

Mini-Check

Are there already leading examples in your company/ administration/association? Use this questionnaire to find out for yourself how well you are doing! The more questions you can answer with »yes« the higher your chances are for a successful application. **Send us your results! We are interested in how good your organisation already is!**

Your contact data

Are there women in leading positions in your company or in professionally prominent positions without leadership responsibilities (as project manager or similar)?

1. ☐ yes ☐ no

Do you offer internships for schoolgirls or female students?

2. ☐ yes ☐ no

Do you take over your female apprentices/trainees?

3. ☐ yes ☐ no

Do you encourage vocational training for female employees?

4. ☐ yes ☐ no

Do part-time employees also have the opportunity for further training in the company?

5. ☐ yes ☐ no

Do you offer flexible models in terms of working hours and place of work?

6. ☐ yes ☐ no

Do you support your employees with regard to childcare (financially, organisationally)?

7. ☐ yes ☐ no

Do you keep in contact with employees on parental leave?

8. ☐ yes ☐ no

Do you purposefully create mixed teams within your organisation?

9. ☐ yes ☐ no

Does your organisation have an employee whose area of responsibilities includes issues regarding equal opportunities?

10. ☐ yes ☐ no

Is diversity a key focus of your corporate culture that you actively practice?

11. ☐ yes ☐ no

Send us your Mini-Check results: Fax +49 (0)9708 909-298

Equality is well worthwhile!

Up to 2015 a total of 613 awards have been presented to 278 organisations. These 278 organisations have a total of approximately 2.5 million employees and almost 900,000 students who all benefit from a personnel policy that promotes equal opportunities. 15 organisations have so far been honoured with the additional Diversity award.

Each and every award winner is living proof that commitment to equality and diversity is well worthwhile.



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With equal opportunity and Diversity
to success

The award for business

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und Jugend

About us

Since 1997 TOTAL E-QUALITY Deutschland e.V. has been honouring organisations from the private sector, science and administration and associations for successful, and long-term, practised equal opportunities.

Since 2015 additional awards have been presented for exemplary commitment to diversity to organisations that not only value the individual differences of their employees, but also benefit from and promote these differences.

What the award stands for

Successful and sustained commitment to equal opportunities for women and men at the workplace and appreciation of the diversity of employees.

Validity

The award is valid for three years. The title may be awarded again for further successes, respectively sustainability.

Costs

Application fee: € 150 plus a staggered contribution in case of a successful application: € 300 – € 2,400 depending on company size, with the additional Diversity award € 350 – € 2,600. Repeated application 30 % discount.

Application

You may apply for the award with a questionnaire (based on a self-assessment). Organisations from all industries, with minimum 15 employees, may participate.

The questionnaire is divided into 8 parts:

1. Stocktaking of the employment situation
2. Recruiting, staffing, recruiting junior staff

3. Training/Employee development
 4. Reconciliation of work and family life
 5. Promoting of cooperative behaviour at the workplace
 6. Institutionalisation of inward directed equal opportunity activities
 7. Socio-political commitment to equality
 8. Diversity – optional
- Records of the activities must be added for documentation.

Decision

An independent jury evaluates all applications on behalf of the association and selects the winners. Its members include experts from science as well as business, administration and associations. For their evaluation the judges consider the individual circumstances and conditions of the organisations. The crucial factor in this decision is a company's ability to strike a balance between economic requirements and the interests of their employees by implementing suitable human resource strategies to establish equal opportunities.

Award process

The award is granted for three years and comprises a certificate in combination with the TOTAL E-QUALITY logo, which can be used by the organisations in all internal and external relations for presentation and image cultivation. The organisation can be presented with the award again for further progress or sustainable success. An organisation presented with the award for the fifth time will in addition receive an honorary award for sustainability

Benefit

The more organisations honoured, the more of them set standards in our society by which others will also be measured. They all work together to create a basis on which equality can grow and thrive.

The award ...

- has a profitable effect both internally and externally
- demonstrates the remarkable, even extraordinary performance of the organisation
- illustrates the broad field in which equality and diversity can expand; the work life balance is only one facet
- certifies that the organisation advantageously utilises resources from the potential and specific skills of all employees
- motivates and retains staff in the company, because everybody feels unique and valued
- provides added value in attracting the best minds since candidates prefer an employer for whom not only the results are important, but also the persons behind them
- demonstrates that the employees identify themselves with the company and enjoy working together towards corporate goals