

Gender Equality Plan HyCentA

The **HyCentA Research GmbH recognises and promotes the importance of gender equality within the research company and its collaborations.** This also includes the careful consideration of gender perspectives in all stages of planning, implementation and evaluation of activities and corresponding results, and gender balance at all levels of decision making. In detail, HyCentA is determined to live the corner stones of the European Commission gender equality strategy, namely to dedicate resources to the implementation of gender equality, conduct impact assessment of procedures and practices to identify gender bias, identify and implement strategies to correct any bias and to set targets and monitor progress via indicators.

The **overall research program of HyCentA should be inherently gender neutral, as the advancement of hydrogen-based technology should benefit both women and men to the same extent.** Gender issues may only become relevant and will be considered when it comes to gender specific differentiation of user behaviour. These issues will be addressed on project level when necessary and will include methods applied in social sciences based on sex-aggregated data collection to enable a scientific and holistic approach. Nonetheless, a qualified gender mainstreaming delegate is nominated within HyCentA, who will monitor and analyse the ongoing research activities both in terms of gender and diversity representation in the team as well as gender specific aspects developing along the course.

The **HyCentA Research GmbH sees heterogeneity as an important advantage** concerning gender-specific aspects. At the centre, mixed teams develop the research program and the strategic direction of the centre. It is ensured that people of different genders and backgrounds bring in various points of view to help understanding and completing the full picture. The same is true for operative research, where well-mixed teams help to identify gender-specific issues early on and thus address them correctly in research. The implementation of a heterogenous environment and work team helps to anticipate different issues along the development process.

HyCentA strives to support equal access for all, irrespective of gender or ethnicity, to affordable and high quality technical, vocational and tertiary education, including university education, within itself and with all partners and therefore supports cultural change. The researchers and specialists are valuable and highly sought-after key workers. Individual and interdisciplinary training with continuous improvement represents one of the highest assets for every employee and ensures personal development. A significant addition to introduce cultural change is the implementation of gender-sensitive language. Additionally, specific training and awareness courses will be implemented to foster cultural change. The employees of HyCentA do also have the possibility to get in contact with the Working Group for Equal Opportunities of the TU Graz. It provides information and support in cases of experienced discrimination. The advice given is confidential and personal and can also be given anonymously. Members of the working group are not bound by directives and are obliged to maintain professional confidentiality.

Furthermore, **the gender mainstreaming delegate supports the recruitment procedures and the development and implementation of human resources diversity measures.** This includes screening and adaption of texts for job advertisements to ensure a gender-neutral form without indicating preferences for a certain sex or discriminatory wording in the sense of discriminatory formulations and the selection of suited female candidates. A specific focus will be laid on the possibility to fill leading

HyCentA Research GmbH

Innfeldgasse 15 • A-8010 Graz • www.hycenta.at • E-Mail office@hycenta.at • Phone +43.316.873 9500
LG f. ZRS Graz FN 261250 t • UID-Nr.: ATU 61609646 • IBAN AT53 5800 0215 9176 9011 • BIC HYPVAT2B

and key positions with female candidates. This will be supported by the opportunity to manage teams or projects in part-time. This will allow female candidates with additional care responsibilities to advance their careers personally and scientifically, as this arrangement can also help to increase scientific publications by women.

We target a share of female scientists of 40 % by the end of 2026. The HR policy of HyCentA is going to develop, implement and execute a strong focus on gender and diversity issues, thereby fully taking into account the three objectives of the European Commission's strategy on gender equality in research and innovation policy: First, **fostering equality in scientific careers**, second, **ensuring gender balance in decision-making processes and bodies**, and third, **integrating the gender dimension in research and innovation content**, i. e. taking into account the biological characteristics and the social features of women and men.

Our extended Vision: „Shaping the sustainable **and equal** hydrogen society through research”

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