



Equality at the WZB - Gender Equality

For WZB, it is essential to have a HR policy that is beneficial for all employees. Our services in the fields of HR development, continuous professional development and advanced training, health, work-life balance, and conflict management have been continuously expanded over the years. We implemented a large range of measures and instruments that respond to and are catered to the needs of our employees. And this equally applies to all groups of employees, without any difference. Equal opportunities and family-friendly working conditions are parts of our guiding principles. Equality and reconciliation of work and private life are considered in all processes and procedures of our holistic approach.

The WZB is particularly committed to the following goals:

- We work against all forms of disadvantage and discrimination.
- We value diversity and promote the many opportunities it brings.
- We ensure equal career opportunities for all genders.
- We make it easier to balance work and family life.
- We increase the number of women in leadership positions.

The WZB actively promotes a policy of equality by following a holistic approach including elements that incorporate the concept of equal opportunities, appreciation of diversity, and a good balance between career and care obligations.

WZB's activities in the area of gender equality are based on, for example, the company agreement regarding gender equality in the science and infrastructure areas at WZB. The WZB has been awarded the "label" family-friendly employer by *audit berufundfamilie*[®] (audit workandfamily). With its code of conduct, *Family-Friendly WZB*, WZB has committed itself to nine basic principles of family-friendliness. The Leibniz Association made the *Equality Implementing Agreement (AV-Glei)* the legal framework that applies to its jointly funded research institutions. WZB has committed itself to the application of *AV-Glei*.

In accordance with the requirements set by the Gemeinsame Wirtschaftskonferenz (GWK), WZB fixed target quotas for women among the academic staff, grouped by salary levels as well as by leadership levels. The target quotas mainly follow the cascade model in the *Research-Oriented Standards on Gender Equality* established by the German Research Foundation (DFG). According to this, the percentage of females at certain hierarchical levels is used as the basis for determining the target quota for the next level up.

An Equality Officer supports the activities of the WZB based on a company agreement. The funding used for measures and evaluations in the context of the audit work and family, reconciliation support through an external child care service, child care during evening events and conferences, and the parent/child office is targeted at gender equality and the reconciliation of work and family life. Furthermore, there is a wide range of opportunities of continuous professional development for all employees of the academic and non-academic areas. A series of guidelines and manuals support managers and employees regarding the issues of equality and work-life balance.

Different aspects of equality, including diversity, structural discrimination or unconscious bias are subjects of trainings and development programs, for example, on communication and collaboration, or qualification for management tasks. In irregular intervals, there are events and training sessions at the WZB on the subjects of intrusive behaviors, discrimination, and sexual harassment.

WZB's equality strategy is summarized in the document *Equality at the WZB* which is drafted and updated by the executive management in consultation with the Equality Officer. The analysis of the employee structure is continued on an annual basis. A report on the reached targets under the Leibniz cascade model is presented to the WZB Board of Trustees and the Advisory Board every year. This is to document whether the targets were reached and to which extent. The Board of Trustees is regularly informed about the activities striving for equality.

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