

GFZ Gleichstellungsplan (Gender equality plan)

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Einleitendes (Introduction)

This fourth and updated GFZ Gender Equality Plan for the period from 2023 to 2026 for the promotion of equal opportunities is a continuation, update and supplement to the previous plans and therefore also shows the development from 2019 to the present day. In addition to the GFZ-specific principles for measures to promote gender equality, it also considers external framework conditions and the legal-administrative integration of the RIFS (Research Institute for Sustainability), which was realised on 1 January 2023.

Our actions are based on the **GFZ's foundation charter**. It defines the tasks of the Executive Board in Section 12 and specifies under point (5): "The Executive Board shall ensure the sustainable management of the foundation. A culture that promotes equality, tolerance and non-discrimination should be guaranteed within the foundation." This localisation of the promotion of gender equality at the highest management level illustrates the importance of gender equality for the GFZ.

A further basis results from **our knowledge of equality and our practical experience with previous equality plans and measures**. Based on the studies on diversity in work contexts, we assume that heterogeneous and diverse teams develop better and more promising solutions to complex challenges. When people - women, men and diverse individuals - work together, different perspectives, experiences, approaches and points of view result in a greater breadth and depth of knowledge.

The GFZ aims to create a diverse and inclusive working environment and culture and is committed to gender equality in all areas - science, technology, science management and administration - as well as family-friendly working conditions. This means that gender equality must be considered in all phases of processes and decision-making at our research centre. To this end, the entire organisation and its employees must be made aware of and involved in the goals and measures formulated in the gender equality plan. As an instrument, the Gender Equality Plan enables managers, administrative departments including the Executive Board divisions, the Gender Equality Officer and other key stakeholders at the GFZ to work together to successfully implement measures to promote gender equality.

This is also important in order to continue to attract and retain the best national and international talent for science, technology, science management and administration at the GFZ and to maintain the GFZ as a particularly attractive employer. This is supported by our foundation charter and our core values.

The following **five core values of the GFZ** were developed in 2021-2023 in the course of a participatory value identification process involving all levels and committees of the GFZ:

Curiosity

Exciting research inspires and motivates us. In our dynamic environment, we act creatively, are open to new ideas and strive for excellence and innovation.

Relevance

We are committed to understanding our earth and securing sustainable habitats on our planet. This is our contribution to answering the big questions facing society. Through knowledge-based communication in public dialogue, we assume our responsibility as an independent dialogue partner for society and politics.

Integrity

We conduct our research in accordance with the rules of good scientific practice, independently, transparently and objectively. We are committed to high ethical standards in our work and act credibly and reliably.

Appreciation

We all take responsibility for good cooperation and for treating each other with respect and support. We give feedback respectfully, constructively and encouragingly.

Diversity in perspectives

We provide scope for independent action, co-design, scientific choice of topics and flexible working. Diverse perspectives enrich our daily work; we see ourselves as a whole in our diversity. We live tolerance in all our thoughts and actions and are actively committed to diversity and equal opportunities for individual development.

All five core values form a basis for the equality plan and are incorporated into all of its decisions. In particular, the value "diversity in perspectives" directly emphasises the importance of equal opportunities for the GFZ. Practised "appreciation" and lived "integrity" ensure that contributions to the work process, achievements and innovations achieved are visible and recognised in terms of equal opportunities. We strengthen our "relevance" as an employer and partner in the academic landscape by dealing responsibly and innovatively with the opportunities and challenges of equal opportunities. A working environment that promotes equality, tolerance and non-discrimination, which is made possible by the goals and measures of the equality plan, also contributes to the fact that "curiosity" can be continuously lived by all employees, women and men and diverse people - on site at the GFZ as well as in dynamic cooperation projects on expeditions and during field work in the most exciting places on our planet.

Ensuring an equal opportunity working environment in all structures and processes is also a prerequisite for fulfilling the requirements of the Pact for Research and Innovation for non-university research institutions: To realise a permanent and emphatic increase in the representation of women in the science system, especially in management positions. To this end, ambitious but realistic target quotas were initially defined in organisation-specific cascade models with a target date of 2025. The GFZ Gender Equality Plan 2023-2026 therefore includes the GFZ cascade model 2020-2025 in its development to date. The different periods of validity of the cascade model and equality plan result from the separate external regulatory bases.

The legal basis for the creation of an equality plan is regulated by the Brandenburg State Equal Opportunities Act (LGG Bbg, dated 4 July 1994) (§ 5 and § 6). According to Section 5 (1) sentence 3, the equality plan must be drawn up by mutual agreement between the department and the Equal Opportunities Officer. This means that the GBA must approve the equality plan and then the co-determination procedure for the Staff Council is initiated. The present equality plan was drawn up by the Equal Opportunities Officer and the HR department with the Executive Board and the Staff Council, agreed for a term of 4 years in accordance with LGG Bbg § 6 and will be adjusted after the first 2 years of this term in line with current developments; this will include in particular an update of the data in order to show the progress of the integrated overall organisation (GFZ incl. RIFS) using common key figures and to explain the implementation status of the action plan achieved by then.

Gleichstellungsplan 2023 – 2026 **(Gender equality plan 2023 – 2026)**

1. Ressourcen für die Gleichstellung (Dedicated resources) - rechtlicher Rahmen und Diversität und Gleichstellungsbeauftragte (Legal framework)

The Brandenburg State Equal Opportunities Act (LGG of 4 July 1994) provides the legal framework for equal opportunities work at the GFZ German Research Centre for Geosciences. The Equal Opportunities Officer at the GFZ is elected every four years by the female employees and then appointed by the Executive Board. The current Gender Equality Officer (GBA) is supported by five female representatives who form the Gender Equality Team, with one representative from RIFS (formerly IASS) being a member of the team. The term of office of the Equal Opportunities Officer and the Equal Opportunities Team runs until 31 May 2024. Neither the Equal Opportunities Officer nor the other members of the Equal Opportunities Team are on leave of absence, but work full-time as a researcher, administrator or consultant. In this way, we ensure that the GBA and its representatives are familiar with the challenges of professional development for women in their respective roles from their own and current experience.

The Equal Opportunities Officer and the Equal Opportunities team are supported administratively and organisationally by an assistant (part-time 50%). To ensure that the academic work of the Equal Opportunities Officer is not impaired by her voluntary equal opportunities work, the Equal Opportunities Officer has been allocated an additional doctoral student position.

The Equal Opportunities Officer and her deputies are involved at an early stage in all planning and measures relating to the organisation and content of academic and non-academic working life. The responsibility for informing the Equal Opportunities Officer in good time in accordance with the LGG lies with the Executive Board, the Directorate, the heads of the departments, sections and divisions. In order to exercise the aforementioned right to information, the GBA is entitled to participate in the personnel-related agenda items of the Executive Board and Directorate meetings and is invited to do so. She may be represented by a deputy. The JCC attends the meetings of the Board of Trustees as a guest and makes a presentation under a separate agenda item. The JCC also has access to a monthly jour fixe with the head of the HR department and quarterly meetings with the Executive Board and the head of the HR department for dialogue.

In joint appointment procedures with universities, the GFZ is committed to ensuring that its Gender Equality Officer has the right to be a guest member of the appointment committee.

The GFZ has a cost centre for equal opportunities, whose budget is used, for example, to facilitate further training for the Equal Opportunities Officer and her deputies or to offer equality and diversity-related training courses and workshops for GFZ employees.

The JCCs and their deputies are entitled to participate in working groups and networks of women's representatives, particularly at Helmholtz level (akfifz: Working Group Women in Research Centres).

Since 2006, the GFZ has been listed in the "genderdax", a platform for highly qualified women, and since 2013 has been registered with the corporate network "Success Factor Family", which is supported by the Federal Ministry for Family Affairs. In 2021, the GFZ signed the Diversity Charter.

In addition to gender equality, the GFZ supports diversity and inclusion with a special focus on diversity of perspectives and abilities as well as individual backgrounds, characteristics, experiences and cultural imprints. In addition to gender, other dimensions such as age, social background, culture and ethnicity, religion and ideology, health and disability, gender identity and sexual orientation, family constellation and lifestyle play a role in diversity. The long-term perspective is a framework concept for diversity at the GFZ in order to strengthen and secure an inclusive culture and diversity-sensitive and non-discriminatory structures at our centre. All employees should be given equal opportunities to realise their potential. As the (legal) basis for equality between women and men differs from the framework conditions for diversity and inclusion, this equality plan focuses on equality between women and men. The Brandenburg State Equality Act is based on a gender definition with a binary distinction between women and men. Gender equality work at the GFZ recognises that this distinction does not include people who do not correspond to this distinction. Where data protection permits, we therefore endeavour to present diverse employees in the GFZ's gender equality statistics.

2. Datenerhebung und Monitoring (Data collection and monitoring)

SAP (HCM module) has been the central system for the administration of personnel data at the GFZ since its introduction in 2016. HR master data is recorded in this system when employees are hired and updated on the basis of reviewed and approved personnel measures. Job advertisements and the administration of data processed as part of the recruitment processes are carried out in the Concludis system. A data interface between the two systems has not yet been established. Since 1 January 2023, the personnel data of RIFS employees has also been mapped in SAP and the RIFS job advertisements in Concludis.

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The statistical data on equal opportunities is based on this personnel data from the above-mentioned systems. The evaluations and analyses are prepared on the basis of standardised reports and regularly made available to the management as well as managers, departmental officers, the Staff Council and the Equal Opportunities Officers.

3. Bestandsaufnahme (Analysis of current employment data)

The following inventory data shows the analyses for the GFZ (excluding RIFS) and RIFS separately. Although the legal-administrative integration of RIFS was implemented on 1 January 2023, the entire integration process of RIFS is still ongoing, with a multi-year integration phase still to come, particularly for scientific integration. For this Gender Equality Plan, the data for the inventory is therefore being analyzed separately.

As at 31 January 2023 (Figure 1), a total of 407 women and 534 men were contractually employed at the GFZ (excluding RIFS) (total 941) as well as 1 diverse person. A further 452 guests and fellows (151 women, 301 men) add up to a total of 1394 employees at the GFZ. On the reporting date, 39 employees (7 women and 32 men) worked in management positions (Executive Board, Department Directors, Section and Department Heads). There were 476 employees (168 women

and 308 men) working in scientific functions or positions and 466 employees (239 women and 227 men) in non-scientific functions or positions such as technology, laboratories, secretariats, infrastructure and administration.

As at 31 January 2023 (Figure 2), a total of 91 women (59.5%) and 62 men (40.5%) were employed at the RIFS under employment contracts. The proportion of women in all employee categories - with the exception of the Management category - is significantly higher than at the GFZ. The scientist, postdoc and PhD categories in particular show a significantly higher proportion of women compared to the GFZ.

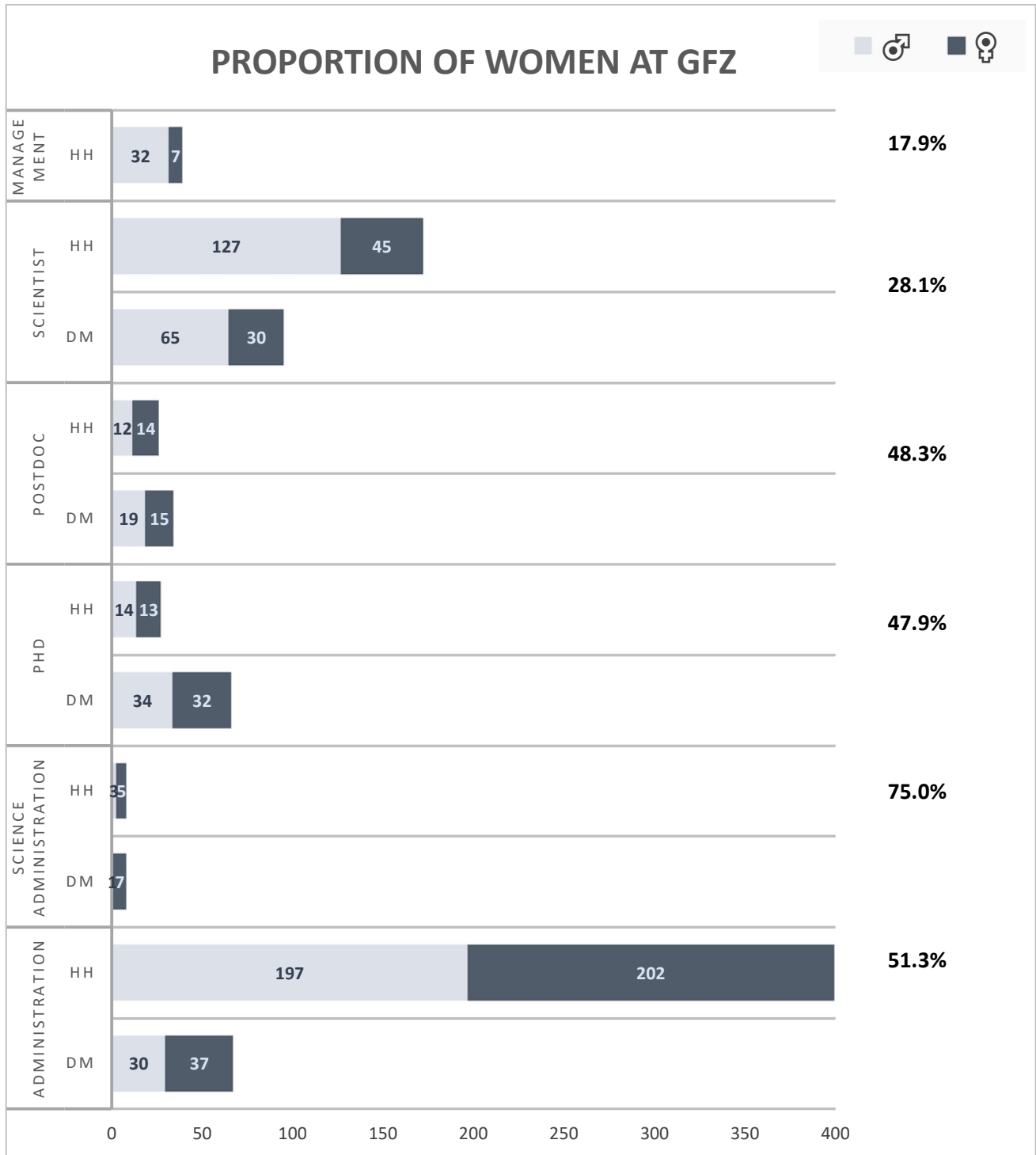


Figure 1 (GFZ without RIFS): Proportion of women in the GFZ as at 31 January 2023 in the individual areas, both in terms of the number of employees and as a percentage. (HH = budget-financed; DM = third-party funded)

