

## TCKT's Gender Equality Plan

### **Preamble:**

TCKT is a small, application orientated R&D institute working in the field of plastics material development, processing, and recycling. Since our founding, more than 20 years ago, we always strive to promote gender equality with measures which our institute can handle. Over the last years, we intensified our efforts, by participating in activities to show girls and young women that R&D in our scope is interesting, and also by offering additional high quality internships for female students. In addition, we also enabled our employees to use part-time employment and flexible working time, regardless of gender, to help distribute the load of unpaid work in the family and taking care of children better.

Although we think that we already have built a good basis over the last years, permanent review of the measures and further development will be necessary as a continuous process. Therefore, with this Gender Equality Plan (GEP) we plan and monitor the measures and aim to develop TCKT's efforts to promote gender equality in the workplace.

The topics, the goals and actions are described in the following.

We are grateful to the TU Wien for proposing the thematic areas (decision making, female career development and gender in research) as an outcome of the project "Gender Equality in Engineering through Communication and Commitment" (GEECCO) in their GEP, as this helped us to better structure our own GEP and also sort out the goals and actions we were following since several years, but did not put up in such a structured way.



Dr. Christoph Burgstaller, Managing Director

## Decision making

### **Main topic:**

Due to the small structure of TCKT, decision making is carried out by only a few people. Final decisions are taken by the managing director, and general financial structure would not allow to expand this position to two people, to get the possibility to incorporate gender balance (as it is unbalanced regardless which gender is taking the position).

### **Goals:**

- Raise awareness for gender biased decisions by incorporating different viewpoints in the decision process

### **Actions:**

- Establish thematically focused decision support groups (technical, research, administrative) also with a focus on gender balance in these groups
- Use establish means of internal communication (suggestion and complaints letterbox, regular employee survey) to also incorporate the gender dimension

## Recruitment, career development of female researchers and female staff members

### **Main topic:**

TCKT has currently a rather balanced team throughout all levels of the institute (46% female coworkers at beginning of 2022). This gender balance should be kept. One critical issue is getting fewer students in general, and female students in particular in engineering sciences.

### **Goals:**

- Keep the gender balance at  $50 \pm 10$  % for both (biological) genders
- Sparking interest in young pupils and students with an emphasis to also interest females for engineering and sustainability
- Attracting more women to career pathways leading to masters and PhD degrees
- Keep up being an attractive workplace in R&D for both genders

### **Actions:**

- Participating in the "Girls Day", where female pupils get an insight in our work in the research labs
- Offering high quality research focus internships for female students (e.g. FFG's "FEM-Tech Praktika")
- Offering positions for females to conduct their Master's thesis or PhD
- Offer mentoring from experienced researchers and leaders for females in their different career stages

## Gender in research

### **Main topic:**

While several well established approaches to aid gender balance and to bring young females into research and development work are already lived by TCKT since many years, there is still only a low level of knowledge about gender in research present.

### **Goals:**

- Improve knowledge about gender in research, starting with management and researchers' level

### **Actions:**

- Identify tools and trainings to improve knowledge about gender in research for management and researchers' level in the first place
- Deduct a plan for such specific trainings