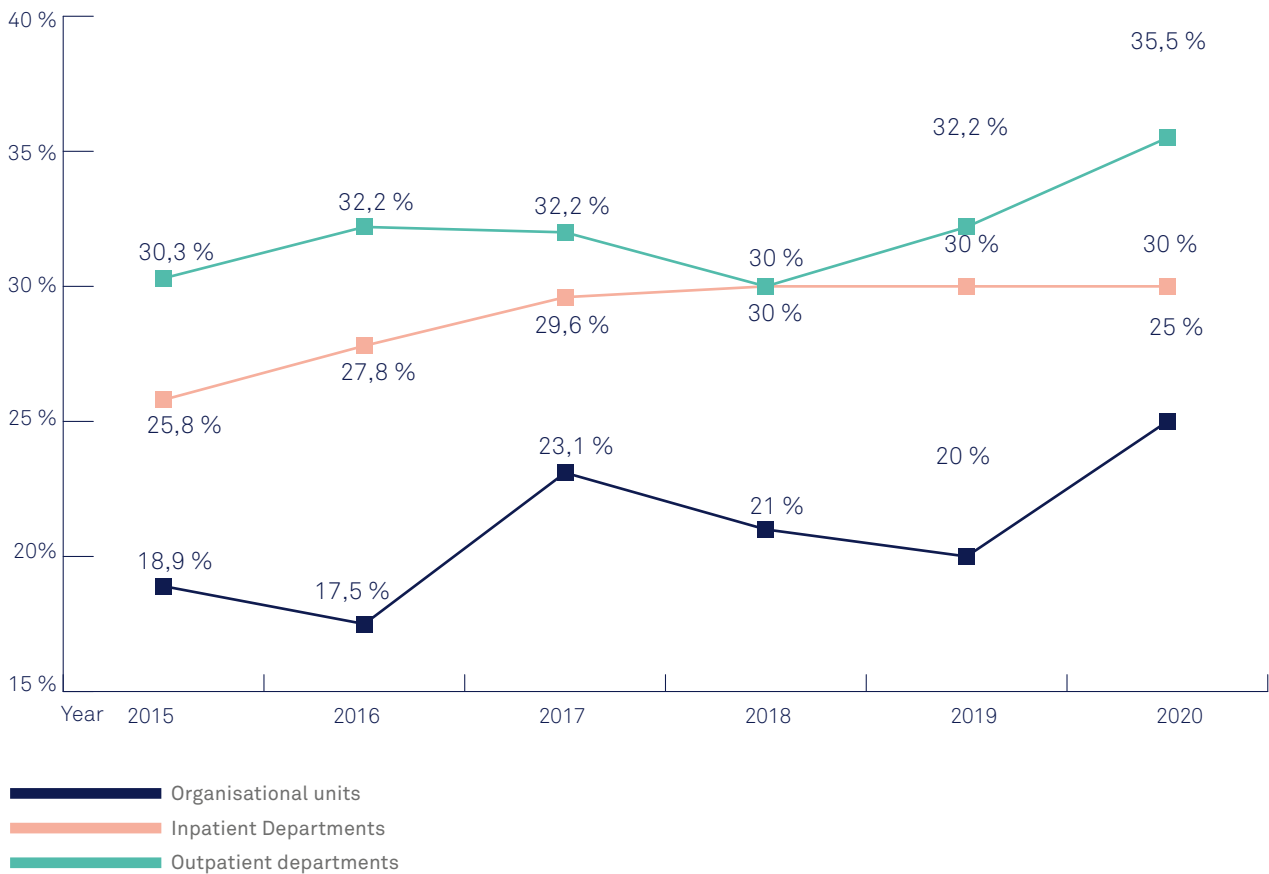
The Rectorate, the Senate and the University Council comprise the management bodies of MedUni Vienna. The Rectorate has a gender balance of two women and three men, and consists of a Rector and four Vice-Rectors (for Research and Innovation, Finance, Clinical Affairs, and Education). The collegial bodies are subject to legally binding quotas of a minimum of 50% female members, including chairs and deputy chairs.