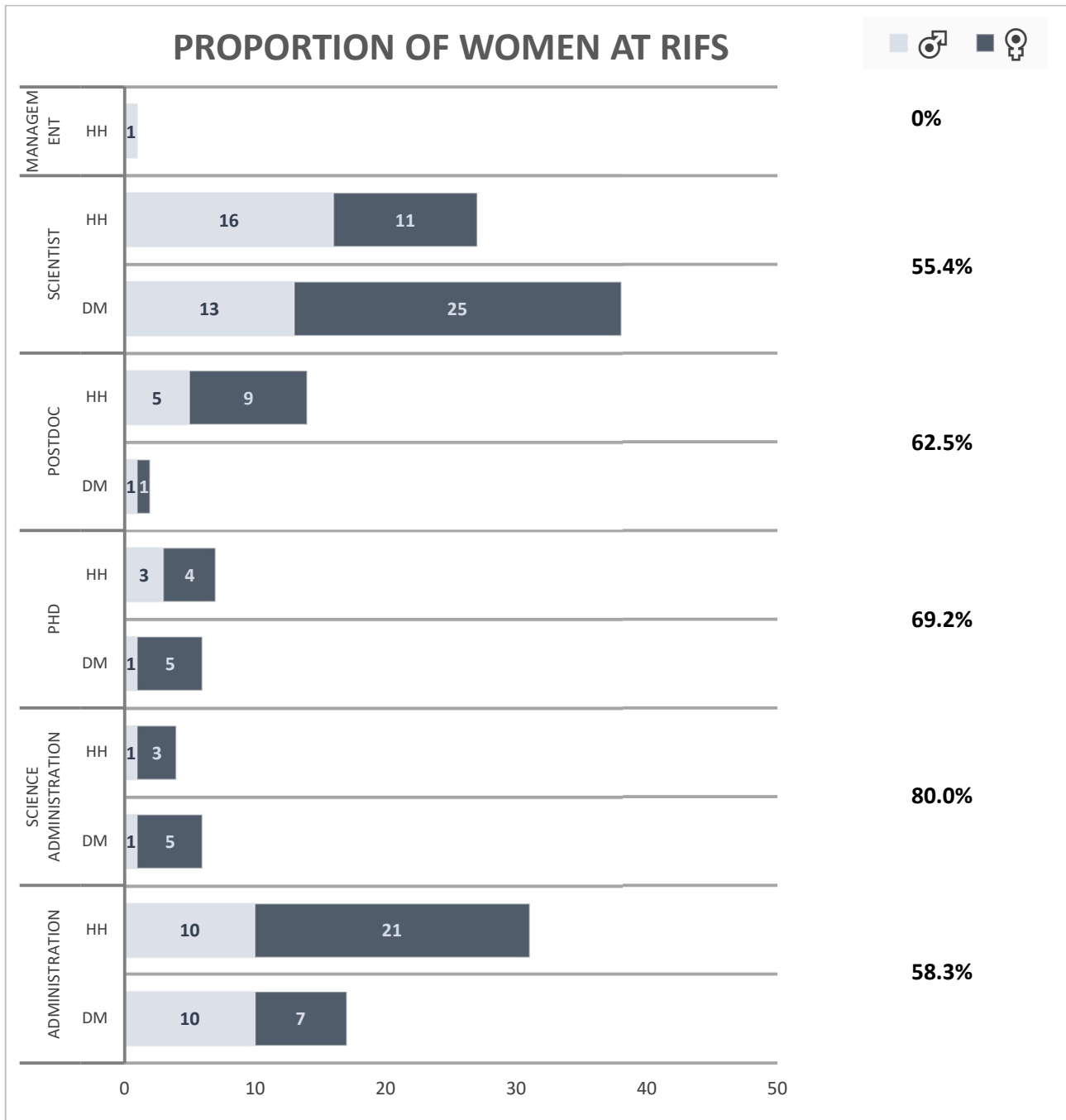


Figure 2 (RIFS): Proportion of women at RIFS as at 31 January 2023 in the individual areas, both in terms of the number of employees and as a percentage. (HH = budget-financed; DM = third-party financed).

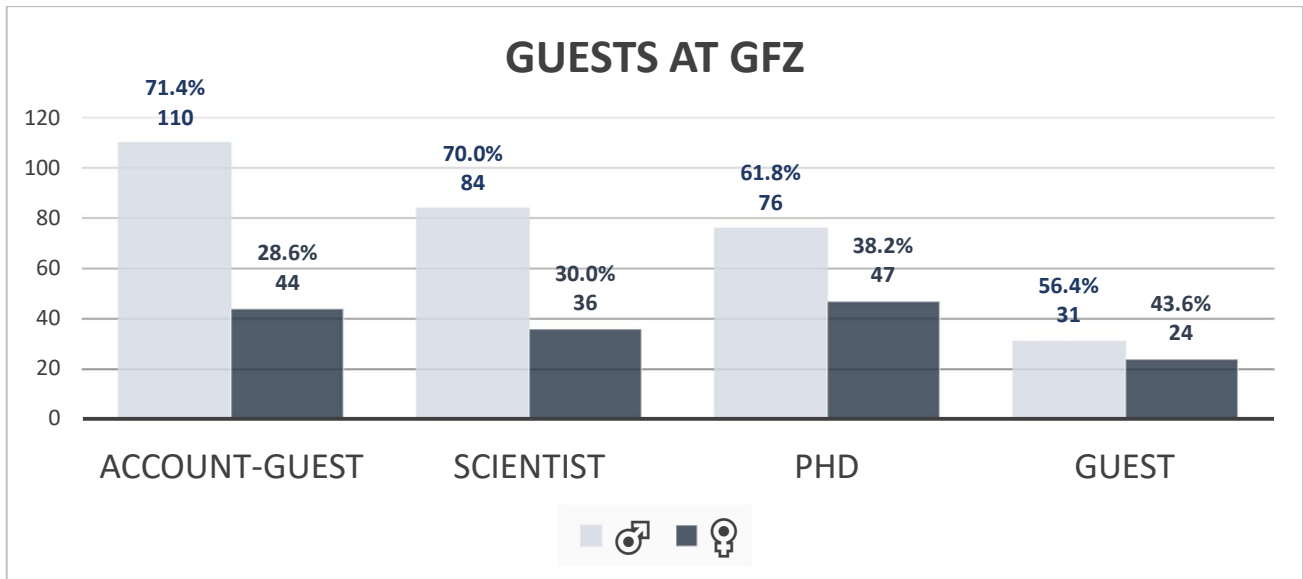


Figure 3 (GFZ without RIFS): Of the 452 guests in total, the proportion of women is between 29% and 44% depending on the guest category. The gender difference is greatest among guests who only have access to the computer infrastructure (account guests). The categorisation of guests distinguishes between account guests (account guest), doctoral guests (PhD), guests (guest) and guest scientists (scientist). In the future, it would be desirable to clarify the roles in these categorisations so that they can be better classified.

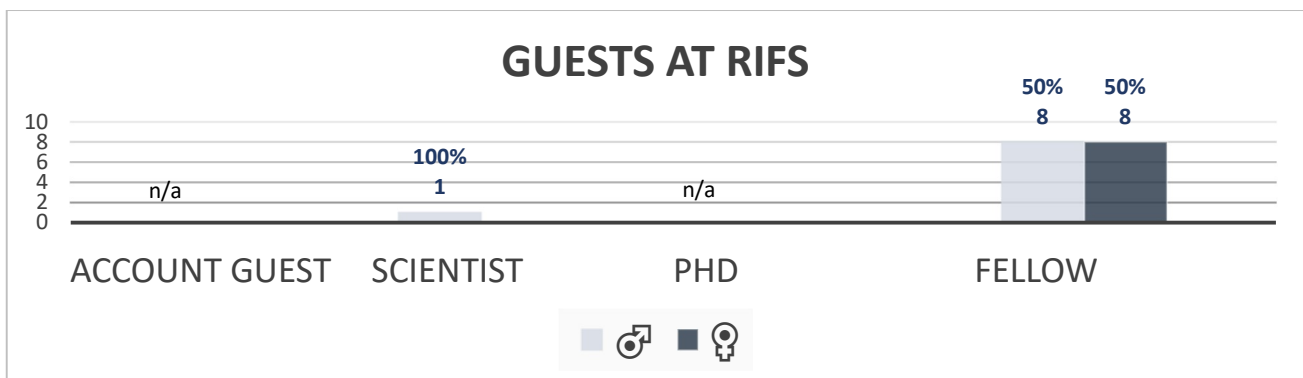
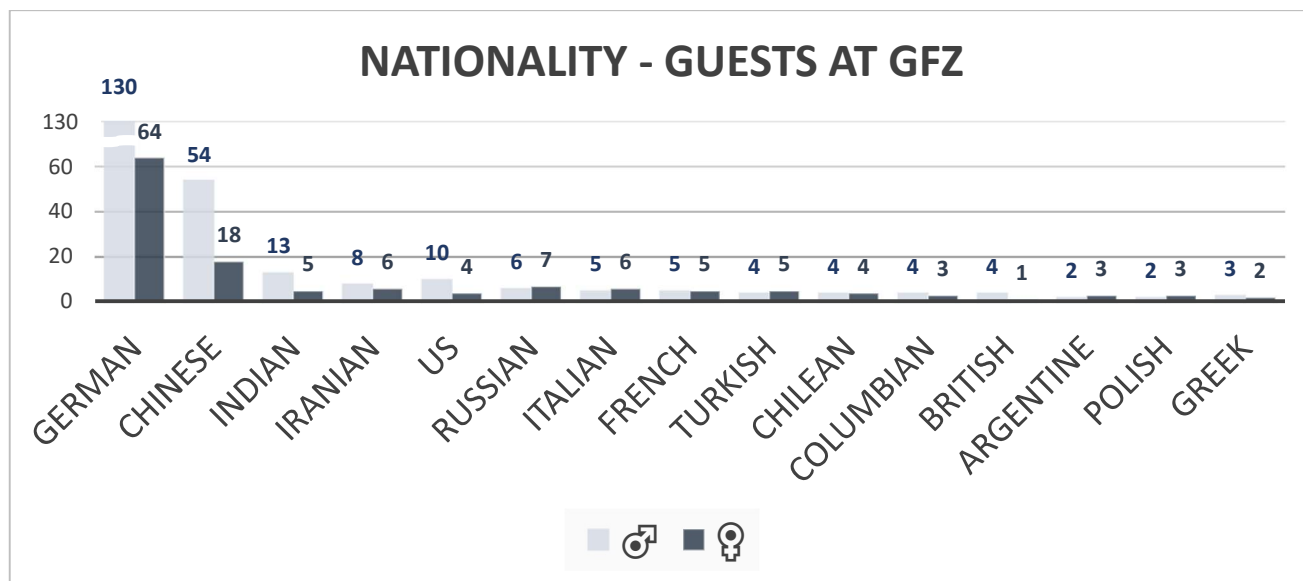
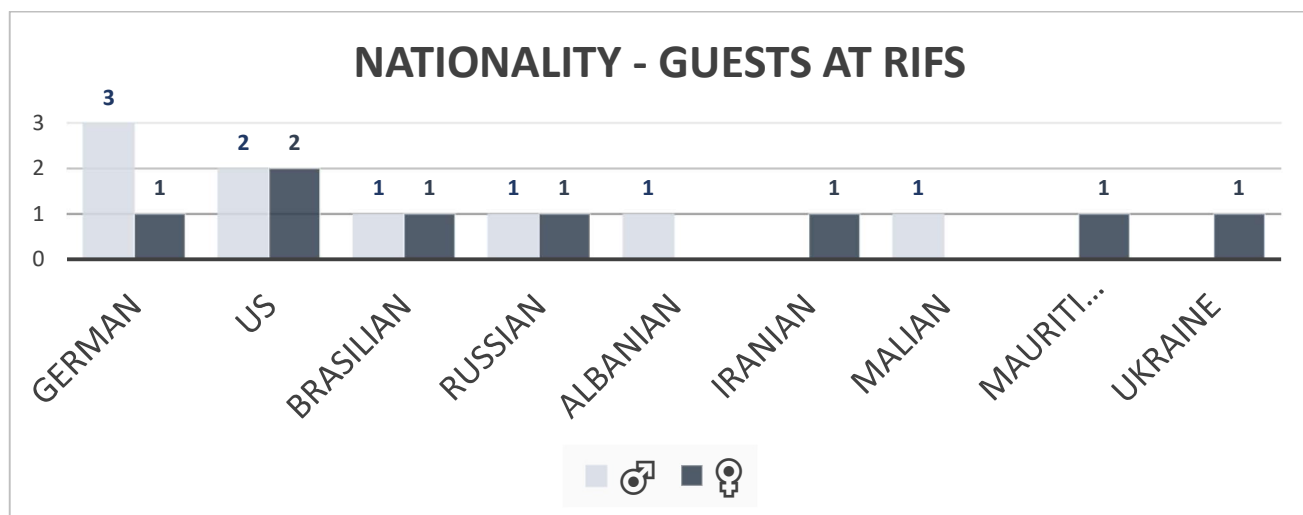


Figure 4 (RIFS): The proportion of female guests in the RIFS Fellow Programme is equal as at 31.01.2023. There is one researcher who has guest status, but no account guests (category not established at RIFS) and no guests in the PhD category, as all doctoral researchers at RIFS have an employment contract as at the reporting date.



| | GERMAN | CHINESE | INDIAN | IRANIAN | US | RUSSIAN | ITALIAN | FRENCH | TURKISH | CHILEAN | COLUMBIAN | BRITISH | ARGENTINE | POLISH | GREEK |
|---|--------|---------|--------|---------|-------|---------|---------|--------|---------|---------|-----------|---------|-----------|--------|-------|
| ♂ | 67.0% | 75.0% | 72.2% | 57.1% | 71.4% | 46.2% | 45.5% | 50.0% | 44.4% | 50.0% | 57.1% | 40.0% | 80.0% | 40.0% | 60.0% |
| ♀ | 33.0% | 25.0% | 27.8% | 42.9% | 28.6% | 53.8% | 54.5% | 50.0% | 55.6% | 50.0% | 42.9% | 60.0% | 20.0% | 60.0% | 40.0% |

Figure 5 (GFZ without RIFS) Illustration of the gender ratio of guests (only countries with at least 5 entries are shown) depending on the country of origin (i.e. first nationality). German researchers make up the largest group. However, countries of origin such as Great Britain or China have a low proportion of women of $\leq 25\%$.



| | GERMAN | US | BRASILIAN | RUSSIAN | ALBANIAN | IRANIAN | MALIAN | MAURITIAN | UKRAINE |
|---|--------|-------|-----------|---------|----------|---------|--------|-----------|---------|
| ♂ | 75.0% | 50.0% | 50.0% | 50.0% | 100.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| ♀ | 25.0% | 50.0% | 50.0% | 50.0% | 0.0% | 100.0% | 0.0% | 100.0% | 100.0% |

Figure 6 (RIFS) Illustration of the gender ratio of guests at RIFS depending on the country of origin (i.e. first nationality).

