

## Gender Strategy

### INTRODUCTION

“Gender mainstreaming” means incorporating the perspective of gender relations in all processes, activities and measures and is an essential aspect of the Austrian Partnership Programme in Higher Education and Research for Development - **appear**.

In order to enhance the advancement of women, practical measures that increase the percentage of women working in the project as well as benefitting from the project are implemented. The gender-sensitive perception and analysis of society – and thus the unequal distribution of social power and powerlessness within a society – is an obligatory part in the teaching and research cooperations of all disciplines. Gender dimensions are regarded as an implicit part of a contemporary discourse in science and of a modern scientific policy and are as such also communicated to the public in the framework of public relations activities.

### BACKGROUND

The Austrian Development Cooperation (ADC) defines inclusion, gender equality and female empowerment as guiding principles of their work. As stated in the ADC Strategy of Higher Education, the Austrian Development Cooperation – in keeping with the human rights-based approach and the holistic concept of inclusive education – places particular emphasis on promoting access to higher education for marginalised and disadvantaged social groups. The implementation of the gender mainstreaming principle thus becomes a cross-sectional task in **appear**. Based on an analysis of the gender-specific distribution of social power, resources and opportunities the goal of equal chances is pursued. For the **appear** programme this means a systematic integration of the gender dimension both on the project level and on the programme level. All measures are examined regarding the implications for gender. If women are strongly underrepresented in a certain field, special supplementary measures for the advancement of women are introduced.

Gender-specific dominance constellations are deeply rooted in social and cultural realities and especially in patriarchal societies, where they are often regarded as part of the “natural order”. In **appear** the development policy-related imparting of “gender awareness” is not to be an export of “Eurocentric equality claims” imposed by one side since this is a dialogue on an equal footing between partner organisations and stakeholders in the countries of the North and South. Moreover, the objective is to take into account the culturally different manifestations of gender in a culture-sensitive way. This is based on the gender-theoretical finding that the “attribution of gender” is a social category. This thus defines the social role allocation and in particular also the access to resources or mobility just as other social categories (ethnic affiliation, class, ...).

With its results from gender research science provides an excellent basis for making gender-specific inequalities visible. In terms of development cooperation this means that by means of empiric phenomena such as “feminisation of poverty” the development cooperation discourse, development cooperation measures and in particular also development theory-related research especially address women.

In all phases of the programme and project implementation this gender-critical and equality-oriented approach is allowed for: establishing programmatic guidelines regarding the content criteria of research, incorporating the gender aspect in the information documents, including gender-sensitive questions in standardised monitoring forms and formats, taking into account the gender aspect regarding the exploitation contexts of scientific results and of the teaching material and curricula development (component 1) as well as in academic teaching and the individual academic final papers (component 2).

Explicit presentation of gender as a cross-sectional matter in all areas

## 1. Programme Level

### 1.1. Programmatic specifications

Gender is a central issue of **appear** both on the structural/organisational level and on the content level.

The structural/organisational level refers to **gender mainstreaming as a fundamental principle** as well as **systematic advancement of women** with the objective to guarantee equal participation of women in all project activities and as beneficiaries.

The content level refers to **the gender perspective in the project, teaching and research contents**. In this way a gender-sensitive approach to scientific questions, analyses and problem solving strategies is not only supported but also implicitly claimed from the project partners.

### 1.2. Composition of the committees and of the appear team

Women are equally represented in the Austrian committees (Steering Committee and Selection Board).

In the Selection Board one member with voting right is a gender expert.

The members of the **appear** team are aware of gender mainstreaming and already have practical experiences.

### 1.3. Allocation practice (allocation of budget resources)

Additional points for projects that have a positive influence on equal opportunities, living conditions and the status of women (see dimension 4. Impact, results & sustainability in the scoring matrix).

In case of equal evaluation results and qualification, projects with explicit gender-related contents and/or implications are given preference (component 1)

In case of equal rating and qualification (number of points) applications of female candidates are given preference (component 2)

Preferential support for gender research in development cooperation contexts

### 1.4. Implementation

Inclusion of gender-sensitive questions in standardised monitoring forms and formats

Description of the gender mainstreaming measures and allocation of budget resources in reports

Transparency in the whole programme implementation enables monitoring of the gender strategy.

### **1.5. Public Relations**

Explicit presentation of gender as a cross-sectional matter and as a selection criterion in all information documents

Gender-sensitive presentation of women and men (e.g. women as scientists, project managers) in all media (information documents, website)

### **1.6. Additional measures**

Implementation of awareness programmes (information, communication), especially in the institutions of the partners in the South

Female applicants are supported in their search for a scientific supervisor in Austria (component 2).

In the framework of extra-curricular activities for students, courses on Women Empowerment will be offered for female scholarship holders, if requested (component 2).

## **2. Project level**

When planning and implementing **appear** projects, gender is a central issue on the structural/organisational level and on the content level. Women participate equally in planning and implementing projects. Rooting of the gender perspective in the project, teaching and research contents, by which a gender-sensitive approach to scientific questions, analyses and problem resolution strategies is not only supported but also implicitly claimed from the project partners.

### **2.1. Composition of the project team**

Women should equally participate in various positions of the project.

### **2.2. Content of the projects**

Integrating the gender perspective in the project, teaching and research contents and gender-sensitive approach to scientific questions, analyses and problem solving strategies

Systematic documentation of economic, social and cultural barriers and obstacles preventing the participation of women in the tertiary sector

Practical aspects of the advancement of women as well as obligatory measures removing barriers to equal participation and guaranteeing that women as beneficiaries can equally participate in the project activities

Description of the implicit or explicit gender-relevant results that are to be expected from the projects and the research work

Integrating the gender aspect in the dissemination of scientific results, curricula development and the establishment of teaching material (component 1)

### **2.3. Presentation of the measures and budget resources**

In the application the specific measures and funds scheduled for the advancement of women are presented in a clear way.

### **2.4. Reports**

The implementation of funds and activities are illustrated in the reports of the project partners to the consortium consisting of the OeAD and the LAI.