

CONCEPT FOR EQUAL OPPORTUNITIES 3.0
JUSTUS LIEBIG UNIVERSITY GIESSEN 2024–2034
ADVANCEMENT OF WOMEN, FAMILY ALIGNMENT & DIVERSITY
– ABRIDGED VERSION FOR TRANSLATION INTO ENGLISH –

LEGAL NOTICE

CONCEPT FOR EQUAL OPPORTUNITIES 3.0

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INTRODUCTION

Our Concept for Equal Opportunities 3.0 formulates the key objectives to be pursued by Justus Liebig University Giessen (JLU) for the next ten years in terms of the advancement of women, family alignment and diversity.

Building on the previous concepts from 2008 and 2017, JLU is continuously developing its strategy of equal opportunities. One result is an increase in the proportion of women at professorial level. Stringent implementation of the strategic objectives resulted in the proportion of female professors rising from 14% (2008) to 34% (2022). This puts JLU in a top position among Hessian universities and the proportion of female professors is above the national average. Continuous certification under the university family alignment audit (audit familiengerechte hochschule) since 2005 and the signing of the Diversity Charter in 2022 (Charta der Vielfalt) emphasise our commitment in the fields of family alignment and diversity.

Equal Opportunities are a management and cross-cutting task at JLU. With the expansion of central structures, JLU is now increasingly focusing on decentralised measures in the eleven departments and four graduate centres as well as on establishing diversity as an additional independent field of action. These measures to promote equality can be found in the German long version of our [Concept for Equal Opportunities 3.0](#).

This concept was developed in joint consultation with the central and decentralised decision-makers and was approved by the Executive Board on 23 January 2024 following endorsement by the Senate (13 September 2023) and the University Council (12 October 2023).

1. MISSION STATEMENT AND OBJECTIVES

The JLU sees it as its task to enable all members, affiliates and guests to study and work under conditions that provide equal opportunities. Equality is a core strategic task and a fundamental ethical principle that is understood as a continuous process in the sense of a cross-cutting task.

JLU derives much of its innovative strength and attractiveness from its members' diversity. Excellent research and teaching require the integration of every potential as well as a welcoming and appreciative atmosphere for work and study. JLU's core values include freedom of science, of opinion and speech as well as equality and human dignity – regardless of origin, religion, social status, age, gender, (dis)ability and sexual orientation.

Promoting diversity includes recognising diversity, accepting and tolerating diverse lifestyles and skills, and ensuring protection against discrimination. Universities are susceptible to structural risks given differences in status and hierarchy as well as dependency relationships that need to be addressed. Conflicts must be visible and discussable. Sanctions must take effect in the event of discrimination. Protection against discrimination at JLU is strengthened through regular processes, multi-level conflict management and diversity-sensitive measures.

Against the background of this mission statement, JLU pursues a number of overarching goals that guide its equal opportunities policy:

PROMOTING DIVERSITY WITHIN THE UNIVERSITY SYSTEM

JLU is committed to creating an environment in which diversity can be lived and introduced. It promotes diversity and strives to enable equal opportunities at all functional levels in research, studies, teaching and administration.



ELIMINATING MULTIDIMENSIONAL DISADVANTAGE

JLU is committed to demolishing structural and subject-specific cultural barriers. It provides resources relating to measures that promote equality and support structures that professionalise the handling of discrimination.



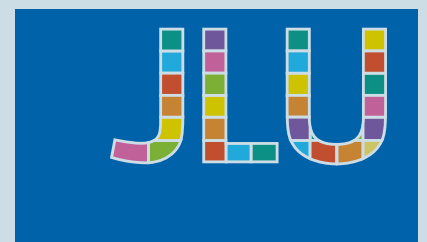
STRENGTHENING THE COMPETITIVE FACTOR

JLU endeavours to attract and retain excellent students, academics and researchers in the long term through its equality policies and objectives. The inclusion of diverse talents strengthens performance and quality as well as international competitiveness.



TRANSFORMATION THROUGH ORGANISATIONAL DEVELOPMENT

All central and decentralised decision-makers at JLU assume responsibility for the realisation of equal opportunities. Cultural transformation geared towards equality is therefore being promoted and knowledge to enable advocacy of equality is being imparted.