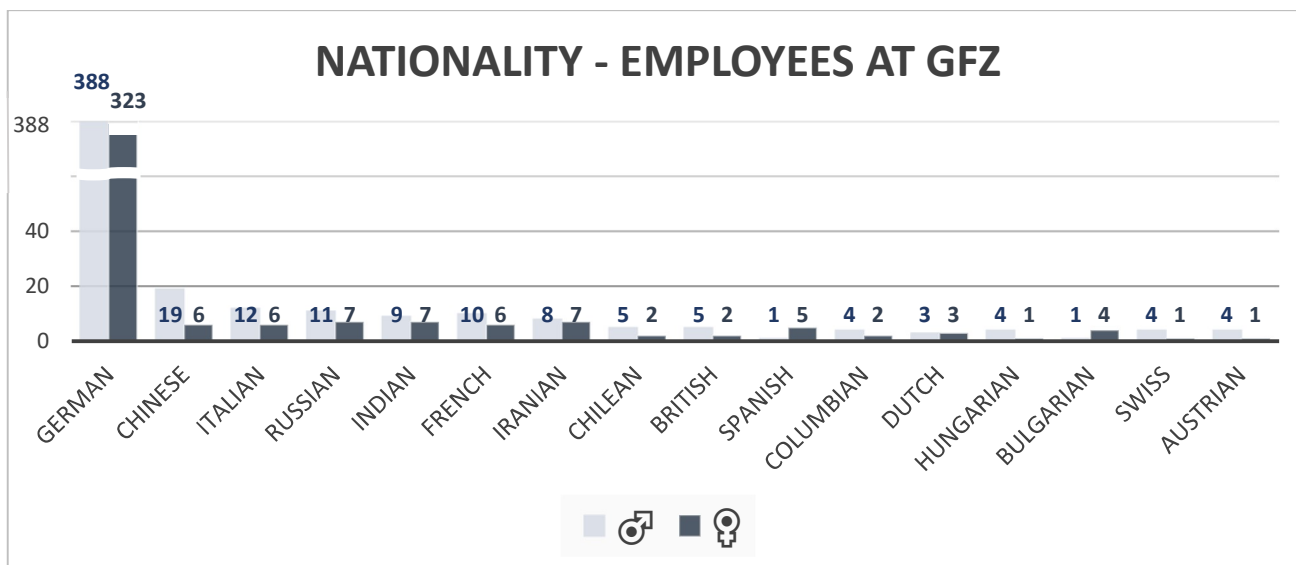


Figure 7 (GFZ without RIFS): Representation of the gender ratio of employees (only countries with at least 5 entries are shown) depending on the country of origin (i.e. first nationality). German scientists make up the largest group. China has a proportion of women of $\leq 33\%$.

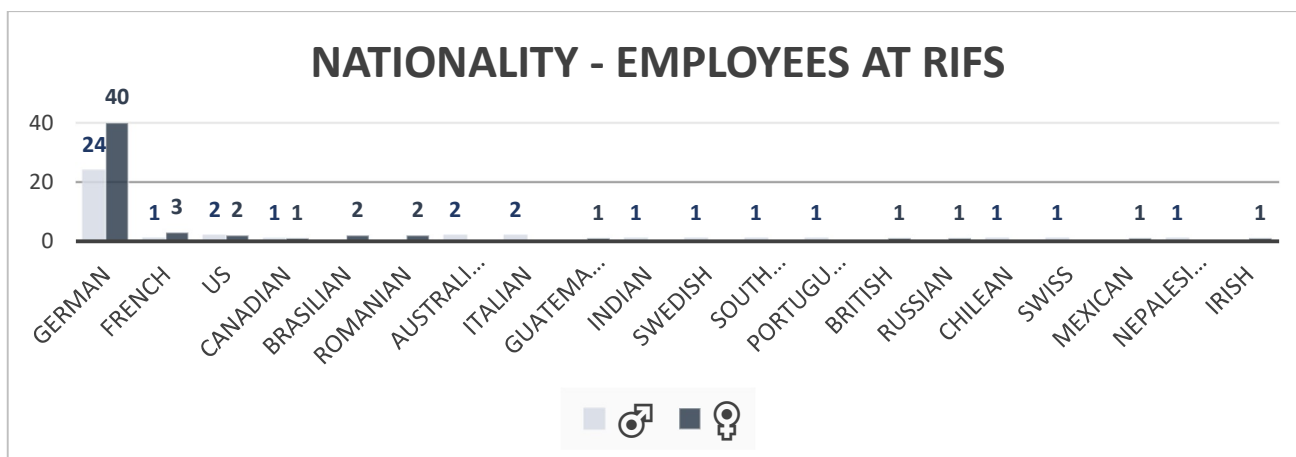


Figure 8 (RIFS): Representation of the gender ratio of employees depending on their country of origin (i.e. first nationality). German scientists make up the largest group.

The proportion of women in scientific functions and positions (scientist, postdoc, PhD) is therefore 35.4 % and in non-scientific functions and positions 51.3 %. A detailed analysis of the employment structure in scientific functions and positions (Fig. 1) shows that the respective proportion of women in (i) scientific management positions is 18 %, (ii) in mid-level scientific positions (scientist, postdoc) is 31.8 % and (iii) during doctoral studies (PhD) is 47.9 %. The proportion of women in permanent positions in academic mid-level positions is around 21 %.

In science-supporting functions or positions, a detailed analysis shows that the balanced gender ratio (in relation to the total number of positions) conceals imbalances in traditional female and male domains, such as in secretariats (1 man, all others are women), workshops (employees are exclusively men).

A special category is represented by the lecturers, who are categorised here as scientific administration and who mainly deal with research administration and management. As there is a high proportion of women here (75%), this group is considered separately in the area of science

in order to avoid distortion. There has been an increase of almost 20 percentage points compared to the 2020 update of the Gender Equality Plan.

In addition to the analysis of GFZ employees, the analysis of (predominantly scientific) guests in terms of category and country of origin is of interest, as they make up almost 1/3 of the total number of GFZ employees (Fig. 3 and Fig. 5). Guests are currently categorised into those who only have access to the GFZ computing infrastructure (so-called account guests, hereinafter referred to as account guests) and those who conduct research at the GFZ on site (guest, PhD, scientist), e.g. on the basis of an external scholarship. At 43.6%, the proportion of women among guests is significantly higher than among account guests, whose proportion of women is 28.6%. The proportion of women among doctoral guests (PhD) is also lower (38.2%) than among doctoral researchers with a contract at the GFZ (47.9% women). The largest groups of guests come from Germany and China; for many other countries, more detailed statistics are not meaningful due to the small number of cases. The proportion of women in the two largest groups is 33% for Germany and 25% for China; the proportion of women among Chinese guests has fallen by 4 percentage points compared to the previous year. The Chinese guests are predominantly doctoral students, with a proportion of women of only 34%, which is even lower than the equal gender ratio of budget- and third-party-funded doctoral students employed at the GFZ.

Beschäftigtenstruktur gesamt (Overall employment structure)

Based on 941 employees as at 31 January 2023, the following distributions result:

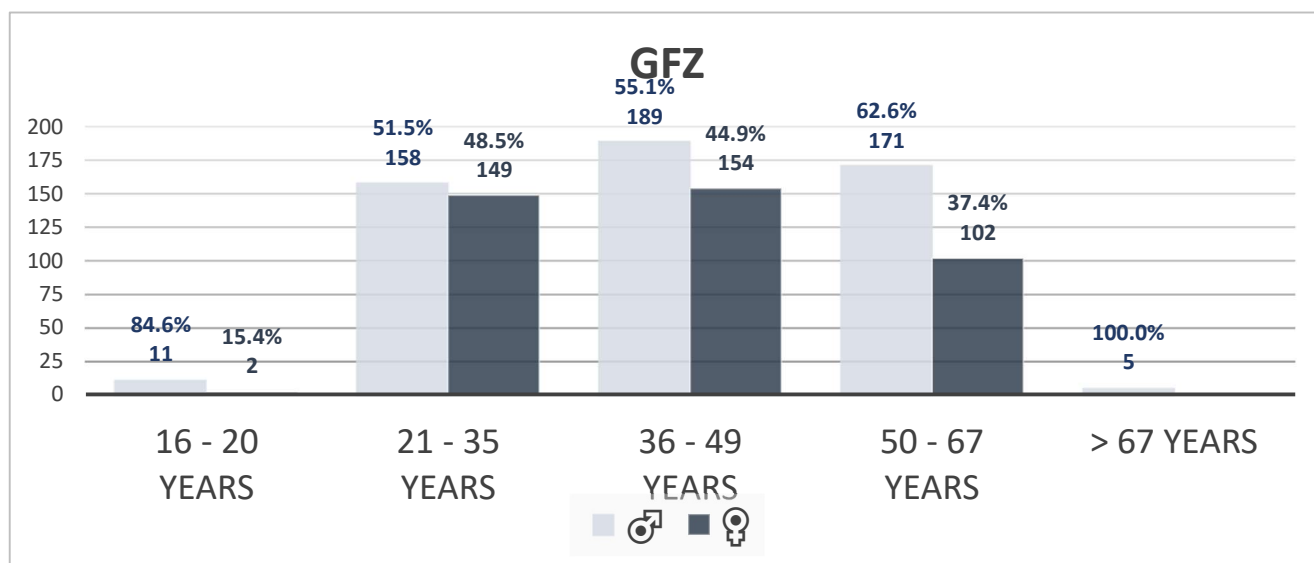


Figure 9 (GFZ without RIFS): Employee structure (number of employees) divided into age groups. The age distribution shows the highest gender equality potential in the group of employees aged 21-35. The differences in the group with employees in the 36+ age groups show the historical development of the unequal distribution of women and men in geoscientific research.

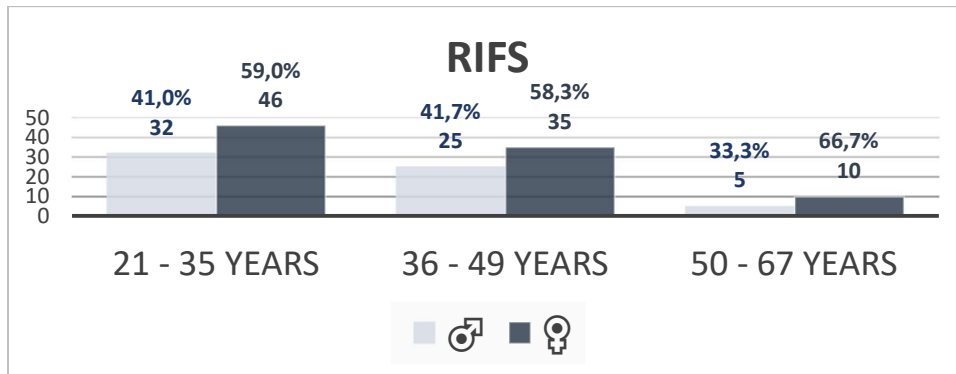


Figure 10 (RIFS): Employee structure (number of employees) divided into age groups. RIFS does not yet offer any apprenticeships, so the 16-20 age group is not included compared to the GFZ. Overall, RIFS has a significantly higher proportion of women in all age groups, with a total of 91 women (59.5%) and 62 men (40.5%) contractually employed at RIFS as at 31 January 2023.

Beschäftigte der wissenschaftlichen Führungsebenen (Employees at management levels in science)

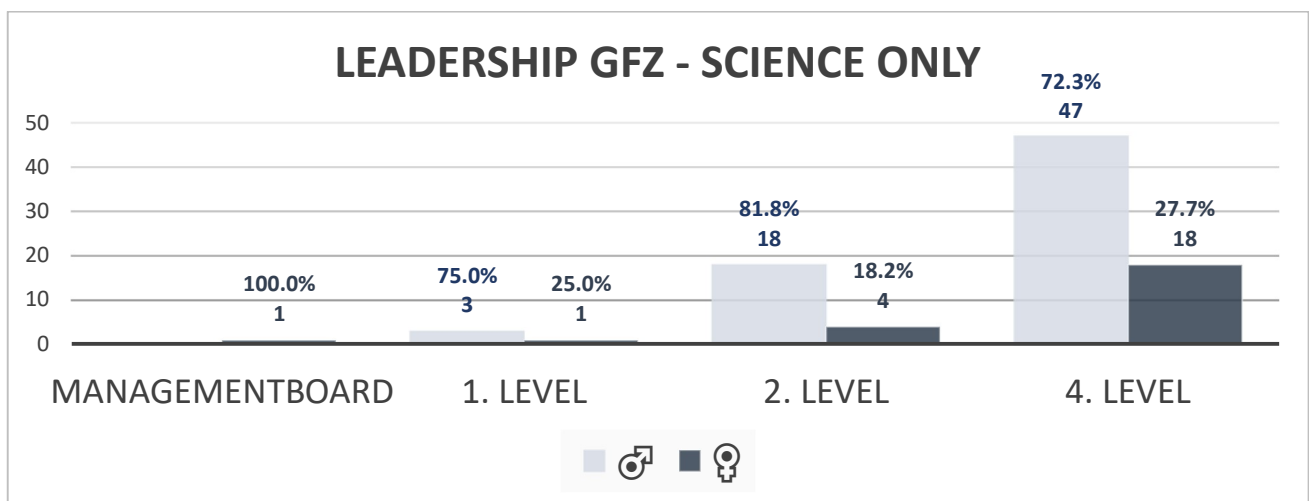


Figure 11 (GFZ without RIFS): Distribution of scientists in management positions on the GFZ organisational chart management levels defined according to the cascade model system: Management Board $\hat{=}$ Executive Board, 1st level $\hat{=}$ Department Director, 2nd level $\hat{=}$ Section Head, and 4th level $\hat{=}$ Working Group and Junior Research Group Heads. According to the cascade model system, the GFZ has no level 3.

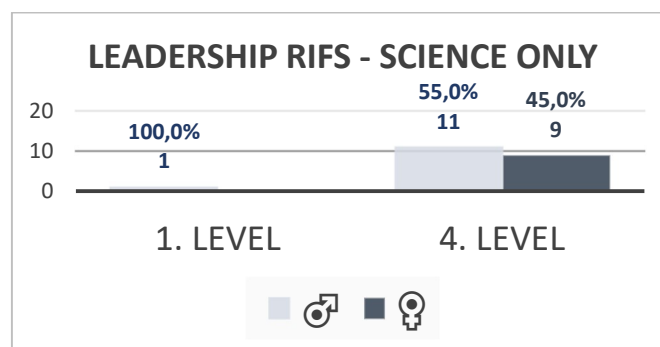


Figure 12 (RIFS, as at 31/01/2023): Distribution of scientists (number of managers) in management positions at the management levels defined by the RIFS organisational chart according to the cascade model system, where available in RIFS: 1st level $\hat{=}$ director, 4th level $\hat{=}$ group management. The RIFS structure

does not yet include a 2nd level $\hat{=}$ section head (according to the cascade model). The Management Board $\hat{=}$ Executive Board is already mapped in the GFZ data (see Fig. 11 above).

