



## A Toolkit for Gender Equality in Practice - Initiative

# Initiative Rupert Fertinger GmbH

## Measures and “Declaration by Austrian industrial enterprises in favour of women in leadership positions”

### Summary of the initiative

Rupert Fertinger (RF) is a company specialised in the development of components for temperature management in vehicles, power modules and assemblies of lightweight materials.

The aim of RF is to increase the proportion of women in all areas and in particular the technical professions. Through targeted contacts with schools and participation in the Austrian Girls Day, RF informs young girls on technical careers within the company. By the use of individual work schedules, the company attempts to contribute to the improvement of the reconciliation of work and family of employees.

RF signed the “Declaration by Austrian industrial enterprises in favour of women in leadership positions”. In this document, the company explains, among other things, that: *“By setting company-specific and measurable targets for increasing the percentage of women in the workforce and in management positions, we are expressing our determination not be satisfied with mere symbols. We are making a significant contribution towards the advancement of diversity and equal opportunities.”*

Some notable intentions contained in the declaration signed by Rupert Fertinger and other Austrian companies are:

- To design the recruitment and personnel development policies in such a way as to promote equal opportunities and offer women the same career development opportunities as men. Women who have been successful as experts and in executive positions are also to be given a chance in top management appointments;
- To pursue the development of flexible working-time regimes with a special focus on work-life balance – also in management positions – and to offer solutions that facilitate and/or accelerate re-entry into the world of work after a period of leave;
- To create prerequisites that facilitate solutions to the child-care issue; to actively encourage both women and men to consider the entire range of available occupations by intensifying efforts to attract young people into science and technology.

### Priorities

Promoting women in decision-making, Supporting work-life balance

### Sector(s)

Manufacture of machinery and equipment

### Type

Enterprise initiative





## **Country**

Austria

## **Model of social partnership**

Unilateral / employer

## **Launch date**

N/A

## **Number of employees**

>250

## **References**

Declaration by Austrian industrial enterprises in favour of women in leadership positions, [http://www.iv-frauenfuehren.at/dokumente/46/Frauen\\_fuehren\\_grundsatzpapier\\_AUG2012\\_englisch\\_low\\_3.pdf](http://www.iv-frauenfuehren.at/dokumente/46/Frauen_fuehren_grundsatzpapier_AUG2012_englisch_low_3.pdf)

## **This initiative was submitted by:**

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

## **Website**

<http://www.fertinger.at>