

Gender Equality Plan Tavistock Institut gGmbH

CONTACT PERSONS:

DR. ELIAT ARAM, MANAGING DIRECTOR

1 Gender Equality Plan

Statement and framework conditions

With its motto "Human Relations might be the one topic everyone cares about", the Tavistock Institute is committed to combining its primary mission in teaching and research with a responsibility for equal participation and a future for all people. In particular, efforts to achieve gender equality have played a key role for several decades. For example, the Tavistock Institute of Human Relations has made the fair promotion of all female staff a priority.

This was subsequently enshrined in the basic regulations of the parent institute and in the gender equality concept in the form of responsible person Leah Ashton-Hurst Operations Manager & People Co-Ordinator. In addition, our Managing Director Dr Eliat Aram is a female leader who actively supports the development and career progression of female staff.

The legal framework for this, in addition to the equal rights of men and women laid down in Article 3 (2-3) of the Basic Law of the Federal Republic of Germany of 1949, is provided by Article 4 (1) and Article 10 (3) of the Constitution of Berlin in 1995.

TIG's Gender Equality Plan is also in line with Article 23 (Equality between women and men) of the EU Charter of Fundamental Rights.

Equality between women and men and the General Equal Treatment Act.

Objectives

Increasing the proportion of women at the Institute and especially in management positions is the overarching goal of the Tavistock Institute's equal opportunities efforts.

The so-called cascade model serves as a guiding principle. The target figures for the proportion of women at each career level are based on the proportion of women at the qualification level directly below.

As the achievement of this target also depends on factors over which the institute has no direct influence (e.g. the presence of female academics in the respective discipline; personal preferences; location conditions), efforts are aimed at further development of Tavistock Institut gGmbH as a learning organisation, i.e. in particular at

- taking gender-specific perspectives into account in research
- actively supporting and encouraging young female academics in their career planning and the corresponding steps.
- identify and eliminate structural mechanisms of discrimination,
- counteract any discrimination against women in science, and

- to promote gender-related skills development among all members of the institute.

Offices and committees

The Institute has had women's representatives since its foundation starting with its female Managing Director Dr Eliat Aram.

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In addition, the Institute organises events and networking activities to promote gender equality. Members of TIG's staff (e.g. Kari Hadjivassiliou) are active members of European and International networks, such as "The International Alliance of Women" and "The European Professional Women's Network (EPWN)", with whom they organise gender equality events.

Evaluation and monitoring

All gender equality measures are subject to systematic evaluations with regard to their quality, effectiveness and efficiency. Monitoring and an analysis of the current situation and developments in gender distribution are carried out and presented annually in the form of a gender equality monitor.

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Participation and dialogue are central to all processes (bottom-up, top-down, middle-out) for achieving equality at the Institute. This is reflected in the makeup of project teams, which are purposefully gender diverse. In particular the project team put forward for this HORIZON PROJECT comprises 4 women (3 in senior roles) and two men. The lead Tavistock Institut Germany Project Coordinator is Kari Hadjivassiliou who together with Dr Kerstin Junge are the two female Senior Research leads of the Institute. Similarly, the Tavistock Institute's Operation Manager is Fatima Bouzarda-Ünver also a senior female member of staff.

Important documents

- 1: Roadmap for the targeted acquisition of female applicants in appointment procedures
- 2: Regulations on compliance with objectivity in appointment procedures
- 3: Catalogue of measures in the area of gender equality

Date

Name

Signature

25.6.2024

Dr Eliat Aram

Eliat Aram