

Gender Equality Plan - DIW Berlin e.V.

DIW Berlin is committed to supporting professional equality between women and men and works continuously to prevent discrimination. Gender equality is an institutional objective laid out in internal and external documents (Constitution, Women's Advancement Plan, Works Council Agreement). DIW Berlin adheres to the Leibniz Association's Basic Recommendations on Gender Equality and the Joint Science Conference's (GWK) Implementation Agreement on Gender Equality (AV Gleit).

Gender equality is firmly anchored in DIW Berlin's institute strategy and personnel policy. A key component of this strategy is the Women's Advancement Plan (Frauenförderplan, FFP, in the future to be known as the Gender Equality Plan), which is drawn up jointly at regular intervals by the Executive Board and the head of the Human Resources Department in consultation with the Equal Opportunity Officers and presented to the Board of Trustees. The FFP contains

- various overviews on the current status of the employment situation of women scientists, such as the share of women in management positions or the remuneration categories of women scientists,
- the goals defined until the end of the FFP's term. DIW Berlin bases its targets on the cascade model. In contrast to rigid quota targets, the cascade model considers differences in the various hierarchical levels. The cascade model serves the objective of achieving gender equality at all scientific career levels and of utilizing existing competencies and talents for research and teaching,
- measures to be used to achieve the defined goals.

The central measures of the FFP for achieving the defined goals:

DIW Berlin has established a Women's Advancement Fund under the management of the Equal Opportunity Officers. The Fund provides financial resources for women scientists that they can use to participate in relevant continuing education and training programs or for comparable individual educational or training measures. DIW Berlin directly encourages women scientists to participate in the Leibniz Mentoring Program and generally covers the travel and accommodation costs of participating employees. The Gender Equality/Diversity Working Group (AK GLEI/DIV) meets regularly to help establish a fair work at DIW Berlin. The Working Group is made up of staff from all departments and supports active communication and exchange on the topics of equal opportunity and diversity. The Executive Board and department heads are personally invited by the Equal Opportunity Officer to every Working Group meeting. Their regular participation generates increased transparency and effectiveness. The Equal Opportunity Officer facilitates exchange between women (both scientists and support staff) employed at DIW Berlin through the networking event DIWWomen. The open office hours of the Equal Opportunity Officer are every two weeks.

An implementation concept fleshes out the measures of the FFP in terms of content, timing, and processes and places special focus on recruitment. The personnel recruitment procedure for women sets standards for filling scientific positions with regard to the quota target. During the FFP's term, two interim evaluations will be used to review if the measures are working and whether the goals set remain achievable.

DIW Berlin has two Equal Opportunity Officers whose election, rights, and duties are laid out in a works agreement. They are involved in recruitment procedures; are invited to meetings, in particular meetings of the Board of Trustees and leadership meetings; and decide on uses for the Women's Advancement Fund. With the support of a student assistant, the Equal Opportunity Officers work actively with management and the Human Resources Department to define and implement measures to achieve the goals set forth in the FFP. The Equal Opportunity Officers have their own page on the Intranet with more information on their work, events, and internal measures.

Balancing work and family life is also a strategic component of establishing gender equality. In this context, not only women or mothers, but all employees are considered in order to enable a balanced distribution of care work. Since 2011, DIW Berlin has been certified by the *berufundfamilie* audit, meaning its dedication to the topic is institutionally anchored. This is summarized in a work-life balance policy. A Work and Family Officer is the central contact person for all family-related concerns and issues. The Officer supervises and coordinates the implementation of the target agreement with the *berufundfamilie* audit. A parent-child room has been set up to bridge a short-term lack of childcare. Flexibility concerning working hours and place of work are regulated in works agreements and take family-specific concerns into account.

DIW Berlin has signed the Diversity Charter, another show of support both internally and externally for equal opportunities for women. At the same time, signing the charter is a foundation for diversity management, whose project managers combine equality with other dimensions. One part of diversity management involves raising awareness of the AGG, such as by providing information sheets and e-learning tools. These resources help DIW Berlin prevent discrimination and harassment and promote respectful interactions. To avoid possible issues when contacting the AGG complaints office, it is staffed by one man and one woman.

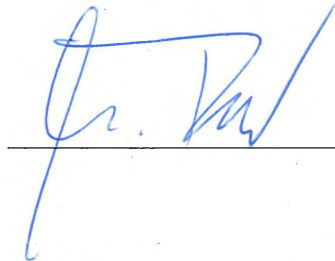
Since 2012, a Guideline on Gender-Neutral Language has been in effect for internal and external communications in German. As language reflects our reality and perception of individuals, the use of gender-neutral language is an important element of gender equality policy.

The Gender Economics Research Group conducts research on gender gaps in the labor market as well as on gender equality effects of tax, social, and family policies. The research on gender gaps in the labor market focuses on the differences between men's and women's incomes and the lack of women in leadership positions in business. In addition, the Research Group is conducting research in several projects on the effects of family policy measures, such as parental benefits, the expansion of daycare facilities, and the

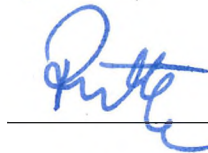
joint taxation of married couples with full income splitting, in relation to women's labor force participation and wage development.

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