Senior management: The collegial bodies consist of the Senate and the University Council. Senate members are elected for three years on a fixed-term basis in a transparent process. In spite of the relatively balanced representation of two genders in collegial bodies, management of organisational units shows an imbalance – see the chart below. This situation is continually monitored and the university seeks to improve the balance when opportunities arise.

The Equal Opportunities Plan includes a priority to increase the proportion of women with management responsibilities and supports actions to encourage and recognise a commitment to advancing the careers of women, so that more women advance to senior roles.

Participatory processes: Participatory processes are embedded in the university's systems. The collegial bodies and various committees are composed of representatives of the university's professors, other teaching and research staff, general university staff and the student body.

Percentage of women in management roles 2015–2020



The university has a clear commitment to the advancement of women and equal treatment, and both are top priorities. However, starting at the postdoctoral level, there is still a gender gap, with the typical characteristics of a “leaky pipeline”. Therefore, MedUni Vienna is continually developing measures to recruit (internally and externally) and retain more female candidates for positions at the postdoctoral level and above. Despite continuous and comprehensive efforts to achieve equality, further issues need to be addressed, for example in the proportion of female heads of organisational units and professors. The current proportion of female professors is 29 % (as of 31 December 2020). Communication concerning career models could be more transparent, with improved explanations of the criteria required for each model. Various events and activities aim to increase the visibility of women at the university.

Table of leadership measures:

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity
Gender balance in leadership								
Inform Working Group for Equal Opportunities of appointments or changes involving leaders (31.1)	✓	✓		✓	✓			✓
Part-time employment also offered for management roles (31.2)	✓	✓	✓	✓	✓			✓
Min. 50 % female nominations to Collegial Governing Bodies, commissions and committees (32.1)	✓	✓		✓	✓			✓
Chairs of Collegial Governing Bodies, commissions and committees at least 50 % female (32.2)	✓	✓		✓	✓			✓
Commissions and committees must observe the requirement to advance women (33.1,2)	✓	✓		✓	✓			✓
Right of Working Group for Equal Opportunities to observe activities of commissions and committees (33.2)	✓	✓		✓	✓			✓



6 Gender equality in recruitment and career progression

Equality of opportunity is a central pillar of human resources recruitment and development at MedUni Vienna. All processes, from advertisement, selection, and interviewing to retention, further training and development are conducted to ensure fairness. The Working Group for Equal Opportunities is responsible for counteracting any discrimination and oversees recruitment, selection and promotion procedures. The university has applied for the HR Excellence in Research Award.

Recruitment and retention: Open advertisement of vacancies; targeted advertising and re-advertising in selected cases; fair pay via the mandatory collective bargaining agreement; obligation to employ people with disabilities; unconscious bias training for staff involved in recruitment; oversight by the Working Group for Equal Opportunities.

Employment: Mandatory annual performance review meetings; internal job postings; staff health programme; staff cafeteria.

Career development programmes: Research and teaching career models; career development training; supervisors and staff obligated to engage in further training; mentoring programmes; professional networks; coaching; alumni mentors and coaches; alumni career platform; career days.

Even with high standards and highly formalised procedures in place, there is always potential for improvement. As an example, the implementation of annual performance review meetings will be evaluated. Furthermore, the university strives to improve the transparency of the evaluation system and applicable evaluation criteria, as well as communication of these. Recruitment processes and international advertising will be examined in order to identify potential modifications. Internal and external communication of certain aspects of HR processes could be improved to make it more effective.

