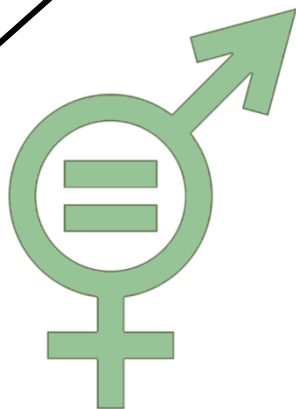


GENDER EQUALITY PLAN

scch



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www.scch.at/karriere/diversity-inclusion

TABLE OF CONTENTS

1	Preamble	3
2	Aim and Objectives	3
3	Process	4
4	Data Collection and Continuous Monitoring	5
4.1	Key Data and Indicators	5
4.2	Continuous Monitoring.....	7
5	Dedicated Resources and Budget	7
6	Measures	7
6.1	Work-Life Balance (WLB) and Organizational Culture.....	9
6.2	Gender Equality in Recruitment and Career Progression	12
6.3	Gender Balance, especially in Leadership and Decision-Making	15
6.4	Prevention of Gender-based Discrimination including Sexual Harassment	19
6.5	Integration of the Gender Dimension into Research Content.....	21

1 Preamble

Gender equality in science and research is a particular concern of SCCH, which strives to equally consider the interests, needs, and priorities of women and men, while recognizing the diversity of different groups of employees. Gender-based inequalities – also in combination with other possible dimensions of discrimination – should be reduced and an intersectional understanding of gender, which is *socially* constructed and thus independent of biological sex or gender identity, is to be established.

Within the framework of the **Gender Equality Plan (GEP)**, SCCH is committed to the advancement of women and the creation of positive and career-enhancing conditions. SCCH therefore sees it as the joint responsibility of all employees of the company to ensure equal development opportunities for all employees, regardless of gender, age, disability, sexual orientation, socio-cultural background, etc., in line with their qualifications and to eliminate or compensate for existing disadvantages. The actual equal treatment of women and men and the promotion of women are appropriately reflected in personnel policy, in particular in the promotion of gender competence among employees and managers, in research, and in the distribution of resources (gender mainstreaming and gender budgeting). This is a particular obligation for people in management positions.

For an effective implementation and continuous monitoring of the planned gender equality measures in the GEP, the **SCCH Diversity Steering Group (DSG)** is implemented, which has top-level management commitment and involves different employee groups:

- Two *gender equality representatives* of different corporate areas and from different hierarchical levels promote – within their competences – the definition, coordination, implementation, and monitoring of the gender equality measures.
- Representatives from *Human Relations (HR)*, the *Works Council*, and *Public Relations (PR)* assist the gender equality representatives in an advisory capacity and in the implementation of the gender equality measures.
- Two representatives from the management committed to the DSG and support the gender equality representatives in gender and diversity activities.

2 Aim and Objectives

SCCH thrives on the diversity of its employees to strengthen creativity, innovative capacity, and problem-solving competence. To achieve this, SCCH constantly puts effort into offering employees an inspiring working environment with an open culture of cooperation built on trust and appreciation as well as with motivational career development opportunities. The *Gender Equality Plan (GEP)* **aims to change structures, processes, and operational practices to achieve gender balance** in all areas and at all hierarchical levels. In addition to **breaking down gender-related barriers**, the GEP also aims to **build up diversity competence** among all employees.

By implementing and continuously monitoring gender-related measures, SCCH pursues the following top-level strategic and operational objectives (with concrete SMART measures in Sect. 6) regarding *gender* and *diversity* in five major fields of action:

1. Work-life balance and organizational culture

Objective 1.1: Raising awareness regarding differences based on gender by promoting a culture of leadership and staff that treats each other with respect and dignity.

Objective 1.2: Increasing employee satisfaction as well as the attractiveness for potential employees by ensuring a livable working environment.

2. Gender equality in recruitment and career progression

Objective 2.1: Ensuring fair conditions / equal opportunities for persons of all genders

Objective 2.2: Standardizing positive and career-promoting measures for women.

