

# Leibniz Equality Standards

*The Leibniz Equality Standards were developed by a presidential project group led by Prof. Heribert Hofer (IZW). The standards met with the approval of the Leibniz Executive Board in 2016 and were presented to the General Assembly.*

An active gender equality policy, enshrined as a standard in the constitution, is intended to permanently eliminate existing structural disadvantages faced by women. The underlying socio-political objective, namely **equality of the sexes**, has not yet been achieved in science or research.

The Leibniz Association views good working conditions at its institutions as a competitive advantage when recruiting highly qualified personnel. A key component of good working conditions is the promotion of equality between men and women. Successful equality measures also serve to unlock the **full potential** of excellent employees.

As long as equality has not yet been achieved, women should be given preference when recruiting for leadership positions – while always following the primary principle of professional excellence. In other words, where the quality of applications is equal, priority should be given to female applicants. In order to pursue the equality objective while taking account of the status quo, the member institutes of the Leibniz Association have already implemented the cascade model in the scientific field.

Only when fair framework conditions are in place, so that women and men can be promoted and supported equally, can there be talk of true **equal opportunities**.

<b>Leibniz Equality Standards: principles of working culture</b>	<b>Relevance/place within science policy</b>
1. Individuals with leadership roles have a duty to uphold and actively promote gender equality. Particular emphasis is placed on increasing the proportion of women in leadership positions in institutions where women are under-represented.	Joint Science Conference (GWK) target quotas (2011); implementation of the equality requirements of Joint Initiative III
2. Equality is incorporated as a pervasive guiding principle within all tasks and decisions of organisational development, internal management, HR planning, HR recruitment and HR development. The knowledge base required for this is updated regularly.	Prerequisites for achieving the target quotas and requirements of the Equality Implementing Agreement (AV-Glei)
3. The equality officer is able to carry out her role appropriately. She is provided with the necessary resources (in terms of time, space and materials), and is included in relevant planning, discussion and decision-making processes at an early stage.	Equality Implementing Agreement (AV-Glei), amended by the resolution of the GWK on 22 April 2016

<p>4. Women and men are supported in reconciling work and family life. An important element of this is ensuring that the institution's management principles incorporate the GWK resolution (2005) on enabling the independent allocation of funds for childcare support.</p>	<p>GWK resolution (2005): enabling independent financial support for childcare</p>
<p>5. Leibniz institutions are audited by external bodies in the area of gender equality and family focus.</p>	<p>Joint Initiative III: the aim is to achieve certification throughout the Leibniz Association</p>