

Equality and equal opportunities

at the Leibniz Institute for Neurobiology (LIN) Magdeburg

Our institute expressly acknowledges its responsibility to actively promote equal opportunities and equality and regards the topic as a mainstream and management task that enables us to compete for the best minds in research, science and management at both the national and international level. The LIN not only addresses equal opportunities for men and women, but for all people. We create framework conditions and develop measures to not only eliminate gender-specific inequalities, but also other inequalities such as those based on origin, age or disability. The LIN works proactively to create a working environment that is characterised by mutual respect, tolerance and fairness as well as recognition of diversity in the workplace.

The LIN has committed itself to implementing the “research-oriented equality standards” of the German Research Foundation and the Leibniz equality standards. The realisation of equal opportunities and diversity is firmly anchored in the institute’s statutes.

With the development of the Gender Equality Plan which details current and future measures to promote women, especially in areas where they are underrepresented, a positive step has been taken. The Gender Equality Plan provides an overview of the proportion of female employees at all hierarchical levels. Based on this information and using what is known as the cascade model, specific target quotas for increasing the share of women in underrepresented areas are formulated and corresponding measures identified.

In defining the targets and measures, alongside the standards already mentioned, the Gender Equality Plan is especially based on the following provisions

- at the federal level, those of Article 3 (3) of the Basic Law
- of the Act on Equality between Women and Men in the Federal Administration and in Federal Enterprises and Courts of 24.04.2015 (Bundesgleichstellungsgesetz, BGleiG)
- of the Implementing Agreement relating to the Agreement of the Joint Science Conference on Equality between Women and Men in Joint Research Funding (Ausführungsvereinbarung Gleichstellung, AVGlei) of 22.04.2015
- of the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG), enacted on 14.08.2006
- of the Promotion of Women Act of the State of Saxony-Anhalt (Frauenfördergesetz des Landes Sachsen-Anhalt, FrFG) in the version of 27.05.1997

Our main objective with the Gender Equality Plan is to **increase the proportion of women in leading academic positions** as well as other qualitative goals:

- Implementation of gender equality as a mainstream task
- Sensitisation of all executive staff to equality issues
- Targeted and sustainable career support for female academics in their professional advancement
- Ensuring a good work-life balance
- Gender-appropriate appointment and recruitment procedures

- Linguistic equal treatment of women and men and use of gender-appropriate language
- Professionalisation of equality work
- Elimination of gender-specific inequalities
- Prevention and consistent action against sexualised violence and discrimination in the workplace

The Gender Equality Plan comprises existing and future measures, which only exert their full effect when combined, in the fields of action recommended by the European Commission:

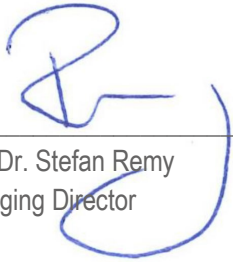
- Work-life balance and organisational structure,
- Gender balance in leadership and decision-making,
- Gender balance in recruitment and career development,
- Integration of the gender dimension in research and educational content and
- Measures against gender-specific violence.

To ensure regular review of the effectiveness of our equality measures, the Management receives support from the Equal Opportunities Officer and the Equal Opportunities Commission. The Equal Opportunities Commission meets regularly to discuss current issues. Its tasks include the periodic evaluation of the targets and measures set out in the Gender Equality Plan and, if necessary, adjustments to them.

The implementation of the targets and measures described in this Gender Equality Plan with regard to equality and equal opportunities is the responsibility of all employees with management and leadership functions. Furthermore, equal opportunities are a living and integral part of the culture of the institute and thus of the daily interaction of all LIN members and guests.

The Gender Equality Plan is available to all LIN members on the LINtranet and as a download from the LIN-Next-cloud.

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