Objective 2.3: Increasing the attractiveness of job advertisements for women.

3. Gender balance, especially in leadership and decision-making

Objective 3.1: Attracting girls'/women's interest in STEM careers.

Objective 3.2: Highlighting competencies and achievements of women.

Objective 3.3: Increasing the proportion of women for all functional roles and, in particular, in management and decision-making positions.

4. Prevention of gender-based discrimination including sexual harassment

Objective 4.1: Implementing and embedding of structures, instruments and working groups on gender equality.

Objective 4.2: Promoting gender competence.

Objective 4.3: Ensuring a permanent gender and diversity discourse.

5. Integration of the gender dimension into research content

Objective 5.1: Increasing the acceptance of and interest in the topic of "gender" in research projects among scientists.

Objective 5.2: Providing documents and tools for management and staff to increase innovation as well as competitiveness of research projects through diversity.

3 Process

An evidence-based and reflexive process is established to develop, implement, and evaluate the SCCH gender equality measures in the GEP (see Figure 1).

This process ensures that

- the initial resp. current situation is empirically analyzed using gender analysis methods (*analyse*),
- equality-oriented goals and indicators are (re-)formulated in a participatory approach within the DSG (*define*),
- appropriate measures and instruments are derived (*plan*),
- these measures and instruments are implemented (*act*), and
- the efficiency of actions and the level of goal achievement are continuously monitored and regularly evaluated (*check*).

The results are annually reported and communicated transparently within the SCCH.

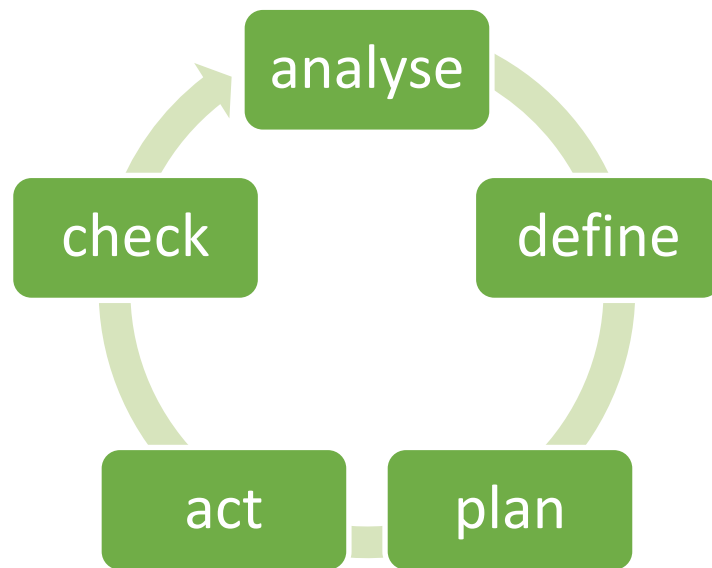


Figure 1: The iterative process for developing and maintaining the GEP.

4 Data Collection and Continuous Monitoring

4.1 Key Data and Indicators

To be able to evaluate the effects of the implemented gender equality measures, several indicators need to be developed, which can be *quantitative* or *qualitative*. Some of these indicators are recorded as targets in Section 6. Key information and sex/gender-disaggregated data as quantitative indicators are collected on the following aspects:

Employment and Recruiting

- Employment relationships by both headcount and type of occupation (full-time equivalents, part-time staff) for male and female employees
- Proportion of women in total and by occupation (scientific staff, management services, management)
- Proportion of incoming and outgoing female staff
- Proportion of female applications

Career development

- Proportion of female scientists across the hierarchy levels and research areas (junior researcher, researcher, advanced researcher, senior researcher, key researcher, project manager, senior project manager)
- Proportion of female scientific staff in senior positions (senior/key researcher and (senior) project manager) to proportion of female scientists
- Proportion of female managers (research manager, area manager)
- Proportion of women among new management positions to be filled
- Proportion of female scientists among employees who completed an academic degree

- Proportion of women among young scientists (PhD positions)
- Proportion of female scientists among employees making a career advancement