Table of measures for recruitment:

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity
Recruitment								
Consideration of skills in women's and gender studies for university professor vacancies (17)	✓	✓		✓	✓	✓		✓
Quota of 50 % women at all levels and functions (18.1)	✓	✓	✓	✓	✓	✓		✓
No discrimination in recruitment (18.2-5)	✓	✓		✓	✓			✓
Flexible working (18a.1,2)	✓	✓	✓	✓	✓			✓
Positive action statement in job advertisements (19.1)	✓	✓		✓	✓			✓
Professor positions require gender competence (19.2)	✓	✓		✓	✓			✓
Advertisement of technical positions (19.3)	✓	✓		✓	✓			✓
Gender balance of reviewers (19.4)	✓	✓		✓	✓			✓
Involvement of Working Group for Equal Opportunities in recruitment (19.5;20.1-3; 23; 24.1-5; 26; 27)	✓			✓	✓			✓
Job advertisements published on the internet (21)	✓			✓	✓			✓
Measures to find suitable female candidates (22.1,2)	✓	✓		✓	✓			✓
Prevent discrimination in recruitment (25.1-5)	✓	✓		✓	✓			✓
Rector informs units about existing quotas for women (26.4)	✓	✓		✓	✓			✓
Career progression and promotion								
No discrimination in career progression (28.1-5)	✓	✓		✓	✓			✓
Mentoring (30.1-4)	✓	✓	✓	✓	✓			✓
Training								
Equal opportunities for training (29.1-5)	✓	✓		✓	✓			✓

7 Integration of gender and diversity dimensions into research and teaching content

MedUni Vienna is committed to sustainably embedding gender and diversity awareness and issues into both research and teaching. The university aims to teach its students gender medicine skills. Gender and diversity aspects of biomedical research are included in the university's Good Scientific Practice guidelines.

Gender medicine professorship: Established in 2010, this was the first chair of Gender Medicine in Austria. Activities include management of the Gender Medicine unit, development of research projects with a gender focus, organisation of events (meetings and congresses), promotion of gender considerations in research and the integration of gender medicine in teaching (undergraduate and postgraduate) as well as strengthening national and international networking in gender medicine.

Gender studies: Conducting academic gender research (e.g. in public health); support and advice for researchers to include aspects of sex, gender and diversity in project planning and proposals; webpage with resources including a gender and diversity lens tool; Gender and Diversity in Medicine guidelines.

Gender and diversity lectures: Including lectures on gender medicine, sex and gender in research, and diversity, with a changing focus each semester, plus intranet resources.

Working Group for Gender and Diversity in the Curriculum: Develops strategies to strengthen gender and diversity aspects within the curriculum; broad participation with members from the Rectorate, academic staff, student body, etc.

