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## Equal Opportunities at ZEW

The ZEW – Leibniz Centre for European Economic Research is committed to ensuring equal career opportunities for women and men, as well as promoting diversity in the workplace. Equality and diversity are regarded as key factors in our success and are a part of our mission statement and culture.

ZEW complies with the legal requirements for equality between men and women and balancing work and family life, such as the implementation agreement to the GWK Agreement on Equality between Women and Men in Joint Research Funding (“AV-Glei”) and its annex. In addition, ZEW prepares an equal opportunities plan every four years.

The equality plan sets out its objectives and describes and evaluates the employment situation based on a snapshot taken on a specific date. 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 main topics: equal opportunities in staff recruitment, personnel development that promotes equality, family-friendly working arrangements and the prevention of any form of disadvantage or discrimination. The rights and involvement of the equal opportunities officer are ensured at all times.

The equal opportunities plan is published on the ZEW intranet.

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



Professor Achim Wambach, PhD  
President



Claudia von Schuttenbach  
Managing Director