Beschäftigte der Führungsebene GFZ (wiss. und nicht-wiss.)
(Employees at management levels at GFZ within science and administration)

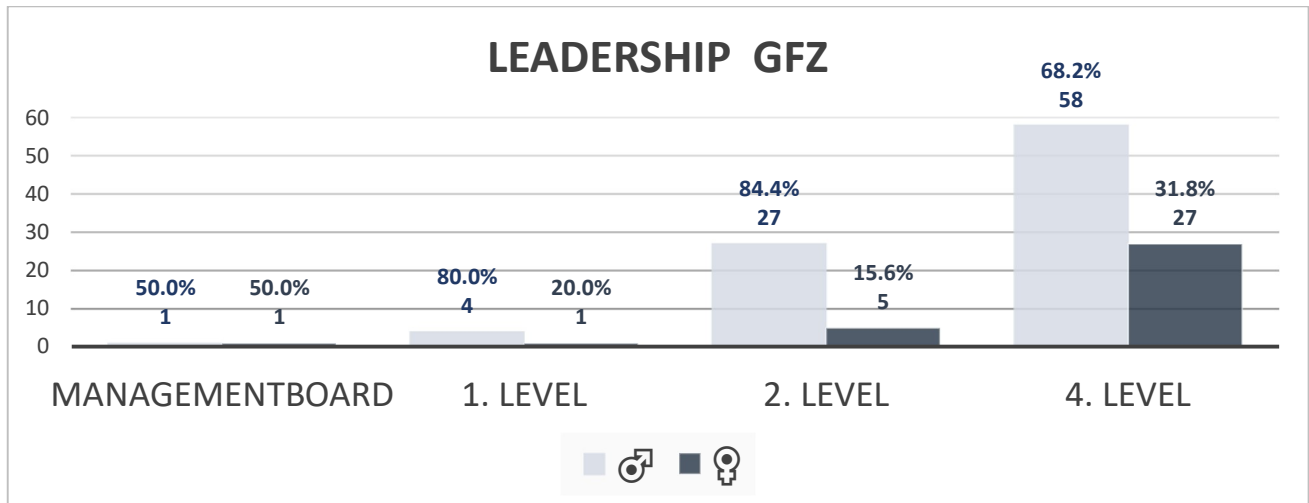


Figure 13 (GFZ without RIFS): Distribution of employees (number of managers) in management positions at the management levels defined by the GFZ organisational chart according to the cascade model system: Management Board $\hat{=}$ Executive Board, 1st level $\hat{=}$ Department Directors, 2nd level $\hat{=}$ Section and Department Heads, 4th level $\hat{=}$ Working Group and Junior Research Group Heads. According to the cascade model system, the GFZ has no level 3.

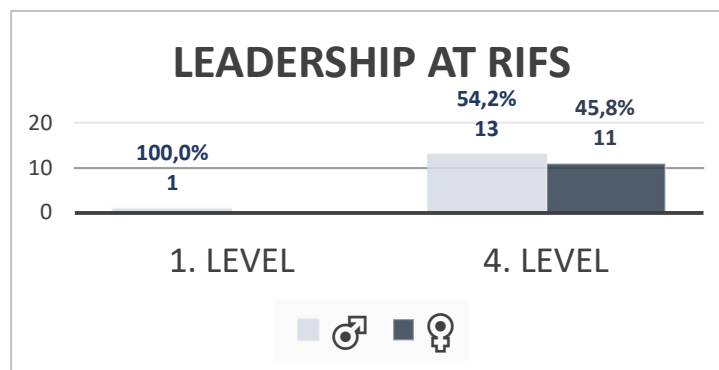


Figure 14 (RIFS): Distribution of employees (number of managers) in management positions at the management levels defined by the GFZ organisational chart according to the cascade model system (where applicable): 1st level $\hat{=}$ directors, 4th level $\hat{=}$ group management. The RIFS structure does not yet include a 2nd level $\hat{=}$ section head (according to the cascade model). The Management Board $\hat{=}$ Executive Board is already mapped in the GFZ data (see Fig. 13 above).

Beschäftigtenstruktur im wissenschaftlichen Bereich in absoluten Zahlen (ohne Führungsebenen und Wissenschaftsadministration)
(Employment structure in scientific areas in absolute figures excluding management levels and science administration)

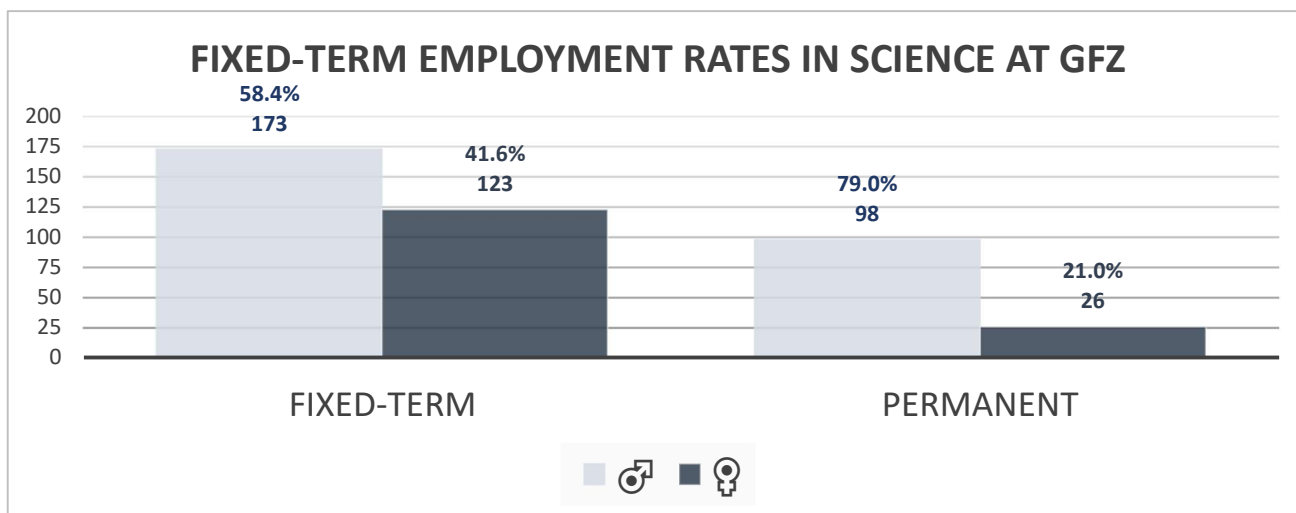


Figure 15 (GFZ without RIFS): The high proportion (number of employees) of permanently employed men is a result of the historical development (geosciences were originally male-dominated). Demographic change is only slowly taking effect; a more rapid equalization of employment figures therefore requires our full support. For the sake of completeness, the corresponding figure for the non-scientific sector can be found in the appendix.

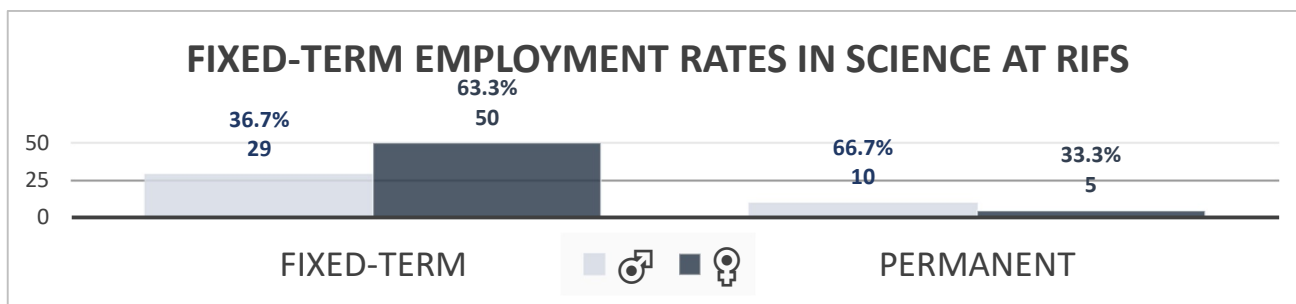


Figure 16 (RIFS): As at 31 January 2023, there were 15 permanent employment contracts in the scientific functions at RIFS (permanent contracts with a later effective date of termination are not included here). There is a clear gender distribution in the permanent employment contracts as at this date: although more women are employed under contract at RIFS overall, twice as many men as women have a permanent contract in the academic functions as at the reporting date.

The employee structure broken down by age shows (Fig. 9) that the unequal gender ratio is particularly pronounced in the older age groups, while the group of younger employees (21-35 years) is approaching parity. The low proportion of women (15.4%) among trainees under the age of 20 is also striking, one reason being that technical apprenticeships are still predominantly sought by young men. A major problem at the GFZ is the representation of women at management level (Fig. 9), whereby for a long time there was parity at the level of department heads (2nd level in the GFZ organisation chart, 1st level in the cascade model system), but now - due to the temporary provisional management of a department by a man on the cut-off date for data collection - there is currently a ratio of 25%. The proportion of women among section heads fell by 4.8 percentage points from 18.2% due to the joint appointment of new, exclusively male section heads in 2020-2022 and the simultaneous departure of female section heads due to

retirement or the acceptance of competitive offers from other academic institutions. In the case of junior and working group heads, the proportion is 27.7% and has thus developed slightly positively (plus 1.7%), but is still far below parity.

In science, fixed-term employment and short-term contracts are the rule, especially in the early stages of a career; for this reason, permanent positions are coveted as they are rare. In order not to lose women through the so-called "leaky pipeline", it would be necessary to identify and offer realisable career paths at an early stage. Although the GFZ's guidelines on the termination of fixed-term contracts are transparent and fair, the proportion of women in fixed-term positions is only 21% (Fig. 15). This does not yet correspond to the general proportion of women at the level of scientists (28.1%), even though there has been an improvement of 3 percentage points compared to recent years.

The analysis according to pay scale groupings in the non-scientific sector is also revealing (Fig. 17). Women are disproportionately strongly represented in the lower income brackets (< E9A); they achieve parity in the >= E13 level, which can be explained by the high proportion of women among lecturers. In E9b-E12, there may well be a stronger imbalance if we consider, for example, that only a few women work in laboratories and workshops, but more in administration.

Beschäftigtenstruktur im nicht-wissenschaftlichen Bereich (mit Wissenschafts-administration; ohne Auszubildende, Praktikant:innen und Hilfskräfte)
(Employment structure in non-scientific areas including science administration; excluding trainees, interns and assistants)

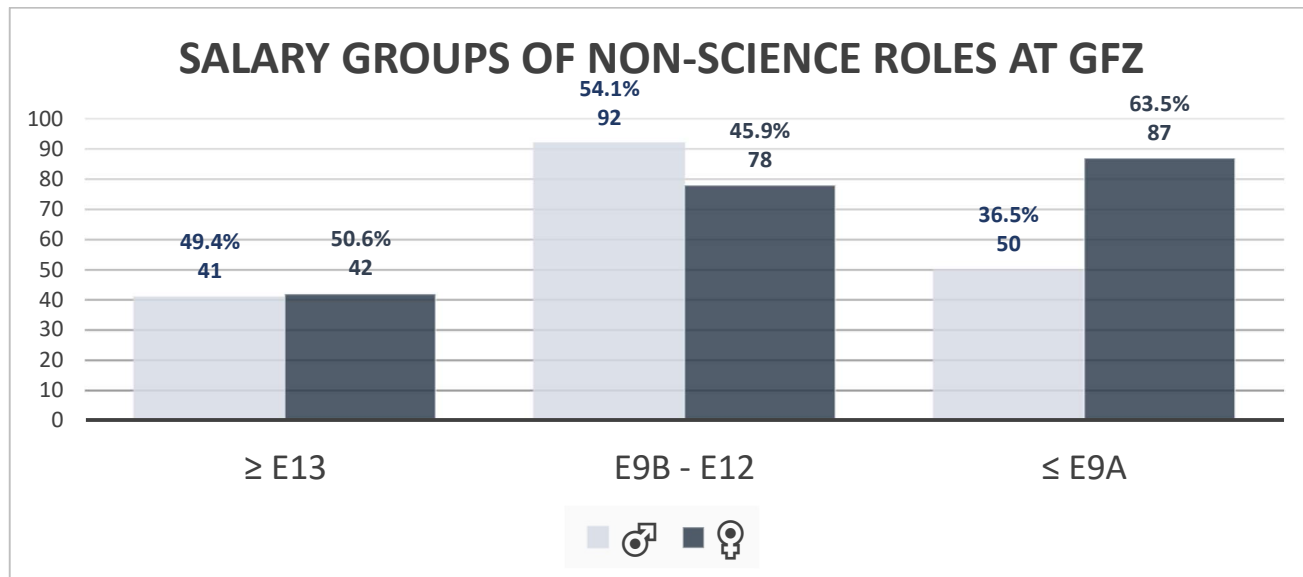


Figure 17 (GFZ without RIFS): Women are represented in the non-scientific functions in different proportions in the income groups: equally in the group >E13 (but underproportionately in E14 and E15), underproportionately in the group E9b-E12 (the group shows a gender-specific distribution with regard to the type of positions, e.g. 98 technical employees including IT, 18 of whom are women) and disproportionately in the group <E9a (contains almost 50% clerical and assistant positions).

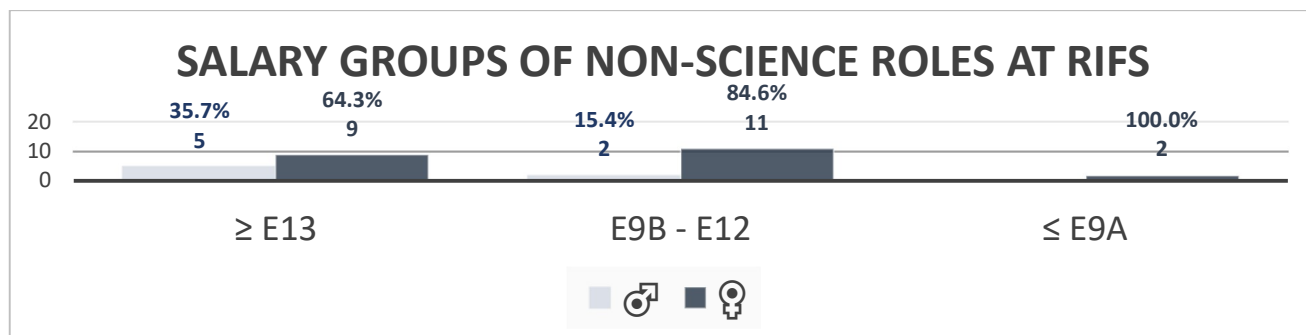


Figure 18 (RIFS): Women are represented in RIFS as at 31/01/2023 in non-academic functions in all income classes. functions in all income categories, but disproportionately in the groups below E13.

Figure 19 shows the distribution of part-time employment in relation to classification and gender in the academic field. Doctoral students and academics are shown separately, as the former typically have an employment with an FTE factor of 75% (deviations are possible); 84 doctoral students have a part-time contract and nine doctoral students have a full-time contract. Among part-time researchers, the picture is almost equal, although 26% of women in the group of researchers work part-time, while only 11% of male researchers do so.

In the non-scientific area (Fig. 21), more women than men work part-time, regardless of salary level. Male employees are more likely to be found in laboratories and workshops, where part-time models are not very common.

The majority of doctoral students (Fig. 23) have an employment contract with an FTE factor of 75%, with a small group deviating downwards or upwards. With shorter working hours, a family factor often comes into play; full employment usually occurs when doctoral students are employed in special third-party funded programmes (e.g. HEIBRIDS) or when they take on additional project work.

