



Gender Equality Plan

Georg-Speyer-Haus Institute for Tumor Biology and Experimental Therapy

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This document applies to the Georg-Speyer-Haus – Institute for Tumor Biology and Experimental Therapy (GSH). It came into force with the signature of top management on 01.03.2022 and it is revised every two years. Last update 04.03.2026.

Georg-Speyer-Haus – Institute for Tumor Biology and Experimental Therapy (GSH) pursues the goal of equal opportunities for all its employees. We promote gender equality, diversity, and family friendliness, and we pursue the consistent elimination of discrimination based on gender, disability, sexual orientation, ethnic origin, age, faith or religious and political beliefs. We ensure family-friendly research and working conditions, offer training and qualification prospects in accordance with equal opportunities, and regularly monitor and improve the above.

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1. Legal Framework

According to current European recommendations and national legislation institutions must create and implement an equal opportunity concept.

Gender equality and gender mainstreaming in research have been priorities for the **European Commission**^a, the **European Research Area**^b and the **German Federal Government**^{cd} with actions on three main areas: (i) promoting gender equality in **careers**, (ii) ensuring gender balance in

^a Gender Equality Strategy. 2020-2025. European Commission. URL: https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en [accessed 2024-02-29].

^b Pact for research & innovation in Europe. 2021. European Commission. URL: https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/12960-Pact-for-research-innovation-in-Europe_en [accessed 2024-02-29]

^c Nationaler Aktionsplan für den Europäischen Forschungsraum. 2023. Die Bundesregierung. URL: <https://www.euburo.de/en/era-action-plan-3417.html> [accessed 2024-02-29]

^d Hessisches Gleichberechtigungsgesetz (2015-12-20) - HGIG - Bürgerservice Hessenrecht URL: https://www.rv.hessenrecht.hessen.de/perma?j=GleichstG_HE [accessed 2024-02-29]



decision-making and (iii) integrating the gender dimension in research and innovation **content** and programs ([She Figures 2024^e](#)).

As of 2022, participation in the new European Framework Program requires having a **Gender Equality Plan (GEP)** for public bodies, research organizations and higher education establishments^{fg}.

2. Current situation

Founded in 1904 by Franziska Speyer and opened in 1906, Georg-Speyer-Haus conducts oncological research in close cooperation with Goethe University Frankfurt. Its first director, Paul Ehrlich, was awarded the Nobel Prize in Physiology or Medicine in 1908. Nowadays, a Board of Trustees advises on the business of the foundation and an Executive Board led by the scientific director Prof. Dr. Florian Greten manages the institute. A seven-member international Scientific Advisory Board evaluates the scientific progress of the institute annually. About 100 staff members are distributed among ten research groups, the infrastructure management, and the administration.

Gender-disaggregated data is internally reviewed and reported yearly and publicly every two years, in line with Horizon Europe requirements. In the following table, the proportion of women in GSH is listed according to reporting criteria defined at national level in Germany as non-academic, academic and decision-making staff. These are similar but not identical to A-D staff groups^h of [She Figures 2024](#) (the EU publication on gender in research and innovation).

GSH has attained gender parity within the 40–60% balance range in decision-making roles among group leaders and scientific advisory board, and demonstrates a substantial representation of women across several staff categories, including doctoral, postdoctoral and administrative positions. Animal facility and cleaning services still show overrepresentation of women beyond the 60% threshold while board of trustees and executive board levels maintain an underrepresentation of women (Table 1). While this reflects recent structural transitions, GSH remains committed to obtaining balance in line with its 40-60% targets. When vacancies arise, GSH actively seeks qualified candidates of the underrepresented gender to strengthen balanced representation in accordance with its Gender Equality Plan and European benchmarks ([She Figures 2024](#))ⁱ.

^e She Figures 2024 - European Commission: Directorate-General for Research and Innovation, She figures 2024 - Gender in research and innovation – Statistics and indicators, Publications Office of the European Union, 2025, <https://data.europa.eu/doi/10.2777/592260> [accessed 2026-02-28].

^f Horizon Europe guidance on gender equality plans, European Commission, Directorate-General for Research and Innovation, (2021): Publications Office URL: <https://data.europa.eu/doi/10.2777/876509>

^g Gender equality plans (GEPs) – How to be ready for ex-post checks. European Commission: Directorate-General for Research and Innovation (2026): Publications Office URL: <https://data.europa.eu/doi/10.2777/9460977> [accessed 2026-02-28]

^h **A**: The single highest grade / post at which research is normally conducted within the institutional or corporate system; **B**: All researchers working in positions that are not as senior as the top position (A) but definitely more senior than the newly qualified PhD holders (C) (i.e. below A and above C); **C**: The first grade/post into which a newly qualified PhD graduate would normally be recruited within the institutional or corporate system; **D**: Either postgraduate students not yet holding a PhD degree who are engaged as researchers (on the payroll) or researchers working in posts that do not normally require a PhD.

