



Innovationszentrum
W.E.I.Z.



Gender Equality Plan (GEP)

W.E.I.Z. Forschungs & Entwicklungs gGmbH

Valid from October 2024 to January 2028

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Introduction

A Gender Equality Plan (GEP) is a set of commitments and measures aimed at promoting gender equality in an organization through structural changes. The GEP of W.E.I.Z. Forschungs & Entwicklungs gGmbH supports an ongoing process to improve gender equality for the benefit of the entire organization. It promotes self-reflection among employees and managers as well as a continuous review of processes and practices.

By publishing the GEP on the W.E.I.Z. Forschungs & Entwicklungs gGmbH website, the commitment to gender equality is publicly signaled and enables appropriate accountability to the objectives of the plan by employees, partners, stakeholders and the general public.

To demonstrate management support for the plan, it is actively communicated and disseminated throughout the organization. Regular reports allow for continuous review of the plan's impact and keep the community informed of the organization's progress towards gender equality.

Commitment

W.E.I.Z. Forschungs & Entwicklungs gGmbH is actively committed to promoting equal opportunities for its (potential) employees as far as possible. People from all social groups are given equal consideration and support, regardless of their nationality, ethnic origin, religion, ideology, possible disability or chronic illness, age, sexual orientation, gender identity or biological sex.



Unterschrift Geschäftsführung

Bernadette Karner



Unterschrift Geschäftsführung

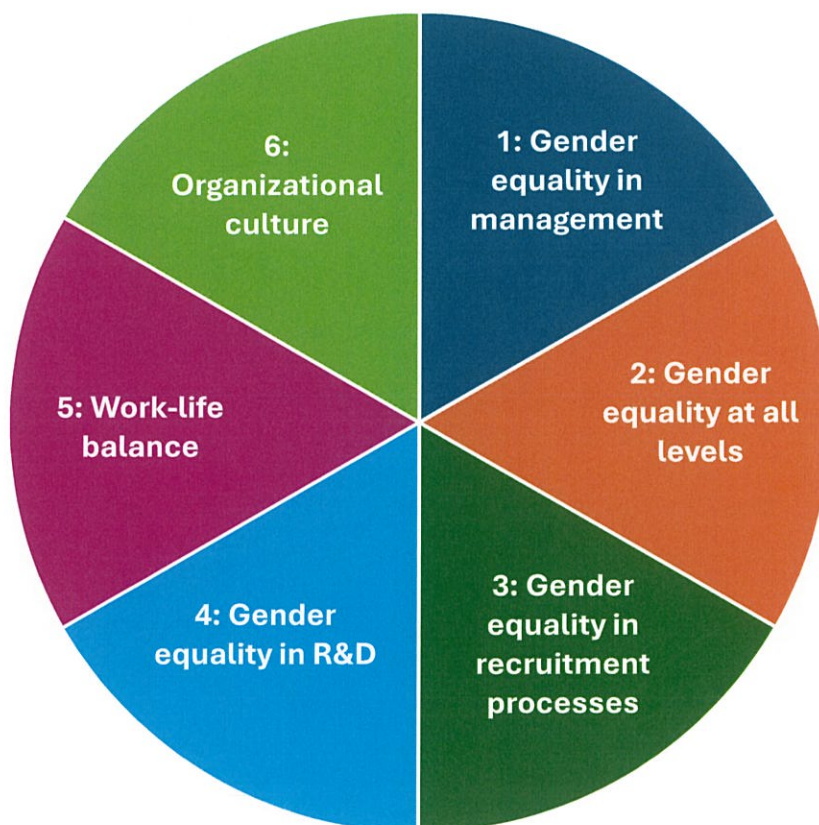
Günther Maier

Key Priority GEP Areas

The promotion of gender equality is a central concern of W.E.I.Z. Forschungs & Entwicklungs gGmbH. In a constantly changing working environment, it is crucial to recognize and utilize the diversity and potential of all employees. The Gender Equality Plan serves as a comprehensive strategy to create an inclusive and fair work environment where everyone has equal opportunities to thrive and succeed.

This plan includes a series of measures and objectives aimed at identifying and eliminating existing inequalities. The following overview summarizes the key themes of the plan to provide a clear overview of the strategic priorities and actions to promote gender equality.

Key topics of the GEP of W.E.I.Z. Forschungs & Entwicklungs gGmbH



Resources

The promotion of gender equality is a central element of the entire Gender Equality Plan (GEP) - from analysis and planning to implementation, monitoring and review - and requires appropriate resources. Due to the structure and manageable size of W.E.I.Z. Forschungs & Entwicklungs gGmbH, it is not necessary to set up a special position for gender equality. The human resources required to implement the gender equality strategy are largely provided by the management, which also ensures that financial resources are available.

