



# Gender Equality Plan (update)

for imec BE & NL

## *Document version history*

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September 2023

## 2022 Action plan status

<b>Gender Equality Ambition in BSC</b>	<p>Diversity: 25% by 25, 30% by 30 in R&amp;D and leadership</p> <p>Inclusion: 8/10 for men and women by 2025</p> <p>Build a management dashboard to monitor and follow-up</p>
<b>Gender Equality in Recruitment and career progression</b>	<p>Improve imec's employer brand and recruitment and hiring communication</p> <p>Build and actively manage talent pools for female STEM profiles</p> <p>Implement guidelines to remove gender bias in processes for hiring and promotion</p>
<b>Gender Balance in leadership and decision-making</b>	<p>No extra actions - see above</p>
<b>Work-life Balance and Organizational culture</b>	<p>Implement (international) Future of Work</p> <p>Embed value-based perspective</p> <p>Introduce "Inclusion" in connected.minds survey</p>
<b>Hack your Gender bias! Training</b>	<p>20% of participation by 2025</p> <p>Systematically translate bias hacks into how imec works</p>
<b>Inclusive Gender communication</b>	<p>Improve "symbolic" &amp; "communicative" representation of women</p>
<b>Measures against Gender-based violence, including sexual harassment</b>	<p>Improve diversity and activity of persons of trust</p> <p>Introduce antenna's</p> <p>Make easy-to-find and comprehensive information available</p>
<b>Integrating the Gender dimension into Research and teaching content</b>	<p>Organize Brightlab-activities for girls</p>

## 2022 Best practices

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- **LST:** Department wide training track on Gender Bias with DEI pulse survey
- **OnePlanet, HR:** Hack your bias training in team
- **CSA:** female leadership program (with mentorship)
- **EDIT, IDLab & DUCS:** Safe Space event
- **IDLab:** course/conference scholarships for women
- **TAPM:** Purposefully build a new gender balanced management team
- Women at imec participating in tech talks & jobfairs/jobinars for women

## 2023 Action plan additions

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A gender equality roadshow was organized to communicate to all staff teams about status and progress. Since the target of 21% of women in leadership (Target 7 and up positions) was not reached, a deep dive into our in-, through- and outflow was presented to identify the cause and to draft extra actions. These are all linked to recruitment and career progression for women at imec, especially to and in these Target 7 and up positions:

### 1. Recruiting: inflow of women remains low

- We actively source women for these positions;
- A higher referral bonus is rewarded for female hires.

### 2. Hiring: we lose women in the first step of our selection process?

- Make sure all women are interviewed (technical, phone or video);
- Make sure at least one woman is interviewed in the final step (F2F).

### 3. Promoting: we consider women less for (target level) promotions?

- Talent reviews focusing on women to be organized by every department.

### 4. Promoting & Exit preventing:

- Conversations with women in leadership and female potentials to be held by every manager.

## 2023 imec BE and imec NL diversity from a gender perspective

Numbers on female representation are **payroll only, situation January 2023**.

	Female	Male
<b>Representation of women</b>	<b>28%</b>	<b>72%</b>
Imec BE	28% 700	72% 1821
Imec NL	27% 57	73% 155
<b>Representation of women in R&amp;D departments</b>	<b>23%</b>	<b>77%</b>
Imec BE	23% 468	77% 1592
Imec NL	21% 39	79% 147
<b>Representation of women in non-R&amp;D departments</b>	<b>51%</b>	<b>49%</b>
Imec BE	50% 232	50% 229
Imec NL	69% 18	31% 8
<b>Representation of women, level 7 or up (regardless of role)</b>	<b>20%</b>	<b>80%</b>
Imec BE	20% 125	80% 513
Imec NL	27% 13	73% 35
<b>Representation of women, level 8 or up (regardless of role)</b>	<b>13%</b>	<b>87%</b>
Imec BE	12% 19	88% 141
Imec NL	25% 3	75% 9