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VISUALIZATIONS IN EHEALTH SOLUTIONS AAL-2020-7-51-SCP

Gender Equality Plan

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SYMBOLS, ABBREVIATIONS AND ACRONYMS

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
EC	European Commission
EEC	European Economic Community
EU	European Union
GEP	Gender Equality Plan
GPG	Gender Pay Gap
JOAFG	Johanniter Österreich Ausbildung und Forschung gemeinnützige GmbH
SDGs	Sustainable Development Goals

1. INTRODUCTION

Society as a whole is shaped by complex and interlinked cultural, social and economic structures and processes. This diversity must also be reflected and integrated into the workplace, not only because ensuring equal representation and participation is required by several laws and policies (e.g. by the '2030 Agenda for Sustainable Development's Sustainable Development Goals (SDGs) that target gender specifically in SDG 5 'Gender Equality'), but also because integrating gender and diversity aspects promotes better efficiency and effectiveness, as well as better performance in general (World Wide Fund For Nature (WWF), 2017; European Commission & Directorate-General for Research and Innovation, 2011). Equality between all genders is a fundamental value that has to be protected and promoted, so that everyone has the same opportunities, rights, and obligations in society. Therefore every organization has to strive for gender equality on all levels, professional groups, and departmental bodies.

When looking into the area of science, research and education, gender inequality is a persistent problem and advancements in the sector are slow. Especially in research "women remain under-represented and the issue of gender is far from being systematically addressed in research projects" (European Commission & Directorate-General for Research and Innovation, 2011). (European Commission, 2015). Even though female European Citizens have made significant advances in raising their level of educational qualification and now make up a majority of all tertiary education graduates, the EU's researcher population has continued to be dominated by men. In 2015, women represented 30% of researchers and only 20% of top-level academic positions were held by women, while 60% of all graduates were women (European Commission. Directorate General for Research and Innovation. et al., 2016).

Although these figures and statistics show a clear direction on how gender affects the labour market, JOAFG wants to call attention to the fact that gender is just one of many intersectional categories that play into different forms of oppression and disadvantages (e.g. ethnicity, class, nationality or age).

Therefore, an intersectional approach is becoming increasingly important in international project work as well. Especially when working with vulnerable groups such as elderly citizens or persons with disabilities, intersectional awareness not just about outside influences, but also about each organization internally becomes crucial. In the '*Got-IT: a toolkit for inclusive and understandable lifestyle data visualizations in eHealth solutions*' project for example it was found through intersectional analyses that socioeconomic factors and hereby especially the variable gender have a huge influence on topics such as the digital divide and the knowledge gap.

As from 2022 onwards, Gender Equality Plans will become a mandatory eligibility criterion for public bodies, research organizations and higher education institutions from EU Member States and associated countries wishing to participate in the Research Framework Program Horizon Europe, with this Gender Equality Plan (GEP) JOHANNITER ÖSTERREICH AUSBILDUNG UND FORSCHUNG GEMEINNÜTZIGE GMBH (JOAFG) wants to define its gender and diversity strategy. The aim is it to raise awareness and set an continued and consistent focus on multiple forms of discrimination, as they must be factored into all equality mainstreaming and impact assessment tools in strategies, action plans etc.

In regards to content, chapter **three** outlines the areas of relevant gender equality and diversity legislation and policies in the EU and Austria. Additionally the organization of JOAFG and its state-of-play regarding (gender) equality is described. Chapter **four** explains proposed actions and sets targets on how to improve gender equality and diversity. The following chapters **five and six** are devoted to the implementation, as

well as the monitoring and evaluation of these measures. This GEP ends with **conclusions** and an outlook regarding future plans, ideas and actions.