ⁱ In the higher education sector in Germany, women represented 45.1% of grade D staff, 46.3% of grade C staff (entry-level postdoctoral positions), 30.1% of grade B staff (mid-senior positions such as associate professor), and 23.8% of grade A staff (equivalent to full professorship). At the EU-27 level, the corresponding figures are 48.0%, 46.8%, 42.0%, and 29.7% ([She Figures 2024](#), Table 6.1, data reference year 2022)



Table 1. Proportion of women in GSH in non-academic, academic and decision-making positions

Staff - % women	Position	2021 GEP start	2023	2024	Target by 2028
Non-academic (similar to group D of <i>She Figures 2024</i>)	Administration	40.9%	50.0%	40.0%	40–60%
	Animal facility	100%	77.8%	72.7%	Below 60%
	Cleaning services	66.7%	75.0%	75.0%	Below 60%
	Mean non-academic	69.2%	67.6%	62.6%	Same/Below 60%
Academic (similar to groups B- C of <i>She Figures</i> 2024)	Doctoral researchers	64.6%	78.3%	56.2%	Same
	Postdocs	58.8%	62.5%	50.0%	Same
	Mean academic	61.7%	70.4%	53.1%	Same
Decision-making (similar to group A of <i>She Figures 2024</i>)	Scientific Advisory Board	28.6%	42.9%	42.9%	Same
	Board of Trustees	28.6%	28.6%	25.0%	Above 40%
	Executive Board	33.3%	33.3%	0.0%	Above 40%
	Research group leaders	50%	50.0%	55.5%	Same
	Mean decision-making	35.1%	38.7%	30.9%	Above 40%

Explanatory note on Executive Board composition. In 2024, following leadership transitions, the Executive Board composition shifted from three members (one female) to two members, both male. While this resulted in a temporary deviation from the 40% gender balance threshold, GSH remains committed to restoring balance in future executive appointments. Gender balance will be explicitly considered as a criterion in upcoming recruitment and nomination procedures, in line with the Gender Equality Plan.

Building on our accomplishments, our targets include maintaining achievements, addressing remaining disparities, and fostering an inclusive and equitable work environment for all employees. We achieve this through dedicated resources and by adhering to goals and measures outlined in Horizon Europe's guidance on gender equality plans.

- Raise awareness on gender balance among the employees and decision-making bodies
- Implement and adhere to the principles of equal treatment
- Monitor and improve

3. Dedicated resources

Human resources. The function of Equality and Diversity Representative at GSH is institutionally assigned to a senior coordination role within the institute and is supported by the coordinators of the GSH graduate schools (PEGS and TRR417). These roles dedicate a proportion of their working time to the coordination, monitoring, and reporting of GEP measures, including the preparation of the annual internal Gleichstellungsbericht, coordination of training and awareness activities, and liaison with Goethe University's [Equal Opportunities Office](#).

Financial resources dedicated to GEP implementation include: the pro-rata funding of a staff position at the [Equal Opportunities Office](#) of Goethe University Frankfurt (contractually regulated cooperation); costs associated with the berufundfamilie audit certification and re-certification cycles; funding for external coaching sessions and training events (e.g. the 2025 PI coaching



session); and operational costs for the parent-child workstation. These expenditures are documented internally and can be provided as evidence upon request.

Gender expertise is ensured through the contractually regulated formal cooperation with the Equal Opportunities Office of Goethe University Frankfurt, whose staff hold professional qualifications in gender equality and equal opportunity law. Internally, the Equality and Diversity Representative and supporting coordinators draw on experience gained through the berufundfamilie audit process, the BMFSFJ Gleichstellungscheck (completed 2024), and ongoing engagement with European and national gender equality frameworks.

4. Goals and measures

4.1 Raise awareness about gender balance

Communication and use of language. GEP is publicly available on the institute's website and is disseminated through institute's newsletter and active communication in internal meetings. The management is working to ensure that the GSH always uses gender-inclusive communication and encourages the use of Goethe University guidelines both for [English](#) and [German](#).

