



A Toolkit for Gender Equality in Practice - Initiative

IBM Österreich Internationale Büromaschinen GmbH

Equal Opportunity Scorecard and other initiatives

Summary of the initiative

IBM (International Business Machines Corporation) is a multinational technology and consulting corporation with fifteen locations in Europe, of which Austria is one.

Increasing the proportion of women in all business areas is an important goal of IBM Austria. The regular monitoring of the Equal Opportunity Scorecard, in terms of the proportion of women in recruitment, promotion and management appointments, reflects this concern.

A company agreement on promoting women in operations and equal treatment has existed for several years. Within this framework, IBM supports, for example, the female employees in the implementation of alternative work schedules, and a special focus is placed on the creation of part-time jobs.

Reconciling work and private life is another key objective of the IBM HR policy. The flexible organisation of working time and place is the basis for a self-directed environment and creates the conditions for compatibility of work and care responsibilities. In-house women networks put the visibility and awareness of the contribution of female employees.

A recently established network is specifically dedicated to the personal and professional development of women in technical professions.

External actions are, for example, the annual “Daughters” or mentoring programmes, which are mainly addressed to pupils and students in technical schools and universities to support the advancement of girls and women in technical fields.

Specific training activities target exclusively women with the aim of strengthening self-confidence. The training sessions also encourage women to take the initiative for their personal and professional development. Various mentoring programmes promote additional training opportunities for the female employees.

IBM Austria appointed its first female managing director in early 2011.

A company case of IBM is also listed under the Czech Republic with other initiatives on gender equality.

Priorities

Addressing gender roles, Promoting women in decision-making, Supporting work-life balance

Sector(s)

Wholesale of computers, computer peripheral equipment and software





Type

Enterprise initiative

Country

Austria

Model of social partnership

Unilateral / employer

Launch date

N/A

Number of employees

>250

References

<http://www.iv-frauenfuehren.at/bm5>

This initiative was submitted by:

WKO (UEAPME) Industriellenvereinigung (BUSINESSEUROPE) and VÖWG (CEEP)

Website

<http://www.ibm.com/at/de/>