

# Gender-equality-plan for

## AEE – Institut für Nachhaltige Technologien (AEE INTEC)

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### **I. Basics and Introduction**

AEE INTEC's equality plan is based on the Charter of Fundamental Rights of the European Union and the Austrian Federal Constitution:

#### **Charta of Fundamental Rights of the European Union - Article 23 - Equality between women and men**

*„Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the underrepresented sex“.*

#### **Article 7- Federal Constitutional Law**

*"(1) All citizens are equal before the law. Privileges of birth, sex, status, class and creed are excluded. Nobody may be disadvantaged because of his disability. The Republic (federal, state and local) is committed to ensuring equal treatment of disabled and non-disabled people in all areas of everyday life.*

*(2) Bund, Länder und Gemeinden bekennen sich zur tatsächlichen Gleichstellung von Mann und Frau. Maßnahmen zur Förderung der faktischen Gleichstellung von Frauen und Männern insbesondere durch Beseitigung tatsächlich bestehender Ungleichheiten sind zulässig.*

Basis for the successful work at AEE INTEC are the employees. We are very proud that many colleagues from different countries and cultures work at our institute. In order to work successfully, you need a working culture of appreciation and openness. The equal treatment of women and men, academics and employees

with an apprenticeship diploma, Austrians and international colleagues, etc. is one of the foundations of a successful research institution. We pay particular attention to preventing income differences between women and men and to reconciling work and family.

## **II. Goals and measures**

The aim of the equality plan for AEE INTEC is to increase the proportion of women in research and to create fair conditions for all employees. The work of our institute should also motivate young people to get involved in the technical and scientific fields and to find their professional future here. In particular, we want to convey to young scientists what chances and possibilities our topics offer to be successful and at the same time to work for the future of our planet and the next generations.

### **Measures within the framework of the equality plan for AEE INTEC**

The first step in achieving the goals of the equality plan is a comprehensive personnel structure analysis. It is about taking stock of the employees, the measures for recruiting personnel and personnel training and further education. All data is evaluated separately according to men and women, different management levels and other employees.

The results of the personnel structure analysis are presented in an area (Wiki) accessible to all employees of AEE INTEC. Direct measures to achieve the goals are assigned to the individual evaluations.

### **Structure of employee**

(1) Evaluation of the total number of employees, breakdown between women and men, full-time and part-time as well as any other criteria such as training, etc.

(2) Evaluation of figures on hierarchical levels and employment groups. Documentation of the employment structure development according to women and men at the institute.

**Recruitment and training** - The main topics of this section are

- (1) Application and appointment - ratio of female applicants to hiring of female colleagues
- (2) Training and further education - Elaboration and documentation of the number of participations in training and further education by male and female employees
- (3) Career development of women and men - evaluation of the proportion of women according to job descriptions (project staff, project managers, group leaders and department heads)

At the same time, however, we are also securing the future of our junior staff and for energy and resource research in Europe. Based on the data collected, measures for improvement are developed by the gender officers and the decision-making bodies. The measures are implemented by suitable employees of AEE INTEC.

**Professional development** - The main topics of this section are

- (1) Management - Increasing the proportion of women in the management levels of AEE INTEC (group leaders, department heads, managing directors) is a general goal at the institute.
- (2) Part-time management – In general, the desire to work part-time is increasing. Appropriate measures are needed to get part-time employees into managerial positions. Developing this and removing any obstacles is a goal of the equality plan at AEE INTEC.
- (3) Women in managerial positions - Women are more likely to want to work part-time than men. In order to give them the opportunity to get into management positions, measures are to be developed to remove any obstacles to this.
- (4) Family-friendly work – compatibility of work, family and private life – The compatibility of work and family should be improved by taking parental leave for men and women. Measures that have already been taken are "dad's month", father's leave, "parental part-time work" and "flexible working hours through flextime and part-time employment".
- (4) Development talks - Once a year, a talk is held with the employees about the quality criteria in accordance with the collective agreement for non-university research. Also once a year there is a discussion with the respective supervisor about qualification opportunities and joint development plans.

**Forms of work and working hours** - The main topics of this section are

(1) Full-time: Documentation of full-time employment (38.5 hours/week) for women and men.

(2) Part-time: Documentation of employment relationships under full-time (less than 38.5 hours/week) for women and men.

(3) Telework: By equipping all scientific employees with laptops and appropriate software for telework, it is also possible to make working hours more flexible. The introduction of one home office day per week for all full-time employees and 2 days per month for all part-time employees has led to a fundamentally balanced relationship between the necessary communication and exchange in scientific work and flexible working hours.

### **Gender officers and decision-making bodies**

The equal treatment of women and men as well as the development of measures to achieve and further develop the gender goals at AEE INTEC is the task of the management and board of AEE INTEC. In cooperation with the employee representatives on the board, the management develops a catalog of measures and implements the measures together with suitable employees of AEE INTEC. If necessary, working groups can also be set up, with care being taken to ensure that there is an equal distribution of women and men and from all organizational levels. At AEE INTEC, both the management and the employee representatives on the board act as contact persons for gender issues.

### III. Summary

The employees of AEE INTEC are the basis for successful work in our institute. A working culture of appreciation and openness as well as equal treatment of women and men, academics and employees with an apprenticeship, Austrians and international colleagues can be expected. In order for this to succeed, measures to improve our working environment are continuously collected and implemented on the basis of a transparent presentation of the employee structure, personnel recruitment and training. Within the framework of professional development, the focus is on promoting women in science, recruiting women for managerial positions and family-friendly work. But also working hours and forms of work from full-time, part-time to telework should lead to a balanced relationship between the necessary communication and exchange in scientific work and flexible working hours.

At AEE INTEC, the gender officers and decision-making bodies for measures relating to the equality plan are the management and the employee representatives on the board.

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