



## Gender Equality Plan

### Equal Opportunities at the Leibniz Peace Research Institute Frankfurt

Gender equality is a key building block for sustainable peace. An intrinsic part of the identity and ethos of the Leibniz Peace Research Institute Frankfurt (PRIF) is therefore to promote equal opportunities for women and men and to help embed and implement that equality both inside and outside the Institute. Promoting gender equality also makes an important contribution to assuring the quality and competitiveness of science and research, including in the non-university sector. The PRIF therefore sees it as one of its most important challenges for the future to achieve equal opportunities for women and men at all stages of their academic careers, as well as in administrative fields of work, to eliminate the underrepresentation of women in all professional areas, and to provide the conditions that enable staff to balance work and family life.

As a member of the Leibniz Association, PRIF adheres to the Leibniz Equality Standards, which apply to all institutes of the Leibniz Association,<sup>1</sup> as well as the Research-Oriented Standards on Gender Equality of the German Research Foundation (DFG),<sup>2</sup> the objectives of which the Leibniz Association committed to in December 2008. The legal basis for the promotion of equality at the PRIF is the Equality Act of the German Federal State of Hesse (HGIG)<sup>3</sup> in conjunction with the Implementation Agreement of the German Joint Science Conference (GWK-Abkommen) on Gender Equality in Joint Research Funding (AV-Glei).<sup>4</sup>

The PRIF Equal Opportunity Officer (EOO) devotes 15% of her working hours to the role. The EOO and her deputy are each elected for four years by PRIF's female members of staff. The EOO also has access to secretarial support when required. Further, one member of the Executive Board is responsible for equal opportunities issues and serves as a direct point of contact for the EOO and for the Institute's employees.

The EOO has a dedicated budget to the sum of 4,000 euros, which she can use to finance further training measures and coaching for members of staff. Moreover, the EOO organizes talks and seminars for the employees and managers of the Institute with the aim of developing the skills and expertise to implement equal opportunities and combat gender-based stereotypes. Female PRIF staff act as mentors in different mentoring programs (e.g. Mentoring Hessen) to promote young researchers. At PRIF, young female researchers are encouraged to participate in mentoring programs (including Leibniz Mentoring and Mentoring Hessen) to advance their careers.

---

1 Leibniz-Gleichstellungsstandards, 2016, available at: <https://www.leibniz-gemeinschaft.de/en/about-us/equal-opportunities-and-gender-equality/guidelines-and-processes>.

2 Forschungsorientierte Gleichstellungsstandards der Deutschen Forschungsgemeinschaft, available at: [https://www.dfg.de/en/research\\_funding/principles\\_dfg\\_funding/equal\\_opportunities/index.html](https://www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/index.html).

3 Hessisches Gleichberechtigungsgesetz; most recent version from 1 January 2016 (GVBl. 2015 p. 637 of 29.12.2015).

4 Ausführungsvereinbarung Gleichstellung (AV-Glei) from 27 October 2008, BAnz Nr. 18a of 4 February 2009, p.18 amended through a resolution of the Joint Science Conference of 22 April 2016, BAnz AT 28 June 2016 B4.

The topic of gender equality is also at the center of various PRIF research projects. A dedicated coordinator supports networking between projects and staff, and provides impetus for gender research in the context of PRIF's research program.

PRIF has been awarded the TOTAL E-QUALITY certificate several times for its successful policies to realize gender equality in its personnel and organizational policies, most recently in 2019.

PRIF's equal opportunities and equality objectives and measures are laid down in various different documents:

### **1. Plan for the Advancement of Women and Gender Equality**

PRIF's Plan for the Advancement of Women and Gender Equality is a five-year plan created by the PRIF Executive Board. The implementation of the plan is evaluated halfway through its duration. The plan includes a detailed gender analysis of the current staff, sets gender equality objectives in accordance with the abovementioned guidelines and statutory requirements for all professional areas and management positions, and sets out measures for the achievement of these objectives. Further, the plan defines the rights and responsibilities of the Equal Opportunity Officer, governs the creation of the Plan for Gender Equality, and specifies the requirements for job advertisements and recruitment processes in accordance with principles of gender equality. The Plan for the Advancement of Women and Gender Equality also includes PRIF's guidelines and measures with regards to work-life balance as well as further training and development, career planning and the promotion of young researchers.

### **2. Mission Statement**

Equal opportunities for women and men is an integral component of PRIF's Mission Statement. See: <https://www.hsfk.de/en/about-us/mission-statement>

### **3. Staff Development Concept**

PRIF's Staff Development Concept was created in cooperation with the Equal Opportunity Officer. Equal opportunities and family-friendly policies are taken into account as key aspects of staff development.

### **4. Program Budget**

PRIF's program budget, which is to be presented to the state government of Hesse twice a year, regularly reports on the current situation, as well as objectives and measures with regards to equal opportunities.

### **5. Annual Report**

PRIF's Annual Report, which is publicly available, regularly includes a chapter on the current situation as well as future plans regarding equal opportunities at PRIF. See: <https://www.hsfk.de/en/about-us/annual-reports>

## **6. Agreement on the Prevention of Sexual Harassment in the Workplace**

This agreement between the staff council and the employer explains what constitutes sexual harassment, specifies preventative measures, the right to advice and the right of complaint of anyone affected by sexual harassment, as well as possible sanctions against the harasser.

## **7. Tenure Guidelines**

The Tenure Guidelines, which determine the conditions of permanent employment for researchers at PRIF, provide for the involvement of the Equal Opportunity Officer.

Frankfurt, October 26, 2021

Prof. Nicole Deitelhoff  
Executive Director

Prof. Christopher Daase  
Deputy Director

Peace Research Institute Frankfurt (PRIF) //  
Leibniz-Institut Hessische Stiftung Friedens- und Konfliktforschung (HSFK)  
Baseler Str. 27–31 // 60329 Frankfurt am Main, Germany  
Phone +49 (0)69 959104 0  
info@hsfk.de // www.prif.org

