

Gender Equality Plan

FEN Research GmbH



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Document Change Control

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Abbreviations

Term	Description
EU	European Commission
FENR	FEN Research GmbH
GEC	Green Energy Center Europe
GEP	Gender Equality Plan

Introduction

FEN Research GmbH (FEN Research or FENR) is the research entity of the Green Energy Center Europe (GEC) in Innsbruck, following the GEC Codex, which defines rules for working together.

The way of working is target-, solution-, and result-oriented. Thereby, "togetherness" replaces the words "we and you" and "responsibility" replaces the word "in charge of". "Guilt and innocence" are no categories. No guilty ones are sought, but solutions and ways out. Hence, there is no need for innocent people and evidence in this regard [2].

The current gender equality plan (GEP) describes a series of commitments and actions that aim to promote gender equality in our research organization, according to essential elements described as "building blocks" in the "Horizon Europe Guidance on Gender Equality Plan [3]".

FEN Research foresees to guarantee equal career opportunities and fair working conditions for all employees and job applicants and accordingly declines any form of discrimination, referring to article 14 of the Human Rights Act on prohibition of discrimination:

The enjoyment of the rights and freedoms set forth in the European Convention on Human Rights and the Human Rights Act shall be secured without discrimination on any ground such as sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status [4].

Therefore, measures against any form of discrimination are carried out to ensure respectful interaction at work and within the team.

After an analysis of the status quo regarding gender equality in our organization, goals and measures are identified in order to raise required awareness and to improve and provide gender equality over the long-term. A monitoring concept based on appropriate indicators is created allowing the continuous development of the GEP within our organization.

Status Quo at FEN Research

The staff of FEN Research is constituted of 50 % women and 50 % men as of February 2023.

The distribution analysis of men and women according to their fields of activity shows that the leadership position is held by a 50 % share of women. A balanced workload management exists at FEN Research, meaning all employees are responsible for similar types of workloads covering research tasks as well as administrative, dissemination and communication tasks.

Gender-independently, FEN Research enables all key staff to equally do remote working in selected cases.

Gender budgeting is addressed by employing based on the collective agreement for employees in non-university research (Research CA) [5].

In the case of parenthood and work-life balance, employees are supported with flexible working hours. Parental leaves are provided by Austrian law (Maternity Protection Act [6] and Paternity Leave Act [7]) and all employment contracts are based on the collective agreement (Research CA [5]) with the possibility to return to the position and workload that has been held before the leave.

The working languages at FEN Research are German and English. The team consists of multiple nationalities and ethnicities including Austria, Germany, Iran and UK.

Since FEN Research was founded in 2019 meaningful career making data is not yet available.

Job interviews are carried out by a committee with a 50 % share of women.

For long-term analysis, additional data will be collected covering:

- Share of male/female employees that have left FENR in the past years
- Job applicants (number of women and men applying for a distinct position)

Goals and Measures

Identified weak areas are summarized in the list below:

- Gender budgeting
- Recruitment (standardized interview)
- Career development (annual development discussion)
- Gender equality trainings/workshops
- Dedicated resources for GEP

In order to preserve existing gender equality and to set measures for improving the weak areas, goals and actions are collected and presented in Table 1 below.

Table 1: Goals and respective actions necessary for their achievement or preservation

Goals	Actions
Gender balance in all positions and at the entire organization	Either: <ul style="list-style-type: none"> • through an increase in the number of employees or • through career development • ensure visibility of women at FENR and externally
Gender balance in leadership and decision-making	<ul style="list-style-type: none"> • women and men are being involved and considered equally in decision-making boards or leadership • attractiveness of leading positions is raised by enabling reconciliation of caring activities and responsibilities at work • gender equality for participation in events/conferences is promoted
Gender budgeting	<ul style="list-style-type: none"> • all employment contracts are based on a collective agreement [5] with equal pay for equal working hours and qualifications • team for recruitment with a 50 % share of women
Gender equality in recruitment	<ul style="list-style-type: none"> • transparent and open recruitment procedure • establishment of codes of conduct (standardized interviews) • awareness for language biases is raised • focus on qualification and competences of candidates
Career progression	<ul style="list-style-type: none"> • equal chances for professional development (after same workload input/years)

	<ul style="list-style-type: none"> • annual development discussion with the leadership team (50 % share of women) • organization-wide workload planning models (work manager)
Trainings/workshops	<ul style="list-style-type: none"> • unconscious bias training • presentation of the GEP • talks by gender equality experts • activities that engage FENR as a whole
Resources for GEP	<ul style="list-style-type: none"> • gender equality officer responsible for monitoring and implementation of the GEP • continuous improvement of the GEP through participation and commenting by all employees
Eliminating discrimination	<ul style="list-style-type: none"> • raising awareness for language biases, support for inclusive language • tackling stereotypes (based on gender, nationality, sexual orientation, religion etc.), part of the contract? • promote gender equality in meetings/events • all employees are encouraged to report any experienced discrimination at work to an appointed person or leadership
Work-life balance, career and family/caring	<ul style="list-style-type: none"> • flexible working times • remote working • being considered in scheduling events and meetings • parental leaves for fathers and mothers, maintaining contact during leaves • overtime being discouraged
Sexual harassment	<ul style="list-style-type: none"> • incident reporting is being promoted and gender equality officer additional to leadership is appointed • verbal and physical sexual harassment being condemned resulting in consequences and sanctions applied (investigation, lawsuit, termination of contract) • awareness among all employees is raised
Gender equality in maintaining proper office tidiness	<ul style="list-style-type: none"> • collection of respective data • raise awareness within the team

Monitoring

As an ongoing process, the implementation of the GEP is monitored and its status is evaluated yearly to identify required actions for further improvement.

Table 2: Ongoing monitoring and indicators

Goals	Indicators for monitoring	Result	Timeline
Gender balance in all positions and at the entire organization	Share of women in distinct positions	-	yearly
Gender balance in leadership and decision-making	Share of women in leadership, decision-making boards	-	yearly
Gender budgeting	Existence of a gender pay gap	-	yearly
Gender equality in recruitment	Share of women as applicants and short-listed	-	yearly
Career progression	Share of women making progress in their career (Workload distribution among male and female employees)	-	yearly
Trainings/workshops	Number and frequency of events organized	-	continuously
Resources for GEP	Presence of gender equality officer responsible for GEP tasks (monitoring, annual revision and data publication), consideration of comments in the GEP	-	continuously
Eliminating discrimination	Number of reported cases/complaints, presence of appointed responsible person	-	continuously
Work-life balance, career and family/caring	Overtime hours	-	continuously
Sexual harassment	Number of reported cases, presence of responsible person collecting reports	-	continuously
Gender equality in maintaining proper office tidiness	Reported data	-	yearly

List of References

- [1] <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>
- [2] <https://www.green-energy-center.com/codex/>
- [3] <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>
- [4] <https://www.equalityhumanrights.com/en/human-rights-act/article-14-protection-discrimination>
- [5] https://www.gpa.at/content/dam/gpa/downloads/kollektivvertrag/forschung,-bildung,-kultur,-organisationen/forschung-austria/CollectiveAgreement2023non_university_research.pdf
- [6] <https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008464>
- [7] <https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008674>