



**Institut für Ländliche Strukturforchung**  
an der Goethe-Universität Frankfurt am Main



**IfLS Beratung und Projekte GmbH**

# Gender Equality Plan

Version 1

Institute for Rural Development Research & IfLS Consulting and Projects

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## Gender equality plan

Sustainable development is our claim and our constant goal. We strive to always consider the ecological, economic and social dimensions as a triad and to initiate processes that can be continued in the long term - this applies to our research and consulting activities as well as to our daily work at the institute. The subject of our research and consulting activities are rural areas. In them, economic, ecological and social needs have to be harmonized. At the same time, rural areas are subject to constant change, which is determined by local to global factors and trends. It is necessary to analyze and evaluate current developments, to develop future-oriented concepts and control bases and to put them into practice.

In our daily work at the institute, too, the concept of sustainability guides us in our entrepreneurial thinking and actions, in our dealings with each other as well as with our service providers, cooperation partners and competitors, and also with regard to our ecological footprint. For us, this means adhering to ethical principles and acting in a fair and environmentally compatible manner. In this way, we assume our share of responsibility for sustainable development through our own local actions. Our guidelines also reflect social factors through which gender-equitable organizational and business unit development is promoted:

- By continuously developing our business areas, we are addressing local to global issues of the future.
- Our employees are characterized by their own initiative and a high degree of identification with the institute.
- We keep our work organization up to date - professionally, efficiently and effectively.
- Our work and office organization is socially responsible, resource-efficient and contributes to environmental protection.
- Transparent decisions and processes, trusting cooperation and mutual appreciation strengthen our motivation and satisfaction.
- We design the human resources system to be attractive, socially and economically viable for the institute and our employees. This means planning security for employers and employees.
- We offer our employees individual opportunities for development and advancement.
- We create foundations for well-being and health in the workplace.
- We make it possible to reconcile work, family and private commitments.

The development of a gender-equitable working environment - both organizationally and in terms of the content of the work - is reflected in five areas of action in the Gender Equality Plan, which are promoted through concrete measures.

### Communication

Transparency: Open communication and the transparent design of decision-making, work organization and salary structure is central to the institute. This counteracts gender differences in compensation and opportunities for advancement.

Gender-sensitive language: Due to the large number of texts published at the IfLS, we are also responsible for the images that arise in the minds of our readers and the role attributions that are reproduced or broken through. For this purpose, we use guidelines for gender-appropriate language, which help us to implement this in our daily work at the IfLS (writing reports and other publications as well as texts for the homepage).

### **Organizational Development**

Flat hierarchies and independent work are cornerstones of the work at the IfLS. Decisions are made jointly or communicated by the core team through regular meetings in the work areas as well as in the team as a whole. Independent project work as well as acquisition by employees is actively encouraged and made possible through further training and time resources. Regular appraisal interviews ensure personal and professional development for employees of all genders.

### **Reconciliation of work and care responsibilities**

The IfLS promotes the compatibility of work, care responsibilities and private commitment. This is implemented through flexible working models and hourly scopes, enabling work from the home office as well as a family-friendly work culture. Also the protection of employees and female employees as well as a good working atmosphere and a benevolent cooperation contribute to this goal. Particularly in the context of the Covid 19 pandemic, these regulations were expanded to ensure the safety of employees and their families.

### **Open research and networks**

Accessibility of research results is an important guideline for the work at the IfLS. Especially the cooperation with practitioners and networks enables the dissemination of knowledge and thus strengthens work for social, ecological and economic sustainability in rural areas. The goal is to strengthen quality of life for all in rural areas and to enable a sustainable future.

### **Content development**

To this end, the gender dimension as a form of social inequality is to be more strongly integrated into the content-related work of the IfLS. This is done on the one hand by presenting existing research work of staff members in the overall team and by acquisition activities in connection with gender relations in rural areas and agriculture. The use of existing networks and the establishment of new ones also play a central role here.

## Measures

Destination	Measures	Time horizon	Responsibility
<b>Communication</b>			
The exchange of knowledge within the IfLS is at a high level.	IfLS internal meetings (Round Table - RT, Work Area Meetings, IfLS Day) - revise content of RT and focus on guiding question: what is interesting for others in terms of content and methodology? - new model of short project presentation	Continuous	all employees
	Informal exchange at the institute (Skype, coffee break, anytime among colleagues, company outing, summer party, Christmas party)	Continuous; annual events	all employees
	Spontaneous Working Groups: AB overlapping working groups on topics	regularly but as needed: e.g. every two months.	all employees
The gender-appropriate language guide is being further developed and applied.	Publications are checked for gender-appropriate language according to the guidelines	Before publications	All employees
	The guide will be adapted based on evolving benchmarks	Every year	Secretariat
Transparent organizational management	Regular information is provided on resource and job planning as well as job funding.	In work area meetings and employee:ing discussions	Divisional Management
<b>Organizational Development</b>			
The conditions for employees to take the initiative and assume responsibility have been created and individually promoted.	Independent acquisition, project management and project processing are supported in a structured and systematic manner by the divisional managers.	In employee:internal discussions	Divisional management and employees
<b>Compatibility</b>			
The conditions for reconciling work, family and private commitments are permanently guaranteed.	Taking into account the needs of the employees and the employer, constant job scopes are ensured.	Continuous	Divisional management and Executive Board

	Flexible workplace organization is maintained and continues to be promoted.	Continuous	Core team
	The general conditions and cost specifications for home office use are transparent for all employees.	Changes will be announced at the round table	Core team
Human resources management promotes employee motivation and satisfaction.	The time management within the projects is transparent.	Access to project planning is continuously guaranteed	Division Management
	Employees are supported with non-tariff fringe benefits.	continuous	Core team
<b>Open research and networks</b>			
When acquiring new projects and implementing them, the use of potential synergies is systematically considered.	Creation of the database Maintenance: All projects of the institute are deposited and the available fields are filled in. The database is regularly accessed in the context of acquisition, journal creation, homepage maintenance, etc.	Development: one-time Maintenance: continuous	Secretariat with the support of employees
The scientific competence is developed and presented in the relevant research landscapes	Strategic competence expansion takes place through further training and/or by hiring new employees.	continuous	Further training: each and every employee in consultation with departmental management, consideration in scheduling (employee discussion); strategic decisions in hiring the responsibility of the KT.
	Scientific competence is presented through publications in scientifically recognized media.	Continuous	all employees
The number of cooperations with universities and research institutions has increased due to the expansion and	In the context of project applications, check whether it is compatible with the final thesis (project checklist).	Continuous	Consideration by all employees involved in developing project proposals, responsibility with KT, inclusion in project checklist.

maintenance of contacts.			
	Compilation of a list of suitable contact persons at universities with whom we could cooperate in the supervision of final theses	2016, annual update	Initial creation at work area level, merging and reminder to update by secretariat.
The IfLS has a public relations concept that ensures the targeted presentation of our results and expertise.	Project results are made available in appropriate formats to decision-makers at the EU, federal and state levels	continuous	Project management
	The IfLS homepage provides up-to-date and target group-specific access to project results and information about the institute.	Project start and end	Project management
	There is a concept for the maintenance of existing contacts.	semi-annually in connection with journal and Christmas cards	all, especially secretariat
<b>Further development of content</b>			
The gender dimension is included in the content of research.	Presentation of research on gender relations in the team.	End 2022	Appropriate employees
	Further development of content through acquisition activities in the context of gender and rurality/agriculture	From 2022	Appropriate employees