Gender Equality and Diversity Plan (GEDAP) 2023-2027

The Equality and Diversity Plan 2023-2027 is a central document in which ANSOLE e.V. develops and justifies its equality and diversity policy and formulates goals and measures. The plan first provides an overview (A.) of the association, its mission statement and the codes, strategic plans and concepts that guide its actions. In the context of an inventory (B.), important facts and figures, certificates and audits, consulting services as well as facilities and services are presented. Subsequently, medium- to long-term goals and measures are formulated for various fields of action, which are derived from overriding legal requirements or strategic settings.

ANSOLE e.V.

ANSOLE e. V. is committed to education, research and knowledge transfer in the field of renewable energy and clean water at various levels in Africa. In doing so, we contribute to the achievement of the United Nations Sustainable Development Goals (SDGs, Agenda 2030). ANSOLE has over 1000 members in more than 70 countries around the world. The events we organize raise awareness on environmental and climate protection, gender issues, energy efficiency, the link between clean sanitation and good education (especially for women), plastic in seas and oceans, and a general understanding of the SDGs. The strong water-energy nexus led to the establishment of the BALEWARE (Bridging Africa, Latin America and Europe on Water and Renewable Energies Applications) collaboration and research platform in Curitiba, Brazil, in 2015.

Locally, in Jena and Thuringia, ANSOLE is involved in the project AMAH (contact point for people of African origin) and the publication of the journal MIGRANTh (documentation of the life stories of people with a migration background in Thuringia before and after 1990).

B. Inventory

Classicism, age, origin (background), (severe) disability, family responsibilities, chronic diseases.

Client* structure

In 2022, we served 29 male (45%) and 36 female (55%) clients*.

Employee structure

Since the founding of our association, we have had 50% female-read and 50% male-read employees until the end of 2022. Currently, women who are employed by us, unlike male colleagues (both work part-time), do not have a fixed-term employment contract. This is due to the fact that the female colleagues with a fixed employment contract wanted to leave Jena due to personal decisions and the male colleague took over their share as he had a lower number of hours. Over time, we have made efforts to hire women to work for us. Currently, this is only possible with honorary contracts for financial reasons.

Distribution 2022:

fixed-term employment contract:

- Men: 100 % of which 50 % of non-German origin

- Women: 0

Fee:

- Men: 30 %, all of them of non-German origin

- Women: 70 %, of whom of non-German origin: 83 %

honorary:

- Men: 29 %, all of them of non-German origin

- Women: 71 %, all of them of non-German origin

We have a person who deals specifically with issues of equality, but we lack the financial resources to offer a thematically broad training in this area. We organize lectures and events on the topic of BIPoC visibility.

There is a possibility to prepare the food and freely arrange and organize the tasks as needed.

C. Goals and measures

Employment structure

We aim to recruit more women and achieve a more equal distribution of women and men in honorary positions. To this end, the statistics are updated and attention is paid to equal distribution in recruitment.

Diversity officers and employees will provide information and advice on the topics of the General Equal Treatment Act (AGG) / discrimination, disability, diversity, family friendliness, equality, queer/LGBTIQA * and sexual discrimination, harassment and violence, gender equality and the visibility of BIPoC and LGBTQIA* persons. We are expanding our offer on the topic of BIPoC visibility.

The complaint and improvement management (quality management), which is taken over by a staff member, is to be expanded to receive and process feedback and complaints related to gender and diversity. This person is to ensure that the procedure is easily accessible and fair.

The aim is therefore to constantly reduce discrimination risks for everyone through appropriate measures, irrespective of specific incidents. The General Equal Treatment Act (AGG) applies to us.

In the course of 2024, the Complaints Office will be expanded in accordance with the General Equal Treatment Act (AGG). According to § 14 (7) HSG, individual paragraphs of the AGG apply,

in particular the protection against sexualized discrimination and violence [§ 3], the prohibition of discrimination [§ 7] and the right of complaint [§ 13]. At the same time, the person responsible for complaints management will raise awareness of possible discrimination more clearly than before and offer clients and employees a low-threshold point of contact.

Gender diversity-sensitive gender diversity monitoring.

Optimization of gender diversity monitoring for gender-sensitive university management is to be achieved by systematizing data collection and processing, developing new instruments that are superior to existing standards, and collecting comprehensive data. In doing so, staffing should be sufficient to enable the collection and processing of data. Gender and diversity policies are to be reviewed annually and adjusted as necessary. The review shall take into account the policy's track record, the opinions of staff and clients, and current developments in gender and diversity. In addition, the existing statistics on female clients will be expanded and improved.

Improvement of diversity-sensitive and family-friendly management culture

ANSOLE e.V. will continue to take measures for a diversity-sensitive and family-friendly working environment in the future.

Part-time arrangement

For temporary employees, ANSOLE e.V. offers workshops on career planning and the like through coaching services, for example via the employment agency.
Potentially interested female employees who would like to take on management positions can also receive individual coaching.

Increasing the compatibility of work

For future employees and current employees, the association offers flexible working time models, to reconcile work and family life. At the same time, employees are burdened by uncertainty about the duration of their employment, so it is important to develop solutions and offers that help them to fulfill their tasks in the best possible way. This includes reconciling conflicting demands, for which individual solutions are sought. We also strive to find long-term financing options to ensure stability and security for employees.

Health management is being expanded. Sickness, vacation time regulation

Recognition of gender diversity

After our move to our newly renovated office at Wagnergasse 25, 07743 Jena, all-gender/all-abilities restrooms will be available for staff and clients.

Since the end of 2018, intersex people in Germany have been able to choose "diverse" as a third positive gender entry in addition to "female" and "male" when entering their civil status. The legal recognition of the "third option" (https://www.bundesverfassungsgericht.de/SharedDocs/Entscheidungen/DE/2017/10/rs20171010_1bvr201916.html) results in further requirements such as structural measures, the designation or retrofitting of additional toilets for all genders, the adaptation of forms of address and communication, changes in administration, statistics and much more. Initial measures have already been taken here with the use of gender-sensitivelanguage

Gender diversity is a social reality - also incounseling situations. It is therefore a matter of creating a climate in which trans*, inter* and non-binary (TIN*) people can make use of their basic legal rights as a matter of course.
addition, other fields of action are to be considered, in particular the observance and
the non-discriminatory handling of gender diversity amongclients and employees. Finally, further everyday impairments with regard to gender diversity are to be minimized.

Adoption of an agreement on dealing with and protecting against sexualized discrimination, harassment and violence

In the General Code, ANSOLE e. V. firmly rejects any form of discrimination and assaultive behavior. However, there is a need to specifically address the issue of sexualized discrimination and violence, as ANSOLE e. V. has little expertise in this regard. Findings of relevant studies show that women and trans* persons are exposed to a significantly increased risk of discrimination, although this phenomenon is largely taboo.