



Gender Equality Plan (GEP)

Organisation: German Institute of Rubber Technology e. V. (Deutsches Institut für Kautschuktechnologie e. V.)

Status: January 1st, 2026

1. Institutional Commitment

The German Institute of Rubber Technology e. V. (DIK) is committed to gender equality as a core institutional value and as a prerequisite for research excellence. DIK ensures equal opportunities for all genders and actively works to prevent discrimination, bias, and structural inequality.

The Management Board formally endorses this Gender Equality Plan and assumes responsibility for its implementation.

2. Governance and Responsibility

- Overall responsibility lies with the Management Board.
- An Equality Officer (or designated responsible body) coordinates implementation, monitoring, and reporting.
- Employees and staff representatives are involved where appropriate.

3. Data Collection and Monitoring

DIK collects and reviews gender-disaggregated data on an annual basis, in compliance with data protection regulations. Monitoring includes:

- Gender distribution by role, career level, and contract type
- Recruitment, promotion, and turnover statistics
- Participation in training and leadership functions
- Pay structure reviews to identify potential gender pay gaps

Findings are used to adjust measures and inform management decisions.

4. Work-Life Balance and Organisational Culture

DIK promotes an inclusive and family-friendly working environment by:

- Offering flexible working hours and remote work options where feasible
- Supporting parental leave and return-to-work arrangements
- Taking care responsibilities into account when scheduling meetings
- Ensuring a respectful, discrimination-free workplace culture



5. Gender Balance in Leadership and Recruitment

DIK strives to improve gender balance, particularly in underrepresented areas, through:

- Gender-neutral and inclusive job advertisements
- Transparent, competence-based recruitment and promotion procedures
- Sensitisation to unconscious bias in selection processes
- Encouragement of qualified candidates of underrepresented genders to apply

6. Gender Dimension in Research and Innovation

Where relevant, DIK integrates sex and gender considerations into research and innovation activities, including research design, methodology, and dissemination.

7. Measures Against Harassment and Discrimination

DIK applies a zero-tolerance policy towards harassment, gender-based violence, and discrimination. Clear internal rules, confidential reporting mechanisms, and appropriate follow-up procedures are in place.

8. Review and Update

This Gender Equality Plan is publicly available and is reviewed and updated at least every four years, or earlier if required by institutional or funding regulations.