

## **Gender Equality at the IRS – Elements of our Gender Equality Plan**

The Leibniz Institute for Research on Society and Space (IRS) is committed to actively promote gender equality. The implementation of equal opportunities is seen as a guiding principle. Measures to implement gender equality are laid down in various documents. The main features are highlighted in the Gender Equality Plan (GEP).

The regularly updated Gender Equality Plan ("Gleichstellungsplan") depicts the current representation of female employees across all roles and leadership levels. Equal opportunities in terms of working conditions are also analysed, in particular fixed-term contracts and the scope of employment contracts. On these grounds measures are developed and evaluated that aim at providing equal opportunities, notably at increasing the proportion of women in leading positions. To bring more women in leadership positions, the institute follows a target quota that is based on a Leibniz-specific cascade model, which is based on the DFG's gender equality standards and stipulates that the actual proportion of women at one career level is the starting point for the target proportion of women at the next higher level. The achievement of these target quotas is documented and reported annually when the program budgets are settled. In addition, there is regular monitoring of gender equality measures. In the course of the indicator-based monitoring for the Pact for Research and Innovation of the German Joint Science Conference (GWK), the IRS reports annually on gender-specific personnel data in the so-called Pact-Monitoring Report of the Leibniz Association as well as in the Annual Report of Activities ("Sachbericht") and Annual Financial Report ("Verwendungsnachweis").

The institute's gender equality policies are based on the Guidelines for Equal opportunities by the Leibniz Association and the Research-Oriented Standards on Gender Equality by the German Research Foundation (DFG). The regulations of the Implementation Agreement from the German Joint Science Conference (GWK) on Gender Equality in Joint Research Funding ("Ausführungsvereinbarung über die Gleichstellung von Frauen und Männern" (AV-Glei)) in the latest version will therefore be applied by the institute on the basis of the individual agreement with the state of Brandenburg. The specific responsibilities of the Equal Opportunities Officers are regulated additionally at the level of the institute by the "Gender Equality Plan".

Together with the Works Council and the Equal Opportunities Officer and her

deputies, the institute's Management Board developed a service agreement on recruitment at the IRS (recruitment guideline) which stipulates transparent and gender-sensitive recruitment procedures at the institute. All activities with regard to human resources development have been developed in view of gender equality aspects with participation of the Equal Opportunity Officer and her deputies. She works closely with the Management Board, the Human Resources department and the Works Council. The Equal Opportunity Officer is elected every four years by the female employees and is released for this activity to the extent of eight hours weekly (together with her deputies). Costs incurred for networking meetings, further training and legal advice are settled within a special core budget "Gender Equality".

Besides these formal and structural instruments to strengthening gender equality at the IRS, the institute has been implementing various measures that aim on training and capacity building on a more individual level, e.g.:

- Individual support options to promote female researchers and female support staff (e.g. Leibniz Mentoring, KOWI Mentoring);
- A gender awareness training for all heads of department, as well as the offer to all employees to participate in gender awareness workshops and training on unconscious gender biases ;
- Coaching and internal exchange opportunities for researchers with families in terms of resilience trainings to better combine work and care obligations;
- a guideline for gender-sensitive language as orientation for internal and external communication;
- Improving the part-time eligibility of jobs;
- Defined standards for accompanying family-related leaves of absence based on a checklist.

In its Mission Statement, the institute commits itself to promoting a spirit of togetherness based on mutual appreciation. This also includes a family-friendly work environment. The IRS is committed to implementing a family-conscious Human Resources policy and is considerate of employees' personal circumstances. The institute strives to make the balance between personal and professional life possible for all employees. The institute was awarded the "*audit berufundfamilie*" certificate in 2015 and has been reaudited twice successfully, each time for a period of three years. This certifies that the IRS has a family-conscious HR policy that focuses on a good work-life balance for employees.

In accordance with the General Equal Treatment Act (AGG), there is an Equal Treatment Officer who acts as a complaints office for all types of discrimination and sexual harassment.



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