Teilzeitbeschäftigung im wissenschaftlichen Bereich (ohne Führungsebenen und Wissenschaftsadministration)
(Part-time employment in scientific areas excluding management levels and science administration)

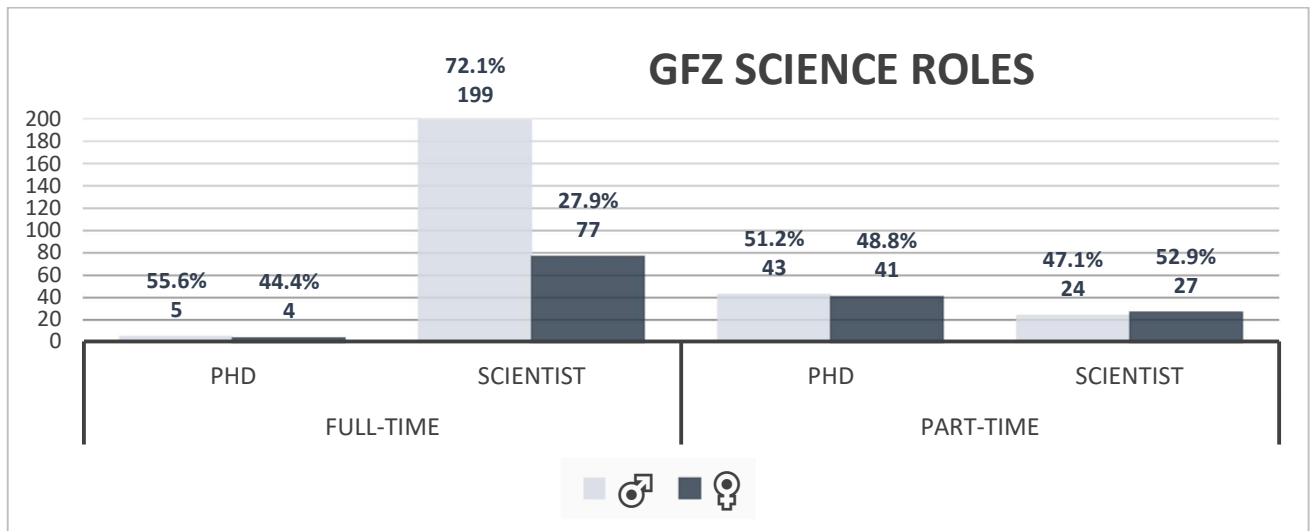


Figure 19 (GFZ without RIFS): In science, it is mainly doctoral students who are employed part-time. However, if we look at the group of scientists and early career researchers, around 26% of female and 11% of male employees work part-time.

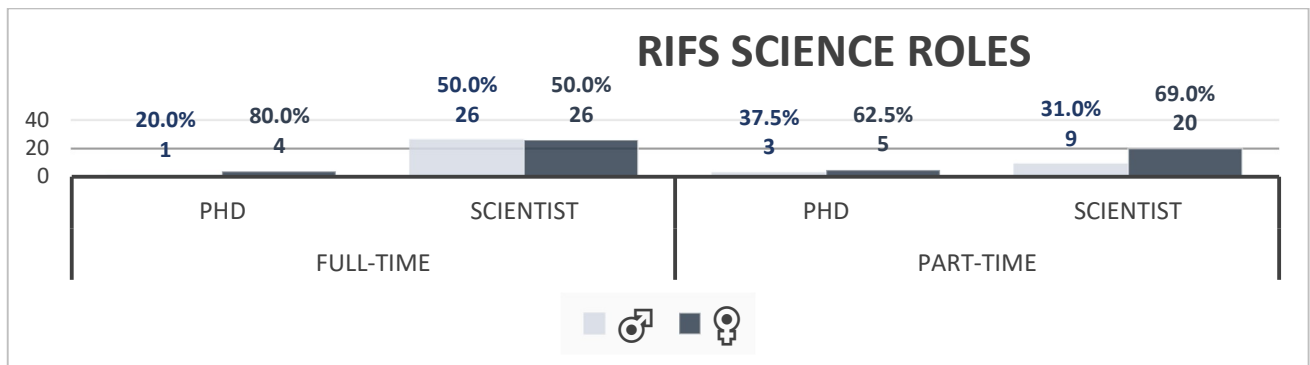


Figure 20 (RIFS): As at 31 January 2023, the RIFS shows a balanced gender distribution among full-time researchers. Women predominate among part-time researchers.

Teilzeitbeschäftigung im nicht-wissenschaftlichen Bereich (mit Wissenschaftsadministration; ohne Auszubildende, Praktikant:innen und Hilfskräfte)
(Part-time employment in administration including science administration; excluding apprentices, interns and auxiliary staff)

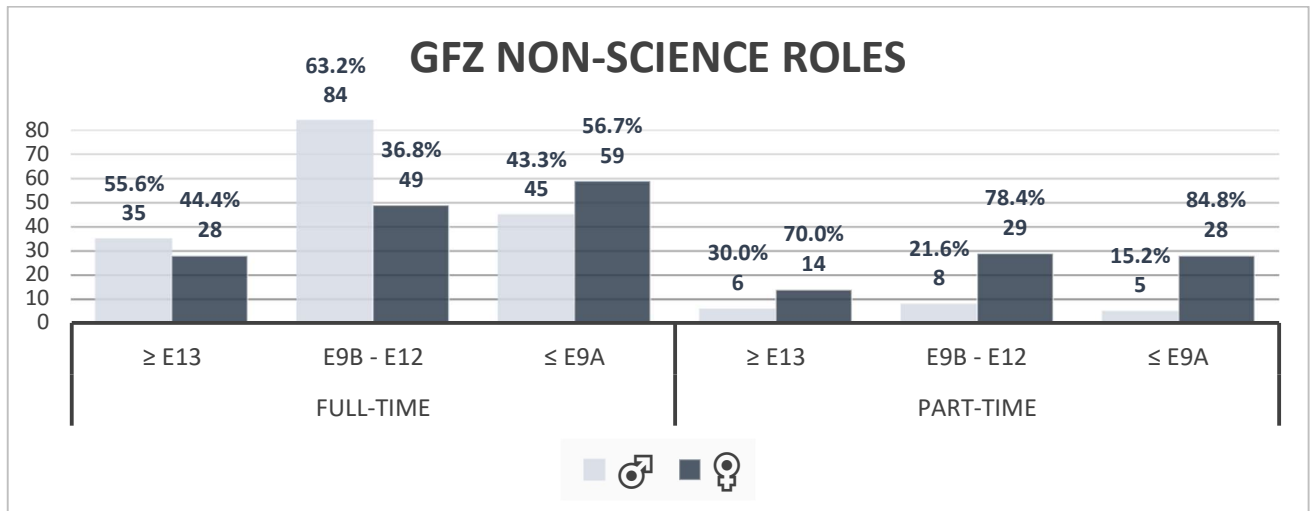


Figure 21 (GFZ without RIFS): It is primarily women who work part-time in the non-scientific area. Male employees are more frequently found in laboratories and workshops, where part-time models are not very common.

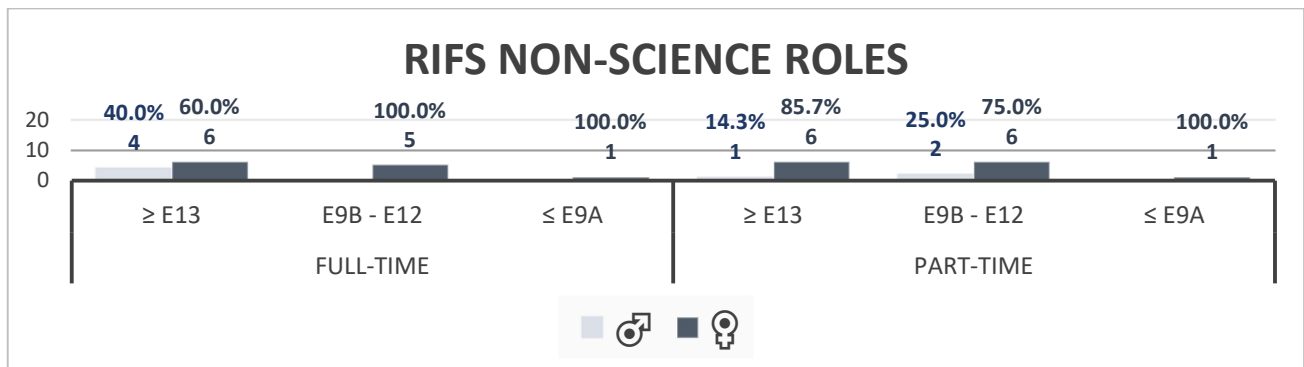


Figure 22 (RIFS): As of 31 January 2023, the majority of part-time non-scientific employees in RIFS are women.

Verteilung der Arbeitszeit von Promovierenden
(Distribution of part-time/full-time within group of PhDs)

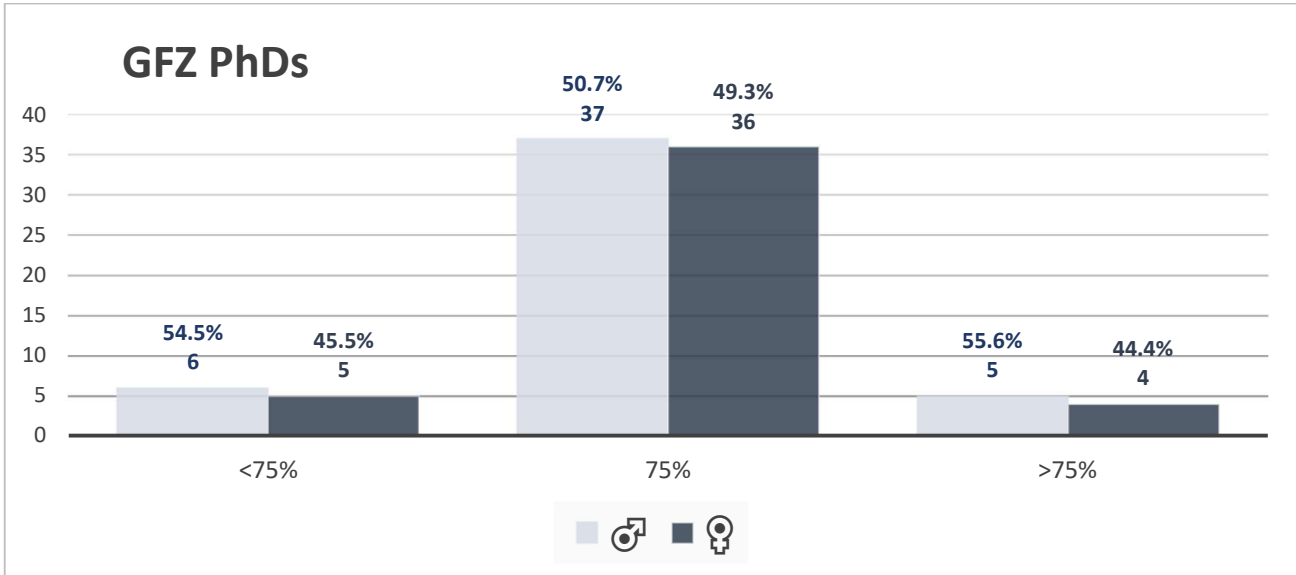


Figure 23 (GFZ without RIFS): Distribution of doctoral students' working hours at the GFZ. The gender ratios are now almost balanced in all areas.

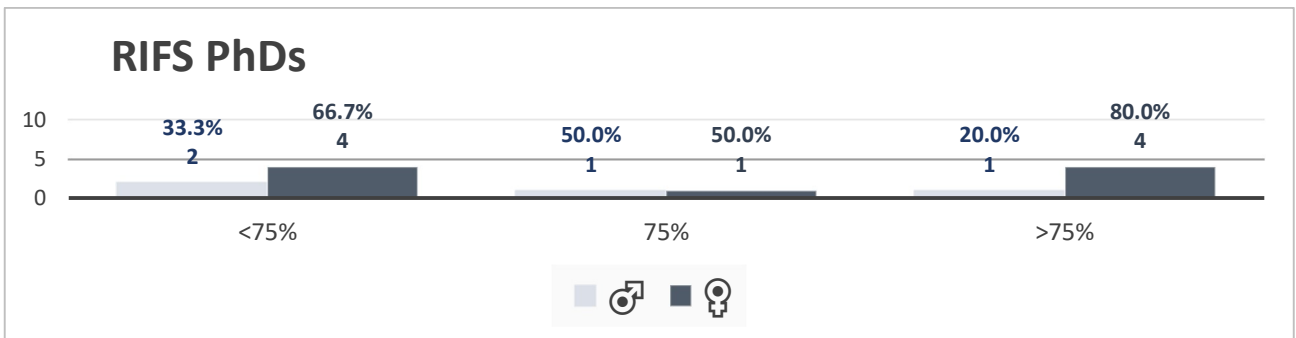


Figure 24 (RIFS): Distribution of working hours of doctoral students in RIFS as of 31 January 2023.

4. Zielsetzung bis 2026 (Objectives until 2026)

The aim of the GFZ is to achieve parity in all areas. For the scientific area, the target quotas have been defined in the cascade model (from classification E13), which we aim to achieve by 2025. In addition, the GFZ strives to achieve gender parity for all organisational areas and levels.

In 2009, the General Assembly of the Helmholtz Association decided to increase the proportion of women in science and to comprehensively realise gender equality in accordance with the gender equality standards formulated by the DFG in August 2008. These standards provide for a consistent, transparent, competitive, future-orientated and competent approach to gender equality. As a member of the Helmholtz Association, the GFZ recognises these DFG standards unreservedly and bindingly.

In addition, the equality plan and its objectives are based on the EU guidelines for promoting equality for women and equal opportunities for their professional and personal development.

In autumn 2022, the Executive Board decided on the following measures, the implementation of which began in 2023.

The measures are to be integrated into daily work processes and are detailed below:

- Clear designation of responsibilities with a matrix of roles in the organisation (i.e. managers at different levels, committees and employees) to achieve greater equality based on the draft presented to managers at the Scientific Council meeting in the first half of 2022.
 - o Implementation planning: finalisation of the matrix and communication to managers and the entire centre by the Executive Board.
- The management curriculum will include specific training content on equality, both legal principles and leadership topics such as unconscious bias, in order to empower line managers with the knowledge and skills to implement more equality in the organisational units within their area of responsibility.
 - o Implementation planning: Gradual implementation of the curriculum. Gender equality topics and content and skills that promote gender equality are prioritised in terms of time. Introduction of a binding training and development plan for new managers, which will be applied throughout the centre during onboarding from 2024.

Strict adherence to the existing principles of the cascade model, i.e. equal representation in staffing, is essential in order to achieve the objectives of the cascade model. This requires greater support for the recruitment of women and clear guidelines. The plan is to ensure equal representation in recruitment. It is crucial for the parity of the organisation as a whole that this model is applied in such a way that parity is also maintained with regard to levels and positions, e.g. in management positions and junior researchers. The same principles of parity are to be applied to procedures for the cancellation of fixed-term contracts, internal appointments to positions and upgrades and in succession planning. Parity is measured per year and with a breakdown by month and must be achieved within this annual period. The legal requirements of SGB IX for the promotion of the employment of severely disabled persons and persons of equal status apply independently of this and are complied with. Appropriate measures to comply with and achieve the objectives of the inclusion agreement are coordinated and realized with the representative body for severely disabled employees in

order to proactively support the promotion of the employment of severely disabled employees and those with equivalent status.