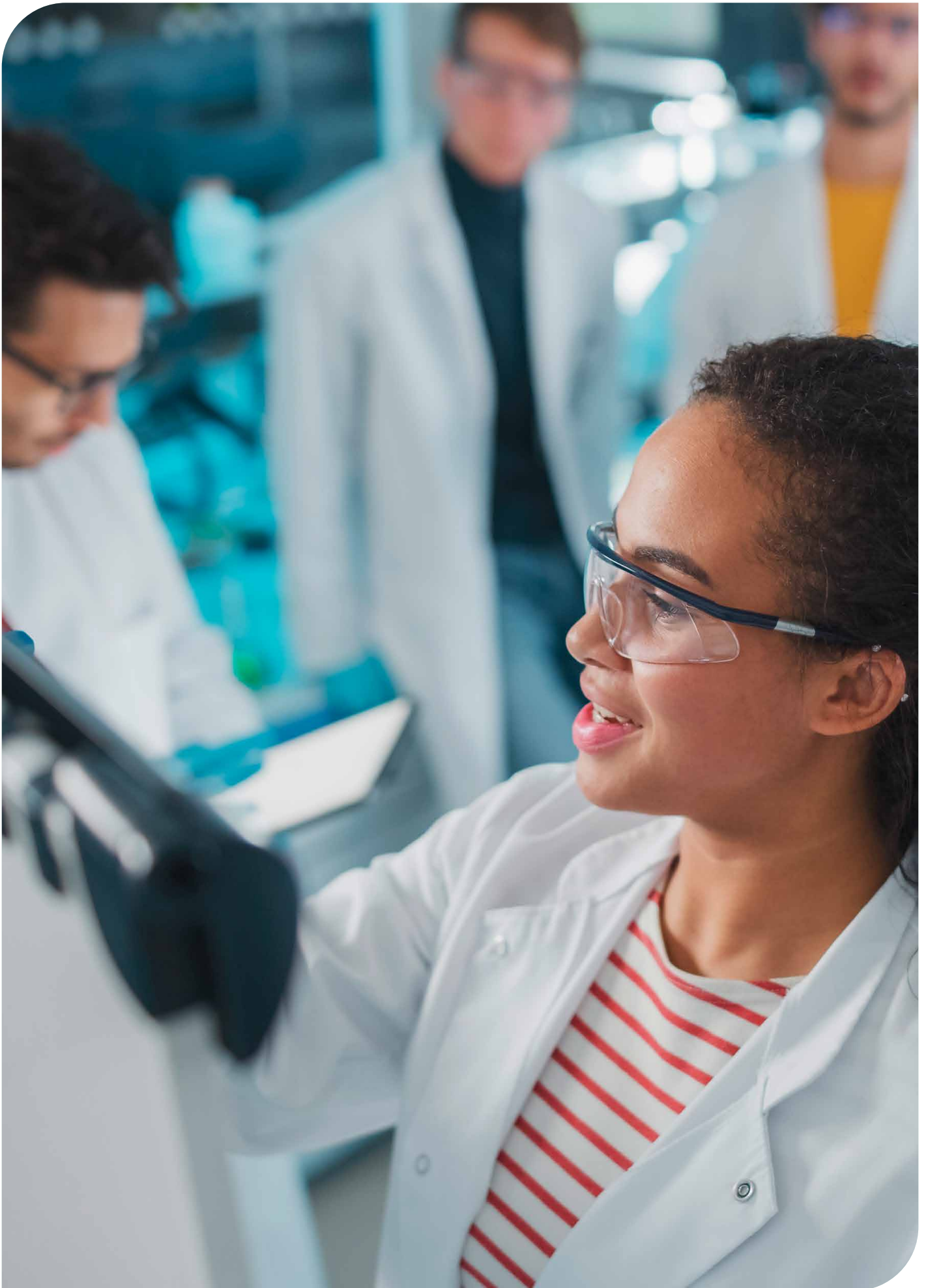
Diversity Award: Veronika Fialka-Moser Diversity Prize awarded annually in two of four categories (diploma thesis, engagement, research and teaching) to raise awareness, promote a conscious examination of diversity and enhance the visibility of both gender and diversity.

Building on the above measures, MedUni Vienna will continue to improve the integration of sex, gender and diversity aspects into curricula and research projects. This includes taking part in events like the Day of Gender Studies, supporting working groups and teaching staff in raising awareness, and organising further workshops on the topic.

Table of measures for integrating sex and gender aspects into research and teaching:

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity
Integrating the gender dimension in research and teaching								
Consideration of women's studies, gender studies and gender-based medicine (7.1-3)	✓			✓	✓	✓	✓	✓
Teaching quota of 50 % women (9 and 10)	✓	✓	✓	✓	✓	✓		
Promotion and integration of gender studies (12 and 13)	✓			✓	✓	✓		✓
Promote access for female students when underrepresented (14)	✓			✓	✓	✓		✓
Funding								
Measures regarding grants and scholarships (15)	✓	✓	✓	✓	✓	✓		✓





8 Measures against gender-based violence, including harassment, sexual harassment and discrimination

MedUni Vienna does not tolerate sexual harassment or sexist behaviour. The university is committed to taking all appropriate measures to prevent sexual and gender-related harassment, other forms of discrimination, mobbing and similar misconduct.

Activities:

- Updating and communication of the Collective Bargaining Agreement on the Prevention of Mobbing and Harassment, including Sexual Harassment
- Dedicated pages on the intranet with the above agreement, guidelines, training and relevant contacts
- Confidential counselling services
- Interdisciplinary “One in Five” lecture series on the topic of gender-based violence
- Participation in “Orange the World” campaign to increase awareness of gender-based violence
- Training covering legal, psychological, personal and safety perspectives
- Specific training for managers
- Regular evaluation of aggression and violence in the workplace (online and via interviews)
- Regular evaluations of facilities and security to ensure a safe working environment (facility management, campus safety, etc.)

