



IESTA

**Gender Equality Plan**

**IESTA**

**2023/2034**

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## I Introduction

### The human being in focus

IESTA – Institute for Advanced Energy Systems and Transport Applications is a combined industrial/academic research and consulting association for innovative mobility and energy systems.

The institute creates strategic partnerships between innovative Austrian and European enterprises, top listed research facilities and policy-makers in the area of research, technology development and innovation.

IESTA offers state of the art methodology for systematic creation of solutions.

Its strength lies in effective and efficient management of the whole innovation process from basic and applied research, development, testing, prototyping and demonstration, to communication, dissemination and exploitation of results.

This role requires the creation of an exceptional professional environment for exceptional people. Only in this way IESTA can succeed in using its professional advantage to further expand its top position in the international competition. The pooling of competences of highly motivated employees from diverse backgrounds, of all sexes, with the most varied talents as well as the most diverse orientations and ideas, is an important basis for the outstanding innovative capacity of IESTA.

To achieve all this, IESTA follows the Gender Equality Plan (GEP) described below to ensure equal treatment and opportunities and to promote diversity in thought and action.

The GEP describes the status quo at IESTA regarding gender and diversity. It is reviewed and updated annually to monitor continuously the fulfilment of the measures. The overall goal of the Gender Equality Plan is to anchor and implement equal treatment, equal opportunities, and diversity as essential components of a sustainable development in the company.

The GEP is intended in particular to contribute to raising the proportion of women in science and research in general, and especially in one's own organization. Furthermore, the Gender Equality Plan was developed to ensure an ongoing process to improve gender balance. It will make facts, differences, and successes visible and highlights possible needs for improvement.

The objectives of IESTAs Gender Equality Plan are:

- Promotion of equal rights/equal treatment of women and men in the company
- Strengthening the role of women and expanding their participation at all levels
- Eliminating gender inequalities in access to, control over and use of resources/career opportunities/promotions, etc.
- Access and provision of up-to-date information on gender and diversity at the Institute

The GEP is a flexible tool that considers the characteristics and needs of IESTA. As the organization is constantly evolving, the GEP is also constantly evolving and regularly updated. Monitoring the continuous implementation of the measures and the achievement of the set targets is done by IESTAs “Equal Opportunities Responsible”, who is also CEO in person.

## II. Gender and Diversity at the Institute

### 1. Equal Opportunities Responsible

Since 2009, IESTA is hiring people in a balanced way regarding gender. The Management of the Institute and the CEO as Equal Opportunities Responsible (EOR) himself is responsible for establishing gender equality in the company with the aim of creating equal treatment and opportunities for women and men at all levels and intensifying the promotion of diversity. The EOR is intended to analyze and address equal treatment and equal opportunities not only in terms of sex and gender. Since then, the focus has also been on other distinguishing characteristics of employees to create a pleasant and appreciative working atmosphere without exclusion or discrimination.

#### Tasks of the EOR

- Coordination of gender- and diversity-relevant topics at the institute
- Establishing and maintaining internal and external networks
- Regular monitoring of the planning implementation
- Annual report to the Board (Executives, Members of IESTA)

### 2. Employment/Recruiting

#### Implementation

03/2023

Implementation planned for Q. 3. 2023 annually in the 4<sup>th</sup> quarter

The proportion of women in technical and scientific professions in Austria is around 37%. The number of female graduates at Graz University of Technology was 18.06 % in the study programs relevant to the institute. It is a major challenge to create a balance between women and men in the scientific and consulting field of energy and automotive engineering due to the underrepresentation of women in these study programs. IESTA deliberately establishes links with initiatives that promote the participation of female researchers and consultants.

The institute attaches great importance to recruiting female employees and supporting existing female employees.

Since its foundation, the institute has followed the principle of enabling equal opportunities in research and technology.

Gender mainstreaming is the basis and one of the most decisive factors at the institute to establish flexible working time models, parental leave models and the appointment of new positions.

### 3. Gender and diversity-relevant measures for the organization of the institute 2023

Measures have already been defined for the years 2023-2024, and their implementation and impact will be evaluated starting with the end of 2023. Based on this, the measures for the next two years will be developed and defined.

Graz, March 14<sup>th</sup> 2023



IESTA

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