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# **Gender Equality Plan Leibniz Institute for Psychology (ZPID)**

February 2025

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The ZPID considers gender equality and the compatibility of family/private life and career to be important prerequisites of work success and, thus, promotes them.

Efforts regarding gender equality are guided by the Rhineland-Palatinate Gender Equality Act, the research-oriented gender equality standards of the German Research Foundation (DFG), the Leibniz Gender Equality Standards and the requirements for a Gender Equality Plan (GEP) for participation in „Horizon Europe“.

Gender equality is established in the ZPID’s mission statement as a central concern. Objectives and measures for implementing gender equality are documented in a comprehensive version of this Gender Equality Plan, which is regularly evaluated and updated. Continuously updated personnel data enables the implementation and effectiveness of the monitored measures. In addition, the current status of equality is documented in the annual report of the institute and in the annual work plan (German: Programmbudget).

The Gender Equality Plan contains an analysis of the personnel structure regarding the gender ratios in certain income and status groups. Management positions, qualification positions, the ZPID committees and promotions and upgrades are also considered. Target quotas for achieving gender parity are defined for a period of six years, taking into account expected staff turnover. The achievement is regularly reviewed.

The Gender Equality Plan describes numerous measures to reduce the underrepresentation of women or men; these relate to the design of job advertisements, recruitment and selection (e.g. active recruitment) as well as further and advanced training (e.g., information on programs to promote women, gender-specific further training, junior staff development concept, mentoring programs).

The ZPID supports the compatibility of private and professional life and is regularly certified with the audit berufundfamilie. Measures in this area include flexible arrangements regarding work-ing hours and place of work as well as support with childcare (including

longer lab visits) and care responsibilities. Regarding childcare, ZPID can draw on the services offered by Trier University thanks to a cooperation with the university.

The ZPID does not tolerate sexualized violence or sexual harassment. Those affected can contact the ZPID Equal Opportunities Officer, the Staff Council, persons they trust with management responsibilities or the contact point for protection against sexual harassment at Trier University and will be informed about counseling and support services.

The ZPID takes gender into account in its research and teaching activities, for example in the planning and evaluation of studies. When putting together research project groups, as well as when appointing members to supervisory and advisory bodies, inviting speakers, selecting workshop providers or participants in panel discussions, attention is paid to a balanced ratio of women and men.

Management and employees are regularly offered further training on topics relevant to gender equality (such as unconscious bias or abuse of power).

The Equal Opportunities Officer supports the institute's management in implementing gender equality and is involved in the relevant processes and measures from the outset. She is not subject to any directives in the performance of her duties. The time and financial resources required for her work and further training are provided by the ZPID. Female employees can contact the Equal Opportunities Officer in all matters relating to gender equality issues without having to go through official channels.

  
Prof. Dr. Kai Sassenberg  
**Director**