

# Gender Equality Plan

## Gender Equality at Ecologic Institute

A decorative graphic on the left side of the page consisting of several overlapping triangles in shades of grey and blue, pointing towards the right.

Verena Stange

HR Manager

Zoritza Kiresiewa

Coordinator EU Research,  
Senior Fellow

Munia Tarabichi

Office Manager

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## Contact

Ecologic Institut gemeinnützige GmbH  
Pfalzburger Straße 43/44  
10717 Berlin  
E-Mail: [info@ecologic.eu](mailto:info@ecologic.eu)

## **Ecologic Institute:**

### **Science and Research for a Sustainable World**

Ecologic Institute is an independent, academic think tank for environmental research and policy analysis. Since its founding in 1995, Ecologic Institute has been dedicated to improving environmental policy, sustainable development and policy practice. We strengthen the European and international dimensions in research, education and environmental policy discourse.

Our experts cover the entire spectrum of environmental policy, sustainable development and socio-ecological research. We are committed to mainstreaming environmental issues into other relevant policy areas. We research, support and evaluate political processes on the local, national, European and international levels, bringing together actors from academia, policy making and practice. The results are in-depth analyses and innovative recommendations. We are also committed to education and cooperate with different partners from across the globe including leading American and German universities.

Ecologic Institute is a private, not-for-profit think tank financed through its project work (download our statutes). Funders include the European Commission, the European Parliament, German Parliament, German ministries and agencies, civil society organizations and various foundations. Ecologic Institute operates without basic government funding. Donations are tax deductible.

Ecologic Institute is a member of the Ecological Research Network (Ecornet) and the think tank network Think Sustainable Europe.

With over 100 team members from over 20 countries, we are a diversity of stories and perspectives. Curious, responsible and engaged - we work for a future conducive to human thriving and environmental sustainability. Ecologic Institute is a work place where each person can contribute with passion in line with his or her greatest talents.

We aspire to be a family-friendly workplace where everyone has the opportunity to expand his or her capacities. Our individual professional development policies support our employees' personal and professional growth. Ecologic Institute's staff is employed in accordance with applicable statutory requirements on social security.

We regularly have the pleasure of hosting visiting fellows and scholars from all over the world and offer international internships. Ecologic Institute is proud to be recognized as a training center by the Chamber of Commerce and Industry in Berlin (IHK Berlin) and enriched by the bright young apprentices on our teams. We are also pleased about the commitment of young people who spend their voluntary ecological year with us. Legal trainees can spend their elective period with us and get to know the legal practice in a research institute and in politics.

For more information, please visit: [www.ecologic.eu](http://www.ecologic.eu)

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# 1 Our goals

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Ecologic Institute is proud of our commitment to gender equality when filling management positions. We are also pleased to be able to offer family-friendly working conditions. Ecologic Institute is aware of the responsibility and imperative to act in a gender-sensitive and non-discriminatory way within our structures and in our research. It is an ongoing task that requires self-reflection, monitoring and action. These efforts and goals are discussed in the Gender Equality Plan presented below.

Horizon Europe is setting a new standard on the road to gender equality. Since such a major funding programme requires a Gender Equality Plan, professional and social equality receives an important boost. The Ecologic Institute team and I, as its director, are happy to support it.

Dr. Camilla Bausch, Scientific & Executive Director

Berlin, May 2022

## 2 Work-life balance und organisational structure

Ecologic Institute facilitates the harmonisation of private and professional life. A key factor in this regard is the design of the spatial and temporal working conditions. The Institute also cultivates and promotes an organisational culture that encourages exchange between staff members and thus provides an interdisciplinary space for reflection on the scientific work. We also place great value on providing opportunities for further personal development and for finding inspiration outside of the work context.

**Table 1: Work-life balance und organisational structure**

Goal	Measures	When/Who	Indicators
<b>Reconciling private life and work</b>	Flexible management of working time, taking into account operational and urgent personal needs	Everyday practice	The part-time ratio as of 30.04.2022 (excluding students and interns) was: 68%. Adjustments to contractual working hours as required. Monitoring.
	Facilitating location-flexible working within the context of mobile working	Mobile working has been an option for quite some time. New rules are currently being developed and will be introduced by 31 December 2022 at the latest (HR is responsible).	New rules for mobile working are communicated and published within the organisation.
<b>Family-friendly organisational culture</b>	Financial assistance for working days lost due to sick children	For a long time, Ecologic Institute has paid 100% of the salary for 10 days of sick leave per child (up to the age of 12), going beyond the legal obligations.	Continued payment of wages for child sick leave.
<b>Organisational culture that allows exchange and freedom</b>	Enabling employees to take a sabbatical following consultation with HR	Sabbaticals are offered and implemented for long-term employees. (HR is responsible)	Allowing sabbaticals for employees
	Designing a space concept that promotes efficient working and facilitates interaction	A space concept is currently being developed. It is scheduled to be available by 31.12.2022 (responsible: HR/ORGA).	Space concept
	Voluntary gatherings and activities initiated and/or supported by the Institute	Everyday practice	Offers for employees; participation of employees

### 3 Gender balance in leadership and decision-making

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The Ecologic Institute is led by the Executive Director with the support of a steering group. The steering group currently consists of the director and six other managers. Of these, four are women and two are men. In projects and thematic areas, the employees take on leadership roles, with both men and women having a formative influence on the outcome of the work.

