

Anhang (Annex)

A1. Definitionen (Definitions of terminology)

AKFiFZ (Arbeitskreis Frauen in Forschungszentren - Working Group Women in Research Centers)

Working Group Women in Research Centers: Association of all Women's and Equal Opportunities Officers at the Helmholtz Centers.

Arbeitsgruppenleitung (Working group management)

At the GFZ, the 4th management level in science, which is often named in other centers, is the group of working group leaders.

DFG

Deutsche Forschungsgemeinschaft (German Research Foundation)

Direktorium (Board of Directors)

The Board of Directors is the governing body of the GFZ, which advises the Executive Board and participates in the development and implementation of the Foundation's strategy and in the planning and implementation of research programs, as well as in structural and development planning, the development of internal regulations and guidelines and investment and personnel planning. The Board of Directors consists of the Department Directors, the Topic Directors, the Program Directors and the Scientific Directors of the Research Institute for Sustainability. The Board of Directors usually meets twice a month. The Scientific Director and the Administrative Director attend as guests, and invited guests are also invited as required (agenda).

Führungsebenen in der Wissenschaft (nach Kaskadenmodell-Methodik keine Ebene 3) - Management levels in science (no level 3 according to the cascade model methodology)

Center management (Management Board): Scientific Director

- 1st level: Department director
- 2nd level: Section heads
- 4th level: heads of working groups and junior research groups

Führungsposition (Management position)

In addition to the management level in science, this also includes the Administrative Board and the department heads in the Board divisions and in administration.

GBA – Gleichstellungsbeauftragte:r

Equal Opportunities Officer.

Kaskadenmodell (cascade model)

One measure for anchoring gender equality as a fundamental principle of research policy is the procedural methodology of the so-called cascade model adopted by the [GWK](#) (Joint Science Conference of the Federal Government and the Länder) in 2011. According to the GWK, the proportion of women at each scientific career level should be at least as high as that of the qualification level directly below (see BMBF information [here](#)). The cascade model methodology thus considers the specific circumstances of the different subjects/disciplines and enables appropriate targets to be set. The non-university research organizations (e.g. Helmholtz Association of German Research Centres) have committed themselves to implementing the cascade model with ambitious targets as part of the Pact for Research and Innovation (PFI) and have launched various individual measures to this end. In PFI IV, the research organizations are to define ambitious but realistic target quotas in organization-specific cascade models, initially with a target for the year 2025 ([source](#), p. 56, point 3.44).

Nachwuchswissenschaftler:innen (Young scientists)

The category of early career researchers includes academic staff who completed their doctorate no more than 5 years ago at the start of their contract and who are no older than 35 years of age at the time in question.

StraBu (Strategy and budget)

Strategy and budget discussions, which are held once a year with each section and the GFZ Executive Board.

Wissenschaftsadministration (Science administration)

Employees with E13 and higher who work predominantly in a science-supporting capacity and whose university education is necessary for the performance of their work. At the GFZ, these include the departmental officers, employees of the scientific management board, public relations staff and project officers in sections.