



Gender Equality Plan (GEP) TU Braunschweig

Decided by the Governance Board on December 8th, 2021

The following plans are part of TU Braunschweig's GEP:

- Central Equality Plan (2013)
- Equality Future Concept, female Professors program III (2018)

Does the organisation have a Gender Equality Plan (GEP) covering the elements listed below?

Publication: formal document published on the institution's website and signed by the top management	✓
Dedicated resources: commitment of human resources and gender expertise to implement it	✓
Data collection and monitoring: sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators	✓
Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers	✓ *

Areas to be covered and addressed via concrete measures and targets are:

Work-life balance and organisational culture	✓
Gender balance in leadership and decision-making	✓
Gender equality in recruitment and career progression	✓
Integration of the gender dimension into research and teaching content	✓
Measures against gender-based violence including sexual harassment	✓

- See planned offers, p. 2.

Dedicated resources: commitment of human resources and gender expertise to implement it

Regarding gender equality as a central task, TU Braunschweig's Equal opportunity office is located close to the president. The designated office is headed by the central opportunity officer and consists of permanent and temporary positions for administrative and project staff. In addition, the Coordination centre of gender and diversity studies is located at the Equal opportunity staff unit.

Financial resources: Basis budget as well as funds for the fulfillment of tasks in the areas of family-friendly university and reduction of underrepresentation, study compensation funds and third-party funds from the female Professors program III.

(Central Equality Plan, p. 7-8, p. 13, Equality Future Concept, p. 6)

Data Collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators

For all of the university's areas, the Management controlling office and the individual departments collect people-related data broken down by gender. Using the data, the Equal opportunities office monitors all of the university's gender equality activities. This makes it possible to intervene in ongoing processes when needed.

In addition to these gender monitoring processes, a central Gender equality ticker was added to TU Braunschweig's website to provide a quick overview of the current percentages of women at all qualification levels and in management positions, as well as a comparison of the number of female professors in relation to the number of female students in each department. (Central Equality Plan, p. 12, Equality Future Concept, p. 7)

Training: Awareness raising/trainings on gender equality an unconscious gender biases for staff and decision-makers

At the TU Braunschweig, a module for sensitizing managers to the topics of equality and diversity is offered once a year as part of [management training for newly appointed professors](#). (Equality Future Concept p. 9)

For students, there is communication training on stereotypes ([Listen to me](#)).

These measures should be expanded and adapted for employees to raise awareness of equal opportunities and gender bias.

Areas to be covered and addressed via concrete measures and targets

Work-life balance and organizational culture

- Family-friendly university with auditing process as university-wide consensus
- Offers e.g. counseling, compensation for disadvantages, child care, etc.
(Central Equality Plan, p.19-23, Equality Future Concept, p. 13-14)

Gender Balance in Leadership and decision-making

- Equal opportunities as a management and cross-sectional task
- at central and decentralized level
(Central Equality Plan, p. 7-8, Equality Future Concept, p. 6-7)

Gender Equality in recruitment and career progression

- Equality in the context of personnel development and recruitment and in appointment procedures
- Career measures for young female scientists
(Central Equality Plan, p. 8-11, Equality Future Concept, p. 8-9)

Integration of the gender dimension into research and teaching content

- Braunschweig Network Gender and Diversity Studies (formerly Braunschweig Center for Gender Studies)
- Gender-Professorship
(Central Equality Plan, p. 23-25, in detail: Total E-Quality 2021, [Anlagenverzeichnis Chancengleichheit](#) p. 42-51, [Anlagenverzeichnis Diversity](#) p. 15-18)

Measures against gender-based violence including sexual harassment

- Guidelines for the prevention of sexual harassment, sexual discrimination and sexual violence at Technische Universität Braunschweig
- Complaint handling by ombudspersons
(Central Equality Plan, p. 13-14, Equality Future Concept, p. 7)

Braunschweig,
December 8th, 2021

Place and date



Professor Angela Ittel | President of the TU Braunschweig