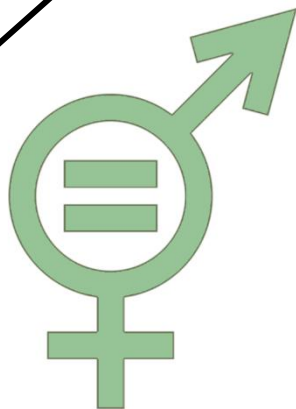


GENDER EQUALITY PLAN

scch



Version 1.1, March 2023

www.scch.at/karriere/diversity-inclusion

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1 Preamble

Gender equality in science and research is a particular concern of SCCH, which strives to equally taking into account the interests, needs, and priorities of women and men while recognizing the diversity of different groups of employees. Gender-based inequalities - also in connection with other possible dimensions of discrimination such as age, disability, sexual orientation, gender identity, ethnicity, or religion - 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.

An equal distribution of all genders in projects with a focus on software development or computer science is very difficult to almost impossible to achieve. SCCH has succeeded in increasing the proportion of women for all functional roles, e.g., by boosting the proportion of female recruits to 36,10 % and thus achieving a current quota of 29,59 % of female employees in total and a quota of 24,41 % of female scientific staff. In comparison, the percentage of women studying computer science is currently reported to be around 20 % at the Johannes Kepler University Linz¹. In addition, SCCH has a good rate of 25 % of female employees among all academic degrees completed at SCCH in 2022 (diploma/master and bachelor). Nevertheless, we are falling behind in terms of gender balance in leading positions. We currently have no women at management level, however, the rate of women in senior research positions (i.e., key/senior researcher and research project manager) has increased to 16 % and the proportion of female decision-makers in the supervisory board to 14,29 %. Please refer to our GEP Progress Report 2022 for details.

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 for women. **SCCH therefore considers the achievement of guaranteeing equal development opportunities for all employees irrespective of their gender**, age, socio-cultural background, sexual orientation, impairment, etc., which commensurate with their qualifications, and eliminating or compensating for existing disadvantages as a joint task of all company employees. The actual equal treatment of women and men and the advancement of women are adequately reflected in personnel policy, in particular the promotion of gender competence of both staff and management, in research, and in the distribution of resources (gender mainstreaming and gender budgeting). This is especially an obligation for persons in leading 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 regularly meets every quarter. The DSG 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.

¹ <https://www.jku.at/studium/studienarten/bachelordiplom/ba-informatik>

- One representative each from *Human Relations* (HR), the *Works Council*, and *Public Relations* (PR) assists 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.

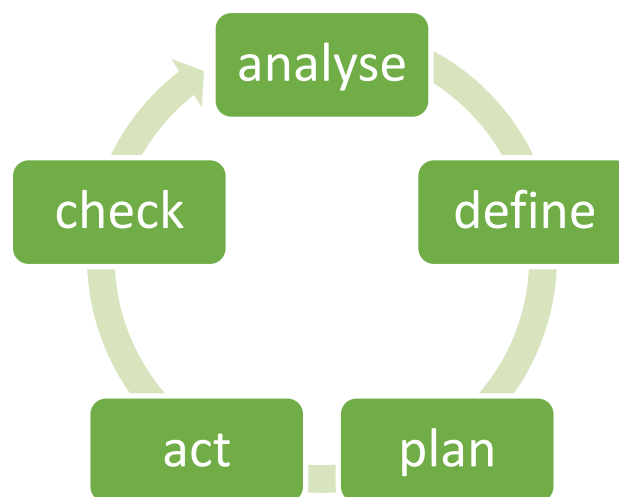


Figure 1: The iterative process for developing and maintaining the GEP.

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*. Qualitative indicators are recorded as targets in Section 6, e.g. building up competence through conducted trainings or availability of documents. 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, administration office, system administration, management)
- Proportion of incoming and outgoing female staff
- Proportion of female applications and proportion of recruited female staff

Career development

- Proportion of female scientists across the hierarchy levels and research areas (junior researcher, researcher, experienced researcher, senior researcher, key researcher, project manager, senior project manager, trainee)
- Proportion of female scientific staff in senior positions (senior/key researcher and (senior) project manager) to proportion of female scientists
- Proportion of female managers (chief officer, 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
- Average time to reach the next career level (e.g., until a junior researcher advances to researcher) for male and female employees

Decision-making

- Numbers of women and men in academic and administrative decision-making positions (e.g., supervisory board, salary committee, recruitment committee, international strategy / advisory board)

Remuneration

- Averaged fixed monthly pay and 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 (differentiated by duration)
- 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 hours spent on increasing gender competence
- 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 posts 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 Report².

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 is granted by gender-specific funding, i.e., the 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 or intends to implement concrete measures in various areas. These areas include (1) work-life balance and 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 and information which measures are or will come into force, and the division of responsibilities. These responsibilities involve the whole distribution, ranging from staff to HR and DSG, and in particular the management level which bear the main responsibility in implementing these measures.

