



A Toolkit for Gender Equality in Practice - Initiative

Infineon Technologies AG

FIT project "Opportunities and diversity by Women in Technology"

Summary of the initiative

Infineon Technologies is a company specialised in semiconductors and system solutions. The company brings innovative technologies for, among other things, energy efficiency, mobility and security.

Family-friendly working conditions for women and men, the visibility of the women in the company but also the increase of female applicants for technical occupations in terms of employee retention, are among the activities of this enterprise aiming to better exploit the potential of both sexes.

In the "FIT" project "Opportunities and Diversity by Women in Technology" one of many measures was the implementation of a maternity package. It ensures that professional contact is maintained during maternity leave, re-entry is facilitated and training and education are promoted.

To consciously support young people in the company throughout their careers, the "internal mentoring programme for technicians" was launched. Especially in youth programmes, a great proportion of women is reported, with nearly 40% of the trainees and almost a third of technical trainees being females. Furthermore, both men and women are equally represented in staff development programmes.

Within the network "Women Encourage Women" (WEW) an internal platform was launched to discuss specific issues to women employed by Infineon Austria. Activities include networking evenings, keynote lectures and seminars.

Priorities

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

Sector(s)

Computer programming, Consultancy and related activities

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.infineon.com/cms/regional-pages/infineon-austria/de/index.html>