1.1. Objectives

With this Gender Equality Plan JOAFG aims to:

1. Conduct an impact assessment to identify existing gender and diversity biases
2. Identify and implement innovative strategies to address and counteract these biases
3. Set targets and monitor their progress

In point one, gender and diversity relevant data is collected and analyzed. Therefore, procedures, processes and practices are critically assessed to detect gender inequalities and gender biases. Point two contains the definition of objectives and the setting of targets, actions and measures in order to address biases properly. Furthermore, resources and responsibilities are attributed and timelines are set up. This is followed up by an implementation phase, in which activities are implemented. Point three revolves around monitoring. This entails a phase in which the processes and the progresses are regularly followed through and assessed. Findings from the monitoring allow to adjust and to improve interventions, so that their results can be optimized.

2. SITUATION REPORT

It is important to view gender equality and diversity in the workforce not just as a current trend, but a major concern for every organization on order to improve its productivity (Saxena, 2014) (see Fig. 1). Other beneficial factors include improved resources of talented employees, superior products and services, an enhanced company image, greater flexibility and an enhanced trust in relationships (Tamunomiebi & John-Eke, 2020).

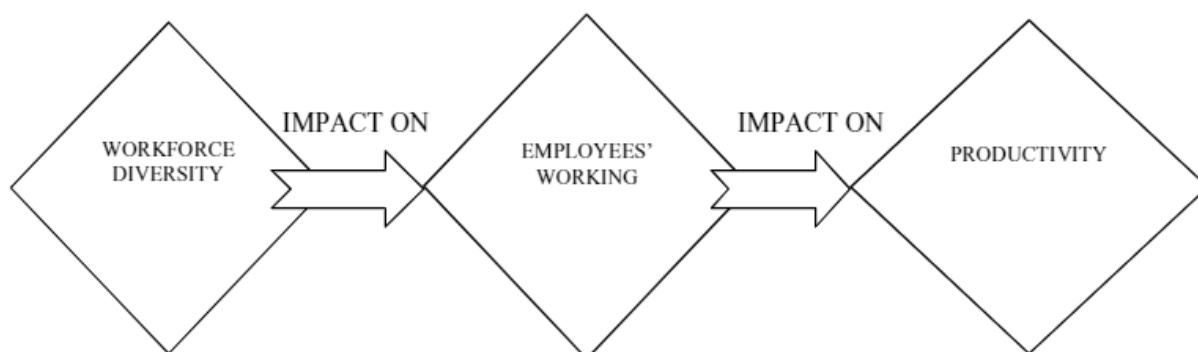


Figure 1: Impact of Workforce on Productivity (© Saxena 2014)

One example for this are LGBTIQ+ employees. A major US-survey revealed that “40% of LGBTQ employees are closeted at work and 75% have reported experiencing negative day-to-day workplace interactions related to their LGBTQ identity in the past year” (Dupreelle et al., 2020). Numbers in Europe

are somewhat lower but still alarming. Here, one in five respondents felt discriminated against. “This figure rises to one in three (29 %) of the transgender respondents who were employed and/or looking for a job” (European Union Agency for Fundamental Rights., 2013). It is clear that employees in situations like these simply cannot be their authentic selves during working hours—and cannot do their best work. Research shows that employees who can be open about their gender identity and sexuality at work “are more likely to enjoy going to work, feel able to be themselves, form honest relationships with their colleagues, are more confident, and ultimately more productive” (Guasp & Balfour, 2008).

Examples like these “illustrate the difference between diversity (in which a company hires people from different backgrounds) and inclusion (those people feel free and encouraged to bring their authentic selves to work). The gap between the two carries a steep price in terms of engagement” (Dupreelle et al., 2020). Diversity stimulates innovation and productivity and creates a world class culture that can outperform the competition.

In this Gender Equality Plan, JOAFG serves as an example organization of the Got-IT project consortium, as a first step analyze complex gender and diversity factors on a smaller national level with just one organization, before expanding to more and international organizations, where circumstances (e.g. infrastructure) or legal and social conditions may differ.