Measures against gender-based violence and discrimination:

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity
Measures against gender-based violence and discrimination								
Prevention of all discrimination (1a.1)	✓	✓		✓	✓		✓	✓
Measures to prevent all discrimination, mobbing and similar misconduct (37.a-f)	✓	✓		✓	✓		✓	✓
Safety and risk assessment of campus facilities and buildings (38.1)	✓		✓	✓	✓		✓	✓
Collective agreements must not discriminate (48)	✓	✓		✓	✓			✓

9 Gender equality and diversity processes

The Gender Equality Plan of the Medical University of Vienna contains a summary of mandatory process requirements stipulated in the Horizon Europe eligibility criteria. Three of the so-called building blocks, namely dedicated resources, training and capacity building, as well as data collection and monitoring are further explained in separate sections (10, 11 and 12) below.

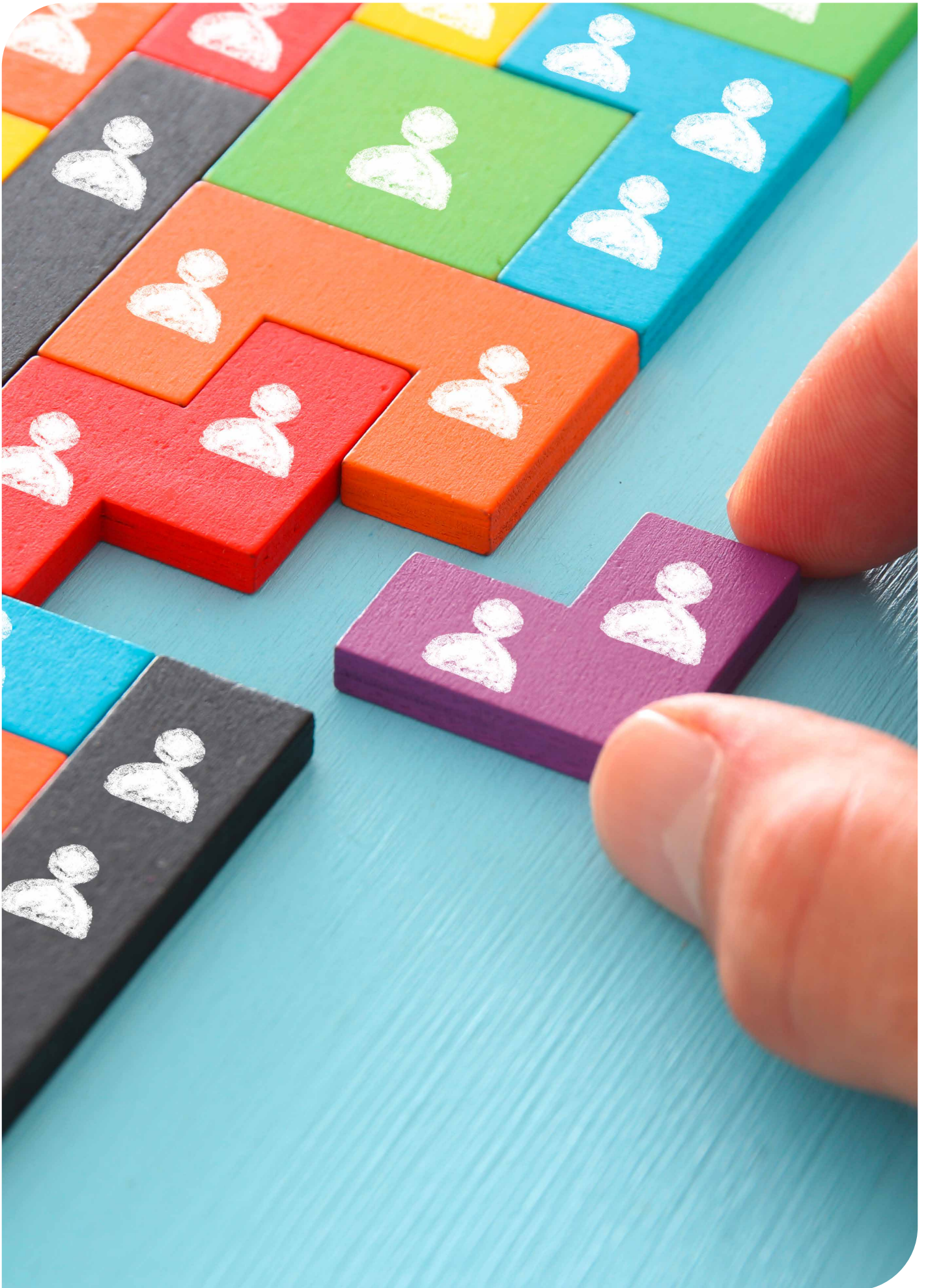
MedUni Vienna has a matrix of activities and priorities in place that covers the various aspects of diversity, as depicted in the following table.

