

## Gender Equality at the ARL. Basics, objectives and strategies

The ARL actively promotes and supports the constitutionally and legally required realization of gender equality. The achievement of equal opportunity is a key objective and guiding principle of the ARL. This refers not only to the work of the Headquarter (HQ) in Hannover, but also to the involvement of the members of the personnel network. In particular, the aim is to reduce existing structural disadvantages for women and to improve work-life balance. In addition, the gender mainstreaming strategy is a key target as a research- and action guiding principle.

The ARL's equal opportunities policy is based on the Leibniz Association's Guidelines for Equal Opportunities, the regulations of the „Umsetzungsvereinbarung der Gemeinsamen Wissenschaftskonferenz zur Gleichstellung von Frauen und Männern in der gemeinsamen Forschungsförderung (AV-Glei)“, and the „Niedersächsischen Gleichbehandlungsgesetz (NGG)“. We have been (re)certified with the TotalEquality award for our gender equality work in 2024.

Core issues are set out in the equality plan for the ARL HQ and in the gender equality strategy: <https://www.arl-net.de/de/content/chancengleichheit>. The strategy also refers to the work on gender equality in the ARL's network.

The gender equality plan represents the present share of female employees in all functions and management levels and is being revised every three years. Its objectives include ensuring equal opportunities by treating all sexes equally at work, raising the percentage of women in those sectors in which they are underrepresented, enabling or simplifying the work-life balance, and providing opportunities for professional qualification. The prevention of any form of discriminatory treatment or discrimination, including, the prevention of mobbing and sexual assault, is a matter of priority. Female employees must be given the opportunity to take part in training programs, e.g. to promote women's careers. The gender equality plan also specifies further concrete measures for the development of equal opportunities in the HQ, which relate to recruitment procedures, general personnel development objectives, training and part-time employment or time off, as well as to the issue of mobile work.

The ARL also addresses gender issues on a scientific level, for example in the context of international working groups and ongoing international formats of exchange.<sup>1</sup> Gender equality efforts are also being promoted within the ARL's personnel network: two equal opportunities officers are responsible for gender equality issues within the ARL. They organize networking events e.g. for female members of ARL and prepare documents on equal opportunity. They also support the Executive Board on relevant strategic matters.

### Resources

Both the ARL administrative HQ and the network are supported in their efforts to promote gender equality by an Equal Opportunities Officer and her deputies. They are available to provide assistance to ARL management, to employees, and to contributors from the network on issues of gender equality and work-life balance, and to support the ARL in the further enhancement of gender equality. The office Equal Opportunity Officers work closely with the administrative management and the Personnel Board, are assigned for a four-year term, and are given time off for their activities according to time requirements. They are being actively supported in maintaining their responsibilities. Financial means for meetings of exchange, for legal consultations or for training courses are provided from the ARL's main budget.

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<sup>1</sup> <https://www.arl-international.com/>

### Data collection and monitoring

The equality plan for the HQ can be viewed by employees on the intranet. It reflects the staff profile of the ARL HQ. In addition to a projection of personnel development, it formulates fundamental statements on the issues of work-life balance, part-time work, and mobile working, as well as on other gender-relevant topics. The cascade model also finds consideration in the ARL. There is also regular monitoring of gender equality measures and personnel development. The trends in the proportion of women among the (honorary) members of the ARL are also analyzed annually in preparation for the networking meetings of female MdA. This is supplemented by the regular surveys of the Leibniz Association.

### Awareness raising

The Equal Opportunities Officer and her deputy are the contact persons for the employees of the office and the management in all matters relevant to equality. This also involves the supply of up-to-date information on relevant topics online (flyers and newsletters) as well as the preparation of guidelines relevant to gender equality that relate to the organization of the HQ and affect different working areas. Examples are: Guidelines for gender-sensitive use of language in ARL publications, for cooperative work, for recruitment processes that are transparent and gender-sensitive. In-house training on subjects like coping with stress and maintaining personal resilience is offered within the annual staff assemblies.

Since 2020, a diversity manager has also been providing support to the HQ in its efforts to promote equal opportunities beyond the binary attribution of traditional genders. A Diversity Strategy has been in hand since 2021.<sup>2</sup> A newsletter published by the Equality and Diversity Officer points out training opportunities relevant to gender equality and diversity.<sup>3</sup>



Prof. Dr. Antje Bruns

Secretary General

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<sup>2</sup> [https://www.arl-net.de/system/files/Diversitaet\\_Konzept\\_0.pdf](https://www.arl-net.de/system/files/Diversitaet_Konzept_0.pdf)

<sup>3</sup> <https://www.arl-net.de/de/content/chancengleichheit>