2.1. Relevant Legislation and Policies in the EU and Austria

For a better understanding on where exactly an organisation stands in terms of gender equality and diversity, as well as to identification of any possible breaches for providing the rationale to support gender equality actions, it is helpful to review relevant legislation and policies regarding these topics at European Union (EU) level and at country level (i.e. Austria). This knowledge can also support some of the measures within the Gender Equality Plan.

At EU level, gender equality draws on a long history of policy development. Since the signing of the European Economic Community (EEC) Treaty in Rome in 1957, 13 directives in the field of gender equality have been adopted (e.g. on equal pay and social security, protection of pregnant women and people on parental leave) (European Commission & Directorate-General for Research and Innovation, 2011). One of the most famous obligations in this regard is gender mainstreaming, which includes taking gender equality actively into account “when formulating and implementing laws, regulations, administrative provisions, policies and activities” (European Commission. Directorate General for Justice. & European Network of Legal Experts in the Field of Gender Equality., 2015). In addition to different treaties (e.g. the Lisbon Treaty), the ‘Charter of Fundamental Rights of the EU’ entered into force in 2009. While they all have the same legal value and contain provisions that are relevant in the field of gender equality, the Charter specifically defines rights related to family protection and gender equality, as well as the reconciliation of family/private life with work (e.g. the right to paid maternity leave and parental leave). It has become a binding catalogue of EU fundamental rights, addressed to EU institutions and Member States when they are implementing Union law (European Commission. Directorate General for Justice. & European Network of Legal Experts in the Field of Gender Equality., 2015).

There are also efforts to improve diversity and gender equality in specific areas, such as science and research. Following the Amsterdam Treaty of 1999, the European Commission (EC) formalised its

commitment to advance gender equality in research in its ‘Women and Science - Mobilising women to enrich European research’ (1999). With this document the integration of gender dimensions and gender equality in all areas of research is specifically addressed (European Commission & Directorate-General for Research and Innovation, 2011).

It has to be kept in mind that although these provisions are important for the interpretation of EU law and they impose obligations on both the EU and member states, they do not create enforceable rights for individuals as such, and the introduction of legal principles alone do not eradicate (gender) inequality. One example for this is equal pay. The difference between the remuneration of male and female employees remains on a high level. On average women in the EU earn 16.4% less than men and progress in closing this gender pay gap has been very slow (European Commission. Directorate General for Justice. & European Network of Legal Experts in the Field of Gender Equality., 2015).

When it comes to the national level, EU member states have the obligation to implement treaty provisions and directives, which means that if national law does not yet fully comply with the EU provisions, a transposition of them into national law is necessary. The specific development of EU gender equality law and its transposition into national law has been a step-by-step process that already started in the early 1960s (European Commission. Directorate General for Justice. & European Network of Legal Experts in the Field of Gender Equality., 2015).

In Austria, the government ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1982 and therefore committed to comply with the Convention’s comprehensive provisions, which “contain a prohibition on discrimination against women on the grounds of gender and family status as well as the principle of equal rights, equal treatment and equality in all spheres of life, including the labour market and business” (Federal Chancellery Austria, 2010).

2.2. Gender (In)Equality in the Austrian Labour Market

As social inequality and structural problems of a country are reflected and perpetuated in the labor market, specific labour market policies are an important lever for shaping an inclusive, equal society. Discrimination against women in the labor market is one of these structural problems. Women still perform the largest share of unpaid care work, are disproportionately often employed in precarious, underpaid jobs and must bear the consequences of unequal distribution and protection of paid and unpaid work. They earn less than men and are more often affected by poverty in old age (arbeit plus - Soziale Unternehmen Österreich, 2020).

In Austria, relevant legislation regarding gender equality and diversity “revolves around the Equal Treatment Act which dates back to 1979 and originally dealt only with equal treatment of women and men at work” (Federal Ministry of Labour, Social Affairs and Consumer Protection, 2016). It applies to all persons employed with federal authorities or applying for employment or training with federal authorities. An official prohibition of discrimination at work on grounds of religion, beliefs, age, sexual orientation and ethnicity followed in 2004 and the prohibition of discrimination on grounds of disability at work was regulated in 2006 in a separate Package for Equal Treatment of People with Disabilities. Other relevant

regulations included selective measures for improving the income transparency between women and men in 2011 (Federal Ministry of Labour, Social Affairs and Consumer Protection, 2016).