PROFESSIONALISATION THROUGH RESEARCH AND TEACHING

Gender, family and diversity knowledge at JLU contributes to improving the quality of research and teaching. Gender studies and diversity research make an important contribution to the further professionalisation of equality work. This fosters discourse on higher education policy and the transfer of knowledge to the public.



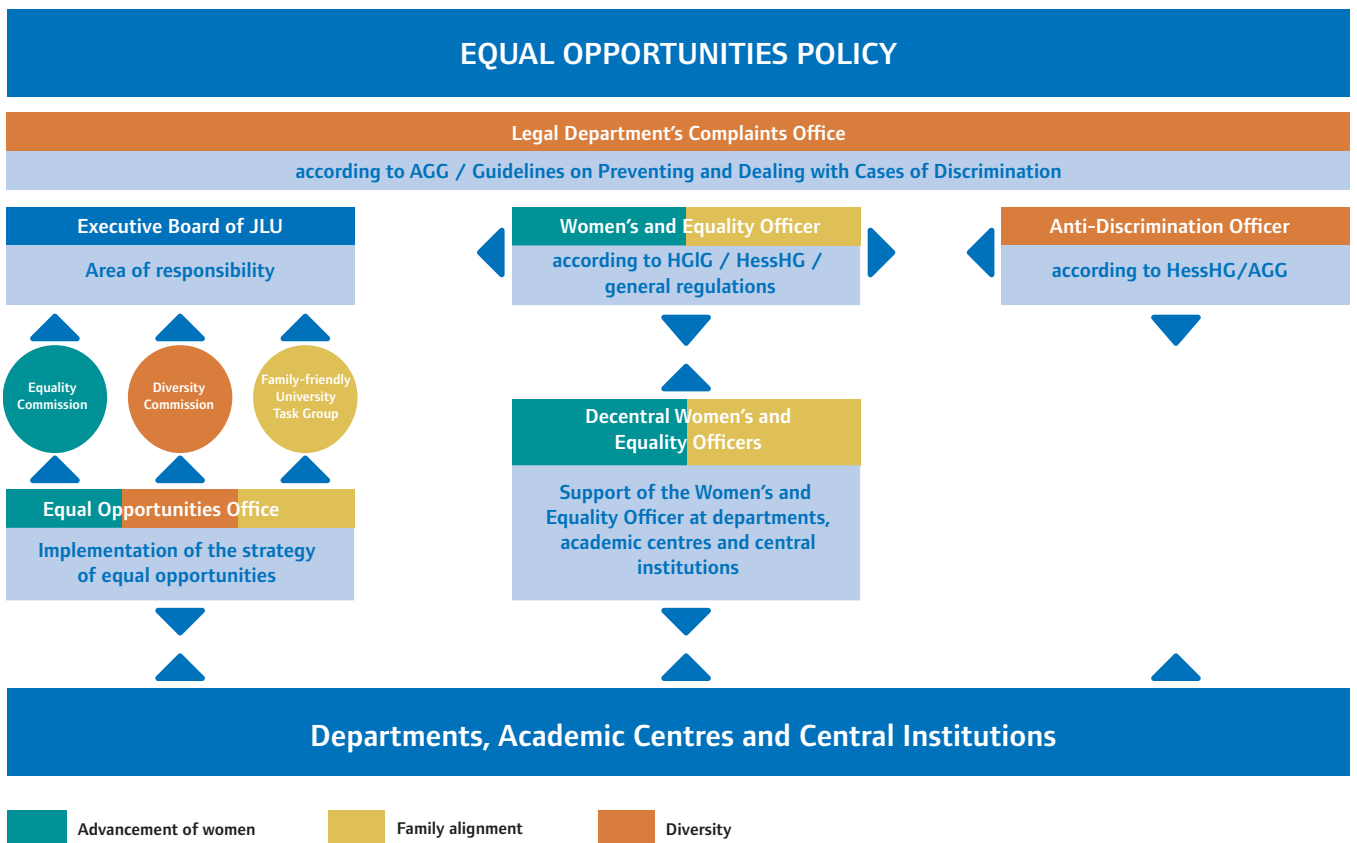
2. UNIVERSITY MANAGEMENT AND QUALITY MANAGEMENT

ADVOCATES

Equal Opportunities are a management task at JLU. The President is responsible for activities relating to the advancement of women and diversity, while the Chancellor is responsible for family alignment. Support is provided by the responsible staff division, topic-specific committees and legal representatives. At a decentralised level, the departments, academic centres and central institutions are actively involved in shaping equality policy. They are in dialogue with the central advocates.

