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Equal Opportunities at ZEW

In addition to observing the legal regulations governing gender equality and the reconciliation of family and career, ZEW draws up an equal opportunities plan every four years.

In the equality plan, specific goals are formulated and the current employment situation on the reporting date is presented and evaluated. The results are used to develop overarching equality goals aimed at achieving a balanced ratio of women and men in management and decision-making positions, from which in turn individual concrete measures are derived. These measures can be divided in particular into the following overarching topics: equal opportunities in staff recruitment, staff development that promotes equality, family-friendly framework conditions, the prevention of any form of discrimination, as well as the rights and remit of the equal opportunities officers.


ZEW ensures that, in case that women are underrepresented, targeted measures are taken to eliminate the underrepresentation. The equal opportunities plan is published on the ZEW intranet.

The equal opportunities officer contributes to creating the equal opportunities plan.



Prof. Achim Wambach, Ph.D.

- President -



Thomas Kohl

- Managing Director -