

Gender Equality Plan (GEP)

Research Center for
Non-Destructive Testing
(RECENTDT)

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<https://www.recentdt.at/en/gep.html>

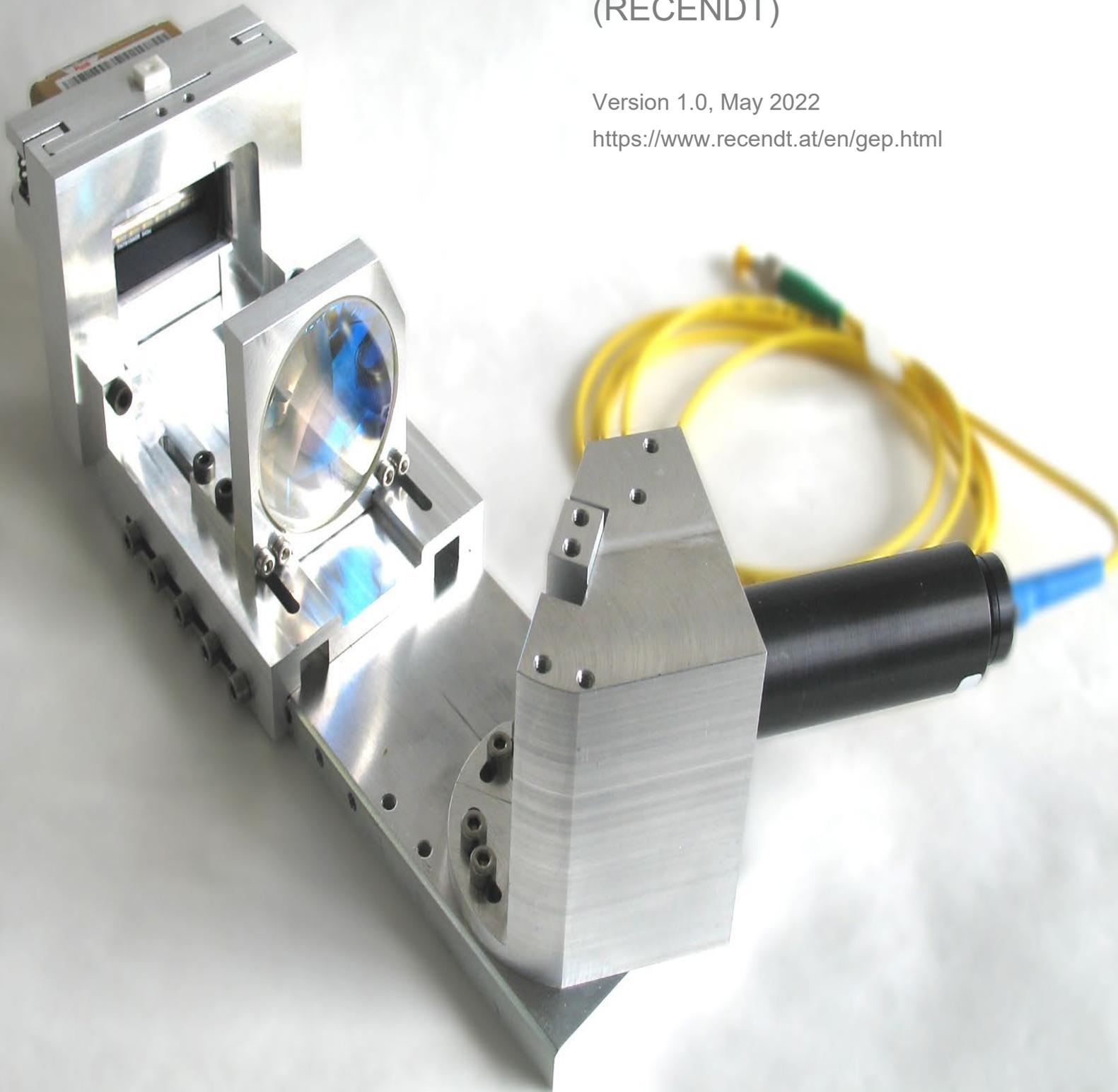


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Abbreviation list

AM	Area Manager
FFG	Austrian Research Promotion Agency
GEP	Gender Equality Plan
HR	Human Resources
JKU	Johannes Kepler University
PM	Project Managers
RECENDT	Research Center for Non-Destructive Testing GmbH
WG	Working Group

PREAMBLE

The Research Center for Non Destructive Testing GmbH (RECENDT) is committed to the advancement of women and to active equality of all genders as well as to respectful treatment of all employees regardless of their ethnicity and religion, sexual orientation and age.

