

## Gender Equality // Introduction

### What is gender equality about?

The concept of gender equality refers to **equal rights** and **equal opportunities** for all people, regardless their sex or gender. Similar concepts are diversity and inclusion.

But while in theory all of them are aimed at everyone, in practice, however, every concept has a focus, and gender equality is primarily about **gender** and **gender relations**.



photo: MLU / Marika Schöb

photo: Leine Meißner

Gender diversity at the top

Women in MINT,  
men in CARE

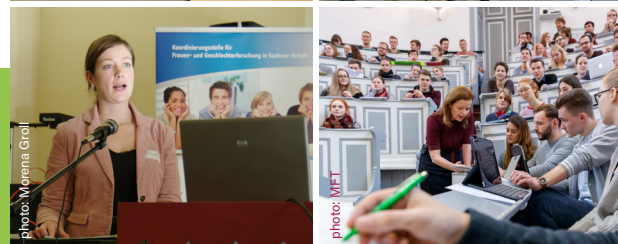


photo: Merena Groll

photo: MFT

Gender in research  
and teaching

Safety, respect and visibility

### Gender Equality: Why and What for?

Firstly this is a question of **justice**. Furthermore gender diversity proves to be **conductive to performance**. After all, **everyone** benefits from equality.

This also applies to science.

Although equality in terms of equal rights has been achieved to a large extent in Germany, equality in the sense of equal opportunities has not. There is still a long way to go.

At MLU, too, women, inter\*, non-binary and trans\* persons are underrepresented in higher career levels and committees, and the gender ratios in many disciplines are not representative.

However, equality is not only measured in numbers. It is about creating and maintaining a working, teaching and learning environment in which everyone is equally welcome and feels safe and of equal value.

In the context of science, gender equality also includes the promotion of gender research.

Equality policy is therefore **necessary**. It is also **obligatory by law**, e.g., art. 3 II GG: „The state shall promote the actual implementation of the equal rights for women and men.“ Or § 3 III HSG LSA: „The universities shall (...) work towards the actual realization of gender equality.“

## Equal Opportunities Officers // Your representation of interests

**Equal Opportunities Officers** are the legally enshrined representation of interests for gender equality for all members (students as well as employees) and affiliates of the university (§ 72 HSG LSA).

They work to ensure that gender equality is taken seriously and implemented as a management and cross-sectional task. They inform, advise and support in all matters relevant to gender equality.

They are elected every two years by the female members of the university. All members have passive voting rights. Both the Equal Opportunities Officers of the entire university and the Equal Opportunities Officers of the faculties resp. the non-faculty based areas are elected.

You can decide to whom you turn to with your concern.

The **Equal Opportunities Commission** is the place of exchange for all **Equal Opportunities Officers**. The Equal Opportunity Office supports the work of the Equal Opportunities Officers.

Overview on the website:  
➔ [About Us](#) ➔ [Introduction and Contacts](#)

## Equal Opportunities Officers // Contact

### Equal Opportunities Officers

Entire university as well as faculties resp. non-faculty based areas

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### Equal Opportunities Office

Barfüßerstraße 17, 06108 Halle (Saale)  
(near Uniplatz, entrance via inner courtyard)  
gleichstellungsbuero@uni-halle.de  
0345 55-21359  
www.gleichstellung.uni-halle.de



### Office hours

The Equal Opportunities Office is usually open Monday to Friday from 8:30 a.m. to 3:00 p.m.

For a personal meeting, ideally contact us by e-mail or telephone first.

We will try to arrange appointments at short notice and outside of office hours if necessary. We will try to find a format that suits all parties involved.



photo: Fotostelle UHK

**Dorothea Erxleben (1715-1762)**  
First woman to receive a  
doctorate in Germany

**Representation of interests**  
**Equal opportunities**  
**Protection against discrimination**  
**Elimination of disadvantages**  
**Gender mainstreaming**  
**Gender research**

**Gender Equality at MLU**

**Information from and about the Equal Opportunity Officers**

photo: allvision / stock.adobe.com

MARTIN-LUTHER-UNIVERSITÄT HALLE-WITTENBERG

Gleichstellungsbüro Martin-Luther-Universität Halle-Wittenberg



## Gender Equality at MLU // Structure

### Responsibilities

Gender Equality is a cross-sectional task - and therefore the responsibility of **all**. Conceptual, strategic and operational responsibility lies with the **rectorate** and the **deaneries**.

The rectorate is supported by the Staff Unit for Diversity and Equal Opportunities. The **Equal Opportunities Officers** are committed to the topic as representation of interests.

Overview of actors and projects/programs on the website: ➔ [Gender equality at MLU](#)

### Fields of action

Gender equality aspects are to be taken into account in all activities and in all areas of university operations. The „**Mission Statement on Gender Equality**“ defines the following as fields of action: studies and teaching, research, human resources, compatibility as well as participation, communication and organizational development.



photo: Sabine Blackmore

Information, event notice and material on gender equality in science and at MLU

Making female scientists at MLU visible

## Equal Opportunities Officers // Information, counseling and support services

Information and counseling on regulations and offers at MLU

Counseling and support in case of conflicts and problems, especially in case of sexism, sexualized/violence and mobbing

Counseling and support regarding gender equality activities (technical, organizational, financial)

Counseling regarding projects out of a gender equality perspective (gender consulting)

Conversations and counseling are confidential and oriented to your needs. They are available in all formats possible.

Information and counseling regarding the consideration of gender in research and teaching



photo: MLU / Markus Scholz

## Equal Opportunities Officers // Participation in University Administration

„The Equal Opportunities Officers participate in all matters concerning female university members (...)“ (§ 72 I HSG LSA).

They do this in particular by: participating in committees and commissions, participating in selection procedures (especially appointments and appeals); participating in the development of regulations and control instruments as well as in surveys; reception and introduction of questions, problems and ideas; initiation and sometimes implementation of measures; counseling and support regarding gender equality activities as well as other projects out of a gender equality perspective, (awareness-raising) conversations and events.

## Gender Equality at MLU // Offers

- Information, counseling and support: e.g. through interest groups, the Staff Unit for Diversity and Equal Opportunity or student council
- Offers of compatibility of job/studies and family: e.g. adjustments, childcare, financial support
- Offers in the field of study orientation
- MINT tutorials for female students
- Certificate and research support Gender Studies
- Coaching and mentoring
- Continuing education and training
- Events
- Resources for student assistants and conferencel
- Relief scheme for female professors



photo: Martina Zimmermann



photo: MLU / Markus Scholz



photo: Michael Deusch