The management of W.E.I.Z. Forschungs & Entwicklungs gGmbH actively promotes the necessary organizational changes. Thanks to their extensive knowledge of internal processes and their experience in dealing with potential resistance as well as in networking, self-assessment, data analysis and monitoring, they ensure the smooth implementation of the plan. The GEP is also supported by the entire workforce. Where necessary, employees are involved in the process and sufficient time is made available for implementation. In a constantly changing working environment, it is crucial to recognize and utilize the diversity and potential of all employees. The Gender Equality Plan serves as a comprehensive strategy to create an inclusive and fair work environment where everyone has equal opportunities to thrive and succeed.

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Monitoring / Data Collection

In order to effectively promote gender equality, the systematic collection of gender-specific data on employees is essential. W.E.I.Z. Forschungs & Entwicklungs gGmbH regularly collects data that is differentiated by gender in order to gain insights into the gender distribution within the organization. This data forms the basis for annual reporting, which creates transparency and shows progress in the implementation of the Gender Equality Plan.

Relevant indicators are defined to analyse gender distribution and identify potential inequalities. These indicators make it possible to identify existing inequalities, monitor trends and derive well-founded measures to promote gender equality. The data collected is published transparently and the management ensures that the information is clear and up-to-date.

Data from W.E.I.Z. Forschungs & Entwicklungs gGmbH

Number of ...	Female	Male
Total number of employees in the company	4	7
Employees at management level	1	1
Employees who have left the company	2	2
Employees in full-time employment	0	4
Employees in half-time employment	4	4
Applicants for research positions	2	4
Employees who have applied for parental leave	0	2
Employees returning after parental leave	0	2

Status October 2024

The table provides a detailed overview of the gender distribution and employment types of employees at W.E.I.Z. Forschungs & Entwicklungs gGmbH. The company has a total of 11 employees, of which 4 are women and 7 are men. The management level consists of 2 people, one woman and one man. In recent years, 2 women and 2 men have left the company.

All male employees are in full-time employment, while all female employees and a further 4 male employees work part-time. This high number of part-time employees is due to the fact that many work in other affiliated companies of the W.E.I.Z. Innovation Center. There were 2 female and 4 male applicants for research positions. It should also be noted that 2 male employees applied for parental leave and returned after their parental leave, while

Thematic areas

Work-life balance and organizational culture

W.E.I.Z. Forschungs & Entwicklungs gGmbH actively promotes a positive work-life balance and an inclusive organizational culture. To this end, various policies are offered that include flexible working time models, home office options and support services for reconciling work and family life. These measures enable employees to better reconcile their professional obligations and personal needs and promote a healthy work-life balance.

In addition, the visibility and appreciation of women within the organization is specifically promoted. By recognizing their contributions and achievements, a respectful working environment is created in which all employees have the opportunity to develop their potential. These initiatives help to develop an inclusive culture that strengthens gender equality and equal opportunities in the W.E.I.Z. community.

Gender balance in leadership and decision-making

In order to further promote gender equality at W.E.I.Z. Forschungs & Entwicklungs gGmbH, targeted training courses are implemented for decision-makers. These training courses aim to raise awareness of gender issues and provide the necessary skills to actively support gender equality. Gender quotas are also being introduced to ensure that women are adequately represented in management and decision-making positions.

Transparency in the selection and appointment processes will also be improved. Clear criteria and open procedures should ensure that all employees, regardless of gender, have equal opportunities for career progression. It is worth noting that the management of W.E.I.Z. already consists of one man and one woman, which is a positive sign of the organization's commitment to gender equality.

Integration of the gender dimension in research

W.E.I.Z. Forschungs & Entwicklungs gGmbH is committed to considering gender and gender analysis in all research projects. This includes setting research priorities to ensure that gender-specific aspects are taken into account in the projects. In addition, researchers are offered support to develop methods for integrating the gender dimension into their work. The aim is to promote a comprehensive understanding of gender issues and to better capture the impact of research on different genders

Measures against gender-based violence, including sexual harassment

W.E.I.Z. Forschungs & Entwicklungs gGmbH is committed to fostering a respectful and inclusive workplace where every employee feels safe and valued. Recognizing the serious impact of sexual and gender-based harassment on individuals and the organization, a clear policy is in place to promote respectful behavior and outline procedures for reporting any incidents of harassment.

As part of the Gender Equality Plan for 2024-2028, the organization aims to enhance awareness and prevention regarding harassment. This includes implementing a protocol that supports individuals in identifying and addressing inappropriate behavior, ensuring that all employees understand their rights and know how to seek assistance.

Management will actively monitor the effectiveness of these initiatives, striving to maintain a safe and supportive environment for all employees. Through these efforts, W.E.I.Z. seeks to cultivate a workplace where diversity is celebrated, and every individual can thrive.

Measures

W.E.I.Z. Forschungs & Entwicklungs gGmbH relies on targeted training to increase awareness and skills in the area of gender equality. This training covers a wide range of topics and is carried out at various organizational levels. All employees, from the management level to the HR department and researchers, are involved. The training measures are based on a fact-based assessment of the specific needs of the organization in order to convey relevant content in a targeted manner. In order to achieve a sustainable impact, the training is designed as a continuous and long-term process, as one-off events are not sufficient to provide the necessary knowledge and tools for the successful integration of gender equality.