RECENDT aims to increase the proportion of female employees in all organizational units and at all hierarchical levels and in all functions and activities in which women are underrepresented, both in temporary and permanent employment. However, it is essential to establish fairness and balance across all genders in careers.

In addition, awareness of equality-related issues is to be raised and the implementation of the equality plan is to be established as a joint task for all employees in order to ensure an appreciative corporate culture in the long term.

1 SCOPE

The Gender Equality Plan applies to all RECENDT employees and applicants.

2 Strategy and Objectives

2.1 Gender

RECENDT is committed to respecting all genders and gender identities and to an open attitude towards all people, regardless of their gender or gender identity, and creates the framework conditions for non-discriminatory and respectful treatment of all employees.

2.2 Ethnicity and religion

RECENDT declares itself as a company in which people of different origin and ethnicity, different religions and world views meet each other with respect and appreciation.

2.3 Sexual orientation

RECENDT is committed to an appreciative and non-discriminatory cooperation of people regardless of their sexual orientation.

2.4 Age

RECENDT strives to recognize and utilize the opportunities and possibilities of different stages of life and sees itself as an appreciative and motivating work environment for people of all ages. The willingness of employees to engage in lifelong learning and personal development is expected, but also supported.

2.5 Mobbing

This is conflict-laden behavior between employees in which the person under attack is systematically attacked or excluded by one or more persons - with the aim and/or effect of expulsion from the employment relationship - and this is perceived by the person concerned as undesirable, inappropriate, degrading, insulting and/or offensive:

- Systematic denial of any recognition
- Isolation
- Withholding of information
- Damage to Reputation
- Insulting and degrading communication
- Degrading or insulting work assignments

The works council, our safety liaison and the respective manager are always available as the first point of contact and contact persons.

3 Scope / Process

The process is divided into the following measures/steps:

- Definition of the target state: Elimination of obvious disadvantages of certain groups with regard to inequalities in the salary structure, multiple burdens, waiting periods, etc.
- Analysis of the current situation and determination of the need for action to achieve the target situation.
- Development of a strategy for achieving the target state
- Planning and implementation of measures derived from this as well as key figures
- Monitoring through regular evaluation of the efficiency of the implemented measures and the degree of target achievement based on the previously defined key figures:
 - Development of deviation and cause analysis
 - In case of deviations, new countervailing measures are set.
 - Clear communication of the evaluation results to all employees.

4 Responsibilities

4.1 Working Group (WG)

For effective implementation and continuous monitoring of gender equality measures in the GEP, a RECENDT Gender Working Group (consisting of 3 persons) is established, which involves different employee groups and is supported by top management in the development of gender equality activities. The composition of the gender working group changes every 2 years on a rolling basis, so that the maximum membership of a person is 1 year, in order to ensure changing responsibilities and to enable different insights and perspectives.

4.2 Channels of Communication

All employees should have a simple and easily accessible opportunity to express their views on gender issues. Two structures have been implemented for this purpose:

- "Mailbox" for anonymous suggestions/complaints via in-house mail to the gender working group
- direct communication with the gender working group

5 Data collection and continuous monitoring

5.1 Recruiting

- Ratio of female applicants to female hires
- Proportion of women among young scientists (bachelor's, master's/diploma, doctoral candidates)
- Proportion of female interns

5.2 Career development

- Survey of the proportion of women by hierarchical level (Area Manager, Head, Research Scientist (scientific employee), Technician, Intern)
- Survey of the proportion of women by hierarchical level (Area Manager, Head, Research Scientist (scientific employee), Technician, Intern)
- Female project managers indicator: proportion of female scientific project managers to the proportion of female scientists

5.3 Scope of employment

- Survey of the ratio of full-time to part-time employees

5.4 Work/Life-Balance

- Career development and extent of employment of all employees
- Use of leaves of absence (educational, paternal, maternal) of all employees

6 Resources and budget

The management provides the gender representatives with the necessary budget (based on the developed action plan) as well as the required personnel, space and material resources. Furthermore, the working group is enabled to participate in the associated meetings (e.g. training sessions, information events, meetings).

7 Measures

The measures of the GEP include both the ongoing measures implemented at RECENDT in past years and those that are currently being implemented or will be implemented in the future.