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 four gender equality dimensions³:

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.oeffentlicherdienst.gv.at/fakten/einkommensbericht/index2.html>

³ <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.

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
conducting a quantitative analysis of the company's current situation (i.e., collection of key data)	DSG	yes	annually	2021	structural	fixing the institutions	GEP progress report	in progress
creation of preconditions to be able to provide still missing data for monitoring based on the indicators defined in the GEP	DSG	yes	annually	2022	structural	fixing the institutions	data collection for each indicator in place	achieved
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")	DSG	yes	biannually (next in 2023)	2021	structural	fixing the institutions	gender survey among employees on the current gender equality situation at SCCCH	planned
organization of and participation in mandatory training(s) on gender equality and unconscious gender biases for management and staff	management; staff; DSG	yes	2022-2023	2022	individual	fixing the mindset	2 awareness and 1 communication training(s)	achieved
provision of guidelines for the consistent use of gender-sensitive language in internal and external communication	DSG; PR	yes	continuously	2023	individual; structural	fixing the mindset	language guides (in German and English)	achieved
purchasing new SCCCH t-shirts in women's cut and with gender-sensitive designs, e.g. Algonaut*in	management; PR	no	2023-2024		individual; structural	fixing the mindset	gender-sensitive t-shirts available	planned

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
supporting of scenarios adapted to the personal situation of employees (e.g., remote working, paternity leave, “daddy weeks”, part-time employment)	management; HR; works council	yes	continuously	2021	individual	fixing the institutions	personalized scenarios for better staff retention	achieved
offering support for (foreign) employees in legal, financial, and organizational issues	works council; HR	yes	continuously	2022	individual	fixing the institutions	up-to-date information published in intranet	achieved
establishing regular social events and joint sport activities (e.g., company outings, we are ... doing sports / playing games / celebrating, etc.)	HR; staff	yes	annually	2022	individual; structural	fixing the institutions	at least 10 events for better group dynamics	achieved
offering ongoing general trainings (e.g., presentation, resilience, etc.) for all employees	management; HR	yes	annually	2022	individual	fixing the institutions	at least 1 training per employee for life-long learning	achieved
offering a buddy program for systematic professional, organizational and social introduction, accompaniment and support of employees	HR	yes	continuously	2022	individual	fixing the institutions	1 buddy for each new employee	achieved
offering a mentoring program in the context of staff development programs for non-senior researchers by senior and management staff	HR	no	2023-2024		individual	fixing the institutions	every non-senior researcher has a responsible supervisor	planned
offering a workplace health promotion (WHP) program to improve health and well-being at work	management; HR	yes	2022-2024		individual; structural	fixing the institutions	improved WLB & certificate “Gütesiegel Betriebliche Gesundheitsförderung”	in progress

presentation of the SCCH as a diverse company with excellent researchers, e.g., by gaining the OÖ Frauenförderpreis or HRbert	DSG; HR	yes	2023-2024		structural	fixing the institutions	1 award gained	in progress
development of strategies to improve re-entry into working life, e.g., after parental leave	management; HR; DSG	no	2023-2024		individual	fixing the institutions	evaluated concepts / implemented concepts for better reintegration	planned
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.	DSG	no	2023-2024		individual	fixing the institutions	evaluated concept	planned

6.2 Gender Equality in Recruitment and Career Progression

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
formulation of all function and role descriptions in such a way that they apply equally to all genders	management; HR	yes	continuously	2021	structural	fixing the institutions	gender-sensitive role descriptions	achieved
verifying that payment scheme is equitable for all employees independent of gender	management; HR	yes	annually	2022	structural	fixing the institutions	gender pay gap is always below current EU average (13% in 2022)	not achieved
encouragement to conduct (bi)annual employee appraisal to discuss the employee sentiment as well as the qualifications required for their careers in order to promote their progress through appropriate framework conditions	management	yes	(bi)annually	2022	individual	fixing the institutions	1 meeting ("Mitarbeiter*innen-gespräch")	achieved
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	management; HR	yes	2023-2024		structural	fixing the institutions	at least 1 person with gender equality expertise in each committee	in progress
implementing and announcing the "SCCH equal pay day"	DSG	no	2023		structural	fixing the institutions	15 Februar	planned

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
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 leadership	management; HR	yes	annually	2022	individual	fixing the numbers	1 training / event per female employee	achieved
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)	management; HR	no	2023		individual	fixing the numbers	at least 30 % female participants at each training	planned
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”)	management; HR	yes	2023		individual	fixing the numbers	priority is ensured	achieved
offering of (informal) mentoring and coaching specifically targeted at female mentees at software park-wide level within the framework of the FemClub SWP	HR; DSG	no	2023-2024		individual	fixing the numbers	10 participants (male / female mentors and mentees) per year	planned