Decision-making

- Proportion of women in academic and administrative decision-making positions (e.g., supervisory board, salary committee, recruitment committee, strategy board)

Remuneration

- Averaged salary ratio by gender per occupation and hierarchy level

Reconciliation of professional and private life

- Total number of male and female employees applying for/taking parental leave as well as retention rate of these employees
- Average number of remote working days taken by gender

Training courses

- Participation rate of women and men in training and continuous education
- Number of conducted trainings on gender equality (e.g. awareness training, communication training, leadership training)
- Number of activities for gender competence building (e.g. coaching, lectures)

Anchoring the gender dimension in research and innovation

- Proportion of research projects that focus on a gender or equality issue
- Proportion of research projects that take the gender dimension into account
- Number of meetings of SWP female network
- Number of female SCCH employees in the FEMtech expert database

Outreach

- Number of gender-related events and publications (interviews, press articles, videos, talks at schools/universities, Girl's Day, Kinder-Uni, etc.)
- Number of internships of (female) students/pupils
- Number of partnerships with schools
- Number of gender-related awards and certifications received
- Number of nominations of female researchers for some academic award
- Number of published social media posts, e.g., from the *Female Research Power* channel

Communication of gender equality activities

- Number of meetings of the DSG
- Number of informative events on gender-related activities for all employees

Organizational Culture

- Number of social events and joint sport activities

4.2 Continuous Monitoring

The (re-)definition of the objectives of the GEP and the evaluation of the effectiveness of the planned measures are carried out through continuous monitoring by means of various instruments and defined indicators. Thus, the indicators or the underlying data basis are continuously developed and, if necessary, adapted to changes in the context or the measures.

GEP Progress Report

Each year, as part of its reporting duties, SCCH evaluates the fulfilment of the specific performance targets (based on the key data and indicators listed in Section 4.1) and reports on the progress of the measures listed in Section 6. The resulting GEP Progress Report is published on the intranet (starting from 2022), where it is accessible to all employees.

Gender Diversity Survey

A survey, which analyzes the employee's sentiments concerning aspects such as working and leadership at SCCH with a focus on gender and diversity, is conducted every two years (since 2021) in a company-wide process to document any improvements and detect possibly unseen deteriorations. Based on this, the DSG, in consultation with the management, updates the action plan or determines that no further actions need to be taken. The results of the employee surveys are available to all employees on the intranet.

Gender Pay Gap

Continuous monitoring allows to take current developments in income differences between women and men into account and to integrate them into the measures of the GEP. Every year the median values of the total remuneration are calculated, and a comparison is made between each remuneration group, following the example of the Federal Income Report¹.

5 Dedicated Resources and Budget

The CEO takes the lead in implementing the GEP, provides the gender representatives with an annual budget based on the action plan and grants reserved time to work on gender equality tasks. In addition, staff members are enabled to participate in selected meetings and activities (e.g., training courses, informative events). Additional budget may be granted by gender-specific funding, i.e., FFG FEMtech Karriere program or Laura Bassi projects.

6 Measures

To achieve effective gender equality and equal opportunity between genders, promote an anti-discrimination policy based on sex/gender, and support the reconciliation between personal, family, and professional life, SCCH has approved and implemented concrete measures in various areas. These areas include (1) work-life balance (WLB) and

¹ <https://www.oeffentlicherdienst.gv.at/fakten/einkommensbericht/index2.html>

organizational culture, (2) gender equality in recruitment and career progression, (3) gender balance, especially in leadership and decision-making, (4) prevention of discrimination including sexual harassment, and (5) integration of the gender dimension into research content. For each area, the following tables show the objectives, gender equality measures, the respective state of implementation including indicators/targets, information which measures are or will come into force, and the division of responsibilities.

