

Gender Equality Plan Ulm University of Applied Sciences Technische Hochschule Ulm (THU)



Content

1. Introduction.....	1
2. Resources for Gender Equality	2
3. Planned Timeframe for this Gender Equality Plan.....	3
4. Life – Work Balance.....	3
5. Gender balance in leadership and decision-making.....	4
6. Gender equality in recruitment and career progression	5
7. Measures against gender-based violence, including sexual harassment	6
8. Integrating the gender dimension into research and learning content.....	7
9. Data collection and monitoring	7
10. Training courses	7

Preliminary remarks:

A Gender Equality Plan (GEP) is a mandatory requirement for the participation of Universities and Universities of applied sciences in the EU's research framework program, Horizon Europe. At the Ulm University of Applied Sciences, named as Technische Hochschule Ulm (THU), the structures and measures to promote equality of the sexes are regulated in the Gender Equality Plan which is part of the university's Structure and Development Plan approved by the State Ministry.

This presentation of the THU's Gender Equality outlines the structures and measures to which the university has committed itself. The outline structure corresponds to the requirements defined for eligibility in Horizon Europe and the recommended content of the GEP.

1. Introduction

Equality activities in the sense of gender equality in the German landscape of higher education have played an increasingly important role in everyday academic life over the past few centuries. Big steps and targeted actions to attract more female students, to appoint more female professors and to increase the proportion of women in managerial and leading

positions, as well as in under-represent Areas is also part of the strategy of most higher education institutions. It is the goal of establishing equality, tolerance, gender equality and diversity in the university culture.

The management of Ulm University of Applied Sciences (THU) sees gender equality work as a highly relevant topic for all target areas of university life. The Equal Opportunity Officers are to advise the university management on all personnel, organizational and social issues that affect the equality of women and men.

The President, Chancellor, Vice Presidents and Equal Opportunity Officers regularly discuss equal opportunity issues together. In addition, the central Equal Opportunity Officer is a member of all university committees with the right to speak and submit proposals

Ulm University of Applied Sciences pursues a family-conscious employment policy and, in its mission statement, promotes career development paths that are oriented towards the compatibility of work and family for both women and men.

The goal of THU's equality plan is to create an adequate framework for participation and design that opens up activities and financial opportunities that go beyond purely legal measures.

Current German Legislation

The German Constitution states in Art. 3 (II) GG that all men and women have the same rights. Art 3 (III) GG forbids any kind of positive or negative discrimination for reasons of gender, ancestry, race, language, home and origin, beliefs, religious or political views and handicaps. These sections do not only bind the government but also has an effect on private entities when interacting with persons as

Furthermore, the AGG (Allgemeines Gleichbehandlungsgesetz) – Law of equal Treatment – is the main legislation to prevent discrimination related to the workplace. It aims at eliminating any disadvantage resulting from different treatment, direct or indirect, based on ethnicity, gender, religion or political view, disability, age or sexual identity.

Having come into effect in August 2006, it has been decisive to fight work-related discrimination and includes the European legislation 00/43/EG, 00/78/EG and 06/54/EG.

§ 3 I 1 AGG describes direct discrimination and defines it as an action that uses any of the above- mentioned aspects to directly disadvantage a person.

§ 3 II 1 AGG defines indirect discrimination as any disadvantageous rule that does not explicitly discriminate a person, but does have a negative impact on certain groups.

§ 3 III 1 AGG outlines sexual harassment and defines this an action that is not desired by the affected person and is related to one of the mentioned aspects.

This law allows the employee in case of any discriminatory behaviour in the workplace to file a complaint and to decline to work.

2. Resources for Equality

The Equal Opportunities Officer is represented in various committees of THU in accordance with LHG §4. In addition, §§ 9 and 12 of the basic regulations of the Ulm University of Applied

Sciences, the selection of committees for the election of the full-time Rectorate and members of the council board, regulate that the equal opportunity's officer has an advisory capacity. The Equal Opportunities Officers have an own annual Budget for their own budget for expenses for promotion of equality. Measures such as the family room are financed by the university.

So far, the following resources have been available for equality/equal opportunity work:

- Equal Opportunities Officer (Academic Affairs): Relief of teaching budget by 9 teaching hours per week
- Equal opportunity assistance: 1/2 position E9
- Equal Opportunities Officer (Non academic Affairs): Time off within the framework of regular working hours

The THU Equal Opportunities Commission consists of at least 6 members besides the two Equal Opportunities Officers. They are elected by the faculty council and they are taking care of gender equality issues in the departments e.g. in Professors appointment procedures. Additional funding is provided by THU for continuing education, the annual women's meeting, and participation in network meetings.