Diversity matrix

		Diversity dimensions		
		Sex	Age	
Area of activity	Studies/teaching	Gender gap MedAt*	Diversity teaching	
	Research/clinic	Diversity mentoring		
		Diversity studies		
	Services	Paternity leave	Age-appropriate working hours	Workplace health policy
	Management	Managing diversity		
	MedUni Vienna overall	Diversity monitoring		
		Incentives/Veronika Fialka-Moser Diversity Prize		
		Workplace diversity		
		Anti-discrimination & anti-harassment policy		
		Steering Group Diversity at		

* MedAt is the admissions test to study medicine or dentistry in Austria

** LGBTIQQA+: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Questioning, Asexual, etc.



10 Dedicated resources

MedUni Vienna's commitment to gender equality and diversity is evident in the range of dedicated resources it has put in place. These resources can be categorised into expertise, staff and physical or financial resources. Obviously, all of these resources necessitate significant budgetary commitments, particularly the staff and expertise resources. Staff obligations may be full-time roles or functions that are fulfilled alongside other duties. Physical resources include buildings, events, virtual resources (the provision and support of webpages and the intranet) and communication via newsletters, e-mail and social media.

Dedicated resources

Staff and Expertise	Staff and expertise in the Dept. of Gender Mainstreaming and Diversity (3,42,43)
	Staff and expertise in the Working Group for Equal Opportunities (3,39,40,41,43)
	Staff and expertise in the family services office (36)
	Chair of Gender Medicine
	Steering Group Diversity at the Medical University of Vienna
	LGBTIQQA+ Group
	Non-Aggression and Prevention of Violence Board
Physical/ Financial Resources	Organisation of events (3.3)
	Increasing visibility of women in medicine and science (e.g. "Frauenwege")
	Publication of brochures (Good Scientific Practice, Unconscious Bias, Family Services, Inclusive Language, Diverse Identities, etc)
	Gender and Diversity Lens Tool, Gender Lens Tool (for research and teaching)
	Intranet pages of services (childcare, family support, diversity, etc.)
	Parent-child rooms in new buildings (36.8)
	Gender-neutral toilet facilities in new buildings
	Budgetary framework for the advancement of women (44.1)
	Resources for the Working Group for Equal Opportunities (41)
	Involvement of Working Group for Equal Opportunities in development of target agreements and budgetary matters (44.2)
	Budgetary incentive systems for the advancement of women (45)
	Budget for Working Group for Equal Opportunities
	Budget for Department for Gender Mainstreaming and Diversity – includes family services officer
	Budget for childcare activities, including subsidised holiday care
Veronika Fialka-Moser Diversity Prize	

The above list is not exhaustive and is intended to provide examples of the resources available.

11 Data collection, monitoring and follow-up

MedUni Vienna has been collecting a comprehensive range of data annually since 2004, including sex- and gender-disaggregated data. The data are published internally and/or externally and reported to authorities and for the purposes of international rankings, etc. The university will continue to evaluate the effectiveness and sustainability of measures in order to accelerate progress on increasing gender equality, monitoring underrepresentation and empowering women, while safeguarding gains already made and preventing backsliding.

