

2. Gender Equality Plan

Short Version

2022 - 2025

DPZ – Deutsches Primatenzentrum GmbH
Leibniz-Institut für Primatenforschung

With its Gender Equality Plan, adopted for the first time in 2018, the DPZ pursues the goal of implementing the principle of gender equality of the Basic Law, the Lower Saxony Equality Act (NGG) and the implementation agreement Equality AVGlei of the Joint Science Conference (GWK) with the help of structural and personnel measures and strategies. Independent of the legal obligation, the DPZ is convinced of the importance and social significance of the legal gender equality mandate. Therefore, gender equality at the DPZ is and remains a central strategic goal. This goal is underlined by the Gender Equality Plan and a company agreement on gender equality.

The DPZ works towards a democratic gender culture and supports the equal participation of women in science and research, as well as in administration and staff positions, among other things with a guideline on gender sensitive language.

In particular, the proportion of women in leadership positions is to be increased through targeted and sustainable measures such as further training or mentoring programs.

To implement the equality mission, the DPZ promotes gender competence in the development of concepts and procedures in all areas and with the participation of all those involved in the decision-making processes. In order to advance the gender equality processes, the gender equality officer and a deputy are released for gender equality tasks with part of their working time. In addition, the DPZ provides a budget for gender equality measures. The DPZ considers the aspect of gender equality in all decisions about organizational structures and processes (gender mainstreaming). As stated in the DPZ guidelines, beyond gender equality, "collegiality" should be the basis for all DPZ employees in their interactions with each other. This also includes measures that facilitate the compatibility of work and individual lifestyle.

The DPZ states as a principle for the implementation of the equality plan: The promotion of equality between women and men and the reduction of disadvantages as well as the creation of equal development opportunities for all genders is the task of all members and employees of the DPZ, in particular of department heads and other persons responsible for personnel.

In order to achieve gender equality, the DPZ reports to the Leibniz Association on specific targets and timelines for achieving them. In addition, the DPZ reports annually to the Leibniz Association the number of men and women in scientific management positions. Statistics on the salary grades of men and women working at the DPZ are also published regularly as part of the equality plan. The DPZ requests all committees and persons responsible for personnel to work towards ensuring that the targets are achieved in their units.