

# Innovative strategies for achieving acceptance of gender mainstreaming at UAS Technikum Wien

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Female department heads, lecturers and students constitute minorities of less than 20% at technical universities.

UAS	2010/11	2011/12	2012/13
Share of female students	13,5	13,7	15%

## Challenge

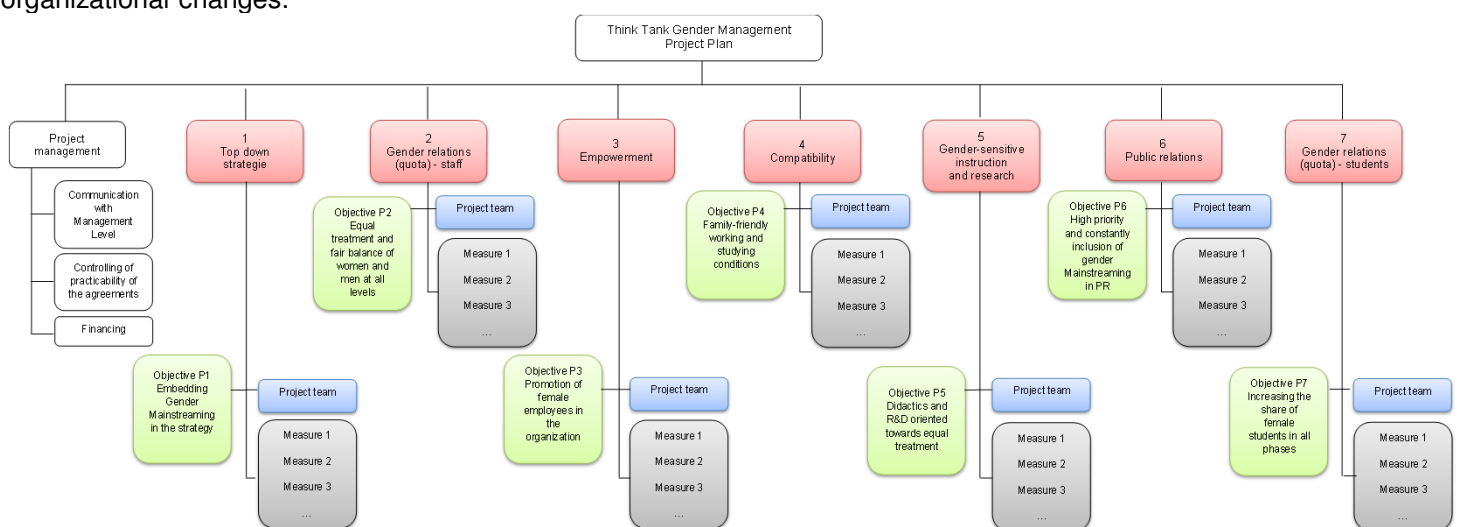
The major challenge in bringing gender mainstreaming forward is to achieve institution-wide acceptance for organizational changes.

## Measures

In 2011, a group of highly motivated colleagues participated in a new-founded think tank for gender mainstreaming at the UAS Technikum Wien.

## Method

Out of the think tank seven groups were formed and each group identified specific needs and developed, presented and implemented strategies for addressing them.



## Results

After two years of work, more than seventeen measures have been implemented and evaluated, ranging from the inclusion of Gender Mainstreaming as one of the five main targets of UAS Technikum Wien to gender awareness trainings, and, especially to be mentioned, child care on school holiday during the semester term for children from employees as well as from students.

“Child care on certain days at UAS Technikum Wien makes organisation of my working day much easier!”

Program director DI Dr. Carina Huber-Gries,  
Master's degree program Tissue Engineering and Regenerative Medicine

We can assert success, particularly in institution-wide awareness, and have identified obstacles to be addressed in the next project phase. The project group approach proved very effective; the impact is a milestone for the acceptance and evolution of gender mainstreaming at the UAS Technikum Wien.