Note: All measures are divided into i) *individual measures* for a specific target group (training, coaching, mentoring) and ii) *structural measures* (changing structures and processes, e.g., to raise awareness). Furthermore, a target is defined for each measure that explicitly refers to one of the four gender equality dimensions²:

1. promoting women in those areas in which they are underrepresented (*fixing the numbers*),
2. adapting disadvantageous structures and processes (*fixing the institutions*),
3. sensitizing people and fostering an anti-discrimination atmosphere within teams (*fixing the mindset*), and
4. anchoring the gender dimension in research, innovation, and teaching (*fixing the knowledge*).

² <https://www.bmbwf.gv.at/Themen/HS-Uni/Gleichstellung-und-Diversit%C3%A4t/Aktuelles/Leitfaden-zur-Entwicklung-von-Gleichstellungspl%C3%A4nen.html>

6.1 Work-Life Balance (WLB) and Organizational Culture

Objective 1.1: Raising awareness regarding differences based on gender by promoting a culture of leadership and staff that treats each other with respect and dignity.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>conducting a quantitative analysis of the company's current situation based on the collection of key data</i>	DSG	yes	annually	2021	structural	fixing the institutions	GEP progress report	achieved
<i>creation of preconditions to be able to provide still missing data for monitoring based on the indicators defined in the GEP</i>	DSG	yes	annually	2022	structural	fixing the institutions	data collection for each indicator in place	achieved
<i>conducting a qualitative analysis of the company's current situation (e.g., surveys on gender and diversity perspectives in management practice, self-reflection with regards to one's own role and dealing with "unconscious (gender) bias")</i>	DSG	yes	biannually (next in 2025)	2021	structural	fixing the institutions	gender survey among employees on the current gender equality situation at SCCH	achieved
<i>organization of and participation in training(s) on gender equality and unconscious gender biases for management and staff</i>	management; staff; DSG	yes	2022-2023	2022	individual	fixing the mindset	2 awareness and 1 communication training(s)	achieved
<i>provision of guidelines for the consistent</i>	DSG; PR	yes	2023	2023	individual;	fixing the	language guides	achieved

<i>use of gender-sensitive language in internal and external communication</i>					structural	mindset	(in German and English)	
<i>purchasing new SCCCH t-shirts in women's cut and with gender-sensitive designs, e.g. Algonaut*in</i>	management; PR	yes	2023-2024	2023	individual; structural	fixing the mindset	gender-sensitive t-shirts available	achieved

Objective 1.2: Increasing employee satisfaction as well as the attractiveness for potential employees by ensuring a livable working environment.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>supporting of scenarios adapted to the personal situation of employees (e.g., remote working, paternity leave, "daddy weeks", part-time employment)</i>	management; HR; works council	yes	continuous-ly	2021	individual	fixing the institutions	personalized scenarios for better staff retention	achieved
<i>establishing regular social events and joint sport activities (e.g., company outings, we are ... doing sports / playing games / celebrating, etc.)</i>	HR; staff	yes	annually	2022	individual; structural	fixing the institutions	at least 10 events for better group dynamics	achieved
<i>offering ongoing general trainings (e.g., presentation, resilience, etc.) for all employees</i>	management; HR	yes	annually	2022	individual	fixing the institutions	at least 1 training per employee for life-long learning	achieved
<i>enhancement of strategies to improve re-entry into working life, e.g., after parental leave</i>	management; HR; DSG	no	2023-2025		individual	fixing the institutions	evaluated / implemented concepts for	planned

							better reintegration on an individual basis	
<i>offering a workplace health promotion (WHP) program to improve health and well-being at work</i>	management; HR	yes	2024	2024	individual; structural	fixing the institutions	survey and working circles for improved WLB & certificate "Gütesiegel Betriebliche Gesundheitsförderung"	in progress
<i>presentation of the SCCH as a diverse company with excellent researchers, e.g., by gaining the OÖ Frauenförderpreis or HRbert</i>	DSG; HR; PR	no	2024-2025		structural	fixing the institutions	1 award gained	planned
<i>offering a buddy program for systematic professional, organizational and social introduction, accompaniment and support of employees</i>	HR	yes	continuously	2022	individual	fixing the institutions	1 buddy for each new employee	achieved
<i>offering a mentoring program in the context of staff development programs for non-senior researchers by senior and management staff</i>	HR	no	2024		individual	fixing the institutions	every non-senior researcher has a responsible supervisor	planned