**Table 2: Gender balance in leadership and decision-making**

Goal	Measures	When/Who	Indicators
<b>Gender-equitable staffing of managerial positions</b>	At present, leadership positions are largely equally staffed. Only monitoring is required.	On 1 January each year (responsible: HR)	Monitoring gender equality in the filling of management positions

### 4 Gender equality in recruitment and career progression

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In light of the broad gender parity at Ecologic Institute, both in the workforce and in filling management positions, there is currently no need for action in this regard. We support career development, for example through skill enhancement (further education, training, etc.). General offers as well as offers geared to individual needs are available. In addition, the researchers are supported by a designated contact person, who also reflects on development opportunities. These are examples of the spaces designed to promote individual development. The individualised nature of the approach allows for the different needs of men and women to be taken into account.

**Table 3: Gender equality in recruitment and career progression**

Goal	Measures	When/Who	Indicators
<b>Maintaining gender equity in the workforce and when filling managerial positions</b>	Regular monitoring; support structures; skill enhancement	Everyday practice Monitoring on 1 January each year; Skill Enhancement (responsible: HR)	Monitoring; skill enhancement opportunities



## 5 Integration of the gender dimension into research and teaching content

Gender issues can affect environmental policy and research, thereby also affecting Ecologic Institute's research practice. A better understanding of the needs, behaviours and attitudes of different genders can be an important aspect of research projects and can increase the accuracy of the results and recommendations.

**Table 4: Integration of the gender dimension into research and teaching content**

Goal	Measures	When/Who	Indicators
<b>Integration of gender aspects into the research process</b>	Issues can be identified that need to be addressed in projects, e.g.:		
	Are women and men affected differently? What role might different patterns of action and needs of men and women play? If and how such questions become relevant depends on the research topic.	When: During project design and implementation Who: Scientific staff	Employees reflecting on gender-specific aspects in research projects
	Appointments to advisory boards, panels, discussion groups, etc. taking gender aspects into account.	Who: All employees	Advisory boards/event concepts led by Ecologic Institute in which attention was paid to gender equality
<b>Gender-neutral language in publications</b>	Editorial quality control to avoid reinforcing stereotypes and using gender-sensitive language in Ecologic Institute research and activities.	Who: All employees who publish	Use gender-neutral language in publications
<b>Gender-neutral language in surveys and interviews</b>	Using gender-neutral language in Questionnaires and interview guides	When: During project implementation Who: Scientific staff	Gender-neutral language in questionnaires and interview guides

## 6 Non-discrimination

Issues of inequality and unequal treatment extend far beyond gender justice. Inequalities can manifest themselves in terms of different social and economic aspects, e.g. income, ethnicity, age, disability, religion. Environmental damage as well as environmental protection measures affect social groups differently. This results in major social issues, tasks and challenges. As a pioneer of transdisciplinary socio-ecological research, Ecologic Institute also illuminates the social dimensions of environmental policy issues in its work and strives to make a positive contribution in this thematic field within the scope of its possibilities. It further contributes to creating spaces of encounter that promote cross-cultural and cross-border dialogue through various mechanisms, such as international fellowships, international study tours and an international staff.

**Table 5: Measures to take discriminatory social structures into account in our research**

Goal	Measures	When/Who	Indicators
<b>Awareness of discriminatory social structures within our own work</b>	Training and exchange formats at the Institute on the topic of discrimination to raise awareness regarding discriminatory practices and possibilities for discrimination-free research	Everyday practice (responsible: HR-Team)	Conduct training and exchange formats on the topic
	Discussion and identification of best practices for our research to counteract possible discrimination	Ongoing process (responsible: HR-Team)	Exchange formats and information on the intranet
<b>Stakeholder involvement in the research process</b>	Involvement of relevant stakeholder groups in transdisciplinary research projects	Everyday practice (responsible: Scientific Staff)	Involvement of diverse stakeholder groups in transdisciplinary research projects
<b>Cooperation with partners in the Global South</b>	Appropriate involvement of partner organisations from the Global South in our project applications and project work	Everyday practice (responsible: Scientific Staff)	Projects with partner organisations from the Global South
<b>Non-discriminatory HR work</b>	Sensitivity in recruiting and personnel management	Everyday practice (responsible: HR)	e.g. appropriate design of recruitment processes
<b>Facilitating international encounters to promote mutual understanding</b>	Offers such as Fellowships, Study Tours et al.	Everyday practice (responsible: HR and Events Team)	International Fellows and Study Tours organized
	International Team	Everyday practice (responsible: HR)	Diversity of nationalities in the workforce

## **7 Institutionalising measures against sexual harassment**

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Ecologic Institute has appointed a contact person for employees to turn to if they feel they are being sexually harassed at work.

The names of the contact persons and the procedure to follow in the event of sexual harassment in the workplace as well as further information on this topic are available to all employees on the intranet page.

## **8 Monitoring and evaluation of the steps taken and their effectiveness**

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So far, the results of monitoring, e.g. on gender-equitable staffing of positions, show that Ecologic Institute is very successful in this area. Many of the measures outlined are already common practice at Ecologic Institute. There is, nevertheless, always room for improvement. For instance, some of the measures mentioned are still under development or revision. As the measures are within the responsibility of different teams, a differentiated approach to monitoring and evaluation is appropriate. At present, for example, the HR team regularly analyses and evaluates gender equity in leadership positions and, if necessary, takes measures to support gender equity in this area.

**Ecologic Institute**

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