Gender equality concept

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# Introduction

ISL's management and works council have always been committed to implementing equal opportunities for their employees, regardless of their gender. To this end, we promote the compatibility of family, leisure and career (work-life balance), implement gender equality when filling new positions in the scientific and administrative areas and when providing further training for existing employees. When awarding management positions, e.g. project management, we are guided solely by suitability and qualifications and not by gender. Any indications of violations of this equality among employees, e.g. sexual discrimination and harassment, are investigated and, if necessary, penalised through disciplinary measures.

This document presents the important elements of the Gender Equality Plan (GEP) required by the European Union in addition to the separately published company agreement on equality between men and women.

ISL is subject to the current version of the collective labour agreement of the federal states (TV-L). The TV-L and the German federal laws regulate many of the equality rules applied in the ISL, e.g.

* Standardised remuneration according to tasks and training
* Standardised working hours: 39.2 hours with a full employment contract
* Right to part-time work for all employees.

In addition, there are company agreements concluded between management and the works council that promote the compatibility of family, leisure and work, e.g. on flexitime and overtime, working hours, mobile working. These company agreements also include:

* Company agreement on equal treatment at ISL in accordance with the German General Equal Treatment Act (AGG)
* Company agreement on equality between men and women at ISL.

# Public document

The formal document, which the institution's management publishes on its website and also distributes internally, reads as follows:

Statement by the management

At the Institute of Shipping Economics and Logistics, we consider gender equality and equal opportunities to be key to attracting talent in research, consultancy and administration. The topic is important with regard to ISL's national and international positioning in research, development and consultancy. We therefore expressly support the implementation of all measures that promote equality and equal opportunities.

The gender equality concept and the company agreement on gender equality together meet the requirements of the Horizon Europe framework programme for research and innovation.

# Earmarked resources

ISL is funding a project with the aim of ensuring gender equality in recruitment, training and strategic development at ISL. This is an ongoing process that reviews the content and effectiveness of existing plans and identifies potential gaps. This project is headed by a woman. She reports to the management and works council.

# Data acquisition and monitoring

At ISL, data on staff composition (personnel data broken down by gender) is reported once a year to the supervisory authority (Senator for Science and Ports of the State of Bremen). This data is available to all ISL employees in the Intra-net/XWiki.

# Training and capacity building

ISL offers its employees information events on equality issues, which ideally take place after a staff meeting. These serve, among other things, to combat unconscious prejudices and provide further training on the topic of equality.

In teaching at colleges and universities, we use gender-neutral terms as defined at the respective university, e.g. ‘students’ or ‘participants’.

To compensate for possible gender imbalances, especially in the STEM subjects, ISL is involved as a practical partner in dual study programmes aimed specifically at women (see example):