<i>evaluating framework conditions for childcare at SCCH, e.g. through shared leadership, cooperation with kindergarten in Hagenberg together with SWP management, possibility for "Sommerbetreuung" organized by state of Upper Austria, etc.</i>	DSG	no	2023-2024		individual	fixing the institutions	needs assessment and concept	in progress
<i>offering support for (foreign) employees in legal, financial, and organizational issues</i>	works council; HR	yes	continuous-ly	2022	individual	fixing the institutions	up-to-date information published in intranet	achieved

6.2 Gender Equality in Recruitment and Career Progression

Objective 2.1: Ensuring fair conditions / equal opportunities for persons of all genders.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>formulation of all function and role descriptions in such a way that they apply equally to all gender</i>	management; HR	yes	continuous-ly	2021	structural	fixing the institutions	gender-sensitive role descriptions	achieved
<i>encouragement to conduct (bi)annual employee appraisal to discuss the employee sentiment as well as the</i>	management	yes	(bi)annually	2022	individual	fixing the institutions	1 meeting ("Mitarbeiter*in-nengespräch")	achieved

<i>qualifications required for their careers in order to promote their progress through appropriate framework conditions</i>								
<i>ensuring gender equality expertise in recruitment and promotion committees, i.e. from a pool of people who can fulfill such a position with proper sensitivity trainings</i>	management; HR	yes	continuous-ly	2023	structural	fixing the institutions	at least 1 person with gender equality expertise in each committee	achieved
<i>verifying that payment scheme is equitable for all employees independent of gender</i>	management; HR	yes	annually	2022	structural	fixing the institutions	gender pay gap lies between the current average for Austria (16,9%) and the EU (13%)	achieved
<i>implementing and announcing the "SCCH equal pay day"</i>	DSG	no	2024-2025		structural	fixing the institutions	info published	planned

Objective 2.2: Standardizing positive and career-promoting measures for women.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>organizing trainings or participation in events specially designed to strengthen the leadership skills and empowerment of female researchers, e.g., participation in Leadership Talks or TED Talks on female</i>	management; HR	yes	annually	2022	individual	fixing the numbers	1 training / event per female employee	achieved

<i>leadership</i>								
<i>establishing a balanced ratio of women to men when admitting scientific employees to participate in continuous training and education measures (at least if places are limited)</i>	management; HR	yes	annually	2023	individual	fixing the numbers	at least 30 % female participants at each training	not achieved
<i>giving priority to women on registration for leadership training courses that aim at qualifying for assumption of decision-making and senior-level functions (“affirmative action”)</i>	management; HR	yes	continuous-ly	2023	individual	fixing the numbers	priority is ensured	achieved
<i>offering of mentoring and coaching, specifically targeted at female mentees (e.g. by external experts, at software park-wide level, etc.)</i>	HR; management	no	2024		individual	fixing the numbers	5 participants (male / female mentors and mentees)	planned
<i>organization of SCCH-internal get-togethers for female employees on current, career-enhancing topics</i>	DSG	yes	annually	2023	individual	fixing the numbers	2-3 meetings per year	achieved
<i>Organization of a negotiation skills training for women (also open to men), including rhetoric training, self-confidence training and motivation to get more women into management positions.</i>	HR; management	no	2024		individual	fixing the numbers	1 training per female employee	planned

Objective 2.3: Increasing the attractiveness of job advertisements for women.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>ensuring that job advertisements use gender-sensitive wording and are attractive also for women</i>	management; HR	yes	2023	2023	individual	fixing the numbers	each job advertisement is reviewed by a person with gender expertise (defined process)	achieved
<i>promoting implicit invitation of female applicants for remediation of a significant underrepresentation of one gender ("affirmative action")</i>	management; HR	yes	annually	2022	individual	fixing the numbers	proportion of female applicants is at least 30 %	not achieved
<i>ensuring suitable (publicly) distribution of job advertisements and fair process of applicant selection to target recruitment of female scientists</i>	management; HR	yes	annually	2021	individual	fixing the numbers	proportion of female scientists is at least 30 %	not achieved

