

Gender Equality at Leibniz Institute on Aging – Fritz Lipmann Institute (FLI)

Equal opportunities between genders is a constitutionally secured right, a principle of social justice. Therefore, equal opportunities for women and men is a strategic goal of the FLI and integrated into the personnel and organizational policy of the institute.

As a member of the Leibniz Association, the FLI pursues an active gender equality policy and strives to increase the proportion of women, particularly but not exclusively, in leadership positions, as well as to promote an improvement in the balance of career and family/care. To this end, the FLI consistently implements the "Leibniz Equality Standards". Gender equality at the FLI is an important component of the personnel policy and part of the Compliance Management System at the institute, which has been in place since 2019.

Target quotas for increasing the proportion of women among scientific staff at all staff and career levels are developed in accordance with the "Pact for Research and Innovation" and the "Leibniz Orientation Quotas" in the Equal Opportunity Plan and, are firmly anchored in the program budget. Reports on this are provided annually as part of the data query for the Pact Monitoring Report and to the Board of Trustees.

The FLI's Equality Plan (2022-2025) contains the target quotas and measures for implementing gender equality at the institute and provides an overview of the current proportion of female employees in all functions and management levels. This plan is updated regularly.

The office of the Equal Opportunities Officer was established at the FLI in 2005. She is elected every four years by all female employees at the FLI. Her work is supported by two deputy Equal Opportunity Officers.

The Equal Opportunities Officer participates in all personnel, organizational and social measures at the FLI that concern the equality of women and men, the compatibility of family/care and employment as well as the protection against sexual harassment at the workplace. The Equal Opportunities Officer has a direct right of presentation to the Executive Board and a right to be heard by the Board of Trustees. In all matters subject to her involvement, the Equal Opportunity Officer has a right of initiative, as well as an advisory and support function for employees.

In addition to these formal and structural tools to strengthen gender equality, FLI implements various measures aimed at training and developing capacities at a more individual level:

- Individual support programs for female scientists (e.g., Leibniz Mentoring program, Friedrich Schiller University Jena support programs).
- Executive training and one-on-one coaching for senior staff.

The FLI promotes an open and healthy working environment for all employees. In this context, the "Diversity Charter" serves the FLI as a guiding principle for a healthy organizational culture in which diversity, fairness, tolerance, and appreciation are lived at the institute. In this context, the focus is on mutual appreciation, especially between genders, age groups, and nationalities.

The FLI has been a holder of the "Total E-Quality Award" with the additional add-on "Diversity" since 2013 (recertified for the third time). In addition, the FLI was awarded the "Jenaer Familiensiegel", a distinction awarded by the Jenaer "Bündnis für Familie" and the Jena Business Development Corporation to particularly family-friendly companies in the city of Jena.

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