

FLI receives TOTAL E-QUALITY award for the fifth time and is honored with sustainability prize

The Leibniz Institute on Aging – Fritz Lipmann Institute (FLI) in Jena has been awarded the TOTAL E-QUALITY (TEQ) award for the fifth time and additionally received a sustainability prize. The prize ceremony took place on November 4 in Gelsenkirchen. The institute has held the TEQ award since 2013, which is given to organizations that are committed to equal opportunities, diversity, and family-friendly personnel policies. The FLI is regularly certified by an external jury every three years. The renewed award underlines the FLI's long-term commitment to an equal opportunity, family-friendly institute policy.

Jena/Gelsenkirchen. Yesterday, the Leibniz Institute on Aging – Fritz Lipmann Institute (FLI) was awarded the TOTAL E-QUALITY (TEQ) award for the fifth time during a ceremony in Gelsenkirchen. At the same time, the institute received the sustainability award, which recognizes its ongoing commitment to equal opportunities, diversity, and family-friendly personnel policies.

The FLI in Jena investigates the biological basis of aging. Scientists from around 40 countries work in an interdisciplinary manner to understand the mechanisms of aging and develop approaches that support healthy aging. The institute is jointly funded by the German Federal Government and the State of Thuringia and belongs to the Leibniz Association.

Since 2013, the FLI has successfully undergone the TEQ application process at regular intervals – every three years – which recognizes organizations for their commitment to equal opportunities, diversity, and family-friendly personnel policies if they meet all the necessary criteria in various fields of action. The repeated recognition by the jury shows that equality and diversity measures are well established at the FLI and have been continuously expanded over the years.

“Equality and diversity is not a completed project for us, but a living process,” says Dr. Kerstin Wagner, FLI's equal opportunity officer. ‘With my three deputies and the Head of Human Resources, we are a strong team. We regularly review our measures and continuously adapt them to the needs of our employees and social developments.’

Sustainable equality policy that sets an example

In the jury's statement, they praised the FLI's holistic and sustainable equality strategy, which “excellently meets the TEQ standards in all areas of action.” The institute impressed with its gender and diversity budgeting, regular monitoring, individual personnel development, an in-house mentoring program, and the targeted promotion of women in leadership positions.

Women now make up 60% of the institute's staff, and there is a balanced gender ratio in almost all employment groups. Particularly noteworthy is the proportion of female group leaders, which has increased from 33% to 50% in recent years.

Mentoring programs, flexible working time models, and individual career support assist employees in all phases of their careers. Family-friendly conditions are also an integral part of the institute's structure. In 2024, the FLI was awarded the Jena Familiensiegel (Jena Family Seal) for the third time; a regional award for institutions in the region of Jena that are particularly committed to promoting work-life balance.

“The FLI has been awarded the TEQ award for the fifth time in a row and has received the sustainability award. This is a great honor for our institute and also a confirmation of our long-standing commitment to equality,” explains Dr. Daniele Barthel, Administrative Director of the FLI. “It strengthens our attractiveness as an employer and at the same time provides fair and reliable conditions for all employees.”

The award is both recognition and motivation for the FLI: proven measures will continue to be implemented consistently, but new ideas and approaches will also be tested—just as in research, where openness, curiosity, and continuous learning drive progress. These values also shape daily interactions at the institute and ensure a cooperative, respectful, and appreciative working environment.

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Photo



The Leibniz Institute on Aging – Fritz Lipmann Institute (FLI) has received the “TEQ Award” for the fifth time in a row and obtained a sustainability award. (From left to right: Dr. Kerstin Wagner, FLI Equal Opportunity Officer (3.); Dr. Sonja Schätzlein, Deputy FLI Equal Opportunity Officer (2.)) (Photo: TOTAL E-QUALITY Deutschland e.V. / Michael Voigt)

Background

The Leibniz Institute on Aging - Fritz Lipmann Institute (FLI) in Jena is a federal and state government-funded research institute and member of the Leibniz Association (Leibniz-Gemeinschaft). FLI conducts internationally recognized, high-impact research on the biology of aging at the molecular, cellular, and systems levels. Scientists from around 40 countries investigate the mechanisms of aging to uncover its root causes and pave the way for strategies that promote healthy aging. Further information: www.leibniz-fli.de.

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They conduct basic and applied research, including in the interdisciplinary Leibniz Research Alliances, maintain scientific infrastructure, and provide research-based services. The Leibniz Association identifies focus areas for knowledge transfer, particularly with the Leibniz research museums. It advises and informs policymakers, science, industry, and the general public.

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