

## IOW press release, November 12, 2019

### Setting an example in equal opportunities: IOW receives “Total E-Quality” certificate for the 3rd time

*The Leibniz Institute for Baltic Sea Research Warnemünde (IOW) has been awarded the “Total E-Quality” (TEQ)-Certificate for its equal opportunities policy for the third time in a row. This time, the jury particularly acknowledged effective gender equality structures established in almost all areas of the Institute’s activities, which are underpinned by extensive measures. The TEQ certificate is awarded by the association TOTAL E-QUALITY e. V. for a period of three years. This year the awards were presented at the beginning of November in Munich to a total of 36 organisations from industry/administration and 24 from science.*

“We are very pleased to receive the TEQ award again! This is a great recognition of our efforts so far, but at the same time we see the award as an encouragement. At the IOW, equal opportunities between women and men are generally well advanced. Nevertheless, there is still a need for action,” said Joanna Waniek, IOW Equal Opportunities Officer, on the occasion of the award ceremony.

As in the previous evaluations, the TEQ jury praised the institute’s effective gender equality structures that also include the establishment of an Equal Opportunities Commission. This committee, which is anchored in the IOW’s statutes, ensures the continuous further development of the topic and at the same time serves to communicate equality issues well within the institute via members from all employment groups. “We want to offer our employees the best opportunities to balance family life and work by offering flexible working hours, help with re-entry after parental leave, a parent-child office and many other measures,” explains Ulrich Bathmann, director of the IOW, who also heads the Equal Opportunities Commission “Our staffing procedure follows strict rules that ensure equal treatment of candidates and very high transparency of the procedure itself. In recent years, we have increasingly been able to attract young women to work at the IOW,” he points out previous successes of the institutes personnel policy. “Nevertheless, we must not become negligent. There is still a lot to do”, he sais.

The jury also especially noted the IOW’s participation in the EU project “Baltic Gender”, in which eight scientific institutions from five Baltic Sea countries work together to promote equality in marine research, as very unique. Last but not least, the jury welcomed the IOW’s projects on gender equality for the coming years, such as the creation of an agreement for home office working. In 2022, the IOW will again present its gender equality work to the jurors in order to be allowed to hold the TEQ certificate.

**TOTAL E-QUALITY** is an initiative supported by the Federal Government that promotes equal opportunities for women and men as well as diversity in the workplace. Since 1996 it has been supported by the non-profit organisation TOTAL E-QUALITY Deutschland e.V. ([www.total-e-quality.de](http://www.total-e-quality.de)), which was founded by representatives from companies, associations, institutes and ministries. Every year, the association awards the TOTAL E-QUALITY certificate to organisations that support equal opportunities. It is awarded for a period of three years. The application procedure is based on a self-disclosure of the applicants, who are examined and

evaluated by an independent jury. To date, more than 300 organisations with a total of more than 2 million employees have received awards.

**IOW contacts:**

Prof. Dr. Joanna Waniek, IOW Equal Opportunities Officer  
+49 (0)381 – 5197 300 | [joanna.waniek@io-warnemuende.de](mailto:joanna.waniek@io-warnemuende.de)

Dr. Barbara Hentzsch, IOW Science Management  
+49 (0)381 – 5197 102 | [barbara.hentzsch@io-warnemuende.de](mailto:barbara.hentzsch@io-warnemuende.de)

*The IOW is a member of the Leibniz Association with currently 95 research institutes and scientific infrastructure facilities. The focus of the Leibniz Institutes ranges from natural, engineering and environmental sciences to economic, social and space sciences as well as to the humanities. The institutes are jointly financed at the state and national levels. The Leibniz Institutes employ a total of 19.100 people, of whom 9.900 are scientists. The total budget of the institutes is 1.9 billion Euros. [www.leibniz-association.eu](http://www.leibniz-association.eu)*

