

## The DIE Gender Equality Plan

Gender equality and equal opportunities are regarded by the DIE as important strategic cross-sectional tasks and are anchored in the Institute's mission statement.

The DIE wholeheartedly supports and has committed itself to the 2008 equality standards of the German Research Foundation (DFG)<sup>1</sup> and the 2016 Leibniz Gender Equality Standards.<sup>2</sup>

Its stance on equal opportunities is encapsulated in a Gender Equality Plan, developed together with the Equal Opportunities Officer and adopted by the DIE Board of Directors on 09<sup>th</sup> Dec. 2021. It is valid for four years.

The Plan formulates specific goals for implementing the above standards by 2025 and defines suitable measures to achieve these goals.

The aims and measures of the Plan are centred around the conditions at and developmental needs of the DIE. The Plan's formal framework is also defined by the following regulations:

- The implementation agreement within the Joint Science Conference (GWK) Agreement on Equality for Women and Men within Research Funding (AV Gleit) in the most recent valid version (currently 22 April 2016);
- The Act on Equality between Women and Men in North Rhine-Westphalia (State Equality Act – LGG) of 9 November 1999;
- The Act on the Equality of Women and Men in the Federal Administration and in the Federal Enterprises and Courts (Federal Equal Opportunities Act – BGleig) of 25 April 2015;
- EU requirements related to the design of a Gender Equality Plan as a prerequisite for participation in the Horizon Europe programme.<sup>3</sup>

### The DIE Gender Equality Plan pursues the following main objectives:

- Reducing the under-representation of women in certain groups, in particular management positions,
- Promoting and ensuring conditions conducive to reconciling work and family commitments,
- Promoting the academic careers of women at and via the DIE,
- Reducing or preventing gender-specific discrimination of any kind,
- Promoting a culture of diversity and equal opportunities beyond the gender perspective.

<sup>1</sup> [https://www.dfg.de/foerderung/grundlagen\\_rahmenbedingungen/chancengleichheit/gleichstellungsstandards/](https://www.dfg.de/foerderung/grundlagen_rahmenbedingungen/chancengleichheit/gleichstellungsstandards/)

<sup>2</sup> [https://www.leibniz-gemeinschaft.de/fileadmin/user\\_upload/Bilder\\_und\\_Downloads/%C3%9Cber\\_uns/Chancengleichheit/Leibniz-Gleichstellungsstandards\\_2016.pdf](https://www.leibniz-gemeinschaft.de/fileadmin/user_upload/Bilder_und_Downloads/%C3%9Cber_uns/Chancengleichheit/Leibniz-Gleichstellungsstandards_2016.pdf)

<sup>3</sup> Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013; Council Decision (EU) 2021/764 of 10 May 2021 establishing the Specific Programme implementing Horizon Europe – the Framework Programme for Research and Innovation, and repealing Decision 2013/743/EU

**The Gender Equality Plan includes measures in the following areas:**

- Women in leadership positions: For 2025, target quotas have been defined for all hierarchical and remuneration levels, in line with the Leibniz Cascade Model. The Plan also sets out procedures and measures for recruiting staff and filling management positions.
- Equality as a guiding principle: The Plan defines measures in the following areas: institutional anchoring of gender equality at the DIE, equality-relevant training and awareness-raising measures, integration of the gender dimension in DIE research.
- Position of the Equal Opportunities Officer at the DIE: The Plan defines the rights and duties of the DIE Equal Opportunities Officer and clearly allocates resources for gender equality tasks.
- Compatibility of work and family: The Plan provides for measures to promote the reconciliation of work and family responsibilities for both women and men.
- Certification: The Plan sets re-certification through the programme berufundfamilie (work and family) as a goal.

The status of implementing the Gender Equality Plan is reviewed in regular meetings between the management and the Equal Opportunities Officer and adjusted if necessary. A comprehensive mid-term evaluation will be conducted.

Bonn, 9<sup>th</sup> Dec. 2021