

# Gender Equality Plan

AERA Land gGmbH  
Beim Kreuzle 4, D-87480 Weitnau  
20.05.2025



---

## 1. Introduction and Organizational Commitment

### Purpose of the Plan

This Gender Equality Plan (GEP) serves as our framework to promote gender balance and inclusivity across all levels of [FIRMENNAME]. As a young organization committed to excellence and innovation, we recognize that gender equality is not just a social responsibility but a strategic imperative that drives better decision-making, enhanced creativity, and improved business performance.

This plan aligns with Horizon Europe requirements and demonstrates our commitment to creating an equitable workplace from the foundation of our company.

### Organizational Commitment

**AERA Land gGmbH is committed to:**

- Promoting equal opportunities for all employees regardless of gender
- Creating an inclusive workplace culture free from discrimination
- Implementing fair and transparent policies in all areas of our business
- Monitoring and evaluating our progress toward gender equality goals
- Complying with all relevant legislation and funding requirements

### Leadership Statement:

As CEO and founder, Christine Bajohr is personally committed to ensuring that gender equality principles are embedded in our organizational culture and business practices from day one.

---

## 2. Current Organizational Assessment

### Workforce Statistics (as of 20.05.2025)

#### Current Team Composition:

- Total employees: 7
- CEO/Leadership: 1 female (Christine Bajohr)
- Full-time employees: 1 female
- Part-time employees: 2 (1 male, 1 female)
- Mini-job employees: 4 (4 male, 0 female)

#### Current Gender Distribution:

- Leadership positions: 100% female representation

- Overall workforce: 71% male, 29% female

**Assessment Summary:** As a newly founded company, our current gender distribution is project-dependent. We recognize that our technical project requirements have influenced our initial hiring patterns, resulting in higher male representation among part-time and contract staff. However, our leadership is female, and we are committed to achieving better balance as we grow.

---

### 3. Goals and Objectives

#### Our Goals

1. Use fair and inclusive hiring practices
2. Maintain equal pay for equal work
3. Foster respectful workplace environment
4. Document employee demographics annually
5. Comply with gender equality requirements

#### SMART Objectives:

- **Specific:** Use inclusive language in job postings
  - **Measurable:** Document gender of applicants and hires
  - **Achievable:** Implement basic fair hiring practices
  - **Relevant:** Meet funding compliance requirements
  - **Time-bound:** Review annually
- 

### 4. Key Action Areas

#### 4.1 Recruitment and Hiring Practices

##### Actions:

- Use inclusive language in job postings
- Consider all qualified applicants fairly regardless of gender

**Responsibility:** CEO

**Timeline:** For all positions

#### 4.2 Pay Equity and Compensation

##### Actions:

- We follow public sector pay scales, ensuring equal compensation based on qualifications and responsibilities, independent of gender.

**Responsibility:** CEO

**Timeline:** Ongoing

### 4.3 Work-Life Balance and Flexible Work

**Actions:**

- Offer flexible working hours where operationally possible
- Support remote work options when appropriate

**Responsibility:** CEO

**Timeline:** Ongoing

### 4.4 Prevention of Discrimination and Harassment

**Actions:**

- We maintain a respectful workplace with zero tolerance for discrimination or harassment of any kind.
- Team awareness is fostered through regular dialogue and management guidance on gender equality principles.

**Responsibility:** CEO and all employees

**Timeline:** Ongoing

### 4.5 Career Development and Advancement

**Actions:**

- We support employee professional development when it benefits both the individual and contributes to our company's capabilities.
- We consider gender aspects in our research designs if relevant.

**Responsibility:** CEO and senior staff

**Timeline:** Ongoing as opportunities arise

## 5. Implementation Plan

**Implementation**

- This plan is implemented immediately under CEO leadership, with annual reviews to ensure continued effectiveness.

**Resources**

- Implementation requires minimal additional resources beyond management time and commitment.
- External consultancy if needed for specific areas

## 6. Monitoring and Evaluation

**Annual Review**

- We document our workforce composition annually and update this plan as needed. Key information is available for funding compliance and published on our website.
- 

## **7. Policies and Procedures**

### **Anti-Discrimination Policy**

- AERA Land gGmbH prohibits discrimination based on gender, gender identity, sexual orientation, or any other protected characteristic. All employment decisions are based on merit, qualifications, and business needs.

### **Complaint Procedure**

- Employees can address any concerns directly with management or through written communication to the CEO

### **Equal Opportunities Statement**

- We are committed to providing equal opportunities in employment, training, and career development. We welcome applications from all qualified candidates regardless of gender.
- 

## **8. Resources and Support**

- Implementation relies on management commitment and team participation. External advice will be sought when needed
- 

## **9. Review and Updates**

- This plan is reviewed annually and updated to reflect company growth, legal requirements, and employee feedback.
- 

## **10. Conclusion and Commitment**

AERA Land gGmbH is committed to creating a workplace where all employees can thrive regardless of gender. This Gender Equality Plan represents our foundational commitment to these principles and our roadmap for continuous improvement.

As we grow and evolve as an organization, gender equality will remain a core value driving our decisions and shaping our culture. We believe that by fostering diversity and inclusion, we will build a stronger, more innovative, and more successful company.

**Signature:**

  
Christine Bajohr  
CEO, AERA Land gGmbH  
Date: 20.05.2025

---

## **Appendix A: Legal Compliance**

This plan ensures compliance with:

- German Equal Treatment Act (AGG)
- EU Gender Equality Directives
- Horizon Europe funding requirements
- Relevant labor and employment legislation

## **Appendix B: Contact Information**

For questions or feedback regarding this Gender Equality Plan:

### **AERA Land gGmbH**

Attn: Christine Bajohr, CEO

Beim Kreuzle 4

Email: [info@aera.land](mailto:info@aera.land)

---

*This document is publicly available at: <https://aera.land>*

*Last updated: 20.05.2025*

*Next review: Mai 2026*