

Gender Equality Plan (GEP)

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Content

1. Gender balance in leadership and decision-making.....	3
2. Gender Equality Plan	4
2.1 Dedicated resources.....	4
2.2 Data collecting and monitoring	4
2.3 Training.....	4
2.4 Increase visibility of women in ICT.....	4
2.5 Gender equality in recruitment and career progression	5
2.6 Gender equality in recruitment and career progression	5
2.7 Special career support program for female employees.....	5
2.8 Special family support program for female employees.....	5
2.9 Integration of gender dimension into research and teaching content.....	6

1. Gender balance in leadership and decision-making

Traditionally, SBA Research has quite a flat hierarchy. There are two operational directors, Markus Klemen and Edgar Weippl. In our second managerial level, we currently have four authorized representatives, two of which are female.

We report on our ongoing activities and progress in our yearly COMET Report. At the time of our last report, the share of female scientists at SBA Research in FTE was 29%, which is far above the average of female personnel in information security.

SBA Research's recruitment of women was especially helped along by the FFG funding program FEMtech. SBA Research has hosted more than 2 dozen FEMtech interns during the reporting period. Over the last years, seven in-terns joined SBA Research as permanent employees, the rest returned to their Universities to finish their BSc and MSc studies. Those staying with SBA Research became junior researchers while pursuing MSc and PhD degrees; one was selected as "FEMtech Expert of the Month". Another intern joined the consulting department of SBA Research, transferring her scientific knowledge to practical applications in an industrial context.

Generally in Austria, the under-representation of female graduates cannot be ignored. In the field of engineering, manufacturing and construction women represented less than a quarter (23%) of PhD graduates in 2012. In Germany (18%), Hungary (22%), the Czech Republic (23%), Ireland (24%) and Switzerland (24%) the numbers are not very high as well. Between 2002 and 2012, the number of female graduates (sub-fields of science and engineering) generally grew faster than the number of men. However, within the respective fields (computing; engineering and engineering trades) the numbers started quite low to begin with. The under-representation of women is still a problem in all narrow fields of science and engineering (especially within the sub-field of computing), except for the life sciences. Only 21% pursued PhDs in computing in 2012 (EU-28). Solely Ireland is coming close to gender balance in this field (45% of PhD graduates in 2012).

TU Wien therefore wants to reduce the "leaky pipeline" within the bachelor programs for informatics and business informatics. At the beginning of the bachelor studies there are 20% women, but only 10% actually graduate. The overall women share of all academic degrees of the TU Wien is around 31% (winter term 2016). At the faculty of informatics, the female share w.r.t. academic degrees was 17% (winter term 2016; 18% in business informatics). The number of regularly enrolled female students in all kinds of programs (bachelor, master, diploma and PhD) in informatics is app. 18% and in business informatics app. 19% (winter term 2015). For winter term 2015, the following numbers have been reported w.r.t. female graduates: bachelor: 28 in informatics, 8 in business informatics, master: 20 in informatics, 4 in business informatics and PhD: 7 in informatics, 1 in business informatics. Hence, 29.8% of female students finished their bachelor studies, 29.1% resp. 29.4% their diploma and master studies and only 22.8% their PhD Studies.

2. Gender Equality Plan

The SBA Research Management is committed to address the issue of Gender Equality proactively and regularly. We updated our existing plan with a 9-point plan. This plan is based on an existing 6-point plan put into action about a year ago which already yielded promising results.

2.1 Dedicated resources

We have dedicated resources of five colleagues for the activities mentioned in the following sections. These colleagues cover a wide array of activities from support for women to promoting women in ICT and Security to collecting and gathering data for our yearly report.

2.2 Data collecting and monitoring

We already collect gender data on personnel on a regular basis within our yearly COMET report, which is delivered to the Austrian Research Promotion Agency FFG. In this report, we have objectives and targets as well as selected indicators to measure progress, such as and have committed dedicated resources to handle this.

2.3 Training

We are currently devising awareness-raising and training actions on gender equality in the form of a yearly workshop. This workshop engages the whole organization and is planned as an evidence-based, ongoing and long-term process.

In this workshop, we will cover unconscious gender biases training aimed at staff and decision-makers and will also include communication activities and gender equality training that focuses on specific topics. The first workshop is scheduled for the fourth quarter of 2022.

We already had a workshop on gender neutral language and will incorporate this in our yearly workshop.

2.4 Increase visibility of women in ICT

SBA Research is also taking active steps to make women in ICT more visible. We plan to publish a third edition of our brochure “Women and IT Security Research”, featuring female employees and alumnae of SBA Research in all kinds of professional fields. Female researchers take also time to participate in initiatives such as techNIKE of TU Wien to hold workshops especially aimed at girls. We furthermore regard our current and former female

employees teaching at Universities and Universities of Applied Sciences as role models, showing students that there is a professional future for women in ICT.

2.5 Gender equality in recruitment and career progression

From April 2014 until March 2017, SBA Research employed/supervised three female PhD students and four female master students.

SBA Research will continue to actively encourage women to first study and then work in ICT by making use of respective funding schemes and offering a company culture favorable to integrating professional and private goals female – and male – researchers might have.

2.6 Gender equality in recruitment and career progression

We will i.a. further recruit excellent female scientists, continue and intensify the visibility of our female researchers and employees, and expand the measures to keep women in our company. For example, time spent caring for children (including periods of part-time employment) is taken into consideration when looking at the career paths of male as well as female applicants.

2.7 Special career support program for female employees

We actively encourage and financially support female employees to advance their education with extra-occupational studies. We have committed dedicated resources to support our women who are interested in advancing their career by following up extra-occupational studies.

2.8 Special family support program for female employees

We aim to promote gender equality through organisational culture. We have policies to ensure an open and inclusive working environment. Inclusive work-life balance policies and practices include parental leave policies for both men and women, we have highly flexible working time arrangements and support and regard caring responsibilities by, for example, providing child supervisors for SBA events so that both men and women are not hindered to participate in these events due to parental duties at home.

We currently have five colleagues who either recently gave birth or are currently pregnant. We support these colleagues by offering them a broad range of services, from finding child care to arranging their workdays in alignment with their family needs. We are also always offering part-time contracts, making it easier for our colleagues to balance their family life with their work life. This also includes the offering of home office.

2.9 Integration of gender dimension into research and teaching content

We are committed to include sex and gender analysis into our research projects. We already worked on this aspect in two of our past and ongoing research projects in the form of mandatory gender equality workshops, ensuring that the gender dimension is considered in research and teaching, and the support and capacity provided for researchers to develop methodologies that incorporate sex and gender analysis. These workshops will be the basis for our internal yearly workshops mentioned in section 2.3 Training.