



LEC Gender Equality Plan

Proof of fulfilment of the Horizon Europe funding criteria "Gender Equality Plan (GEP)"

Status: December 2023

Our Commitment to Gender Mainstreaming

LEC GmbH is committed to gender equality and is supporting gender mainstreaming within its organization and its collaborative projects. This implies to pay attention to gender equality in all phases of any activities during planning, implementation, and evaluation as well as to gender balance at all levels in teams and management structures. In particular, the LEC is adhering to implementing the cornerstones of the Gender Equality Strategy of the European Commission, i.e. allocating resources to the realization of gender equality, carrying out an impact assessment of processes and measures to identify gender-specific disadvantages, developing strategies to correct any disadvantages and, building on this, setting targets and measures for improvement, the progress of which will be monitored using indicators.

With this document, the LEC proves that it meets the objectives and measures to promote gender equality in accordance with the Gender Equality Plan (GEP) eligibility criterion of Horizon Europe. The LEC meets four mandatory requirements and five recommended (thematic) areas by taking several initiatives and measures. These are summarized in the following.

Mandatory requirements:

(1) Publication signed by the top management

The LEC Gender Equality Plan (GEP) is publicly available in German and English on the LEC website at the following link:

<https://www.lec.at/company/>

In the medium term by 2030, the LEC will define detailed objectives and priorities in all relevant areas of its organizational development – including gender mainstreaming and diversity. This development plan also includes the requirements and indicators of the funding bodies for the COMET Centre LEC, which are reviewed annually and reported to the funding bodies and to its main stakeholder, Graz University of Technology (TU Graz). These data are anonymized and incorporated into the annual statistics of the FFG, SFG and TU Graz and are published by these institutions in their reports.

(2) Dedicated resources

A working group of experts with different backgrounds supports the management in the further development of the GEP in accordance with legal and funding requirements as well as internal organizational development goals.

Close cooperation between the LEC and TU Graz makes it possible to draw on the comprehensive expertise of [TU Graz in the area of gender mainstreaming](#) when required and to work together e.g. on training courses.

The management team is responsible for the equal treatment of all employees and for compliance with all applicable regulations.

The LEC's Equal Opportunities Officer annually reviews and reports on the implementation and achievement of objectives.

(3) Data collection and monitoring

As part of the guidelines of the Austrian Research Promotion Agency (FFG) for the COMET center LEC GETS, the relevant gender mainstreaming indicators are defined, the data collection is controlled in compliance with data protection regulations and their monitoring is described.

The gender-specific data is transmitted annually to the funding bodies and to TU Graz to be processed and published in various reports. See also the most recently published [TU Graz Intellectual Capital Report](#).

(4) Training

With its training activities, LEC GmbH is committed to gender equality as an entire organization, involving all employees and decision-makers. These activities are built on an evidence-based assessment of needs within the LEC. The result is a continuous and long-term process of gender training and capacity building. Concrete measures include internal workshops which comprise a general presentation of the GEP and specific topics, such as gender-neutral language, as well as national laws and regulations relevant to gender equality.

In addition, various gender and diversity competence trainings at TU Graz are available for LEC's employees who also teach or study at TU Graz.

Recommended thematic areas:

The five recommended thematic areas of Horizon Europe are listed below and reflect the measures taken by the LEC according to the development plan.

(5) Work-life balance and organisational culture

The LEC is constantly seeking to improve the work-life balance of the LEC team by establishing flexible working hours through a flextime model and supporting parental leave and caring for dependants. Part-time options are open to all genders. A reduction in working hours is possible to almost any amount, including short-term adjustments or a return to full-time employment, in line with operational requirements.

(6) Gender balance in leadership and decision-making

The development of suitable structures and framework conditions that are suitable for coaching and promoting female researchers as well as to keeping them in management positions within the company is being promoted. The LEC's Equal Opportunities Officer supports researchers in networking with relevant platforms, networks and role models (BMVIT/Femtech, the Office for Gender Equality and Equal Opportunity at TU Graz, Take Tech, etc.).

(7) Gender equality in recruitment and career progression

By 2026, the proportion of female researchers should be 25%. The LEC's human resources policy will place a strong focus on gender and diversity issues, taking full account of the three objectives of the European Commission's strategy on gender equality in research and innovation policy: First, to promote gender equality in scientific careers; second, to ensure gender balance in decision-making processes and bodies; and third, to integrate the gender dimension into research and innovation content. Gender- and diversity-competent action, research and leadership thus become part of the LEC's culture. The strategy is anchored in the LEC's development plan.

(8) Integration of the gender dimension into research and teaching content

The entire LEC research program is fundamentally gender-neutral, as women and men will benefit equally from the development of large-scale green engine technology.

(9) Measures against gender-based violence, including sexual harassment

Behavior that violates human dignity, in particular pejorative statements and behavior, bullying, gender-based and sexual harassment, must be refrained from. Any form of discriminatory actions or behavior towards employees must be opposed.

 LEC GmbH
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Graz 30.01.2024
Place, date


Approval of LEC's-Management