Regular feedback rounds and workshops ensure that the experiences and concerns of all those involved are heard and taken into account. In addition, the specific indicators are regularly reviewed in order to objectively measure progress in gender equality. This participatory approach not only promotes awareness of gender issues within the organization, but also enables measures to be continuously adapted to current needs and challenges. This ensures the dynamic and sustainable implementation of gender equality goals.

The following measures will be implemented by W.E.I.Z. Forschungs & Entwicklungs gGmbH to fulfill and execute the GEP:

(1) **Training Programs:** Regular gender equality and gender mainstreaming training will be conducted for all employees and management.

- a. *Responsibility:* Management
- b. *Timeline:* Ongoing, with sessions every six months
- c. *Goal:* To raise awareness and foster an inclusive workplace.

(2) **Flexible Work Models:** Introduction of flexible working hours and home office options to promote work-life balance.

- a. *Responsibility:* Management
- b. *Timeline:* By Q1 2025
- c. *Goal:* To improve work-life balance and support employees with family commitments.

(3) **Gender Quotas:** Implementing gender quotas in recruitment and promotions to ensure balanced representation at all levels of the organization.

- a. *Responsibility:* Management
- b. *Timeline:* Ongoing, with annual review of hiring practices
- c. *Goal:* To achieve a 50/50 gender balance in full-time employments by 2026.

(4) **Transparent Selection Processes:** Enhancing transparency in selection and promotion processes by defining clear criteria and publishing job openings.

- a. *Responsibility:* Management
- b. *Timeline:* Immediate, with regular updates to the process
- c. *Goal:* To ensure fairness and transparency in recruitment.

(5) **Data Management:** Establishing a system for collecting and analyzing gender-specific data to monitor progress and identify inequalities.

- a. *Responsibility:* Management
- b. *Timeline:* By mid-2025
- c. *Goal:* To have a reliable system in place for data-driven decision-making.

(6) **Regular Monitoring:** Conducting regular evaluations of the GEP by management, involving employees and external experts as needed.

- a. *Responsibility:* Management
- b. *Timeline:* Quarterly
- c. *Goal:* To continually assess and improve gender equality measures.

(7) **Research and Development:** Encouraging the integration of gender perspectives into research projects and supporting employees in applying gender-sensitive methods.

- a. *Responsibility:* Project Managers
- b. *Timeline:* Ongoing
- c. *Goal:* To ensure all research projects consider gender dimensions.

(8) **Networking:** Building internal and external networks to support equality and share best practices.

- a. *Responsibility:* Management
- b. *Timeline:* Ongoing
- c. *Goal:* To foster collaboration and share learnings on gender equality.

(9) **Appreciation of Diversity:** Initiating programs to enhance the visibility and appreciation of women's contributions within the organization.

- a. *Responsibility:* Management
- b. *Timeline:* Immediate, with regular updates to the process
- c. *Goal:* To increase recognition of women's achievements in the organization.

Monitoring

W.E.I.Z. Forschungs & Entwicklungs gGmbH is committed to regular monitoring and to monitoring progress within the framework of the Gender Equality Plan. The management plays a central role in this and is actively involved in the evaluation processes. In this context, close cooperation with employees and external experts is sought in order to integrate different perspectives and expertise.

W.E.I.Z. Forschungs & Entwicklungs gGmbH provides dedicated resources and expertise to ensure the successful implementation of the Gender Equality Plan. This includes both human and financial resources necessary to effectively implement the planned measures. In addition, a comprehensive data management system will be set up to systematically collect and analyze gender-specific data. These measures ensure that the organization has the necessary information to continuously monitor and adjust progress in gender equality.

Conclusion

In conclusion, W.E.I.Z. Forschungs & Entwicklungs gGmbH has laid a strong foundation for gender equality within the organization. A clear indicator of this commitment is the balanced representation in management, with men and women equally represented at a 50:50 ratio, reflecting the company's dedication to an inclusive and diverse workplace.

The approach to parental leave further highlights this progressive stance, as two male employees have taken parental leave while no female employees have done so. This illustrates that family responsibilities and work-life balance transcend traditional gender roles, supporting both men and women in managing family obligations.

Moving forward, the Gender Equality Plan (GEP) will enhance existing equality and reinforce efforts for gender parity at all levels. The GEP will be continuously evaluated and adapted to meet evolving needs. Key measures will include flexible working hours, remote work options, and regular gender equality training to promote work-life balance.

Monitoring gender-specific data and conducting regular management reviews will ensure the company remains aligned with its gender equality objectives. This data-driven approach will help identify disparities and allow for proactive adjustments to policies as needed. Ultimately, the goal is to foster a culture where all employees feel valued and empowered to contribute fully, regardless of gender.