

## Gender Equality Plan

### Federal Institute of Agricultural Economics, Rural and Mountain Research

1. The Federal Institute of Agriculture, Rural and Mountain Research (BAB) is committed to the equal treatment of all staff members and to the consideration of this principle in the organisation and implementation of the research. The key objectives are to create a working environment free of discrimination, sexual harassment as well as gender- and diversity-related violence, to promote activities to eliminate existing under-representation of women as well as to recognise and value diversity in its intersectional approach.
2. Suitable measures will be taken to achieve these goals. As a department of the Federal Ministry of Agriculture, Forestry, Regions and Water Management (BML), the provisions of the BML's organisational manual (latest version 28<sup>th</sup> September 2020) are also applied at the BAB when they relate to the entire organisation (i.e. the BML and all of its departments and institutions).
3. The concept of gender mainstreaming is pursued in accordance with the BML's organisational manual. This means that all BAB employees have to incorporate the principle of gender mainstreaming into their work. Each staff member has to consider possible consequences with a gender-specific lens before making decisions and has to take into account the effects for women and men of the respective decisions. The aim is to contribute to gender equality within the decision-making processes.
4. The [Gender Mainstreaming Working Group](#) of the BML was established in 2002 and supports the BML in implementing the gender mainstreaming strategy. A staff member of the BAB is a member of this working group.
5. The BAB strives to increase the proportion of women among its staff and therefore strongly invites women to apply in job advertisements. Under the conditions stated therein, female applicants who are equally qualified as the best-qualified applicant will be given preference when entering the Federal Civil Service or when being entrusted with the function. This is also the aim when filling management positions. Under these circumstances, both the provisions of the [Federal Equal Treatment Act](#) (Federal Law Gazette No. 100/1993) as well as the [Women's Promotion Plan of the BML](#) (BGBl. II No. 4/2020) must be adhered to.
6. The training courses of the [Federal Academy of Administration of Austria](#) on equal treatment and equality of women and men are open to all executives and staff members of the BAB. The work-life balance of staff members is a high priority at the

BAB and individual working time models are made possible if required and in line with the BAB working time regulations.

7. Another key concern is equal treatment in terms of language, as laid down in the BML's organisational manual. Gender-sensitive language ensures that women and men feel equally addressed and are considered equally by readers. In external and internal communication, equal treatment of women and men is therefore practised throughout the BAB. At the BAB, the guidelines for linguistic equality are laid down in the quality criteria and guidelines for institutional publications. These rules are also applied in particular in the conception and design of the institutional website, and attention is paid to a balanced ratio of women and men among the speakers at the Institute's events.
8. At data collection for research, the BAB strives to collect, evaluate and present gender-disaggregated data, if financially and administratively justifiable.
9. To improve information in this regard, the BAB has been conducted a long-term research project entitled "Gender Mapping – Analysis of Gender-Disaggregated Data in the Field of Agriculture and Rural Areas", in which various indicators and data sets are evaluated and presented disaggregated by gender and region.
10. The implementation of the BAB Gender Equality Plan is reviewed annually as part of the work programme planning process.
11. This Gender Equality Plan is generally accessible on the [BAB website](#) and represents an essential basis for the realisation of the BAB's research work.

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