

Gender Equality and Anti-Discrimination Plan 2026-2028

Institute for the Danube Region and Central Europe

Adopted: 18 February 2026

Review cycle: Every 2 years

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Commitment Statement

The Institute for the Danube Region and Central Europe (IDM) is committed to promoting gender equality, diversity, and inclusion in all aspects of its activities, including events, publications, policy dialogue, and international cooperation.

IDM recognizes that gender equality strengthens overall institutional excellence, performance, and democratic values. IDM commits to ensuring equal opportunities and preventing discrimination in employment, management, research, publications, and events.

IDM recognizes that gender does not operate in isolation and that inequalities may intersect with factors such as age, ethnic or national background, disability, socio-economic status, religion or belief, sexual orientation, or migration status. It therefore applies an intersectional perspective in its policies, recruitment, research, and event planning.

In practice, IDM is committed to promoting diversity and gender balance, using inclusive and non-discriminatory language, ensures accessibility in its events and communications, reflecting diversity in expert panels and publications, and recognizing relevant competencies. It fosters a culture in which education, expertise, and professional experience are valued, and where professional development and advancement are guided by qualifications, performance, and contribution.

State of play

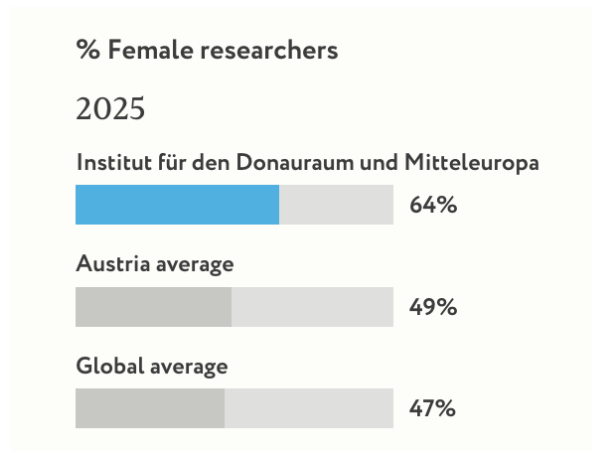
Internal framework

IDM is committed to ensuring balanced gender representation within its governing bodies, management structures, and teams. Gender inclusion is actively promoted in appointments, decision-making processes, and the composition of working groups and committees.

In its public-facing activities, IDM makes every effort to achieve gender balance in expert panels, speakers' lists, authorship, and editorial contributions. Event planning and publication processes are designed to promote equitable visibility, participation, and recognition across genders.

Team

As of 2026, most IDM team members are women, including 100% of the administrative team (two people) and 71% of the academic team (five out of seven). Comparative data from 2025 show that, in this regard, the IDM has a significantly higher proportion of female researchers than the Austrian and global averages. The director of the IDM is a man.



Source: <https://onthinktanks.org/think-tank/institut-fur-den-donaauraum-und-mittleuropa/>

IDM Board

The IDM Board currently consists of 14 members: 9 men (64%) and 5 women (36%), reflecting ongoing efforts to promote gender balance in its governing bodies.

International Council

The IDM International Council currently consists of 30 members: 16 women (53%) and 14 men (47%), demonstrating a balanced gender representation.

Specific objectives and goals

Gender-Balanced Recruitment and Career Development

Gender-balanced recruitment and career development ensure that opportunities and decision-making roles are accessible to all and positions and responsibilities are assigned according to objective, transparent criteria grounded in verifiable achievements. This ensures fairness and non-discrimination and prevents systemic bias. It also brings diverse perspectives and experiences into the organization, enhancing creativity, effectiveness, and overall performance.

The IDM commits to:

- Using gender-inclusive language in all job advertisements both in German and English
- Ensuring transparent selection criteria based on objectively verifiable criteria
- Promoting balanced gender representation in recruitment panels
- Monitoring gender distribution among:
 - Applicants
 - Hires
 - Research team staff
 - Leadership positions
 - Possible fellows

Corrective measures will be introduced if structural imbalances are identified.

Equal Pay and Working Conditions

Ensuring equal pay and fair working conditions is central to promoting gender equality, guaranteeing that all employees are compensated equitably for their work and have access to the same benefits and opportunities. Differences in salaries should be justified based on objectively verifiable criteria. This fosters an inclusive and transparent workplace where gender does not determine career progression, recognition, or treatment.

IDM ensures:

- Transparent salary scales and contractual conditions
- Equal pay for equal work
- Equal access to research funding opportunities
- Equal access to training and international mobility

Salary structures will be reviewed periodically to detect and address potential gender pay gaps.

Work-Life Balance

Promoting work-life balance supports gender equality by enabling all employees to manage professional responsibilities alongside personal and family commitments. Flexible working arrangements, parental leave policies, and supportive practices help prevent career disadvantages linked to caregiving roles and ensure equal opportunities for advancement.

IDM supports:

- Flexible working arrangements where feasible
- Hybrid work options
- Family-friendly scheduling of meetings and events
- Respect for care responsibilities

Part-time work and parental leave shall not negatively affect career progression.

Prevention of Gender-Based Violence and Harassment

Preventing gender-based violence and harassment supports gender equality by fostering a safe and respectful work environment for all employees. Clear policies, reporting mechanisms, and awareness initiatives help address harmful behaviors, while promoting inclusive and respectful language ensures that everyone can participate equally and without fear of discrimination or harassment.

IDM maintains a zero-tolerance policy regarding:

- Sexual harassment
- Gender-based discrimination
- Bullying
- Retaliation
- Mobbing

Measures include:

- Clear and confidential reporting channels
- Defined investigation procedures
- Protection for complainants
- Awareness-raising activities

Gender Dimension in Research and Events

Integrating a gender dimension in research and events supports gender equality by ensuring that activities, studies, and programs consider the different needs, perspectives, and experiences of all genders. This approach promotes inclusive participation, enhances the relevance and impact of outcomes, and helps prevent gender biases in both content and organization.

As a regional think tank, IDM will:

- Encourage integration of gender perspectives in research design
- Promote gender-balanced panels at conferences and public events
- Monitor gender representation among speakers and moderators
- Support inclusive language in publications

When relevant, research proposals will assess whether gender analysis is necessary for the topic.

Data collection and monitoring

Data collection and monitoring are essential to track progress, identify gaps, and ensure that gender equality measures are effective. By reviewing gender-disaggregated information on staffing, leadership, pay, and participation, the Institute can make evidence-based decisions and introduce corrective actions when needed.

IDM will collect and review annually:

- Gender-disaggregated staff data
- Leadership representation
- Salary distribution
- Speaker participation in events
- Participation in training

Summary

The IDM Gender Equality and Anti-Discrimination Plan 2026–2028 promotes gender equality, diversity, and inclusion across research, events, and publications. It ensures fair recruitment, career development, equal pay, work-life balance, and prevention of gender-based violence and harassment, while integrating gender perspectives and inclusive language in all activities. Progress will be monitored annually using gender-disaggregated data on staffing, leadership, salaries, and participation, and the Plan will be formally reviewed every two years to assess effectiveness and introduce corrective measures if needed.