Activities:

- Conducting impact and evidence-based assessments of programmes, e.g. report on childcare needs
- Auditing processes and procedures, e.g. the University and Family Audit
- Identifying and implementing innovative strategies
- Addressing obstacles, resistance and underrepresentation
- Evaluation of benchmarking using indicators – transformative, qualitative, quantitative – e.g. Center of Excellence Women and Science (CEWS) ranking data.

The data collection and monitoring processes (listed above and below) are important for enabling assessment of the quality of programmes and activities, highlighting progress, and analysing the impact (intentional or otherwise) of interventions. As a result, modifications can be made or corrective action taken to ensure programmes are targeted accurately, are on track, and/or to improve efficacy.



Data collection and monitoring

Regularly	Reporting between the Working Group for Equal Opportunities and the Rectorate (47)
	Reporting between the Department for Gender Mainstreaming and Diversity and the Rectorate
Annually	Comprehensive sex and gender data and indicators collected and published (5.1-2 [1-8])
	Collection and reporting of data on women in research (8)
	Sex-disaggregated data on all management and leadership roles
	Quotas of women and men on committees and boards
	Reporting of extensive sex, age and diversity-disaggregated data to the authorities, with changing emphases
	Sex-disaggregated data on population pyramid, career progression, publications, authorship ratios, patents, travel reimbursements, etc
	Data on integration of sex and gender considerations in research projects
	Calculation and reporting of glass ceiling, dissimilarity and gender indices
	Center of Excellence Women and Science (CEWS) ranking data
	Sex-disaggregated data on students, grants and teaching
	Reporting between the Working Group for Equal Opportunities and the Senate
	Reporting between the Department for Gender Mainstreaming and Diversity and the Senate
	Regular and annual reporting obligations of the "Vereinbarkeitsbeauftragte"/representative for family services officer (36a)
Detailed data on maternity, paternity & parental leave, ages of children, FTEs, etc.	
Every 3 semesters	Gender-sensitive teaching evaluation (11.1)
	Evaluation of inclusion of women's studies, gender studies and gender-based medicine in teaching (11.2)
Every 2 years	Gender pay gap monitoring and reporting
	Aggression and violence in the workplace evaluation
Every 3 years	Report on staff childcare needs (36.2)
	Report on effectiveness of measures to support combining care obligations with work or study (36a.2)
	Report on the status of people with disabilities (37f.2)
Every 5 years	External review of equality and advancement of women at the university commissioned by the Working Group for Equal Opportunities (6)
	Evaluation of measures for people with disabilities (37f.2)

The above table contains the most significant examples but is not exhaustive.

12 Training and capacity building

Gender, equality and diversity considerations are anchored in the university's procedures and processes at the organisational level. The Department for Gender Mainstreaming and Diversity, and the Working Group for Equal Opportunities oversee inclusion and adherence at the operational level.

Employees of MedUni Vienna are encouraged and invited to improve their skills and acquire new ones on an ongoing basis, in line with a state-of-the-art academic lifelong learning strategy drawn up in accordance with the latest educational approaches. The goal is to integrate gender, diversity and intersectionality into the training courses offered to staff. Specific training courses on aspects of diversity are also included in the standard schedule as part of the ongoing, long-term process of cultural change, engaging the whole organisation.

Training programmes are updated regularly and new courses are added. As a consequence of the Covid-19 pandemic, more courses are being offered online and, more specifically, there are plans for a new course covering virtual team management.