GSH systematically reviews institutional texts, reports, and job advertisements to ensure inclusive and gender-sensitive language in accordance with updated regional guidelines.

Coach, Train & Inspire. GSH offers personal coaching on gender and diversity to employees with personnel responsibilities (2025: dedicated session for all PIs; 2026: individual coaching for early-career researchers). Training and awareness activities address both staff and decision-makers; participation is documented through attendance lists.

The structured graduate schools [PEGS](#) (since 2022) and [IRTG-TRR 417](#) (since 2025) require mandatory career development for doctoral researchers, including self-reflection and individual career planning.



GSH staff also access external opportunities including [Mentoring Hessen – Frauen in Wissenschaft und Wirtschaft](#), the monthly "Ladies Lunch" networking at the University Hospital, where senior female staff share experience and practical strategies to overcome barriers for career advancement in the natural sciences, and programmes offered through the [Equal Opportunities Office](#) of Goethe University Frankfurt. A Gender & Diversity Newsletter is distributed quarterly to all staff. Collaborative research consortia associated with GSH may additionally offer international mentoring or support for researchers with care responsibilities.

GSH engages in outreach to foster interest in scientific careers among young people, including school visits, Boys/Girls' Day, and approximately 25–30 voluntary service participants per year. A detailed overview is provided in Table 2.



Table 2. Summary of training and awareness-raising activities (2024–2025 and ongoing)

Activity	Date/Freq.	Target group	Participants	Delivered by
Personal coaching for PIs	March 2025	Decision-makers	All PIs (~10)	Paul Charlton, certified coach
Gender & Diversity Newsletter	Ongoing (quarterly)	All staff and decision-makers	~100 (all staff)	Equality Representative
2025 GSH Symposium – Gender equality lecture	2025	All staff and decision-makers	>100 incl. Director, Board, PIs	External speaker
AOK Hessen seminars on healthy leadership	2023	Staff with personnel responsibility	Documented per event	AOK Hessen
Ladies Lunch networking (Univ. Hospital)	Monthly	Female academic staff	Variable	University Hospital Frankfurt
PEGS/TRR417 graduate school training	Ongoing	Doctoral researchers (mandatory)	All doctoral researchers	Graduate school coordinators
Boys' Day participation	2025	External outreach	2 participants	GSH research group
School class visits and internships	Yearly	External outreach	~30 pupils (2025)	Equality Representative, GSH research groups
Voluntary service program in science, technology and sustainability (Freiwilligendienst in Wissenschaft, Technik und Nachhaltigkeit)	Yearly	External outreach	~25-30 (2025)	Equality Representative, Graduate school coordinators
Individual coaching of researchers	2026	Early-career researchers	1 (arranged)	Equality representative, Graduate school coordinators

Attendance lists are retained as supporting documentation and can be provided upon request.

4.2 Implement and adhere to the principles of equal treatment

Recruitment. GSH includes equal opportunity in its selection processes for job vacancies and committees. Vacancy announcements are formulated to avoid undue advantage to the overrepresented gender, and selection committees are informed about gender-neutral evaluation criteria and potential unconscious bias. To increase the proportion of women at decision-making levels, we promote the interest of female employees through offers tailored to individual needs (mentoring, dual career, parent-child workstation). At levels where GSH has no direct influence on hiring (Board of Trustees and Scientific Advisory Board), the Executive Board raises awareness of gender balance in appointment procedures.



GSH staff in publicly funded positions are compensated according to the TV-H collective agreement, which determines salary grades based on qualification and professional experience, independent of gender.

Onboarding. New employees are introduced to the institute's administrative structures and rules through a structured "welcome" on the first day of work – an introduction plan, an organizational chart and a list of contact persons. International employees additionally benefit from a dedicated check-list and personalized support for their smooth integration in Germany. As part of onboarding, new employees are introduced to the topic of unconscious gender bias through a [dedicated video resource](#) available on the GSH intranet.

Gender in research content. We support stronger incorporation of the gender dimension in research projects, from planning through analysis and reporting – especially relevant in the life sciences. We regularly inform researchers about relevant lectures and seminars and recommend the [guidelines](#) published by Goethe University Equal Opportunities Office, the [EU](#), and the [DFG](#). In 2024–2025, several research groups reflected on sex/gender dimensions within DFG-funded collaborative projects.

In the next GEP revision, GSH aims to introduce quantitative tracking of the share of publications and grant applications that incorporate a sex/gender dimension.

