

## Equal Opportunities and Gender Equality at RWI – Leibniz Institute for Economic Research

The Executive Board of the RWI - Leibniz Institute for Economic Research e.V. hereby assures that the criteria of a [Gender Equality Plan \(GEP\)](#) according to EU requirements are fulfilled at the Institute. The associated documents and processes are explained in more detail below.

Equal opportunities for women and men as well as the compatibility of family and career are of particular concern to RWI. As a member of the Leibniz Association, the Institute follows the [Leibniz Equality Standards](#) and applies the [Implementation Agreement to the GWK \(Joint Science Conference\) Agreement on Equality of Women and Men in Joint Research Funding \(AV-Glei\)](#) as a legal framework. The [DFG's Research-Oriented Standards on Gender Equality](#) are also applied. With an [active gender equality policy](#), RWI aims to improve career opportunities for women in science and increase the proportion of women, especially in leadership positions. To this end, a "Gender Equality Plan" with [flexible target quotas](#) based on the institute's existing employee structure (so-called 'Kaskadenmodell', taking into account the above-mentioned standards) is drafted every 4 years by the Executive Board with the support of the equal opportunity officers. The analysis of the employee structure with respect to these target quotas is updated annually and published in the monitoring report of the "Pact for Research and Innovation (PFI)" of the federal and state governments, in the RWI annual report, and is also presented to RWI's supervisory bodies.

RWI's [Gender Equality Plan](#) specifies the central principles as well as the strategic goals and concrete measures to ensure equality for all employees at the institute. For example, employees of all genders are to be given the same professional opportunities at RWI, and their different life situations and resulting needs are persistently to be taken into account to the same extent. The proportion of women among employees in the scientific area and in leadership positions as well as on boards, commissions and committees is to be sustainably increased or maintained at a high level. To this end, the conditions for the advancement of women in areas in which they are still under-represented are to be improved in particular.

The Gender Equality Plan formulates concrete measures to implement these goals. In particular, this includes measures for a gender-equitable employment structure and thus job advertisements and staffing procedures. The Equality Plan addresses members of all genders equally, because equality is a task to be understood jointly by all members of the institute as part of the institute's culture. The document is available to all employees on the intranet.

The management of RWI is supported in its efforts by a [Gender Equality Officer](#) and two deputies. The guidelines for their work are specified in the "Works Agreement on Promoting Equal Opportunities for Women and Men and Improving the Compatibility of Family and Career" (document available on the intranet). The Gender Equality Officers are elected by RWI's female employees and they monitor the implementation of personnel, social and organizational measures in accordance with the Gender Equality Plan. They are not subject to directives and, if necessary, are exempted from other duties in order to carry out their tasks as equal opportunity officers. In addition, they have their own annual budget from which they can finance appropriate measures, such as further [training](#) for all employees on topics of equality and diversity or combating gender-specific unconscious biases.

With its [family-conscious institute culture](#), RWI makes a contribution to supporting employees in different stages of their professional and private lives and accommodates individual needs in a variety of ways. To this end, the institute already underwent external certification in 2010 and subsequently underwent renewed recertification by the "[audit beruf und familie](#)" ("work and family audit") several times in order to anchor the compatibility of family and career at the institute at a high level and to document it in an independently verifiable manner.

Essen, March 3rd 2022

The Executive Board

*Prof. Dr. Dr. h. c. Christoph M. Schmidt*

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