



# IIASA Gender Equality Report 2024

Executive summary



International Institute for  
Applied Systems Analysis

IIASA [www.iiasa.ac.at](http://www.iiasa.ac.at)

# Gender Equality Report 2024 | Executive Summary

The International Institute for Applied Systems Analysis (IIASA) has released its second Gender Equality Report, outlining the progress made in 2024 toward fostering a more equitable and inclusive workplace. This report evaluates the key findings, acknowledges the progress made, and identifies areas where IIASA must intensify its efforts to achieve meaningful gender equality. Efforts are underway to increase the representation of women in leadership roles, improve career advancement opportunities, and ensure pay equity. Promoting gender equity in leadership, actively recruiting diverse talent, and embedding inclusivity in research are essential to ensuring diverse perspectives drive impactful scientific advancements.

## Key findings for 2024

### 1. Gender representation across the Institute



Despite a slight improvement in overall gender representation, men continue to hold a majority of leadership and senior scientific roles, accounting for **65%** of key positions. **To further improve gender representation in the leadership, IIASA could set clear targets to cultivate a more balanced workforce.**

- This report represents IIASA's first in-depth exploration of the nationalities of the Institute's scientists. IIASA has 223 full-time equivalent (FTE) scientific staff, including 143 FTE men and 80 FTE women, representing over 60 countries. The **ten largest national groups** are Austria (25%), Germany (16%), India (9%), Italy (8.5%), Russia, and the UK (5% each), followed closely by France, the Netherlands, China, and the USA (each around 4%). **To further enhance diversity, IIASA could consider expanding recruitment efforts and implementing targeted fellowship programs to attract talent from IIASA member countries.**
- The Research Scholar profile (R2) had the highest number of FTE employees, totaling 96 FTE (43% of the scientific workforce and 30% of overall staff), with 58% male and 42% female scientists. **IIASA program directors and research group leaders play a key role in enhancing the research environment and improving working conditions for R2 staff helping them to overcome systemic barriers.**
- Operational staff totaled 98 FTE, with women holding 65% of these positions. In this category, IIASA maintains balanced gender representation in department heads, deputies, and middle managers within the operational team.

### 2. Gender equality awareness training

In July 2024, IIASA launched an online training program focused on diversity, equity, and inclusion (DEI), allowing employees to complete the course at their own pace. By the end of 2024, nearly **70%** of employees had completed the training, reflecting the organization's commitment to fostering an inclusive workplace. **To further strengthen DEI efforts, IIASA continues to encourage full participation, assess training impact, and integrate DEI principles into workplace culture.**

### 3. Gender pay gap

Overall, the gender pay gap for scientific and operational employees at IIASA is statistically significant, with women earning on average **3.5%** less than men with the same professional experience and at the same level. IIASA has made progress in addressing pay disparities, with

variations across levels showing instances where the gap favors women. **Continuing efforts through regular pay audits, and equitable policies will help ensure gender pay equity at all levels.**

#### 4. Gender equality in recruitment

- Recruitment processes have been refined to promote diversity and inclusion, including eliminating biased language in job postings and requiring candidates to commit to supporting gender equality when accepting a role at IIASA.
- While IIASA has achieved gender-balanced hiring overall, improving recruitment strategies can enhance diversity. **This includes targeted outreach to candidates from IIASA member countries and underrepresented groups, as well as partnerships with diverse academic institutions and professional organizations to broaden the talent pool and promote inclusive hiring.**

#### 5. Work-life balance and organizational culture

- IIASA introduced new policies to support work-life balance, including broad employee benefits, and transparent conflict-of-interest and IT security policies.
- The uptake of parental leave saw a significant rise, reflecting a positive shift in organizational culture. **Further efforts are needed to support parental leave across all genders and to ensure broader acceptance and support within the workplace.**
- The decrease in unused annual leave signals improved work-life balance, yet the ongoing issue suggests a lingering culture of overwork, especially among researchers. **Expanding flexible work arrangements and support services, such as providing information on childcare options and facilitating access to family counseling, can better support parents.**

#### 6. Career progression in scientific activities

Women remain underrepresented as principal investigators in research projects (23.5%), highlighting **the need for initiatives to facilitate and support women researchers in proposal development and leading research projects.**

#### 7. Gender dimension in research

The limited inclusion of gender dimensions, in other words, the inclusion of sex analysis in new projects, underscores the necessity for establishing a network for gender research and promoting training to integrate gender perspectives into scientific activities. One training session, organized by the IIASA Women in Science Club and conducted in 2024, was well-received and improved participants' skills in the identification, formulation, and integration of gender within their research agendas. **To strengthen the gender dimension in research at the Institute, we recommend hosting a workshop on incorporating gender dimension into the research projects.**

#### 8. Measures against gender-based violence

IIASA remains dedicated to fostering a safe and inclusive environment, with no reported cases of gender-based violence or sexual harassment in 2024. However, the absence of reports does not guarantee the absence of issues. **Fostering a platform where employees feel secure enough to report incidents without fear of retaliation will enhance trust and transparency within the institute.**



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