



Gender Equality Plan Austrian Energy Agency

December 2022

Contents

1.	Introduction.....	3
2.	Strategic Goals.....	3
3.	Measures	4
3.1	Resources	4
3.2	Data and Monitoring	4
3.3	Training and Capacity Building	4
3.4	Gender Equality in Recruiting and Career Development.....	4
3.4.1	Recruiting	4
3.4.2	Career and Salary Model	5
3.4.3	Empowerment of Young Professionals	5
3.5	Integration of the Gender Dimension in Research and Training.....	5
3.6	Gender-Based Violence and Sexual Harassment.....	5

1. Introduction

The Austrian Energy Agency (AEA) is committed to gender equality. The company promotes an open and positive corporate culture and places a very high value on the commitment and competencies of its employees. It is therefore of particular importance to the AEA to create a working environment in which all genders can contribute and develop equally and in which there are no stereotypical assumptions that could have a restrictive effect on an individual and structural level.

The analysis of the initial situation and the development of the present Gender Equality Plan (GEP) were moderated by external experts and carried out as part of an internal consultation process with employees from different hierarchical levels and functions of the Austrian Energy Agency. The GEP was published on the [AEA website](#) (German) in December 2022 after communication to all employees of the organisation.

2. Strategic Goals

A particular concern of our organisation is to increase the proportion of women in management positions. We plan and implement measures to achieve a more balanced gender ratio in the hierarchy levels and functions. This also requires a successful re-entry of our employees after parental leave as well as a good compatibility of work and family commitments. We work on building competence regarding gender issues and gender bias through training, including for decision-makers, and further expand our recently developed expertise in the area of "gender and energy". In projects where it is possible, we put emphasis on gender as a crosscutting issue. It is essential for us to ensure a working environment in which discrimination, sexual harassment, and gender-based violence have no place.

All measures intended for the advancement of women shall, as far as possible, also be applied in the sense of an anti-discriminatory, diversity-promoting and equality-promoting corporate policy (e.g. awarding of internships, development and execution of mentoring programmes, target group-specific recruiting). Diversity management in the sense of this equality plan means in particular active promotion of equal opportunities and freedom from discrimination, especially without distinction of gender, ethnicity, religion or belief, age or sexual orientation and disability.

3. Measures

In order to ensure a continuous implementation of the Gender Equality Plan, the mandatory requirements "resources", "data and monitoring" as well as "training and capacity building" set by the EU will be guaranteed ([Horizon Europe Gender Equality Plan Eligibility Criterion](#)). Based on this, specific measures will be taken in the following fields defined by the AEA: "gender equality in recruiting and career development", "integration of the gender dimension in research and training" and "gender-based violence including sexual harassment".

3.1 Resources

A gender equality officer will be appointed to implement gender equality activities of the Austrian Energy Agency. Their tasks will primarily consist of planning and coordinating the measures provided for in the Gender Equality Plan and preparing the annual Gender Equality Report. Furthermore, this person will coordinate those employees who are authorised to make relevant decisions and are responsible for implementing the GEP measures.

The Gender Equality Working Group composed of staff members from different areas of the Austrian Energy Agency is responsible for providing strategic advice and support to the person in charge of gender equality and, based on his or her proposal, jointly develops additional measures for the further implementation of the gender equality goals, if necessary.

3.2 Data and Monitoring

With regard to monitoring, the AEA can draw on a broad database. All indicators required to achieve the strategic goals are available after the initial survey to prepare the Gender Equality Plan. Updated indicators will be published in the annual Gender Equality Report, which will also detail the use of resources and the measures mentioned below.

3.3 Training and Capacity Building

The AEA offers its staff a wide range of further training, which can be specifically selected in the course of the annual development meetings. This offer will be continued and expanded in a thematically relevant way, for example by repeating the sovereignty training exclusively for women, which has already been successfully implemented twice, or by organising awareness-raising workshops on gender bias in general and in the field of energy management/science and technology in particular. Employees – especially women – will be asked what additional offers from their perspective should be provided to support them in their daily work and professional development.

3.4 Gender Equality in Recruiting and Career Development

3.4.1 Recruiting

The Austrian Energy Agency is committed to giving priority to women with equal qualifications. Measures will also be taken to interest qualified women in applying for jobs at the AEA at all levels. In external communication, presenting a realistic image of AEA's corporate culture will contrast with a clichéd perception of a technical company and will make clear the open attitude of the organisation towards gender equality. In addition, cooperation with universities and technical colleges will be established in the required studies, for example, and collaboration with women's networks in technology will be intensified.

3.4.2 Career and Salary Model

The AEA career model describes individual development stages from Junior Expert to Principal Expert as well as from Assistant to Senior Assistant and Administration Assistant to Administration Senior. It also includes exit and re-entry agreements before and after parental leave and regulates replacements. Both are intended to guarantee that the career path of employees is affected as little as possible by interruptions. Ongoing home office agreements and established flexible working time models strengthen these measures and contribute to the compatibility of work at the AEA with family commitments. This model will be applied and a transparent salary model will be developed in parallel.

3.4.3 Empowerment of Young Professionals

The Young Professionals Empowerment Programme of the Austrian Energy Agency aims to support younger employees – especially women – in their capacity as experts in a technically oriented energy company. Within a documented framework, which is characterised by a defined number of hours, a certain period, an agreed frequency of personal meetings and fixed contents, senior experts accompany younger colleagues in their professional development with specific expertise.

3.5 Integration of the Gender Dimension in Research and Training

Gender aspects in the energy sector are a broad topic on which the AEA is already conducting research through a relevant project (Equality in Energy Transitions) and related events. This research area will be further expanded. Gender relevance as a crosscutting topic in AEA research projects with different thematic orientations will be a permanent feature in new submissions and – if possible – in AEA trainings.

3.6 Gender-Based Violence and Sexual Harassment

The AEA rejects all forms of gender-based violence, discrimination, and sexual harassment. All employees are committed to respectful and benevolent interaction and see diversity as a welcome resource. Managers in particular are committed to taking appropriate action in the event of an incident and to supporting the employees concerned. Further assistance is available from the person responsible for equality, the works council, the management or the human resources department.

On behalf of the Austrian Energy Agency

Place, date

signature

Franz Angerer
Director