3. Planned Timeframe for this Gender Equality Plan

The content of the GEP is based on the Equality Plan, which is a part of the THU Structure and Development Plan approved by the Ministry of Science and Culture of Baden-Württemberg. Its validity is from 1.1.2019 - 31.12.2023.

4. Life – Work Balance

The Ulm University of Applied Sciences was awarded with the familyNET award “Family conscious Company” for family-friendly personnel management. The certification for family-conscious companies contributes to regular development of measures at THU for the compatibility of work and family and their implementation in work.

The Personnel Development Department has set itself the goal, to expand existing instruments systematically and to install new instruments of personal development and for family-friendly University.

In addition to numerous offers in the areas of family-friendly company and health management, the following personal development tools are introduced:

- Flexible working hours and various working time models
- Alternating telework
- Comprehensive information for new employees
- Internal and external training and further education program
- Re-entry and return talks after a long absence
- Regular feedback campaign

The orientation towards different life phases of the employees as well as professors (childcare, caring for relatives, etc.) increases the attractiveness of Ulm University of Applied Sciences in the competition for skilled staff. For this purpose, THU is offering employees during parental leave a temporary reduction in working hours (part-time models) due to growing up children, or care for them.

Furthermore, if desired, a quick re-entry into the University after maternity leave for students, employees and professors is actively supported by adapting to the specific situation, with flexible plans.

Various measures have been taken to make studying easier for female students with children. Particularly noteworthy is the possibility of flexible part-time studies. Extensive advisory services and baby changing rooms have been set up at THU.

A breastfeeding and family room has been furnished with a breastfeeding chair, nursing pillows, a changing table, loungers and washbasin suitable for children.

In order to take care of children during school holidays THU continues to offer for its members (students and employees), in cooperation with the University of Ulm, a holiday program which is financially supported.

In the future, also a psychosomatic company consultation hours will be offered in cooperation with the University Hospital Ulm to all employees.

5. Gender balance in leadership and decision-making

The elected THU Rectorate consists of five persons, one of whom is female. The University's Council Board consists of five external and four internal members, one of the five external members and two of the four internal members are women.

In the Senate, an elected body, women are still underrepresented, due to their low number in the professoriate and in the student body. Compared to the last reporting period, however, there has been an increase in the number of female senators (including female students).

The proportion of women in the faculty councils is also low but this is corresponding to the proportion in the teaching staff. However, there is also an increase compared to the last reporting period.

The high proportion of women in the Rectorate and University Council Board should be at least maintained, better increased, as far as the applicant situation allows. The increasing share of women in the Senate and faculty councils should be continued. In the long term, the growth in the share of women among the professors also lead to a higher proportion of women in the relevant committees.

6. Gender equality in recruitment and career progression

Female professors

THU gives high priority to a steady increase of the proportion of female professors, which also leads to more female role models for the female students and can influence the perception of classic role models.

Dedicated supervision from a gender equality perspective of female doctoral students and formation of a female doctoral network after completing doctorate, should lead women with a doctorate to be enthusiastic about a possibility for professorship on THU.

In the area of lecturers, the focus should continue to be on support from the Mathilde Planck Lectureship program. This offers higher educated women a good chance to get to know THU and to gain further qualifications in terms of teaching experience, through lecturing offers of the Didactics Center of the State of Baden-Württemberg. The long-term goal is that the participants qualify for a professorship and that the proportion of female professors at the THU is further increased. In addition, the strategic anchoring of teaching assignments or lectures is targeting women coming from technical areas with small numbers of women. Scientifically qualified women from technical fields have a good chance of being successful in filling professorships at THU.

The previous measures for the acquisition of potential female professors must continue to be extended. The concrete and ambitious goal is to increase the proportion of female professors from 9.6% in 2019 significantly. At the moment (2023) the proportion is 15%.

Scientific staff

The number of women employed in the technical area and in support of scientific work is satisfactory, however it should be raised. At just under 12% in 2019 the proportion of female scientific staff was higher than the proportion of female professors. Taking into account that the doctoral or research topics mainly are in the engineering field the proportion of female scientists is appropriate, but certainly also in need of improvement.