- Implementation planning: Use of the above regulations for new personnel measures.
- Consistent monthly monitoring, with the help of which compliance with parity can be checked in the case of permanent appointments and new appointments and at least the continuation of at least the previous gender ratio in the case of contract extensions at GFZ, department and section level and in relation to the various employee groups, so that countermeasures can be taken if parity is at risk of being violated.
- The succession of vacant management positions at all levels should also be based on parity according to the above model. This applies to management positions of all kinds (directors, section heads, department heads, group heads, working group heads, junior research group heads, spokespersons, etc.). Due to past external appointments to vacant management positions in the first and second management levels of science with male candidates, the next 5 vacant positions at this management level (section head and director) must be filled by women. Subsequently, the equal representation procedure described above will apply for filling future vacant management positions at all levels.
 - Implementation planning:
 - Revision of succession planning for section heads as part of the strategy process.
 - Strict consideration of parity and gender equality objectives when appointing working group leaders.
 - Utilisation of instruments (Helmholtz and others) to promote excellent women in science, e.g. junior research group leaders, first appointment W2/W3, Distinguished Professorships.
- In the long term (i.e. parallel to the progressive equal representation of women and men in academic positions E13-E15 incl. AT and W salaries), the aim is to achieve equal representation on all committees. The committee work of underrepresented women must be compensated in order to offset the additional workload. This commitment should be considered in the evaluation of academics; this could be done, for example, on the basis of the EU's CoARA recommendations in order to further promote equality.
 - Implementation planning: documentation of the current situation with regard to the composition of committees and definition of target quotas. Continuation of the compensation and support models for the JCC (assistance resource, pro rata PhD resource, JCC team structure) even in times of tight budgets. Coordination of a compensation model for other bodies with these bodies.
- **Appointment committees must always be composed of equal** numbers of women and men internally, and in cooperation with external institutions at least the GFZ participants in the long term. The guidelines for appointment committees developed by the Working Group Women in Research Centres (akfifz) are to be applied to GFZ activities in this context. In its cooperation with external institutions, the GFZ represents the gender equality objectives for committees accordingly in order to indirectly support the promotion of gender equality here as well. This also includes addressing and demanding the professionalization of selection procedures for scientific leadership positions in cooperation with external institutions in order to strengthen the role of women on appointment committees.

- Implementation planning: Communication to the GFZ by the Executive Board in conjunction with an information offer on the application of the akfifz guidelines in cooperation with the GBA team.

Support measures for professional and personal development such as the Helmholtz Academy and other measures for management development, scientific onboarding (familiarization, support, networking, etc.), mentoring, etc. must always be allocated at least equally to women. This also includes opportunities for the further development of scientific and specialized skills.

- Implementation planning:
 - Continuation of the allocation of places for the Helmholtz Academy: 2 out of 3 centrally funded places for the Centre are allocated to women. The places (co-)financed by sections and departments will be allocated at least equally. This must already be considered in the procedure for advertising the places and in the selection procedure of the organisational units.
 - Development and implementation of a guideline for scientific onboarding and the further development of scientific and professional competences in coordination with the scientific managers and based on the feedback and needs of junior staff.
 - At least equal allocation of mentoring places to women, e.g. as part of the implementation of the strategic personnel development concept of the Research Field Earth and Environment.
 - Carry out an "Equal Pay & Equal Benefits" analysis regarding the proportional distribution of gender shares in groupings, allowances, bonuses, appointment commitments and other components of a differentiated remuneration and employment structure, e.g. including the distribution of resources such as further education and training, space resources, access to infrastructure such as laboratories, etc. Based on the results of this analysis of the current situation, measures to achieve and maintain parity and equality must be defined and implemented.
 - Analyse existing fixed-term contracts (type of contract, duration, extensions, etc.) with regard to the proportional distribution of gender shares and, if necessary, define and implement measures to ensure equal opportunities in fixed-term employment based on the results of the analysis.

The internal and external appearance of the centre and all its organizational units is to be evaluated internally in order to be revised to promote equality and to achieve parity in communication in general and specifically in the web presence. This applies to all communication formats at the level of language, visualization and content: GFZ communication at all levels, internally and externally, should actively and specifically promote the general visibility of women in science and in leadership positions as well as awareness of gender equality issues and these themselves. In addition to updating the visual language accordingly, the establishment of respectful written and spoken communication at all levels throughout the organization is an essential basis for this.

- Implementation planning:
 - This applies to websites (internal and external), social media, internal and external communications by the Executive Board, managers and employees as well as guests who appear with an account of the centre and on behalf

of its organisational units. Consideration of the measures when updating the websites internally and externally.

- Integration of a module on appreciative communication in the future management curriculum.
- Inclusion of a parity requirement in the GFZ's procurement regulations and a standard parity clause in invitations to tender.

Together with the UFZ, the GFZ has taken on the coordination of the **Helmholtz Centres' participation in the BMBF call for proposals to promote the visibility of women in science and research**. This is to be continued and is actively supported by the Executive Board both during the tendering phase and during implementation at the Centre, including the activities coordinated by the GFZ, which take place across the Centres, and includes monitoring the project activities with corresponding communication from and at management level as well as providing the necessary resources for implementing the project and the resulting measures in the Centre and the research area.

- Implementation planning: Participation in the call for proposals and, in the event of a positive decision, corresponding implementation with a project coordination centre based at the GFZ.
- The GFZ took part in the **Helmholtz call for proposals to promote gender-sensitive recruitment** in order to further support gender equality activities, including the professionalization of managers in the knowledge and application of gender-sensitive selection procedures.
 - Implementation planning: The funding decision has been received and the project will be implemented from the first quarter of 2024.
- The GFZ **strategy process 2022/2023** considers the objectives of equality for the purpose of parity and is implemented in a way that promotes equality, so that the measures mentioned here are also considered and realized when planning how to deal with the forecast financial risks (tariff increases, increased costs for energy, etc.).
 - Implementation planning: Consideration of gender equality objectives and cascade model quotas in planning resulting from the strategy process.
- The Executive Board of the GFZ will monitor the implementation of the measures on a regular basis to ensure that the target quotas of the cascade model are achieved.
 - Implementation planning: The Executive Board reports annually to the GFZ Board of Trustees on the measures implemented and progress made in promoting equality to achieve the cascade model.

Further specific targets for increasing the proportion of women at the GFZ in line with EU requirements and the national and local framework for promoting gender equality are explained below:

5. Gleichstellung bei Einstellungen und beim beruflichen Aufstieg (Gender equality in recruitment and career progression)

The aim is to increase the proportion of women in underrepresented areas and to employ more women at higher management levels in the scientific field in line with the cascade model. There is a particular need for action when it comes to filling permanent positions and management positions in the scientific field and, to a lesser extent, in the non-scientific field.

In order to increase the proportion of women in permanent scientific positions in the levels/categories considered in the cascade model to at least 30% in the long term, measures are to be implemented to offer women secure positions and to retain qualified female scientists at the Center in the long term.

Although the proportion of women at management level has increased in recent years, the focus is now on a gradual increase to 30%. Comparing the cascade models ACTUAL 2022 (Fig. 28) and the hypothetical model with the target quota of 30% (Fig. 29), it becomes clear that the quotas for new appointments of women must be extremely ambitious. The rapid feasibility of these quotas for new appointments is questionable based on the available data for the years 2020-2022 and should therefore be a long-term goal that should also be pursued beyond the current cascade model.

Particular attention is paid to the proportion of women among scientists, which also includes the 4th management level - i.e. junior researchers and research group leaders. The transition from the doctorate to the post-doc phase to a researcher is still characterized by the so-called "leaky pipeline". Here, we have set ourselves the target of at least 26% women by the end of 2025. In order to raise awareness of this target, the GFZ calculates the actual ratios (men/women) of filled positions in science every year. In addition, the current changes are recorded on a monthly basis and presented concisely on the intranet site. In order to make the transitions between career stages (doctorate, postdoc, researcher, etc.) more gender-sensitive, the existing range of individual development measures in combination with central career advice is important in order to enable the strengthening of critical skills, various practical experiences (internships, etc.) and the structured development and expansion of professional networks for specific target groups. Supervisors should take on a more active role in the future, e.g. as mentors, in networking, in teaching skills and abilities for acquiring third-party funding. Supervisors should be strengthened in their ability to take a structured approach to identifying outstandingly talented women who are suitable for the next career stage and, in particular, for taking on management roles. Supporting central structures and offers for professional mobility and the compatibility of professional and personal development must continue to be implemented continuously and reliably (offers for dual career options, mobile working, flexible working time models, Welcome Center, housing care, provision of childcare facilities, etc.), as the study situation gives clear indications that these structural features are very important for women and their professional development opportunities and can therefore also noticeably increase the attractiveness potential of the GFZ as an employer.

Quotas are also set throughout the center, the achievement of which is discussed in the annual strategy and budget meetings (STRABU) between the Executive Board and the section heads. Every application for the termination of an employment contract must explicitly address the issue of the quota. The GFZ has established a participatory process for terminating contracts, in which the gender equality aspect also plays a key role.

In the non-scientific field, it is important that the proportion of women and men in professional fields in which there is no gender parity can be equalized.

Part-time employment and flexible working time models to reconcile work and family life, including the possibility of mobile working, are generally possible in all scientific and non-scientific occupational groups. Part-time employment is currently used by 26% of female academic staff and 11% of male academic staff. This opportunity to also offer men freedom for their families is communicated and supported by the center management, the HR department and the management level.

Women are also specifically encouraged to apply for newly vacant training positions, e.g. in cooperation with schools (including vocational schools) and the relevant departments of the Employment Agency, Chamber of Industry and Commerce and Chamber of Crafts. In addition, the range of internships for school students is being structured and optimized in order to generate more interest in the GFZ training opportunities and the geosciences. The potential for future specialists and managers in the younger age groups is a particular focus for future measures.

Concepts for the next generation of specialists, both in science and in the fields of technology, administration and infrastructure, which are drawn up in the course of future personnel development, must include specific measures for motivating women to apply, depending on the subject area.

Permanent employment contracts in science at the GFZ are regulated by the guideline on the termination of employment contracts in its current version. As women continue to be underrepresented in science, especially in permanent positions, the parity principle (see measures, in particular parity metrics) also applies here as a minimum, which is initially considered at section level and - if parity cannot be achieved there - then at the level of the respective department. The guidelines are also evaluated and adapted at regular intervals by the Executive Board, Directorate and JCC, whereby assessment criteria are developed and implemented to determine the equivalence of qualifications, which should help to interpret family-related effects on professional performance parameters (e.g. part-time work, limited mobility, number of children, caring responsibilities) so that the assessment is not to the disadvantage of the candidate. In addition, dual-career options are promoted as required as part of personnel recruitment, particularly if they serve to attract highly qualified women.

6. Förderung von Frauen und Vereinbarkeit von Familie und Beruf am GFZ (Promoting women and the compatibility of family and career at the GFZ)

- If parental leave is taken on temporary academic positions in accordance with the German Academic Fixed-Term Contract Act (Wissenschaftszeitvertragsgesetz), the employment contract will be extended by the duration of the parental leave in accordance with the statutory provisions. The wish to convert the remaining contractual period into part-time work and to extend the duration of the contract accordingly should be complied with as far as possible, considering the framework conditions (operational work processes and labor law regulations as well as provisions of grants/third-party funding). Support must be provided to both mothers and fathers in all positions when taking parental leave and part-time work for family reasons. This applies in particular to fixed-term contracts. In the event of possible problems due to third-party funding, solutions should be sought between project managers and funding bodies with the aim of reconciling work and family life.
- Re-entry: The GFZ promotes re-entry after a childcare break or a general family-related break. A re-entry position for a scientist is advertised internally every year. Managers should offer employees on leave discussions about returning to work after parental leave in good time. The HR department informs line managers about the end of parental leave or leave of absence.
- Working hours: Jobs in all areas and functions should be designed in such a way that a reduction in working hours is possible for reasons of work-life balance, considering the requirements of operational work processes. Part-time employees are granted the same professional development and training opportunities as full-time employees. Employees can also work from home in accordance with the "Mobile Working" service agreement in force at the GFZ.
- Childcare: On Telegrafenberg, the Geolino company daycare center offers employees of the Albert Einstein Science Park childcare for 44 children aged six months to school age. In addition, the GFZ has set up a daycare center in Potsdam-Babelsberg for 10 of its employees' children. During the school vacations in Brandenburg, the GFZ School Lab regularly offers vacation courses for children of employees. The dates and content of the course are announced to all employees via a circular email.
- Maternity protection: The GFZ has breastfeeding and quiet rooms for pregnant and breastfeeding mothers, as well as a parent-child office.
- Reconciling family and career: The GFZ provides support together with its cooperation partner benefit@work when it comes to personal or work-related problems. A multi-professional counseling and mediation team is available. With regard to family-related problems and tasks, benefit@work also offers suggestions to support a better balance between parental roles and responsibilities and professional development. Legal regulations and support from the GFZ: The GFZ provides information on the legal and collectively agreed regulations on reducing working hours and on options for taking leave and returning to work. Together with its cooperation partner benefit@work, the GFZ provides support in overcoming various family-related challenges: By providing advice on all topics relating to parenthood, by finding quality-tested service providers, e.g. for childcare, vacation care and tutoring, and by providing information on tax aspects and financial support options. In addition to personal advice and referrals, a comprehensive service portal is available on the subject of childcare and parenthood, as well as on the topics of caring for relatives and life advice.

7. Ausgewogenheit der Geschlechter in Führung und Entscheidungsfindung (Gender balance in leadership and decision-making)

Women have been equally represented on the GFZ Scientific Council (WR) since the new election in 2023. The proportion of women on the Board of Directors is 23%. The central external committees, such as the Scientific Advisory Board and the Board of Trustees, have a proportion of women of 40% and 37.5% respectively. In addition, there are various internal committees at the GFZ. The GFZ strives for equal representation on all of them.

Selection committees such as appointment or staffing committees usually already have equal representation due to legal and university requirements. However, there is often no parity at the respective hierarchical levels or among the voting members. The GFZ catalog of measures has already taken this into account.

8. Integration der Gender-Dimension in Forschung und Lehre (Integration of the gender dimension into research and teaching content)

The consideration of gender as a diversity dimension in organizational structures as well as in science, research and teaching is important because the science system has historically been dominated by men. This means that these areas are shaped by a cultural order, symbolism and practices, but also by processes, values, patterns and behaviors that originate from this male environment and also have an impact on the teaching and learning culture. The prevailing concepts and stereotypes of femininity and masculinity, in particular the corresponding role expectations, have proven to be obstacles to women's career development. The geosciences are also traditionally a male-dominated field with a significant lack of women in leadership positions. These are science-based, broad and multidisciplinary fields of study that deal with the physical, chemical, biological and geological processes in the Earth system, but also relate to engineering, mining and exploration. This means that although there may be technical areas in which gender aspects or differences are not particularly relevant, they are important in many other areas of these disciplines and thus for their research content. Due to the strong link between research and teaching, there is therefore a significant need for competencies and skills in gender-sensitive teaching methods for staff in the geosciences and STEM subjects.