6.3 Gender Balance, especially in Leadership and Decision-Making

Objective 3.1: Attracting girls'/women's interest in STEM careers.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>establishing and maintaining long-term partnerships with schools in the region through constant contact persons (e.g. teachers), regular visits of the students, by giving goodies such as awards or financial support</i>	management; PR	yes	annually	2022	individual	fixing the numbers	at least 2 school partnerships	not achieved
<i>organizing and supervising internships for schoolgirls and female students in scientific projects</i>	management; HR	yes	annually	2022	individual	fixing the numbers	at least 2 internships	achieved
<i>attracting attention of the next generation of female professionals by applying for popular awards, e.g., the Girls! TECH UP-Role Model-Award</i>	PR; HR	yes	(bi-) annually	2022	individual	fixing the numbers	at least 1-2 application(s)	achieved
<i>participation in educational events such as the Austrian Girls' Day, the Kinder-Uni, Traumberuf Technik, Lange Nacht der Forschung, etc. to get more women/girls on board who are interested in software engineering or data science</i>	management; PR	yes	annually	2022	individual	fixing the numbers	at least 2 participations	achieved
<i>support the "Gesunde Jause" initiative of Elternverein Volksschule Wartberg/Aist</i>	HR; management	yes	2023	2023	structural	fixing the institutions	at least 100,- EUR	achieved

Objective 3.2: Highlighting competencies and achievements of women.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>promoting and communicating female role models at SCCH for better external visibility, e.g., in press articles, interviews, videos, or on gender-specific networking, such as "Women in AI"</i>	PR	yes	annually	2022	individual; structural	fixing the institutions; fixing the mindset	2 activities	achieved
<i>promoting and publishing posts of the internal "female research power" channel for exchanging experiences and highlighting achievements of women within and outside of SCCH, e.g. via linkedIn</i>	PR	yes	annually	2022	individual; structural	fixing the institutions; fixing the mindset	at least 4 posts published	achieved
<i>updating and filling the FEMtech expert database for female SCCH staff</i>	DSG	yes	annually	2022	individual; structural	fixing the institutions	4 women of SCCH in database	not achieved
<i>nominating female scientists of SCCH as "expert of the month" or "OÖ Mutmacherin"</i>	DSG; PR	no	2023-2024		individual; structural	fixing the institutions; fixing the mindset	1 nomination	planned

Objective 3.3: Increasing the proportion of women for all functional roles and, in particular, in management and decision-making positions.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>if the possibility of selection is given, giving preference to women – if equally qualified – when filling new management positions and senior-level functions until proportion of woman is at least 30 %</i>	management; HR	yes	continuous-ly	2022	individual	fixing the numbers	sensitivity for promoting women is given in decision-making function	achieved
<i>ensuring that women have a "sense of belonging" at work by having a certain percentage of women at SCCH</i>	management; HR	yes	annually	2022	structural	fixing the numbers	proportion women > 30 %	achieved
<i>enhance promotion opportunities of all employees, e.g. via (bi)annual appraisal interviews ("Leistungsgespräch"), with a special focus on female employees for management positions and senior-level functions (project leader, senior/key researcher)</i>	management; HR	yes	annually	2022	structural	fixing the numbers	proportion of women > 20 % in senior-level functions proportion of women > 10 % in management positions	not achieved
<i>motivating women to join the Strategy Board</i>	management	yes	2022-2026	2022	structural	fixing the numbers	> 30 % female representatives	planned
<i>motivating women to be nominated for the works council election in order to fill a position on the works council by a woman</i>	works council; HR; DSG	yes	2023	2023	structural	fixing the numbers	at least 1 female works council member	achieved

