

WISLAW AWARD

Criteria

(Presented during GA with the request to members to contribute until Sept 25)

1. Does policy for targeted recruitment exist in your company (f.e. vacancy announcements including special encouragement for women to apply, mitigate (unconscious) biases during recruitment)?
2. Is there a visible effort to feature women and/or gender balance in the images on the websites and in the outreach materials of your company?
3. Is there visible leadership commitment and accountability toward gender equality in your company?
4. Is there an equal opportunity/anti-discrimination officer?
5. Do flexible work arrangements exist (staggered working hours, compressed work schedule, telecommuting, part-time work, equality in parental leave, additional parental leave for non-family duty stations, parental leave as special leave without pay, breastfeeding policy and facilities, childcare facilities)?
6. Do reintegration programs for women exist?
7. Do you have a measure for the 'leave no one behind' principle in your company?
8. For universities: What is the percentage of female students in the university?
What percentage of female students in law faculty?
9. Do female employees have the same development, advancement, and promotion opportunities in your company?

10. Are there special/additional training measures implemented for female employees at your company?
11. Does the employer offer special mentoring programs for female employees?
12. Do standards of conduct against gender-related discrimination, harassment and abuse of office exist?
13. Is there a concept for breaking up male-dominated sectors in your company?
14. Are there women in leadership positions (senior management) within your company? If so, what percentage of women are in leadership positions?
15. What is the proportion of female employees at other hierarchical levels?
16. Do internal incentives to promote women to decision-making positions within your company exist?
17. Are there women's networks in your company or related to your company?
18. Is the remuneration for women and men in the same position equal?