The acquisition of third-party funding as part of projects funded by various donors (DFG, ministries, EU, industry, etc.) is central to research. In the context of appointments and job placements, expertise in acquiring and the amount of third-party funding acquired is proof of scientific excellence. It is therefore important that women are involved in these project applications, submit them themselves or are considered as staff in the applications. Even if the accounting and administration of third-party funding is digitalized, such applications are currently recorded using a form for approval. This makes it difficult to evaluate the gender of the applicants and the persons named as staff in the application. As part of further digitization over the next two years, the aforementioned information on the gender of applicants and future staff (if named in the application) is planned. This gives the GFZ the opportunity to monitor and actively control this important parameter. Full establishment will be completed during the term of this equality plan, so that the necessary findings will then be available. Should the data obtained in this way show that the proportion of women in the acquisition of third-party funding is proportionally unbalanced, support measures are to be defined and implemented together with the project office and managers in order to improve this. Until the above-mentioned digitalization, the topic will be discussed with managers in the meantime through communication at management meetings or similar in order to raise awareness and motivate managers to coordinate measures directly with

their employees in order to promote individual competence for the successful acquisition of third-party funding.

9. Maßnahmen gegen geschlechtsspezifische Gewalt einschließlich sexueller Belästigung (Measures against gender-based violence including sexual harassment)

The GFZ does not tolerate sexual misconduct and investigates every report of incidents. The GFZ protects all employees through appropriate preventive measures, both in GFZ premises and on the GFZ site (science campus and other locations) as well as in GFZ-specific work situations in the field, during expeditions and other trips.

A complaints office has been set up on the basis of Section 13 (1) AGG for complaints, for example due to misconduct. Information on this can be found on the GFZ intranet. The complaints office is supplemented by a low-threshold conflict counseling service, as the person concerned often finds it difficult to classify the conflict and its dimensions. Another point of contact is the Compliance Office set up at the GFZ last year: Here it is possible to contact either the GFZ compliance officer or the external ombudsperson. The Compliance Reporting Office service agreement provides more information on this.

Research expeditions are extreme situations as well as some fieldwork situations in which a group of people travel for a longer period of time, e.g. in cramped and often simple conditions, and work under high pressure and often under strenuous conditions to achieve their goals. In addition, many expeditions and fieldwork situations are characterized by small group sizes, limited privacy due to spatial restrictions, stronger dependencies among colleagues and fewer opportunities to keep physical distance from each other. These circumstances can increase the possibility of conscious or unconscious sexual harassment on expeditions. There are currently no specific guidelines for leaders and participants of expeditions and fieldwork. The GFZ considers this to be necessary and plans to develop such guidelines, which will be made available on the intranet. Furthermore, the GFZ plans to integrate appropriate training content in the field work and expeditions module of the work safety portal (ASiP or its successor system) in order to raise awareness of (sexual) harassment and explain the necessary preventive measures. This will be implemented over the next two years.

Potsdam, December 15, 2023

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.

A2. Weitere Datenanalysen (Additional data charts)

Entwicklung des Frauenanteils am wissenschaftlichen Personal in den Jahren 2000-2023 (GFZ ohne RIFS)
(Development of the ratio of women among scientific staff in the years 2000-2023; GFZ only without RIFS)

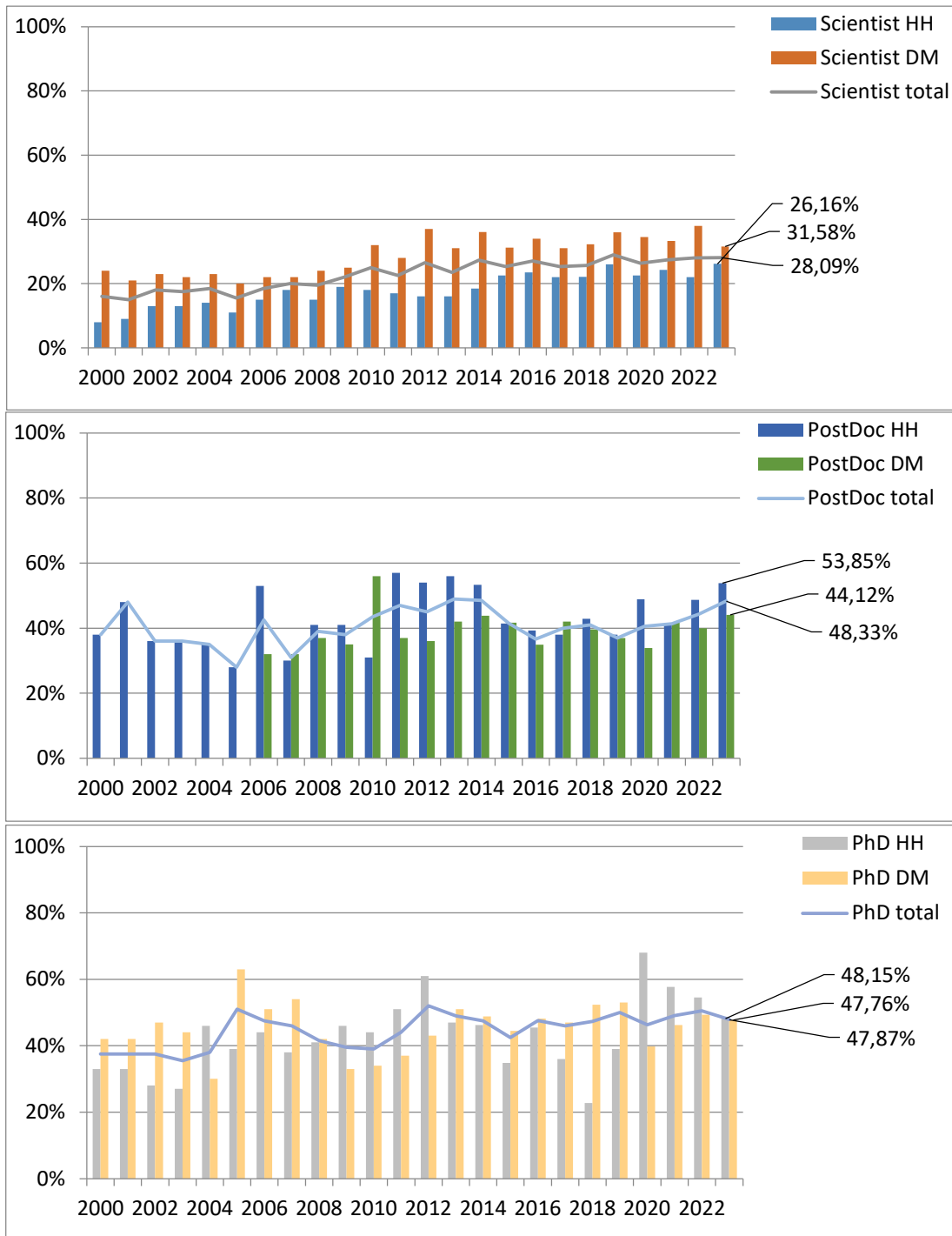


Figure 25 (3 graphs above) (GFZ without RIFS): Development of the proportion of women in science since 2000 (HH = budget-financed, DM = third-party funded). Data for the RIFS has only been available to the GFZ since 1.1.23 and is therefore not shown here.

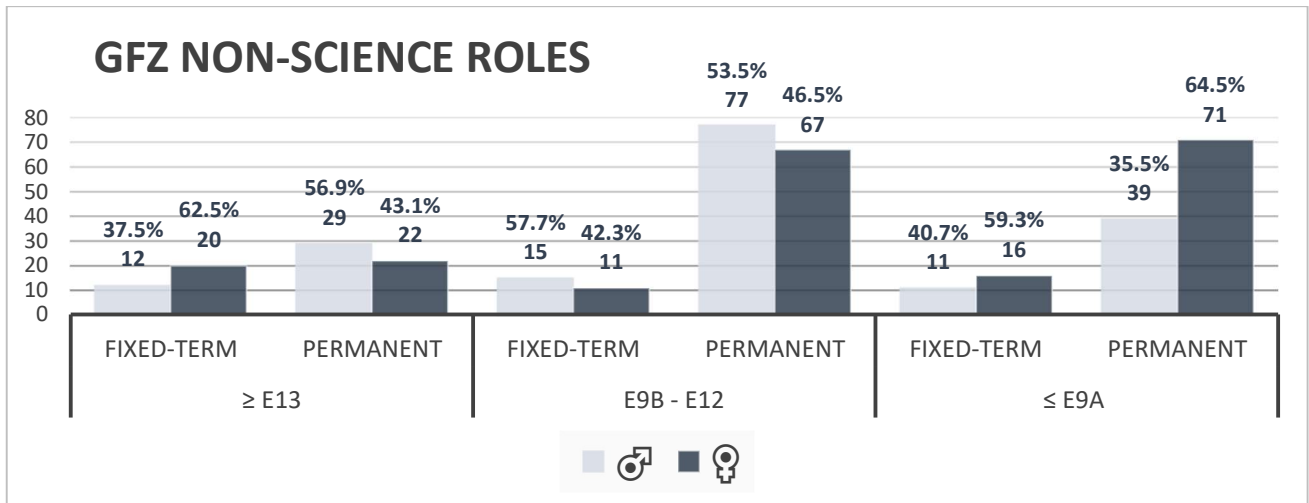


Figure 26 (GFZ without RIFS): Fixed-term employment in the non-scientific area

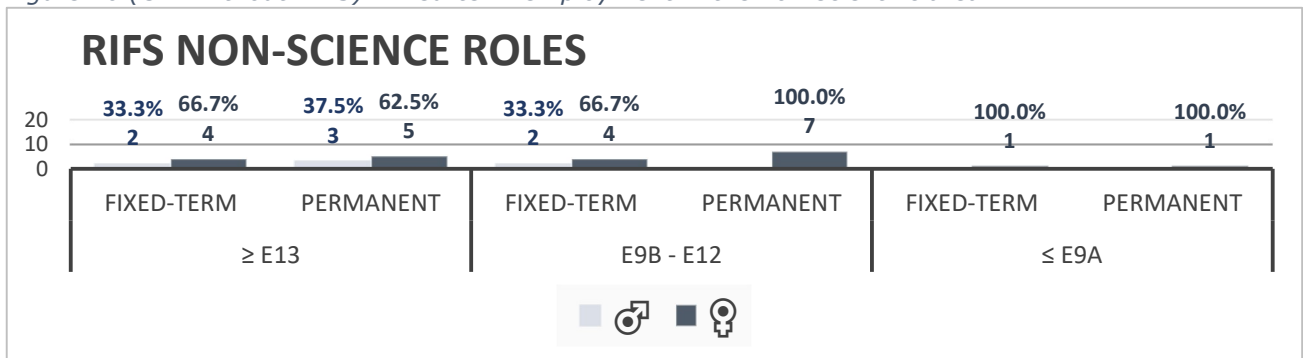


Figure 27 (RIFS): Fixed-term employment in the non-scientific area

Ergänzende Daten (GFZ ohne RIFS zum 31.01.2023) (Additional data; GFZ excl. RIFS; as of 31 January 2023)

| Frauen am GFZ | Führungskraft | | Scientist | | PostDoc | | PhD | | Wiss. Administration | | nicht-wiss. Personal | | Summe |
|---------------|---------------|---|-----------|----|---------|----|--------|----|----------------------|----|----------------------|-----|-------|
| | | | | | | | | | | | | | |
| Haushalt | 17.95% | 7 | 26.16% | 45 | 53.85% | 14 | 48.15% | 13 | 62.50% | 5 | 50.63% | 202 | 286 |
| Drittmittel | 0.00% | 0 | 31.58% | 30 | 44.12% | 15 | 47.76% | 32 | 87.50% | 7 | 55.22% | 37 | 121 |
| gesamt | | 7 | | 75 | | 29 | | 45 | | 12 | | 239 | 407 |

Table 1: Employee structure by type of financing (GFZ without RIFS as at 31.01.2023)

| Altersverteilung GFZ | 16 - 20 | | 21 - 35 | | 36 - 49 | | 50 - 67 | | > 67 | | Summe |
|----------------------|---------|----|---------|-----|---------|-----|---------|-----|---------|---|-------|
| männlich | 84.62% | 11 | 51.30% | 158 | 55.10% | 189 | 62.64% | 171 | 100.00% | 5 | |
| weiblich | 15.38% | 2 | 48.38% | 149 | 44.90% | 154 | 37.36% | 102 | 0.00% | 0 | 407 |
| gesamt | | 13 | | 308 | | 343 | | 273 | | 5 | 942 |

Table 2: Employee structure by age (GFZ without RIFS as at 31.01.2023)

| Wiss. Führungsebene GFZ | Vorstand | | 1. Ebene | | 2. Ebene | | 4. Ebene | | Summe |
|-------------------------|----------|---|----------|---|----------|----|----------|----|-------|
| männlich | 0.00% | 0 | 75.00% | 3 | 81.82% | 18 | 72.31% | 47 | |
| weiblich | 100.00% | 1 | 25.00% | 1 | 18.18% | 4 | 27.69% | 18 | 24 |
| gesamt | | 1 | | 4 | | 22 | | 65 | 92 |

Table 3: Employee structure by hierarchy level (scientific area) (GFZ without RIFS as at 31.01.2023)

| Wiss. Bereich GFZ | befristet | | unbefristet | | Summe |
|-------------------|-----------|-----|-------------|-----|-------|
| männlich | 58.25% | 173 | 79.03% | 98 | |
| weiblich | 41.41% | 123 | 20.97% | 26 | 149 |
| gesamt | | 297 | | 124 | 421 |

Table 4: Employee structure in the scientific field in absolute figures (excluding management levels and scientific administration) (GFZ without RIFS as at 31.01.2023)

| Nicht-wiss. Bereich GFZ | E13 und höher | | E9b - E12 | | E5 - E9a und Kraftfahrer | | Summe |
|-------------------------|---------------|----|-----------|-----|--------------------------|-----|-------|
| männlich | 49.40% | 41 | 54.12% | 82 | 36.50% | 50 | 183 |
| weiblich | 50.60% | 42 | 45.88% | 78 | 63.50% | 87 | 207 |
| gesamt | | 83 | | 170 | | 137 | 390 |

Table 5: Employee structure in the non-scientific area (including scientific administration; excluding trainees, interns and assistants) (GFZ without RIFS as at 31.01.2023)

| Nicht-wiss. Bereich GFZ | EG 13 und höher | | | | EG 9b - EG 12 | | | | EG 5 - EG 9a | | | | Summe |
|-------------------------|-----------------|----|-------------|----|---------------|----|-------------|----|--------------|----|-------------|----|-------|
| | befristet | | unbefristet | | befristet | | unbefristet | | befristet | | unbefristet | | |
| männlich | 37.50% | 12 | 56.86% | 29 | 57.69% | 15 | 53.47% | 77 | 40.74% | 11 | 35.45% | 39 | 183 |
| weiblich | 62.50% | 20 | 43.14% | 22 | 42.31% | 11 | 46.53% | 67 | 59.26% | 16 | 64.55% | 71 | 207 |
| gesamt | 32 | | 51 | | 26 | | 144 | | 27 | | 110 | | 390 |

Table 6: Fixed-term employment in the non-scientific area (with scientific administration; without trainees, interns and assistants) (GFZ without RIFS as of 31.01.2023)

| AZ in der Wissenschaft GFZ | Vollzeit | | | | Teilzeit | | | | Summe |
|----------------------------|-----------|-----|--------|---|-----------|----|--------|----|-------|
| | Scientist | | PhD | | Scientist | | PhD | | |
| männlich | 72.10% | 199 | 55.56% | 5 | 47.06% | 24 | 50.59% | 43 | 271 |
| weiblich | 27.90% | 77 | 44.44% | 4 | 52.94% | 27 | 48.24% | 41 | 149 |
| gesamt | | 276 | | 9 | | 51 | | 85 | 421 |