Teleworking. Teleworking arrangements previously described in earlier GEP versions are no longer generally applicable. Any remote work currently requires individual approval by the Executive Board and is assessed on a case-by-case basis. This strengthens spontaneous and personal encounters on site, while the option of working remotely remains available in urgent cases.

Parenthood. We offer career development schemes that support equal opportunity career management and the promotion of family-friendly organization structures – parent-child workstation, "berufundfamilie" (workandfamily) audit – which improve and ensure young researchers' career prospects and achieve a stabilization of women's careers in science.

In 2023–2025, three female and three male employees took parental leave, reflecting GSH's commitment to encouraging parental leave across genders.

Parent-child workstation. With DFG support, GSH established a fully equipped parent-child workstation on the ground floor in 2019, available to all employees with children and bookable through the institute's booking system.

In addition, the management will continue to work with the University Hospital Frankfurt management on a joint concept for the use of the Hospital's **daycare centers** by the children of GSH employees.





Audit berufundfamilie (workandfamily) certification. GSH has been certified since 2020 and was re-certified in December 2023, launching a new audit period. Implemented measures include parent-child workstation, annual employee appraisals, regular information emails on vacation offers for children, AOK Health Day, language courses, and structured support for new international employees. The current audit period focuses on strengthening and extending these measures.



To support the compatibility of work and parenthood, GSH schedules institute-wide meetings within core hours, encourages parental leave for all employees with continued contact towards re-entry, and arranges staff cover for tasks outside daycare hours.

Charter of diversity. By signing the Charta der Vielfalt in 2021, GSH committed to an appreciative and bias-free working environment for all employees - regardless of age, gender, ethnic origin, nationality, religion, physical or mental ability, sexual orientation, or social background. Measures already in place include:



- Fostering a culture of mutual respect among managers and employees
- Ensuring HR processes reflect the diverse skills and talents of all staff
- Integrating diversity topics into internal and external communication, including employee-authored newsletter articles
- Organizing inclusive events that accommodate diverse cultural backgrounds
- Offering new employees a voluntary buddy programme pairing them with a colleague from another group for social and cultural support

Zero tolerance of gender-based violence including sexual harassment. GSH applies a zero-tolerance policy towards harassment and gender-based violence, covering acts of a sexual nature as well as stalking, intimidation, or physical and non-physical humiliation. This applies to all members of the institute. Any employee who experiences or witnesses such behavior can report this to: (1) the GSH [Ombudsperson](#), who treats all matters in strict confidence; (2) the Equality and Diversity Representative; or (3) the reporting structures of Goethe University Frankfurt. Reports are treated confidentially and the employee is protected against retaliation.

Investigate and Act. If management learns of a violation, it is responsible for investigating and taking action to address it and prevent recurrence. The GSH is committed to the Code for Safeguarding Good Scientific Practice formulated by the DFG (as of February 2020) and has established binding regulations for safeguarding good scientific practice (May 2023), including a secure, anonymous reporting mechanism to the independent GSH [Ombudsperson](#). The same mechanism can be used for issues like bossing or psychological violence.

4.3 Monitor and Improve

Statistics and indicators. Annual monitoring of targets is documented in the internal Gleichstellungsbericht. The report includes quantitative tracking of gender distribution in scientific qualification stages, leadership positions, and administrative roles, and compares actual values with defined targets. Aggregated data are reported publicly in the GEP at least every two



years, in line with Horizon Europe requirements. The collected data are used to monitor progress in the implementation of the GEP and to inform adjustments where necessary.

In 2024, GSH completed the “Gleichstellungskcheck für kleine und mittlere Unternehmen” (BMFSFJ), achieving predominantly positive results (14 green ratings, 5 with improvement potential, 1 requiring action), demonstrating a structured approach to gender equality assessment.

Targets. We consider equal gender balance achieved when there is a minimum of 40% representation of both genders in each category by 2028. All measures aim to achieve this both directly through recruitment and indirectly by creating an inclusive organizational culture that encourages staff of underrepresented genders to apply for openings.

Survey. A GSH employee satisfaction survey took place in 2019 and a follow-up survey took place in 2023 within the framework of the audit berufundfamilie project. They indicated that work and family are generally perceived as compatible at GSH, while limitations in flexible working arrangements were identified as an area of concern, particularly in specific operational units. Respondents expressed strong interest in flexible working options, job-ticket support, professional development measures (e.g. mentoring, leadership and communication), and work-life balance benefits. The survey results are used to better understand employees’ perspectives, identify priority areas, and guide further institutional development.

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