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
ensuring that job advertisements use gender-sensitive wording and are attractive also for women	management; HR	no	2023-2024		individual	fixing the numbers	each job advertisement is reviewed by a person with gender expertise (defined process)	planned
ensuring suitable (publicly) distribution of job advertisements and fair process of applicant selection to target recruitment of (senior) female scientists	management; HR	no	2023-2024		individual	fixing the numbers	until proportion of female applicants is at least 30 %	planned
promoting implicit invitation of female applicants for remediation of a significant underrepresentation of one gender ("affirmative action")	management; HR	yes		2022	individual	fixing the numbers	until proportion of female recruits is at least 30 %	achieved
list of guiding questions on social skills and gender competence for job interviews for higher positions	HR	no	2023-2024		structural	fixing the institutions	introduction of list to recruiting persons	planned

6.3 Gender Balance, especially in Leadership and Decision-Making

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
organizing and supervising internships for schoolgirls and female students in scientific projects	management; HR	yes	annually	2022	individual	fixing the numbers	at least 2 internships	achieved
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	management; PR; DSG	yes	annually	2022	individual	fixing the numbers	at least 2 participations	achieved
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	management; PR	yes	annually	2022	individual	fixing the numbers	at least 2 school partnetships	not achieved
attracting attention of the next generation of female professionals by applying for popular awards, e.g., the Girls! TECH UP-Role Model-Award	PR; DSG	yes	annually	2022	individual	fixing the numbers	at least 1-2 application(s)	achieved
support the "Gesunde Jause" initiative of Elternverein Volksschule Wartberg/Aist	HR; management	yes	2023	2023	structural	fixing the institutions	at least 100,- EUR	achieved

Objective 3.2: Highlighting competencies and achievements of women.

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
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"	PR	yes	annually	2022	individual; structural	fixing the institutions; fixing the mindset	2 activities	achieved
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	PR	yes	annually	2022	individual; structural	fixing the institutions; fixing the mindset	at least 4 posts published	achieved
nominating female scientists of SCCH as "expert of the month" or "OÖ Mutmacherin"	DSG; PR	no	2023		individual; structural	fixing the institutions; fixing the mindset	1 nomination	planned
updating and filling the FEMtech expert database for female SCCH staff	DSG	yes	since	2022	individual; structural	fixing the institutions	4 women of SCCH in database	achieved

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
ensuring that women have a "sense of belonging" at work by having a certain percentage of women at SCCH	management; HR	yes	2022-2026		structural	fixing the numbers	proportion women > 30 %	achieved
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 %	management; HR	yes	continuously	2022	individual	fixing the numbers	sensitivity for promoting women is given in decision-making function	achieved
promote (bi)annual appraisal interviews (“Leistungsgespräch”) to determine the promotion opportunities of all employees with a special focus on female employees in management positions and senior-level functions (project leader, senior/key researcher)	management; HR	yes	2022-2026		structural	fixing the numbers	proportion of women > 20 % in senior-level functions; proportion of women > 10 % in management positions	not achieved
motivating women to be nominated for the works council election in order to fill a position on the works council by a woman	works council; HR; DSG	no	2023		structural	fixing the numbers	at least 1 female works council member	planned
motivating women to join the Strategy Board	management	yes	2022-2026		structural	fixing the numbers	> 30 % female representatives	not achieved
offer negotiation training for women (also open to male colleagues)	management; HR	no	2023-2025		individual	fixing the numbers	1 negotiation training	planned

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.

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
nomination of gender equality representatives in the company who accompany and evaluate the implementation of measures and the achievement of objectives	management; HR	yes	continuously	2021	structural	fixing the institutions	2 representatives	achieved
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	DSG	yes	2023		individual	fixing the institutions	anonymous mailbox and email inbox	in progress
new employees receive information about the anti-discrimination policy and gender equality activities at SCCH	HR	no	2023-2024		structural	fixing the mindset	code of conduct (mandatory one-pager) integrated in onboarding folder	planned
defining tasks and and ressources per year of gender equality representatives, e.g. via workshop with gender experts	DSG	no	2023		individual	fixing the institutions	role description	planned

Objective 4.2: Promoting gender competence.

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
introducing and maintaining an up-to-date intranet page on ongoing activities and implementation progress of measures, etc.	DSG	yes	annually	2022	structural	fixing the institutions	up-to-date content	in progress
promoting information and communication on the topic of equality in regular meetings by involving all employees as well as the management level	management; DSG	yes	annually	2022	structural	fixing the mindset	at least in 1-2 SCCH Forums	achieved
conducting regular status meetings of the DSG	DSG	yes	annually	2022	structural	fixing the institutions	at least 2 meetings	not 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 .

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
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	management; staff	yes	annually	2022	structural	fixing the knowledge	at least 4 projects with a gender issue or gender dimension	achieved
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)	DSG; PR	yes	annually	2022	structural	fixing the knowledge	al least 2 networking activities	achieved

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

Measure	Responsible	In force	Schedule	Since	Classification	Dimension	Target	Status
create statements on gender issues and/or dimensions for research projects	staff	no	2023-2024		structural	fixing the knowledge	gender dimension is considered for	planned
establish a knowledge base "who knows what?" in our intranet (SharePoint)	HR	yes	annually	2022	individual	fixing the knowledge	annually up-to- date	achieved

Hagenberg, March 10, 2023.

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