As a staff division, the Equal Opportunities Office is responsible for implementing this Concept for Equal Opportunities, monitoring and consulting on equal opportunities, and reporting in relation to these aspects. The Equality Commission, the Family-friendly University Task Group and the Diversity Commission bring together experts from different status groups and areas. The commissions advise and support the Executive Board in the implementation and further development of measures.

The Legal Department’s Complaints Office (AGG-Beschwerdestelle) pursuant to the General Equal Treatment Act (AGG) can initiate and implement official complaints procedures. The process is set out in our [JLU Anti-Discrimination Policy](#). The full-time Women’s and Equality Officer and the Anti-Discrimination Officer are not bound by instructions in line with the Hessian Equal Opportunities Act (HGIG) and the Hessian Higher Education Act (HessHG). They have



an advisory and supervisory function at JLU. Both offer confidential counselling and support those affected by discrimination in conflict situations .

INTERNAL QUALITY MANAGEMENT

The equality advocates interact with each other in strategic coordination. An internal quality management system defines responsibilities and processes :

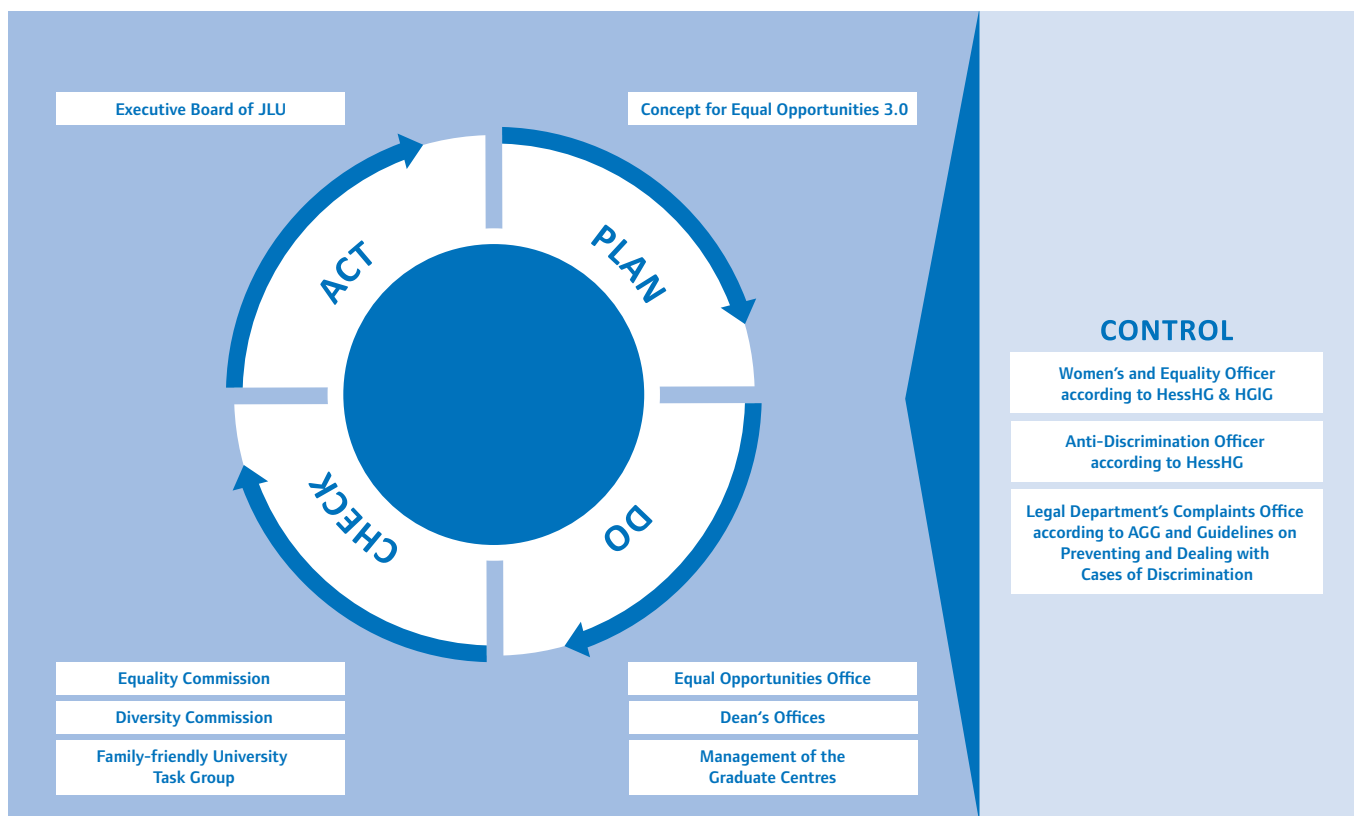
PLAN: Our Equal Opportunities Concept 3.0 supplements the JLU Development Plan and is the strategic planning document for activities for equal opportunities. It defines the areas of action relating to policy for equal opportunities, the development goals and the corresponding tools.

