

Gender Equality Plan of Institut für Europäische Politik

Gender Equality Setting at Institut für Europäische Politik

The Gender Equality Plan (GEP) of Institut für Europäische Politik (IEP) outlines the Institute's gender equality strategy till 2025 and set commitments and actions to promote gender equality and inclusion through institutional changes and gender mainstreaming.

The GEP intends to pursue a set of objectives to promote gender-responsive culture in the Institute, enhancing the full participation of all people, in all their diversity in the life of the Institute, through a series of actions.

Gender equality is a fundamental value of the European Union. The GEP responds to the requirements of the European Commission's Strategy for Gender Equality 2020-2025, which includes policy objectives and actions to make significant progress by 2025 towards a Gender-Equal Europe. Strengthening gender equality and gender mainstreaming within EU's key funding programme for research and innovation, Horizon Europe, is among the means to achieve the goals of the Strategy.

Furthermore, in December 2020, the Council of the EU in its conclusions on the New European Research Area (ERA), called on the European Commission and Member States to adopt a renewed focus on gender equality and gender mainstreaming, including through GEPs and the integration of the gender dimension in Research.

The Institute has prepared the GEP in compliance with the Horizon Europe Guidance on Gender Equality Plans prepared by the EC Directorate-General for Research and Innovation.

Current and planned actions

IEP has committed to gender equality and anti-discrimination and is working on implementing a Gender Equality Plan (GEP), including a thorough gender impact analysis, in line with the Gender Equality in Academia and Research (GEAR) tool. IEP ensures gender-inclusive language in all texts drafted by staff members, in German and English. It raises awareness with all authors contributing to its publications encouraging them to comply with the inclusiveness requirement.

IEP's activities aim to contribute to promoting gender equality and reducing persisting inequalities between men and women, such as the gender gap in political knowledge about the EU: As evident from the recent Eurobarometer 98.2 and academic research, men report to understand the EU better and to discuss EU politics more often with friends and relatives. IEP's activities follow a gender-sensitive approach by implementing best practices such as ensuring strong representation of women providing research and practical expertise in its events as panelists and speakers, collecting information on the gender of participants whenever possible. A thorough gender impact analysis is furthermore part of IEP's advancements of establishing a Gender Equality Plan.



In respect of diversity, cross-border and multilateral cooperation and exchanges, IEP adopts an inclusive approach, encouraging full and effective participation in its activities without distinction of gender, age and ethnicity.

Dedicated resources:

IEP dedicates resources and expertise in terms of a GEP-Team to the monitoring and implementation of the GEP. The team consists of Prof. Dr. Funda Tekin (Director), Simone Klee (Assistant to the Director), Wiebke Stimming (Assistant to the Director) as well as the research advisers to the Director (Julian Rappold and Johanna Hase). This team is going to be extended by members from IEP's Academic Advisory Board – particularly by those professors researching gender politics (e.g. Prof. Dr. Gabriele Abels).

Data collection and monitoring:

As a new initiative, IEP committed to include gender aspects in its annual activity report including indicators on gender equality, multiculturalism and diversity of the teams, and promotion of young people and training.

IEP monitors gender equality related data in all of its activities and regularly takes stock of gender balance in its institutional body and among employees. In this context, IEP's female leadership and a team of a total size of 24 staff members (62,5% female, 37,5% male) ensures a continuous awareness about gender equality issues with a special focus on the youth. IEP also actively supports platforms such as "The Brussels binder" and builds on the experience of its team members and networks for diversity experience.

Training:

IEP is already very attentive to gender balance and has already implemented some actions in this regard over time. IEP was among the first think tanks in Germany to use the gender sensitive language in all its publications and written documents. Its young and female dominated team facilitates the awareness for gender equality. At the same time IEP is committed to sustain this attention and to continuously train the team through internal discussions, open communication and if need be external training.

With regard to the continuity and the coherence to the policies for gender equality already in place, IEP will collaborate with a Gender Expert, whose task is to provide a specific support in processing gender measures and policies within the Institute's vision.

Gender Equality Actions at IEP

- **Work-life balance and organizational culture:** IEP's gender equality is highly visible through its female leadership and female dominated team. Its work ethics do not discriminate against based on sex but whoever has the expertise and competence is representing the institute. IEP has an open and inclusive working environment. It applies an equal approach to parental leave regulations, which means it also aims to support male employees to use their right of parental leave with the aim to allow their female partners to re-enter work life. Remote working is a key tool of IEP's inclusive work-life balance policies and practices.
- **Gender balance in leadership and decision-making:** IEP has a female leadership – between summer 2018 and summer 2023 there were two female directors. Since August 2023 there is only one female director. Female representation in IEP's board is less strong – however IEP had strongly



encouraged female professors and academics to join the board. Whenever there are new elections into the Academic Advisory Board or the Board of Trustees – in which as a left-over from the past still an over-representation of male participants exist – IEP is committed to present a selection with a majority of female candidates with the clear aim to achieve a gender rebalancing in its bodies.

- **Gender equality in recruitment and career progression:** IEP is determined to appoint a Gender Equality Representative that will be involved in all recruitment and career progression activities. So far, IEP has been able to ensure gender equality in its recruitment without such a representative, but acknowledges the need to establish sustainable structures.
- **Integration of the gender-dimension into research and teaching content:** The gender dimension and mainstreaming has been a long under-represented and under-researched issue European integration research. The concept of feminist foreign policy, for example, has only recently gained – although not uncontroversial – prominence in politics and academia alike. IEP acknowledges the relevance to include the gender dimension into its research within the three broader areas of European integration, enlargement and neighbourhood policy and German EU politics. It aligns its research on the Commission’s gender equality strategy in research and innovation and the gender dimension of foreign policy proclaimed by the Council of Europe, and hence considers the gender dimension as a relevant part of the analysis at all levels.
- **Measures against gender-based violence, including sexual harassment:** IEP is committed to combatting violence and harassment and will update institutional policies on sexual harassment and other forms of gender-based violence according to the future national legislation on ILO Violence and Harassment Convention No 190.



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Über das IEP:

Das Institut für Europäische Politik (IEP) ist eine gemeinnützige, überparteiliche Organisation, die sich mit der europäischen Integration beschäftigt. Das Berliner Institut zählt zu den führenden außen- und europapolitischen Forschungseinrichtungen der Bundesrepublik Deutschland.

Die Mitarbeitenden arbeiten national und transnational an der Schnittstelle von Wissenschaft, Politik, Verwaltung und politischer Bildung. Ihre Aufgabe ist es, Themen europäischer Politik und Integration wissenschaftlich zu untersuchen, um dann die praktische Anwendung der Untersuchungsergebnisse zu fördern.

Das IEP bietet ein bürger:innennahes, europäisches und interdisziplinäres Forum sowie eine Plattform für europapolitische Debatten von Expert:innen.