6.4 Prevention of Gender-based Discrimination including Sexual Harassment

Objective 4.1: Implementing and embedding of structures, instruments and working groups on gender equality.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>nomination of gender equality representatives in the company who accompany and evaluate the implementation of measures and the achievement of objectives</i>	management; HR	yes	2021	2021	structural	fixing the institutions	2 representatives	achieved
<i>new employees receive information about the anti-discrimination policy and gender equality activities at SCCH</i>	HR	no	2023-2024		structural	fixing the mindset	code of conduct (mandatory one-pager) integrated in onboarding folder	planned
<i>establishment of a contact or complaints point in the company represented by the gender equality representatives as well as the equal opportunity manager for combating sexual and gender-specific discrimination or harassment</i>	DSG	yes	2023	2023	individual	fixing the institutions	anonymous mailbox and email inbox	achieved
<i>defining tasks and resources of DSG per year</i>	DSG; management	yes	annually	2023	structural	fixing the institutions	clear role description, task distribution, and budget	in progress

<i>Set up of remediation guidelines for handling discrimination</i>	management; DSG	yes	2023	2023	structural	fixing the institutions	remediation guide published internally	achieved
<i>mandatory training on "equality in the workplace - diversity. respect. law. the equal treatment act in practice" for SCCH management staff held by the Gleichbehandlungsanwaltschaft</i>	management; DSG	yes	2023	2023	individual	fixing the mindset	training about sexual discrimination	achieved

Objective 4.2: Promoting gender competence.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>networking with other research institutions that are concerned with gender equality and the advancement of women</i>	DSG	yes	annually	2022	structural	fixing the institutions	at least with 2 institutions	achieved
<i>participating in coaching or seminars on gender-relevant topics, e.g., diversity talks, FFG or FEMtech seminars, etc.</i>	DSG	yes	annually	2022	individual	fixing the knowledge; fixing the mindset	at least 2 people have completed 16 hours	achieved
<i>applying for funding, such as "Laura Bassi" or "FEMtech Karriere" projects, to expand support for female researchers and create fair conditions for all employees</i>	DSG	yes	every 3 years (next in 2026)	2022	structural	fixing the mindset	successful project application	achieved

Objective 4.3: Ensuring a permanent gender and diversity discourse.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>promoting information and communication on the topic of equality in regular meetings by involving all employees as well as the management level</i>	management; DSG	yes	annually	2022	structural	fixing the mindset	at least in 1-2 SCCH Forums	achieved
<i>introducing and maintaining an up-to-date intranet page on ongoing activities and implementation progress of measures, etc.</i>	DSG	yes	annually	2022	structural	fixing the institutions	up-to-date content	achieved
<i>conducting regular status meetings of the DSG</i>	DSG	yes	annually	2022	structural	fixing the institutions	at least 2 meetings	achieved

6.5 Integration of the Gender Dimension into Research Content

Objective 5.1: Increasing the acceptance of and interest in the topic of "gender" in research projects among scientists .

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>initiation of future-relevant research topics at SCCH with a concrete gender issue, such as gender equality, or a cross-cutting dimension, e.g., to continuously eliminate gender bias in data analysis</i>	management; staff	yes	annually	2022	structural	fixing the knowledge	at least 4 projects with a gender issue or gender dimension	achieved

<i>organizing and participating in events, talks, etc. on institutional diversity that support the exchange between female researchers of different institutions (e.g., co-organization of FemClub SWP networking activities)</i>	DSG; PR	yes	annually	2022	structural	fixing the knowledge	at least 2 networking activities	achieved
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Objective 5.2: Providing documents and tools for management and staff to increase innovation as well as competitiveness of research projects through diversity.

<i>Measure</i>	<i>Responsible</i>	<i>In force</i>	<i>Schedule</i>	<i>Since</i>	<i>Classification</i>	<i>Dimension</i>	<i>Target</i>	<i>Status</i>
<i>establish a knowledge base "who knows what?" in our intranet (SharePoint)</i>	HR; staff	yes	annually	2022	individual	fixing the knowledge	annually up-to-date	achieved
<i>create statements on gender issues and/or dimensions for research projects</i>	staff	yes	continuous-ly	2023	structural	fixing the knowledge	gender dimension is considered for each new project (if applicable)	achieved

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