DO: The Office for Equal Opportunities is responsible for implementing our Equal Opportunities Concept 3.0. This staff division supports specialist departments in the implementation of decentralised measures.

CHECK: The achievement of objectives is reviewed by the Equality Commission, the Family-friendly University Task Group and the Diversity Commission. The commissions are involved in strategy development and advise the Executive Board and the departments.

ACT: The Executive Board is responsible for the evaluation and adjustment of our strategy for equal opportunities. The objective achievement results and the effectiveness of measures form the basis for further development.

CONTROL: The Women’s and Equality Officer and the Anti-Discrimination Officer monitor the quality management of policy of equal opportunities at JLU. Both provide impetus and ideas for strategy development. The work of our legal representatives is supplemented by the Legal Department Complaints Office, which acts as a further supervisory body and regularly



informs the JLU Executive Board regarding complaints procedures at JLU in compliance with data protection regulations.

Internal quality management is supplemented by external quality assurance tools. External quality assurance includes the research-oriented equality and diversity standards issued by the German Research Foundation (DFG), JLU's certification under the family-aligned university audit conducted by berufundfamilie Service GmbH as well as the key indicators in the JLU women's advancement plan agreed with the Hessian Ministry of Science and the Arts (HMWK) and the external target agreements with the State of Hesse.

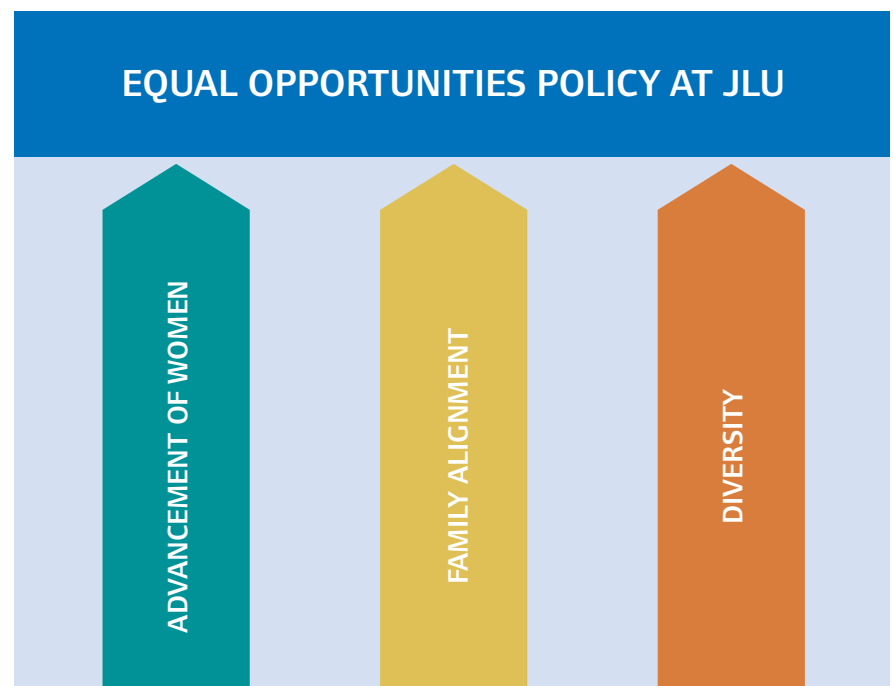
3. FIELDS OF ACTION

JLU's equality policy comprises three complementary fields of action:

