

# Gender Equality Plan



This document deals with the Gender Equality Plan (GEP) of the safety innovation center gGmbH. In the organization a gender equality expert has been identified for the development and observation of the GEP. An internal concept for the development of the GEP was discussed, which will be presented in the following as well as the status based on first analysis steps. In addition, a permanent implementation of this topic is guaranteed by the previously mentioned expert. Furthermore, this document is a dynamic document, which can be adapted at any time.

## Procedure

The preparation of this GEP is based on the official template of the SAGE project (Systemic Action for Gender Equality)<sup>1</sup> and the GEAR Action Toolbox<sup>2</sup>. It is based on the SAGE wheel model. Extensive information was obtained on the requirements and content of the GEP, and internal training was provided for employees. However, due to the small number of employees of less than 10 persons, no all-encompassing analysis of equality in the company is carried out, as this is not feasible in a comprehensive coverage. The gender equality expert and the management of the organization ensures and safeguards institutional GEP by maintaining a permanent check on employee conditions. Employees were sensitized to issues relating to equality in an internal workshop. Extensive research was conducted on GEPs in advance to be able to guarantee these approaches within the company.

“The workplace climate affects productivity, job satisfaction and intentions to leave or stay at an organization.” – Why change must be structural. EIGE. 2023.

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<sup>1</sup> D8.1 – Gender Equality Plan Template. Centre for Women in Science & Engineering Research Ireland (WiSER), Trinity College Dublin et. al. 2017.

<sup>2</sup> Gender equality in academia and research (GEAR) action toolbox, EIGE 2023.

## Gender Equality Plan concept

### Overview

We consider equality to be part of everyday life, which is why we consciously make sure to have a good atmosphere in our daily work.

### Overview of the staff

The company's workforce consists of 45% women and the management covers 50% of women. Furthermore, attention is paid to ensuring a gender balance.

This GEP applies to all employees of the organization. The status of the document as well as its implementation in the company is monitored by the expert. The GEP is to be implemented in all areas of work, which is why all employees have been trained in this direction to ensure equality throughout.

### Implementation of the concept

In order to ensure an equality plan, we have the following concept:

Phase 1: Inform about gender equality

Phase 2: Define and evaluate areas to be covered for gender equality

Phase 3: Ensure and review areas on a permanent basis

Areas were jointly identified that play a particularly important role with regard to equality. The expert monitors these areas regularly and is available as a contact for employees. The company provides permanent documentation for internal gender equality training and provides annual joint briefings on gender equality and unconscious gender bias.

### Areas of the concept

The following areas were identified as worthy of mention for ensuring and implementing equality in the company:

- Ensuring physical and emotional health
- Ensuring family and work balance
- Holding joint internal meetings to improve and ensure a good working environment
- Providing access to training and workshops for continuing education
- Equal opportunities to develop and advance their careers
- Promotion of gender awareness

These areas are implemented by the expert, the management and the team itself.

### Goal of the concept

A permanent guarantee of gender equality in the company. The safety innovation center gGmbH is opposed to gender-specific discrimination and sexual harassment. At the same time, equal opportunities for career advancement are promoted.

### Final Provision

This GEP shall enter into force with immediate effect. This document will be updated and adjusted annually.

This PDF is part of the public relations of the safety innovation center gGmbH. The document is also signed by the company's managing directors.

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