

IWH Gender Equality Plan

The Halle Institute for Economic Research – Member of the Leibniz Association (IWH) pursues an active gender equality policy and strives to increase the proportion of women in particular, but not exclusively, in managerial and otherwise leading positions. The IWH fully adheres to the Leibniz Equality Standards.¹ It has a strong commitment to and excellent results in the implementation of its gender equality policy; therefore, it has been distinguished with the Total E-Quality award several times since 2013.² The implementation of equal opportunities is seen as a guiding principle of IWH's Personnel Development Concept as formally approved by the IWH Executive Board. However, measures to implement and secure gender equality are laid down in a number of documents, e.g. IWH's Total E-Quality Action Plan and the IWH Staffing Guidelines, while specific target quotas for the representation of women are specifically encompassed within IWH's Plan for the Advancement of Women ("Frauenförderplan") and in the annual Programme Budget (i.e. the overall strategic resource and output planning instrument of the IWH), respectively. Progress towards the implementation or adaptation of aforementioned measures and the achievement of the target quotas is constantly reported to and annually reviewed by the IWH Supervisory Board.

The Plan for the Advancement of Women is regularly updated and analyses the actual representation of female employees across all roles and leadership levels. Furthermore, it quantifies target quotas for the desired proportion of women among academic staff at all staff and career levels.

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 target quotas primarily based on a cascade model recommended by the Leibniz-Association.³

In addition, there is regular monitoring of gender equality measures. It takes place as an integral part of the indicator-based monitoring for the Pact for Research and Innovation of the German Joint Science Conference (GWK), in the frame of the Annual Report of Activities ("Geschäftsbericht") presented to the IWH Supervisory Board, in the annual Programme Budget and annual Financial Report ("Verwendungsnachweis") to be submitted to the responsible government department of the German federal state of Saxony-Anhalt.

IWH's gender equality policy (as set out e.g. in the Personnel Development Concept in detail) is consistent with the Equal Opportunities Guidelines of the Leibniz Association⁴ and the Research-Oriented Standards on Gender Equality by the German Research Foundation.⁵ Likewise, the regulations on Gender Equality in Joint Research Funding (AV-Glei) issued by GWK⁶ have been fully implemented by the IWH subject to regular scrutiny by IWH's principal funding body, the German federal state of Saxony-Anhalt.

¹ Please see https://www.leibnizgemeinschaft.de/fileadmin/user_upload/Bilder_und_Downloads/%C3%9Cber_uns/Chancengleichheit/Leibniz_Equality_Standards.pdf.

² <https://www.total-e-quality.de/en>.

³ https://www.leibniz-gemeinschaft.de/fileadmin/user_upload/Bilder_und_Downloads/%C3%9Cber_uns/Chancengleichheit/Handreichung_Zielquoten_2025.pdf.

⁴ <https://www.leibniz-gemeinschaft.de/en/about-us/equal-opportunities-and-gender-equality>.

⁵ https://www.dfg.de/download/pdf/foerderung/grundlagen_dfg_foerderung/chancengleichheit/forschungsorientierte_gleichstellungsstandards_2017_en.pdf.

⁶ https://www.gwk-bonn.de/fileadmin/Redaktion/Dokumente/Papers/AV_Glei.pdf.

The rights and duties of IWH's Equal Opportunities Officer are enshrined in the 1997 Act on the Promotion of Women (Saxony-Anhalt) and specified further in a number of internal documents, e.g. the IWH Staffing Guidelines and the IWH Appointment Regulations (the latter apply specifically when it comes to the recruitment of professors) which stipulate transparent and gender-sensitive recruitment procedures at the institute.

In all aspects of gender equality, IWH is advised by the Equal Opportunity Officer, her deputy and a permanent working group on equal opportunities and diversity comprising members with different backgrounds and from different employee groups including a representative of the IWH 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 20% of her position. Costs incurred for networking meetings, further training and legal advice are settled within the IWH core budget.

The IWH is committed to participate actively in programmes and initiatives aiming at the promotion of women in science and research.

Currently the institute is conducting a project within the frame of the federal state government's FEM POWER programme⁷ headed by a female assistant professor.

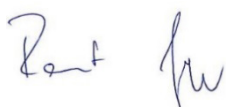
The overall goal of the FEM POWER project is to strengthen women in mid-level and leadership positions in science.

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

- mandatory anti-discrimination workshops for all employees, to raise awareness on gender equality, racism and unconscious bias
- regular trainings and workshops for female researchers (also in co-operation with some local Leibniz-Institutes)
- individual support options to promote female scientists (e.g. Leibniz Mentoring, Leibniz-Akademie)

As acknowledged by the Total-E-Quality award jurors who also put a special emphasis on diversity issues, the IWH commits itself to equal opportunities for all, regardless of age, disability, ethnic origin, gender, religion, ideology or sexual orientation. Thus, IWH has established and is determined to protect and further enhance a working atmosphere that is characterised by personal integrity, mutual respect, recognition of diversity, fairness and care for one another. This also includes a family-friendly work environment.

Halle (Saale), 10.12.2021



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President



Dr Tankred Schuhmann
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⁷ <https://www.fempower-lsa.de/>.