3.1 ADVANCEMENT OF WOMEN

JLU has set the best possible support of its female members in terms of equal participation as a core objective. JLU bears particular responsibility as it has the highest proportion of female students (64%) among the traditional comprehensive universities in Germany. Furthermore, some 51% of academics and researchers and 66% of technical and administrative staff employed at JLU are female.

External conditions relating to realisation of equality between women and men include legal provisions. The Hessian Higher Education Act (HessHG) and the Hessian Equal Opportunities Act (HGIG) are especially important.



The aim is to reduce under-representation of women at all qualification levels, in the higher pay grades, in management positions and in the various specialist disciplines. This objective is to be achieved by actively recruiting female academics and researchers, qualifying women for career development within and outside their own university and reducing structural and subject-specific cultural barriers. The participation of women at JLU and in the academic system is to be increased.

3.2 FAMILY ALIGNMENT

For JLU, family alignment means recognising the challenges and plurality of family responsibilities and creating a work and learning environment that is conducive to compatibility. The concept of family is broadly defined and also addresses cohabitation in which people assume long-term social responsibility for each other.

It is in JLU's interest to attract people with family responsibilities as students and employees and to strengthen their loyalty to JLU by offering programmes to promote the compatibility of studies or profession with family responsibilities. Students with family responsibilities should be able to graduate within the standard period of study.

JLU has held the university family alignment audit certificate since 2005 and continues to develop its family alignment in the course of the three-year re-auditing phases. The aim is to create institutional relief and compensation for disadvantages as well as to raise awareness of compatibility issues throughout the university – especially among people with management responsibilities.

3.3 DIVERSITY

For JLU, diversity means recognising the diversity of its members and affiliates (around 26,500 students, 5,700 employees and a further 5,300 employees at Giessen and Marburg University Hospital), the structures in which they are anchored and the professional and organisational cultures in which they operate. Promotion of this diversity and the protection of these individuals from discrimination are JLU's core concerns. Non-academic factors must not constitute a disadvantage for an academic career.

The legal basis for this is the General Equal Treatment Act (AGG), which aims to protect against discrimination based on gender, age, racism, ethnic origin, religion and ideology, sexual identity and disability. JLU expands the legally defined dimensions of discrimination to include consideration of social background. With its anti-discrimination guideline, JLU has closed a legal loophole as it now also applies the legal rights of the AGG to students and guests.

4. MEASURES FOR EQUAL OPPORTUNITIES

JLU's equality policies are implemented by means of personnel, structural and cultural measures. In addition to central measures, the departments and academic centres have also developed decentralised measures. These measures can be found in the [German version](#).

5. KEY TERMS

Term	Explanation
Care guide / <i>Pflege Guide</i>	A contact person to take account of the special requirements and burdens of employees in connection with nursing or care tasks. Employees can contact the care guide if they find themselves in a care situation or if they see a care situation approaching and want to prepare for it. The care guide supports people with care or caring responsibilities by providing information about internal and external contacts and support services.
DFG research-oriented equality and diversity standards / <i>Forschungsorientierte Gleichstellungs- und Diversitätsstandards der DFG</i>	The DFG's personnel and structural standards for sustainable gender equality and the promotion of diversity in an academic, research and higher education environment. They have been a voluntary commitment of DFG members since 2008. The diversity focus was introduced in 2022. Member universities participate in implementation of the standards using a qualitative reporting system, among other things.
Diversity management	A corporate strategy that aims to strengthen the (economic or academic) success of the company or institution by valuing the diversity of its employees. The aim is to align organisations' HR processes and policies in such a way that, on the one hand, the workforce reflects the demographic diversity of the business environment and, on the other hand, all employees feel valued and motivated to contribute their potential for the benefit of the organisation.
Dual Career Service	Counselling service for dual-career couples to support them in professional realignments. The partners of newly appointed professors are supported in their job search, in making professional contacts and in finding childcare or a suitable school.
Gender	A concept that describes the cultural and social dimension of the structural category of gender and refers to the fact that gender identity is not innate but is acquired through attribution.
Gender and diversity competence / <i>Gender- und Diversitätskompetenz</i>	Knowledge of the mechanisms and effects of stereotypical, gender-related attributions in the respective professional field of action and the ability to recognise these mechanisms in everyday professional life, as well as the willingness to act in an equality-aligned manner and to counteract potential discrimination.

