

TUB transaction number
Description of requirement

**Special Contract Conditions for the
Advancement of Women
(Part A)**

The contractor undertakes to:

- comply with the applicable General Act on Equal Treatment (*Allgemeines Gleichbehandlungsgesetz – AGG*).
- ensure that subcontractors deployed in the performance of the contract agree, depending on the size of the company in accordance with Section 3 of the Advancement of Women Act (*Frauenförderungsverordnung – FFV*), to carry out measures in accordance with Section 2 FFV and to comply with the obligations under Section 4 FFV. Any breach of this obligation by the subcontractor will be attributed to the contractor.
- implement one or more of the measures for the advancement of women and/or the advancement of the compatibility of family and work in Section 2 FFV, depending on the size of the company as required by Section 3 FFV.

Please note

The contract conditions concerning the inspection of these obligations and possible sanctions in case of infringement are set out in Part B (Wirt-2144).

Declaration in accordance with Section 1 (2) of the Advancement of Women Act

I/We hereby declare the following:

- please tick as appropriate -

A Applicability of Section 13 (1) of the State Equality Act (LGG)

The company usually employs more than 10 employees (excluding persons employed as vocational trainees)

☐ Yes

☐ No (no further information required)

B If yes, please provide the following information:

I. Number of employees¹

The company usually employs:

- more than 500 employees (-> in accordance with Section 3 (1) FFV, three of the measures for the advancement of women and/or the advancement of the compatibility of work and family set out in Section 2 FFV are to be selected; at least one of which must be taken from measures 1 to 6)	☐
- more than 250 and up to 500 employees (-> in accordance with Section 3 (2) FFV, three of the measures in Section 2 FFV regarding the advancement of women and/or the advancement of the compatibility of work and family are to be selected)	☐
- more than 20 and up to 250 employees (-> in accordance with Section 3 (3) FFV, two of the measures in Section 2 FFV regarding the advancement of women and/or the advancement of the compatibility of work and family are to be selected)	☐
- more than 10 and up to 20 employees (-> in accordance with Section 3 (4) FFV, one of the measures in Section 2 Nos. 1 to 20 FFV regarding the advancement of women and/or the advancement of the compatibility of work and family are to be selected)	☐

¹ Section 23 (1) sentence 4 of the Employment Protection Act (*Kündigungsschutzgesetz* – KSchG) is to be taken into account when calculating the number of employees.

II.
Measures for the advancement of women and/or the advancement of the compatibility of family and work

The following measure(s) as set out in Section 2 FFV will be implemented or initiated in my/our company during the performance of the contract:

1.	Implementing a professional plan for the advancement of women	☐
2.	Binding targets to increase the proportion of female employees at all levels	☐
3.	Increasing the proportion of women in senior and management positions	☐
4.	Increasing the proportion of training places allocated to female applicants	☐
5.	When offering employment contracts to trainees, ensuring the number of female trainees considered to be taken on is at least equivalent to the proportion of female trainees	☐
6.	Appointment of a women's representative	☐
7.	Reviewing equal pay in the company using recognized and appropriate instruments	☐
8.	Offering internships for girls and young women, especially in professions in which women are underrepresented	☐
9.	Participating in recognized and suitable measures and initiatives to attract girls and young women to male-dominated professions	☐
10.	Special training measures exclusively for women to qualify them for professional positions	☐
11.	Ensuring that the number of places available to women in other in-house training programs is at least equivalent to their proportion of the company workforce	☐
12.	Ensuring that the number of places available to women in out-of-house training programs financed by the company is at least equivalent to their proportion of the company workforce	☐
13.	Preferential consideration of women for career promotions upon successful completion of an in-house or out-of-house training program	☐
14.	Offering flexible working hours to suit individual requirements	☐
15.	Offering arrangements for alternating between on-site work and remote work	☐
16.	Option of fixed-term, part-time work, preferably close to full-time hours, with the possibility to return to full-time work, including for management positions	☐
17.	For employees on parental leave, opportunities to remain in touch, option to participate in company training, temporary cover assignments, and return-to-work agreements	☐
18.	Providing in-house or external childcare, including for working hours outside the normal opening hours of regular childcare	☐
19.	Providing suitable support and flexibility in the workplace for staff with parenting and care responsibilities	☐
20.	Converting marginal employment into at least part-time jobs	☐
21.	Avoiding a disproportionate reduction in the proportion of women among the total number of employees when implementing staff cutbacks	☐

III. Further contractual obligations

I/We also declare my/our agreement to comply with the following obligations under Section 4 FFV:

1. The contractor must comply with the applicable General Act on Equal Treatment.
2. Contractors using the services of a subcontractor in the performance of the contract shall ensure that the subcontractor declares their willingness in accordance with Section 3 FFV to implement measures in accordance with Section 2 FFV and to comply with the obligations set forth in Section 4 FFV. Any culpable breach of this obligation by the subcontractor will be attributed to the contractor.
3. Upon request by the contract awarding office, the contractor is required to present appropriate proof of compliance with the contractual obligations assumed in accordance with the Advancement of Women Act.

IV. Legal impediments (indicate where appropriate)

I am/We are prevented for legal reasons from carrying out the following measures under II. or from assuming the following obligations under III. on the basis of Section 5 (2) FFV:

Statement of reasons:

(Proof to be provided upon request)

(Date, signature in text form)

Please note:

If you wish to participate in the written contract award procedure, you must sign the declaration here.