

Centre for Conflict, Liberty and Security (CECLS) – Gender Equality Plan

Preamble

The *Centre for Conflict, Liberty and Security* (CECLS) is a 1901 non-profit association founded in 1990. It seeks to provide a forum for intellectual exchange between political scientists, internationalists, sociologists, anthropologists, lawyers, philosophers, historians and geographers. CECLS currently has an administrative team of 2 employees, 7 researchers and 10 associate researchers. CECLS strives to be an inclusive workplace. It is committed to an active equal opportunities and anti-discrimination policy to ensure equal opportunities and fair treatment for all employees. We are convinced that appreciative and respectful relations are the foundation for a positive working environment and crucial to the quality of the outcome of our research. We as CECLS have a legal as well as a moral obligation to create an appreciative, tolerant, and non-discriminatory atmosphere for everyone. Our Gender Equality Officer gives advice and counselling and supports employees in issues of equal treatment, equal opportunities, gender equality and anti-discrimination.

Our statement

CECLS is committed to the advancement of women and to actively support equality between women and men, equality for people with disabilities and/or chronic illnesses, and the respectful treatment of transgender, intersex, and non-binary people. It rejects all discrimination and disadvantages in connection with caring responsibilities. Discrimination refers to the objectively unjustified disadvantage, unequal treatment or degradation of individuals or groups of persons on the basis of certain characteristics. At CECLS we are committed to preventing discrimination on the grounds specified by law: Gender, Ethnicity, Religion, Belief, Age or Sexual Orientation. Direct discrimination takes place when persons are treated unequally based on these grounds in comparable situations. Indirect discrimination takes place when seemingly neutral regulations or rules have a disadvantageous effect on persons on the basis of these grounds.

It is our mission at CECLS to safeguard and maintain approximate gender-parity in the makeup of our staff across different levels of seniority and function. Emphasis is placed on issues of seniority (work experience) and formal qualifications (highest degree) with regards to distribution of tasks and responsibilities. This is demonstrated by the fact that we place strong emphasis on an egalitarian and equally allotted distribution of tasks in the areas of project acquisition, (academic) publications, media relations, and representation. At the same time, CECLS is aware of differing, gendered societal pressures and demands regarding care work, which are considered and assessed on a case-by-case basis. This leads to an equal distribution of project

responsibilities/institutional responsibilities and supporting work, as well as an open and care-work friendly work environment. CECLS also support employees in making use of remote-working to better facilitate and encourage care-work friendly work environment, as well as a healthy work-life balance.

Gender sensitive research and gender-inclusive use of language

CECLS recognises the importance of gender sensitivity in our research. This includes but is not limited to gender mainstreaming in every endeavour, striving for multi-perspective and inclusive research. CECLS further recognises a gender sensitive approach as a strength of our organisation. Language not only reflects social conditions but also shapes our perception. Through the conscious use of our language, we actively contribute to the equality of all genders and to an appreciative gender and to address everyone in an appreciative way. Gender-inclusive language recognises that there are more than two genders, and that gender identities, gender expressions and bodies are diverse. It helps to avoid misunderstandings and discrimination.

Gender Equality Overview

Organisation	NB	Female	Male
Administrative Team	0	1	1
Researchers	0	3	4
Associate researchers	0	6	4
New Hires	0	0	0
Dismissed employees	0	0	0
Interns	0	0	0

Overall CECLS employs 50% female and 50% male persons, with no intersex or non-binary persons on staff. CECLS recognizes the short coming of having an all-male managing directorate. To counterbalance and increase equality in the team CECLS has successfully increased the number of female senior researchers (43%) and associate researchers (60%). CECLS recognizes that work-life balance is an essential component of employee well-being. Our commitment to fostering a supportive and inclusive work environment extends to ensuring that our staff can prioritize their personal and family commitments without compromising their professional growth.

CECLS is committed to creating a workplace that fosters a harmonious coexistence between professional and personal life. We believe that by supporting our staff in achieving a fulfilling work-life balance, we can unlock their full potential and contribute to a thriving and productive organization. Over the coming year, CECLS will strive to better its inclusion and promotion of women and non-binary personnel.

Gender Equality Objectives 2025-2026

CECLS is committed to enhancing its workforce by recruiting more women and non-binary individuals in 2025-26. We also aspire to elevate more women to managerial positions in the forthcoming year. The overall objective of this plan, namely, to amplify diversity within our workforce, our research topics, and our methodology, while also creating a secure work environment for every employee regardless of gender, sex, age, sexual orientation, or any other personal characteristic, will be pursued in 2025 and beyond.

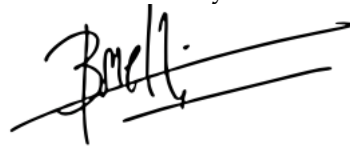
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