Austrian equal pay legislation applies to any kind of employment relationship with a private or public employer, including apprentices and trainees. Legislation however does not define pay. This clearly shows within the country's Gender Pay Gap (GPG). Austria has one of the highest GPGs within the EU (19,9%, EU: 14.1%) (Federal Chancellery Austria, 2021). The gender overall earnings gap, which includes differences in working time and participation rate, is even bigger (44.9%, EU: 39.6%). "This number is highly relevant in terms of economic independence of women and their social security benefits – especially pensions" (European Commission. Directorate General for Justice. & European Network of Legal Experts in the Field of Gender Equality., 2015).

When it comes to the participation in the labour market, women are less likely to participate at all (68.6%, men: 77.4%) and when they do, it's much more likely for them to work part-time (47,5%, men: 11%). The share of women working part-time is one of the highest in the EU, where the average is 31.1%. The reason for part-time employment for of Austrian women (37%) is care responsibilities. This is partly due to a comparatively scarce and uneven provision of childcare, especially for children below three years of age (European Commission, 2018). Only 5% of men state care responsibilities as a reason for part-time work. For them, the most important reason is completing an apprenticeship (around a quarter of respondents). For women, training or continuing education as a reason for working part-time amounts to only about 8% (arbeit plus - Soziale Unternehmen Österreich, 2020).

In the sector of science and research women have formed the majority among students in Austria since the 1990s. When looking at the level of PhD/doctoral graduates, numbers are already changing and women make up 41.8%. Compared to EU average, this places Austria in the penultimate position in the EU ranking. The share of women drops again when looking at scientists and researchers. Here females only make up 30%—again below the EU average (34%) (European Commission. Directorate General for Research and Innovation. et al., 2016). When it comes to the rise in the number of women working in these fields, Austria cuts a better figure, with the annual growth rate for female scientists and researchers being 8.7% (EU: 4.8%) (Federal Ministry for Education Science and Research Austria, 2018).

Gender distribution varies greatly between different sectors. Over half (53%) of all scientists in Austria are employed in non-university research organisations, i.e. in state or non-profit research institutes or in the corporate sector. While female scientists or researchers in the corporate sector account for only 17%, the gender ratio is almost balanced in the non-profit and state sectors (excl. higher education). (Federal Ministry for Education Science and Research Austria, 2018).

All in all, existing numbers clearly show that "in Austria, women are not only clearly underrepresented in science and research, they also earn on average 19.5% less than their male counterparts in the same sector (based on their average hourly salaries)" (Federal Ministry for Education Science and Research Austria, 2018).

2.3. Johanniter Österreich Ausbildung und Forschung gemeinnützige GmbH (JOAFG)

2.3.1. About JOAFG

The Johanniter Österreich Ausbildung und Forschung gemeinnützige GmbH (JOAFG) was founded in 2012. As are part of Johanniter-Unfall-Hilfe in Austria, which aims to provide health related knowledge to the broad public (first aid lectures) as well as training and education to medical professionals in care and emergency medical services, JOAFG is active in research projects from regional to international level with special focus on health research and security research. The academic team's competences include communication and social science, socio-economics, public health, nursing sciences, gender studies, behavioural biology and risk management.

JOAFG's main research topics in Health Research are care and care processes, innovative technology development (e.g. AAL, care management systems), impact of health interventions on age-related decline and pandemic management. In security research JOAFG focuses on disaster relief and management, safety and equipment, evacuation, as well as training and education.

What JOAFG offers is end user involvement (recruitment incl. promotion and informed consents, field trial management, support), evaluation (evaluation designs, use of qualitative and quantitative methods, e.g. requirement analysis, content analysis, statistical analysis, assessments), ethics (e.g. MEESTAR, EESSR, Gender and diversity aspects, data protection issues, DPO available), development of trainings (e.g. curricula development, for different target groups), business modelling (e.g. business model canvas).

