

### Leibniz equality standards

The constitutional standard of an active equality policy is intended to permanently eliminate existing structural disadvantages faced by women. The socio-political objective at the root of this standard, namely **equality of the sexes**, has also not yet been achieved in academia and research.

The Leibniz Association views good working conditions at its institutes as a competitive advantage in recruiting highly qualified personnel. Promoting equality between men and women forms a part of these good working conditions. Successful equality measures also serve to unlock the **full potential** of excellent employees.

As long as equality has not been achieved, preference in recruitment should – while always giving precedence to professional excellence – in principle be given to women; i.e. where the quality of applications is equal, priority should be given to female applicants. In order to come closer to achieving the stated objective while taking account of the status quo, the member institutes of the Leibniz Association have already implemented the cascade model within the area of academia.

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 **equality of opportunity**.

Leibniz equality standards: principles of working culture	Relevance/classification within academic policy
1. Persons in managerial positions are obligated to the equality of women and men, and actively promote this. Particular emphasis is placed on increasing the number of women occupying managerial positions within institutions at which women are under-represented.	Joint Science Conference (GWK) target quotas (2011); implementation of the Joint Initiative equality requirements
2. Equality is incorporated as a pervasive guiding principle within 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 the requirements resulting from AV-Glei
3. The equality officer can adequately pursue her role. She is provided with the necessary resources (in terms of time, space and expertise), and is included in relevant planning, discussion and decision-making processes at an early stage.	Implementation agreement on equality (AV-Glei), amended by the resolution of the GWK on 22 April 2016
4. The compatibility of work and family is supported for women and men. An important element for achieving this is embedding within the institute’s management principles the GWK resolution (2005) to enable the independent allocation of funds to financially support childcare.	GWK resolution (2005): independent financial support for childcare is enabled
5. Leibniz institutes are externally certified for their focus on equality and family.	Joint Initiative: comprehensive certification within the Leibniz Association strived for