In particular, they contain information on the responsibilities for the measures to be implemented and thus contribute to clarity in the processes on the one hand, and on the other hand give employees the opportunity to actively demand implementation from those responsible.

7.1 Measures implemented

7.1.1 Organisational culture

Objective: Anchoring gender equality as part of the organisational culture.

- Gender equality, respect and empowerment are at the centre of the company's understanding
- Gender and diversity issues are part of corporate communication (use of gender-sensitive language in internal and external communication)

7.1.2 Work-Life-Balance

Objective: Supporting employees in shaping their personal work/life balance

- RECENDT specifically supports the compatibility of family and career and thus a good work/life balance through flexible working time models for both full-time and part-time employees, a flexitime agreement and the possibility to work regularly in a home office. Furthermore, RECENDT offers its employees a flexible re-entry after maternity or paternity leave. RECENDT supports an active increase in the number of women in research

7.1.3 Recruiting and Employer Branding

Objective: To increase the proportion of qualified female applicants for vacant positions at all hierarchical levels

- Gender-sensitive employer branding: RECENDT presents itself as a diverse company with excellent researchers and offers a creative and interdisciplinary environment for scientists and technicians at the interface between science and industry
- Vacation and internship placements for schoolgirls and students
- Master's theses, diploma theses and dissertations for young female scientists
- Targeted approach to women: RECENDT presents itself as an attractive employer and specifically addresses women in this context
- Balanced selection process: Selection and assessment of applicants according to criteria based on requirement profiles that apply equally to both genders

7.1.4 Career development and qualification

Objective: Targeted promotion of women in RECENDT

- Development talks
- Access to all educational measures regardless of gender and extent of employment

7.2 Planned Measures

7.2.1 Work-Life-Balance

Objective: To support employees in shaping their personal work-Life-Balance

Parental leave management

Measure:

- Conduct a survey/interview of women returning from maternity leave about their experiences before, during and after maternity leave (planning, approval, start, return, etc.).

(Holiday) Childcare

Measures:

- Conducting a needs assessment and determining the use of the current child-care facilities and, if necessary, clarifying the possibilities for expansion in cooperation with other affiliated companies and enterprises located on the JKU campus (more flexible use, possibly also in the form of "granny services" and daycare)
- Continuous information of employees about current and future offers as well as about the possibilities of tax deductibility and subsidies

Agreement Home-Office

Measure:

- Evaluation of the current regulations with regard to more self-responsibility and flexibility

7.2.2 Recruiting and Employer Branding

Objective: Increase the proportion of qualified female applicants for vacant positions at all hierarchical levels.

Identification female potential (external)

Measures:

- Actively approach women's networks and organise a meeting with them in order to increase awareness of RECENDT and to evaluate possibilities of cooperation.
- Targeted addressing of calls to women's networks such as "Women on the Move", Women's Department of the Province of Upper Austria, Women's Office of the City of Linz, etc. with a focus on STEM subjects (e.g. Initiative FIT)

Recruiting process

Measures:

- Anonymisation of application documents in the selection process
- Gender-sensitive formulation/design of the requirements profile in job advertisements (use of "softer" formulations and gradations such as "desired", "desirable", "an advantage" etc.)
- Raising awareness in the run-up to new projects (from the time of project approval to the official kick-off meeting)

7.2.3 Career development and qualification / gender training

Objective: Promotion of a gender-sensitive working culture

Mandatory further training on the topic of equality, gender & diversity

Measure:

- Mandatory further training on the topic of equality

Development of a fair, gender-responsive motivation and salary system

7.2.4 Integrating gender dimensions into research

Objective: To increase acceptance of and interest in gender issues in research.

Measure:

- Regular information on current calls for proposals and promotion/support of participation in and application for research projects in funding programmes with a focus on gender and diversity (e.g. FFG FemTech Career)

7.2.5 Gender balance in leadership and management

Objective: Increase the proportion of women at all functional levels and especially at management level.

Measures:

- Annual interviews to determine the potential of all employees with special attention to female employees and thus increase the proportion of female scientists at all hierarchical levels and especially in management positions and executive functions
- Consideration/assessment of social competences within the framework of the annual staff appraisals.

7.2.6 Sustainable anchoring of gender equality in the company

Measures:

- Presentation of gender-specific indicators at the annual RECENDT Kick-Off in January.
- Providing all relevant information in the RECENDT-internal WIKI



Peter Burgholzer
CEO