



**SAPGERIC**  
Structural Change Promoting Gender  
Equality in Research Organisations  
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**Mr. Andreas Wildberger** is Head of Structural Programmes at the Austrian Research Promotion Agency (Österreichische Forschungsförderungsgesellschaft, FFG). He holds a master's degree in business administration and a doctorate in management information systems (MIS) from the Vienna University of Economics and Business. There he also worked as assistant professor at the Department for MIS studying the effects of Internet communication on management and business processes.

### **Andreas Wildberger**

Austria Research Promotion Agency FFG, Austria

### **Responsibility and experience gained by Member States, science funding organisations, research and higher education institutions and professional scientific societies**

If you can't change their minds - change your criteria Research is looking for the brightest minds – of both men and women. Only the participation of both ensures the use of the full potential for research and development.

Initially, the percentage of women in RTDI needs to be increased to help reducing the shortage of RTDI personnel already existent in many industries and predicted to increase in the future. Structural measures in companies and research institutions should be fostered which lead to equal opportunities for women and men.

But gender aspects in research funding include more than the mere assurance of equal opportunities. They contribute to the highest possible quality in R&D and have a strong impact on the quality of RTDI results. Nevertheless this fact is often neglected in designing and implementing public RTDI measures. However, as a funding organisation an important strategic goal – if not the most important – is to optimise the impact of public research promotion schemes on Austria's innovation performance. Thus, it is clear to also take into account the requirements resulting from gender-responsive budgeting and to consistently establish gender criteria in the selection of all our research projects and specific funding schemes.

In the presentation the gender criteria of the Austrian Research Promotion Agency (FFG) and additional specific gender relevant activities in the programmes „Talente“, „w-fORTE“ and „Laura Bassi Centres of Expertise“ will be introduced.