Term	Explanation
Gender consulting	Advisory services regarding coordinated research programmes (advice on concept development, support in the application process, assistance in preparing the review and inspection phase and advice on the development and implementation of measures to promote gender equality) and organisational development.
Gender controlling	Collection of figures, data and facts relevant to gender equality, which are systematically processed and analysed to contribute to the further development of gender equality and HR policy. Gender controlling is used to validate whether the implementation of gender equality policy is in line with the defined objectives. The results are incorporated into the university's further planning and management processes.
Gender mainstreaming	Thinking and acting with a focus on equality in the day-to-day work of an organisation in terms of a strategy that integrates the consideration of equality as an objective at all levels of decision-making processes and thus understands equality as a cross-cutting task.
General Equal Treatment Act / <i>Allgemeines Gleichbehandlungsgesetz (AGG)</i>	A key German federal law aiming to prevent or protect against discrimination in working life and in general business life on the grounds of racism, ethnic origin, gender, religion or belief, disability, age or sexual identity. The AGG came into force in August 2006 and serves to implement four European anti-discrimination directives that have been issued since 2000.
Guidelines on Preventing and Dealing with Cases of Discrimination in Consideration of the General Equal Treatment Act for All Students and Other Members and Affiliates of Justus Liebig University Giessen / <i>Antidiskriminierungsrichtlinie der JLU zur Anwendung der Diskriminierungsverbote des Allgemeinen Gleichbehandlungsgesetzes für alle Mitglieder und Angehörigen der Justus-Liebig-Universität Gießen</i>	Written JLU regulation that ensures the prohibition of discrimination under the General Equal Treatment Act (AGG) is applied in relation to students and all members and affiliates of the university who are not protected by the AGG, since they are not bound to the university under employment or service law. This anti-discrimination directive came into force on 11 February 2020 and was published in the University Announcements "Mitteilungen der Universität Gießen (MUG)".
Hessian Act on Equal Rights for Women and Men and on the Elimination of Discrimination against Women in Public Administration (HGIG) / <i>Hessisches Gesetz über die Gleichberechtigung von Frauen und Männern und zum Abbau von Diskriminierungen von Frauen in der öffentlichen Verwaltung (HGIG)</i>	State Equal Opportunities Act with the aim of realising equal opportunities for women and men, improving the compatibility of family and profession for women and men and eliminating existing under-representation of women in the public sector. The law requires state authorities and companies to appoint Women's and Equality Officers and to draw up plans for the advancement of women and equal opportunities.

Term	Explanation
Intersectionality / Intersektionalität	An interdisciplinary concept that can be positioned between law and social sciences to clarify the interconnections and overlaps between different forms and dimensions of social inequality and difference. People who combine various aspects of marginalization require protection against possible multidimensional discrimination.
University family alignment audit / <i>Audit familiengerechte hochschule</i>	A strategic management tool that shows ways in which the compatibility of profession or studies with family obligations can be improved and embedded in university policy in the long term. The awarding of a certificate by berufundfamilie Service GmbH is linked to an internal university auditing process in which target agreements relating to the optimisation of family alignment for the future are drawn up based on existing measures at the participating university.
Women professors programme of the federal and state governments / <i>Professorinnenprogramm des Bundes und der Länder</i>	Measures introduced by the federal and state governments in 2008 and extended for a fourth funding period in 2022 to increase the number of female academics, researchers and artists in top positions in the science system and to embed gender equality more firmly in the structure of universities. Universities that submit convincing applications can receive up to three positions for female chairs per funding round as start-up funding for five years. The funds can be used to finance measures that promote equality at universities.