2.3.2. The State-of-Play at JOAFG

The following assement of the state-of-play of JOAFG will provide insight on employee numbers regarding gender, age, education levels, job titles and contract types. This data was collected in order to detect differences and to identify the most pressing areas requiring intervention. It will set a base on which measures need to be implemented in further steps. JOAFG actively takes a stance against an often portrayed gender binary and show this not just in numbers, tables and figures, but also in day to day work life (e.g. using preferred names and offering a gender neutral restroom). As research on gender inequality has posited the importance of structural gender discrimination especially for women's experiences at work, the female percentage of employees is particularly highlighted in this assessment (Bobbitt-Zeher, 2011).

Figure 1 shows the gender distribution of JOAFG's 22 employees. With almost 60% women, JOAFG lies above the EU average in the science and research sector.

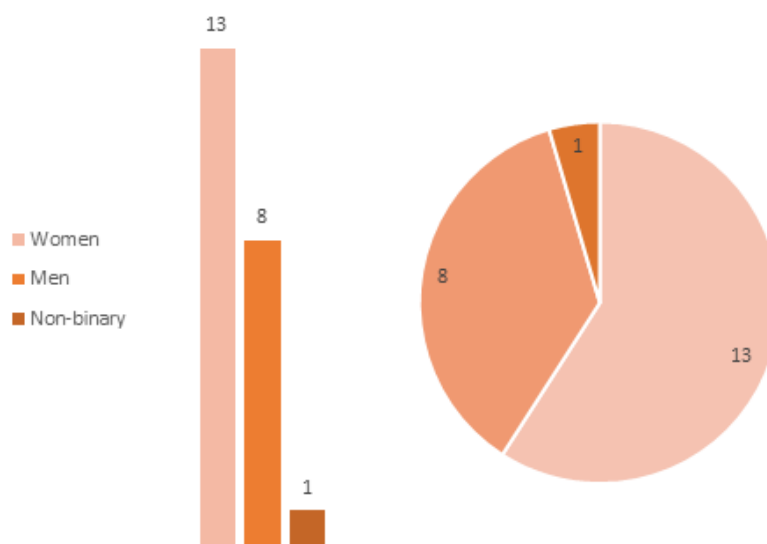


Figure 2: Gender Distribution JOAFG

When it comes to the education level (table 1), most employees either have a non academic degree/ occupation specific training or a master's degree. In the mid-range university degrees, women are clearly over-represented with 100% of bachelor's and 70% of master's degrees. When it comes to doctoral degrees, numbers are even.

This gender distribution at JOAFG is also due to the fact that a master's degree is often a prerequisite for employment, especially in research. Those employees without an academic degree also work without exception in the area of education and teaching or the administrative sector.

Education	Women	Men	Non-binary	Total	% Women
PHD	1	1	0	2	50%
Master's Degree	7	2	1	10	70%
Bachelor's Degree	1	0	0	1	100%
Non-academic degree/ occupation specific training	4	5	0	9	44,44%

Table 1: Education Level JOAFG

Within JOAFG, employees often take on multiple roles in different areas of responsibility. Therefore, there are often several entries for one person in the area of job titles (table 2). This would make the percentage of women figures inaccurate, which is why they have been omitted from this table. But even without this information, trends can be identified: JOAFG's researcher positions are mainly staffed with women, while trainers are mostly male. At higher-level positions (i.e. head of department) there is a gender balance. This is also the case with administrative staff numbers.

Title of Personnel Grouping	Women	Men	Non-binary	Total
CEO	0	1	0	1
Head of Department	1	1	0	2
Project Leads	2	1	0	3
Researchers	9	2	1	12
Trainers/Instructors	1	4	0	5
Administrative Staff	4	4	0	8

Table 2: Title Based Personnel JOAFG (in some instances multiple entries per person)

Most JOAFG employees are between 25 and 49 years old (table 3). Women primarily work in the age range from 35-49.