Training and capacity building

Training	Mentoring programmes and guidelines (30 (1-4))
	Organisation of awareness-raising events, e.g. International Women's Day (3.3)
	Raising awareness of participation of women via the media (4.1)
	Duty to prevent mobbing and sexual harassment (37.3)
	Seminars and support for carers
	Broad range of diversity training (Gender Competence, Unconscious Bias, Intercultural Communication, Harassment Prevention, etc.)
Capacity building	Austrian legal framework with regard to equality (Universities Act 2002)
	University Development Plan
	Governmental performance agreements
	Internal target agreements
	Existence of and requirement to fulfil quotas (2.2; 9.1; 10.1; 18.1; 32 [1,2])
	Dedicated webpages (4.2)
	"University and Family" audit certificate (since 2010, recertified every 3 years)
	Signatory to "Family at University" charter
Network building	Involvement in outreach programmes (Long Night of Research, Children's University, Girls' Day, etc.)
	European Network on Gender Equality in Higher Education (every 2 years)
	DACH Network of Equality Officers (1 meeting a year)
	Austrian Gender Platform (2 meetings a year)
	Network for Women in Medicine (wnw med)
	"Internationale Konferenz Mentoring in der Medizin" (2 meetings a year)
	European Network of Mentoring Programmes in Academia (eument-net) (1 meeting a year)
	Equinet – European Network of Equality Bodies
	"Family at University" charter Best Practice Club (2 meetings a year)
	UniKid-UniCare Network (2 meetings a year)
	German Association for Medical Education (GMA)
	Diversity Think Tank (quarterly)
	Pride Biz Austria
ADVANCE Resource and Coordination (ARC) Network	
Attendance at conferences and events (e.g. GE Academy, Österreichische Gesellschaft für Geschlechterforschung [ÖGGF], "workandfamily" audit)	

The above table contains an extensive list but is not exhaustive.

13 Impact of Covid-19

At MedUni Vienna, the Covid-19 pandemic has caused major disruption to people's lives, their work and their education. With numerous hospital departments linked to the university, the challenges were many and the implications are still being felt. From the beginning, the university was committed to helping patients, supporting staff and to developing research projects to increase the understanding of this new virus.

Communication: Dedicated webpages were established to communicate important, up-to-date information quickly and report on developments related to the pandemic. Early on, Coronavirus science webpages were created on the website and intranet to provide staff with access to the latest research and resources on the topic. This included a special section relating to Covid-19 research and treatment during pregnancy and birth, and for children. Comprehensive information was communicated to staff via almost daily updates in the intranet, special Coronavirus Information newsletters (once a week at least, by e-mail), and a hotline was set up (phone and e-mail) for a range of queries including administrative, legal, work-related and other questions. On the intranet, further webpages contained Q&A sections, expert and educational videos and important instructions for use of personal protective equipment (PPE). The expert videos were also published on the public website as part of outreach efforts. Counselling services continue to be offered to staff. Furthermore, informational events including Q&A sessions on prevention measures, diagnostics and vaccinations were streamed live and subsequently available on demand.

Practical measures: Home office allowances, protective screens and social distancing in offices; ventilation and hygiene guidelines; free parking on campus; meetings and teaching moved predominantly online; staff employed on the basis of third-party funding offered extension of their term of employment (if approved by the funding body) – in some situations by up to one year – where their presence was essential for continuation of the project but potentially not feasible due to the crisis.

Care obligations: Supplementary special leave for parents with care commitments due to closure of schools, lack of childcare or quarantine requirements. Parents and carers could apply for home office and home office extensions where appropriate.

Safety: Provision of PPE and masks to staff; free regular testing at work; instructional videos for putting on and removing PPE; vaccination programme; special regulations for those at high risk, including pregnant staff, with extension of home office authorisation; risk assessments of working environments for pregnant staff, and protection from contact with potentially infectious people, social distancing measures and home office or special leave if appropriate or until vaccination was recommended; option for medical leave for staff at high risk from Covid-19.

Research: MedUni Vienna continues to be involved intensively in research studies on the virus, the effects of Covid-19 and the pandemic. Some have centred specifically on staff, for example in 2020 an anonymous online survey was offered to all staff to evaluate information and communication channels, and to assess potential Covid-19 exposure and protection from exposure in the workplace. Another survey was directed specifically at teaching staff. Various studies have focused on effects on mental health, taking in a variety of aspects of the crisis such as working from home, being in quarantine or being at higher risk of illness. Findings are either communicated directly to staff or published.



14 Approval and publication of the Gender Equality Plan

The Gender Equality Plan of the Medical University of Vienna has been signed and approved by the Rector on 16 February 2022.

The document is published and available on the website.
It has been broadly disseminated within the university.

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