Additional supervision offers for the doctoral students will increase the attractiveness for doctoral projects for female students. The measures in the area "compatibility of work and family" also positively affect the decision of female students for a promotion.

The proportion of scientific employees in the academic staff was almost 12% in 2019 and should be increased to 16% during the term of this GEP .

Non-scientific area

The Ulm University of Applied Sciences THU strives for a further increase of the percentage of women in higher positions at THU. In the area of mid- and lower level positions there is already a majority of female employees.

The divisibility of jobs is an active contribution to the promotion of equality. The Equal Opportunities Officer must be informed about the job advertisements and recruitment processes. The introduction of an application management portal, available for involved persons (staff council, Equal Opportunities Representative, Representative for the Severely Disabled), has professionalized the application and selection process and provides a database for the selection of further activities. The active recruitment of suitable women also takes place with the support of professional online Job portals.

Students

THU has set itself the goal of increasing the proportion of young women in STEM programs (science, technology, engineering and mathematics).

The following aspects turn out to be important and critical:

- Direct and indirect addressing of interested and motivated young women
- The creation and design of communication networks
- Events for STEM subjects and STEM job profile

Specifically, these fields are to be tackled with various measures over the next few years. The student advisory service at THU will emphasize school cooperations to target girls and persuade them to long for a technical degree. THU collaborates with schools in technical workshops and information sessions, such as "Jugend forscht" or joint activities with the regional Pupil's Research Center.

As part of Girls' Day, a comprehensive and varied range of activities is offered on THU every year and there is always big demand and great interest.

Most recently, the proportion of female Bachelor graduates was 23%, the proportion of female Master graduates was 36%. However, the aim is to increase these numbers continuously, especially in study programs with very low numbers of female students.

7. Measures against gender-based violence, including sexual harassment

As an employer Ulm University of Applied Sciences implements measures for protection against sexualized discrimination and violence, see §4 (9) of the State Higher Education Act (LHG) and the General Equal Opportunities Act (AGG).

THU has a responsibility for maintaining the personal rights of all members of the university, especially students, professors and employees, and other persons who are not bound to the Ulm University of Applied Sciences under labour or service law.

THU attaches great importance to the statement that under no circumstances sexual harassment and violence of any form is tolerated. In the case of proven incidences appropriate measures are applied.

On April 25, 2018, a guideline on how to deal with sexual harassment was released. The guideline describes the rights of those who are affected, measures taken by the university and an action plan for the event that contains sexual harassment.

8. Integrating the gender dimension into research and learning content

In a fair recruitment and selection process, the text of job advertisements are of great importance. A guideline on the topic of gender-appropriate language was created for uniform wording of all texts throughout the university. THU is committed to gender equality in speech and writing. The guideline shows solutions for the use of gender-equal language not only in job advertisements, but also in communication with students and external institutions, but also in correspondence throughout the university.

9. Data Collection and Monitoring

At the beginning of 2018, the university management initiated a strategy process with the aim of defining a long-term strategy for the basic orientation of the THU. The meanwhile adopted and published "Strategy 2028" is based on the values responsibility, transparency and mutual respect as the elementary foundation of the mission statement.

As part of the university strategy, the aspects of equal opportunities, family friendliness and diversity management are integrated into the new mission statement of the THU. Together with the strategy some key values are defined which are monitored. On this basis new activities are initiated. One of the key values are the proportions of women in the THU study programs as well as in the scientific field.

Every year, the Rectorate releases an annual report in which the current figures in the area of students and employees are listed, specifically for the different areas. A differentiation is always made here between male and female persons. The Equal Opportunity Officer report is included in the annual report.

These reports form the basis for monitoring and control within the university. Based on this, appropriate measures are taken to further develop the university. The university's annual report is published and made available via the THU website.

10. Training Courses

The THU personal development team is devoted to develop measures, aimed for further qualification of the employees, professors and managerial staff and promote a management culture based on the values of the university strategy.

During the last years the content of individual courses was revised and new courses that appeal more to women were added. These measures have also been positively reflected in the statistics of the last reporting period.

The training program is continuously expanded to include further internal and external training.

To promote female students, the THU is offering seminars on job application training or communication training for women. Besides that, THU offers special mentoring programs for female students to support them during their study period.

Ulm, 01.03.2023

signed by the Rector of THU