Age Years	Women	Men	Non-binary	Total	% Women
25-29	2	2	0	4	50%
30-34	1	1	1	3	33,33%
35-39	4	1	0	5	80%
40-44	3	1	0	4	75%
45-49	3	2	0	5	60%
50-54	0	0	0	0	0%
55-59	0	0	0	0	0%
60-64	0	1	0	1	0%

Table 3: Age Distribution JOAFG

Out of the employees working part time 75% are women (table 4). This high number again correlates with the Austrian average, as illustrated in chapter 3.2.

Contract Types	Women	Men	Non-binary	Total	% Women
Full-Time	7	6	1	14	50%
Part-Time	6	2	0	8	75%

Table 4: Contract Types JOAFG

When it comes to equal pay, there is no gender pay gap at JOAFG, as all employees are being paid the collective agreement of the Diakonie Austria. Salary levels depend on prior years of work experience. There is however the possibility of overtime allowances, which can be included in the employment contract after individual negotiation.

Further, there is no reason for a visual presentation of indefinite-term and fixed-term employees, because since 2020 all JOAFG employees have unlimited contracts.

This short assessment of JOAFG's employee composition clearly shows growth potential regarding gender equality and diversity in areas such as part-time work, and leadership positions.

3. PROPOSED ACTIONS

In the last chapter existing biases of JOAFG are acknowledged in order to improve equality and equal opportunities. To counteract these biases, it is necessary to identify innovative strategies and set practical action points. Because reducing biases in research and education calls for the active involvement of all employees at all levels, JOAFG's proposed actions include the following points:

1. Appoint a Gender Equality and Diversity Officer

The gender equality and diversity officer is a volunteering employee appointed by the management for a period of two years. Their function includes tasks such as being the contact person for all things gender and diversity related. This can range from inputs or complaints on the topic from employees to being responsible for keeping an overview on concepts, implementations and measures. The gender equality and diversity officer is also managing the gender and diversity team (see point two), is in charge of the organisation of internal and external events on the topic of gender equality in the fields of research and education and participates in events and is a representation of JOAFG in gender and diversity matters.

2. Organize Workshops on Gender and Diversity

In order to include all employees of JOAFG in gender and diversity matters and to give them a space to exchange information, ideas and issues, JOAFG will hold an annual gender and diversity workshop in the form of a voluntary two-hour lecture with changing thematic focuses that thematically aligned with our division (e.g. patient transport). The annual workshops will be organized by the gender and diversity officer and can be financed through research projects.

3. Creation of a Gender- and Diversity-Sensitive Communication Plan

Because language plays a critical role in how people interpret the world, including how to think and behave, gender- and diversity-sensitive language is more than a matter of political correctness. With word choices often reflecting unconscious assumptions about values, gender roles and abilities, a communication plan that tackles the specific and complex topics of gender and diversity is necessary for every organization. Therefore JOAFG is creating a gender- and diversity-sensitive communication plan that covers topics such as equal representation or challenging stereotypes, as well as give hands-on advice and recommendations not just for all JOAFG employees, but for Johanniter Austria as a whole.

4. Gender and Diversity - Fixed Bullet Point in (Review) Meetings

To be more accountable, gender and diversity will be a fixed point in JOAFG's annual review meetings. Topics may include work climate, career development and/or the reconciliation of professional and private life.

5. More Inclusive Hiring

To be more inclusive in the recruitment process and to attract candidates from all backgrounds, JOAFG will diversify its job advertisements. In terms of gender and diversity, JOAFG will add 'all genders' or rather 'm/f/x' after every job title. Furthermore a short text that invites all people to apply regardless of any individual or group characteristics, including gender identity, gender expression, sexual orientation, sex

characteristics, race, age, disability, ability, economic status, national origin, religion, ethnicity etc. will be added as well.

4. IMPLEMENTATION, MONITORING & EVALUATION

Implementation, monitoring and evaluating the proposed actions of the GEP is crucial to seeing where and how they are being implemented, as well as identifying and addressing potential sources of resistance to change.

JOAFG understands monitoring tools as part of a continuous enhancement process, which can also support accountability. In this context, it is important to point out that monitoring does not mean looking only at figures and data, other underlying qualitative aspects also need to be considered. When it comes to evaluation, key aims are sustainability and further enhancement, as evaluation can provide evidence of actual changes or lack thereof, as well as highlight positive dynamics and opportunities brought about by the proposed actions.

Goal	Implementation Measures/ indicator	Timeline	Data Source	Estimated working hours and costs
Appoint a Gender Equality and Diversity Officer	1. Find & appoint suitable candidate with expertise in the field (responsible bodies: heads of departments)	Start Q4 2021 - ongoing	Facility logs	1h (averaged hourly rate 32 €)
Organize Workshops on Gender and Diversity	1. Plan first workshop to present the GEP to all JOAFG employees (responsible bodies: gender equality and diversity officer) 2. Disseminate the Equality Plan amongst all employees (responsible bodies: gender equality and diversity officer)	Start Q2 2022 - annual	Workshop attendance sheets	20h (averaged hourly rate 32 €)
Creation of a Gender- and Diversity-Sensitive Communication Plan	1. Set up meeting with the gender and diversity team to discuss specific input and contents (responsible bodies: gender equality and diversity officer, gender and diversity team)	Start Q2 2022 - ongoing	Facility logs	80h (2 month project, 1 person, 10h p/week) (averaged hourly rate 32 €)

	<ol style="list-style-type: none"> 2. Create the gender- and diversity-sensitive communication plan (responsible bodies: gender equality and diversity officer) 3. Review and revise the gender- and diversity-sensitive communication plan (responsible bodies: gender equality and diversity officer, gender equality and diversity team) 4. Disseminate the gender- and diversity-sensitive communication plan throughout JOAFG & Johanniter Austria 			
Gender and Diversity - Fixed Bullet Point in (Review) Meetings	<ol style="list-style-type: none"> 1. Add gender and diversity as a category on the feedback sheet of annual review meetings (responsible bodies: gender equality and diversity officer) 2. Disseminate the new feedback sheet among all JOAFG employees 	Start Q3 2022 - ongoing	Facility logs,	1h to add the categories, then 30min prep – depends on meeting intervalls (averaged hourly rate 32 €)
More Inclusive Hiring	<ol style="list-style-type: none"> 3. Implementing the gender-neutral statements and the short diversity texts additions to all JOAFG's job advertisements (responsible bodies: gender equality and diversity officer, heads of departments, human resources) 	Start Q1 2022 - ongoing	Job advertisements	1h (averaged hourly rate 32 €)

Table 5: Implementation, Monitoring and Evaluation

5. CONCLUSIONS

Gender equality and diversity do not happen on their own accord, but are the result of constant process and durable structures. Transforming organisations, as well as challenging familiar procedures and routines takes time and therefore this first GEP of JOAFG is an opportunity to set a baseline and framework for further actions and implementations, as well as fostering the support to gender equality policies.

Within this GEP JOAFG examined relevant legislation and policies in the EU and Austria, as well as gender (in)equality in the Austrian labour market as a foundation to contextualize and compare the findings of JOAFG's employee assessment. Based on this, conclusions and concrete actions steps to a more inclusive and diverse working environment at JOAFG were drawn. Followed by a concrete implementation plan, the importance of a detailed monitoring and evaluation phase were highlighted as well.

JOAFG places great value of this GEP being sustainable in the long term and strive to ensure that it becomes a natural part of JOAFG's work, while simultaneously working on expanding and improving it. And while the sustainability of some measures and procedures are quite easy to accomplish, others may require further action. A long term goal is to make this GEP visible, understood and known, not just within JOAFG but beyond that.

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