Table 7: Part-time employment in the scientific field (excluding management levels and scientific administration) (GFZ without RIFS as at 31.01.2023)

| AZ im nicht.- Wissenschafts- Bereich GFZ | Vollzeit | | | | | | Teilzeit | | | | | | Summe |
|--|-----------------|---------|---------------|-----|--------------|-----|-----------------|----|---------------|----|--------------|----|-------|
| | EG 13 und höher | | EG 9b - EG 12 | | EG 5 - EG 9a | | EG 13 und höher | | EG 9b - EG 12 | | EG 5 - EG 9a | | |
| männlich | 55.56% | 35 | 63.16% | 84 | 43.27% | 45 | 30.00% | 6 | 21.62% | 8 | 15.15% | 5 | 183 |
| weiblich | 44.44% | 28 3 | 36.84% | 49 | 56.73% | 59 | 70.00% | 14 | 78.38% | 29 | 84.85% | 28 | 207 |
| gesamt | | 63 | | 132 | | 104 | | 16 | | 35 | | 33 | 390 |

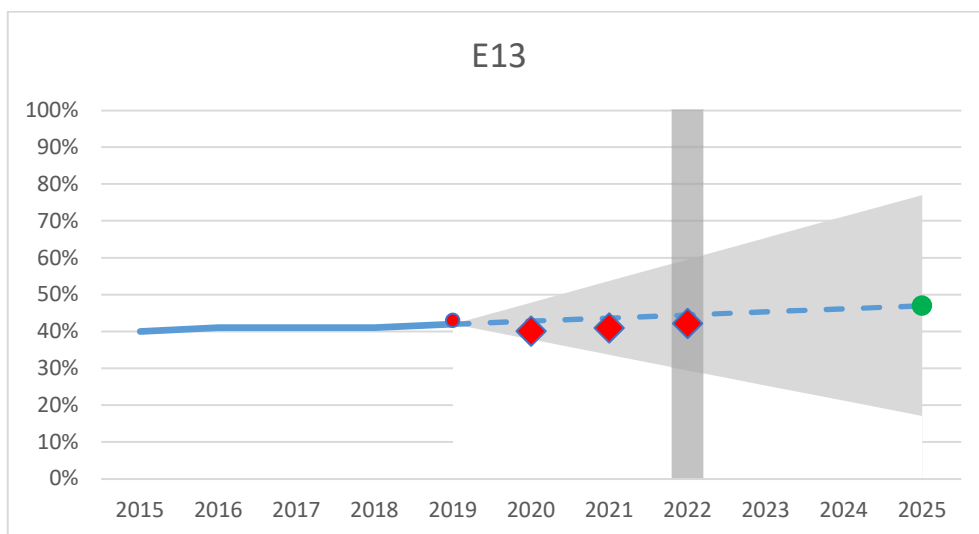
Table 8: Part-time employment in the non-scientific area (including scientific administration; excluding trainees, interns and assistants) (GFZ without RIFS as at 31.01.2023)

A3. Kaskadenmodell (Cascade Model)

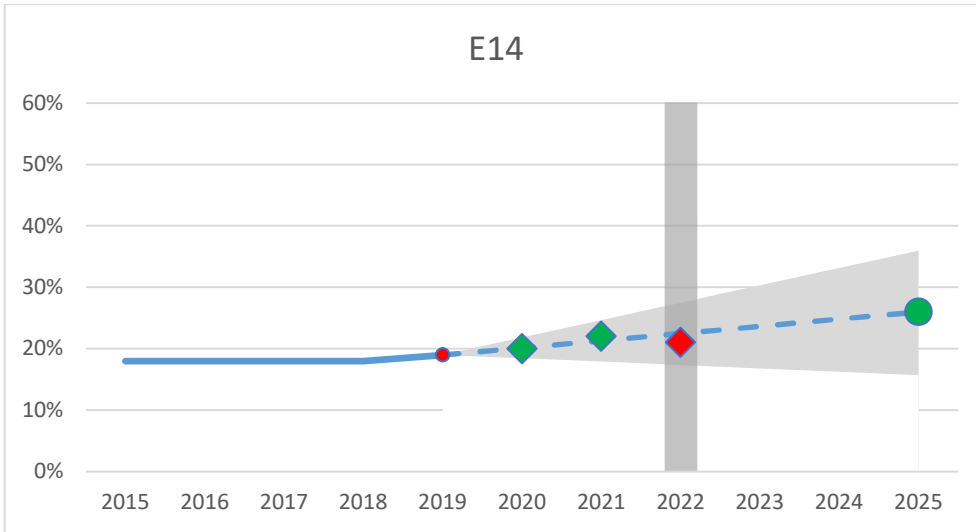
The cascade model determines the target figures for the proportion of women among employees for the next 5 years 2020-2025. As externally funded projects and their staff cannot be predicted for the future, the following data analyses and target figures initially focus on the budget-financed positions. To this end, we have gone through various scenarios based on the number of employees (budget) at the end of 2019 and looked at the corridor that forms when we look at both extremes, 0% new recruitment of women or 100%. The following is an example of such a representation for various remuneration groups and management levels with regard to the possible development of the proportion of women if both extremes are considered, i.e. hypothetically 0% new recruitment of women or 100%. The defined target is generally a 50% share of women in new hires; other target figures are possible based on the current situation. In the case of continued employment, we have assumed that the current proportion can be carried forward into the future, i.e. that the gender ratio will not change. If the positions that become vacant are filled on a parity basis, a proportion of women of 26% could be achieved in 2025, i.e. an increase of 5 percentage points. More ambitious targets are possible if (i) more than 50% of new appointments to HH positions go to women, (ii) women are hired in more externally funded projects and (iii) more women are offered continued employment. Unfortunately, we are currently observing the exact opposite, with only 15%-20% women being considered for continued employment or employment without a prior selection procedure.

Explanation of the following figures (data refer to GFZ data without RIFS):

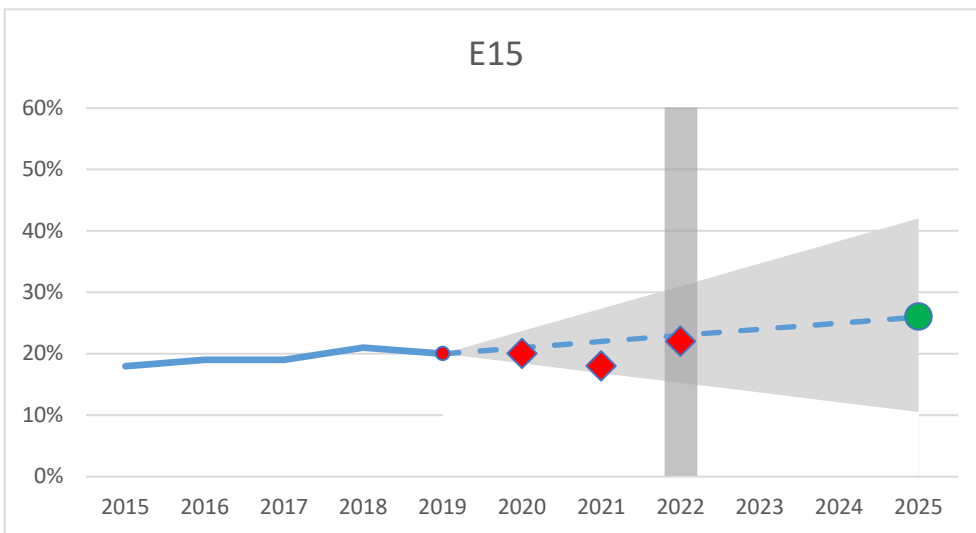
The graphs with the titles "E13" to "1st management level" on the next three pages show (graphically as well as numerically) for each level of classification/salary a modeling of the possible future proportion of women depending on three hypothetically assumed percentage shares of women in the new appointments (0%, 50%, 100%) and the respective impact per size on the overall proportion of women in the respective classification/salary. Methodologically, this type of modeling originates from the general cascade model analyses for scientific institutions in Germany, such as those presented in the GWK materials or the Pact reports on the topic.



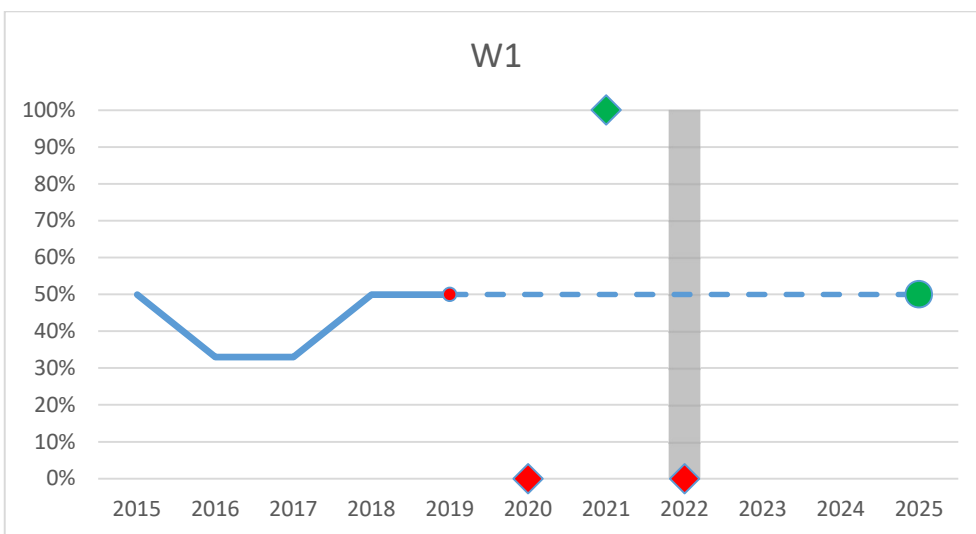
77% women
(New appointments:
100% women)
Target: 47% women
(new appointments:
50% women)
17% proportion of
women
(new appointments:
0% women)



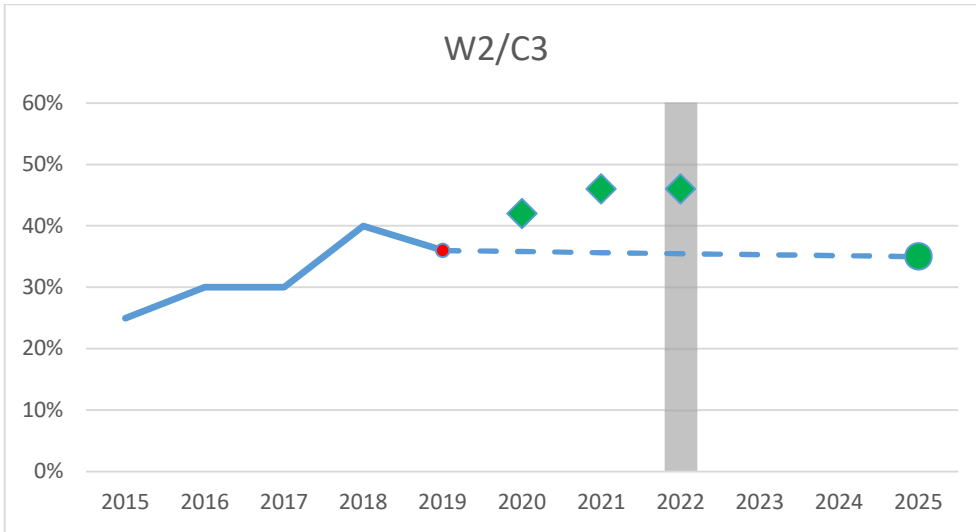
36% women
(New appointments:
100% women)
Target: 26% women
(new appointments:
50% women)
16% proportion of
women
(new appointments:
0% women)



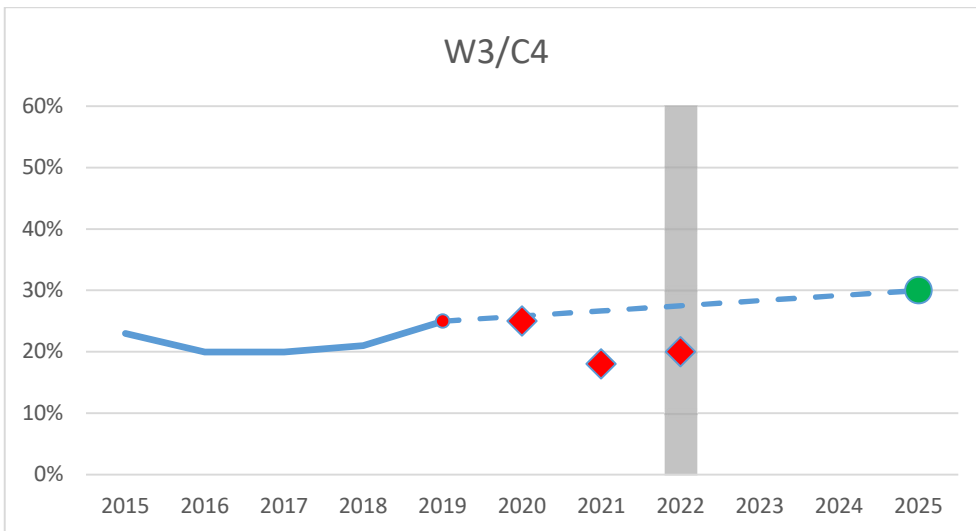
42% women
(New appointments:
100% women)
Target: 26% women
(new appointments:
50% women)
10% proportion of
women
(new appointments:
0% women)



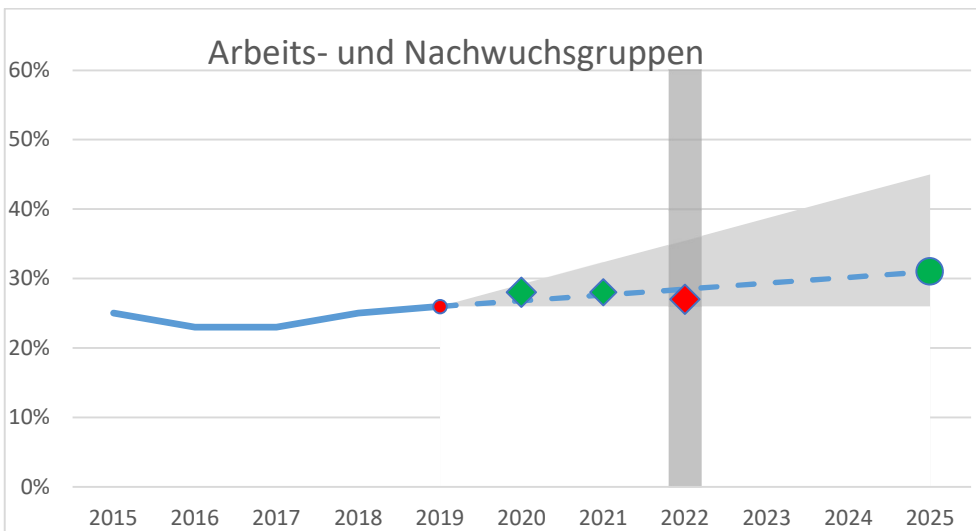
Target: 50% women
(New appointments:
50% women)



Target: 35% women
(New appointments:
42.9% women)

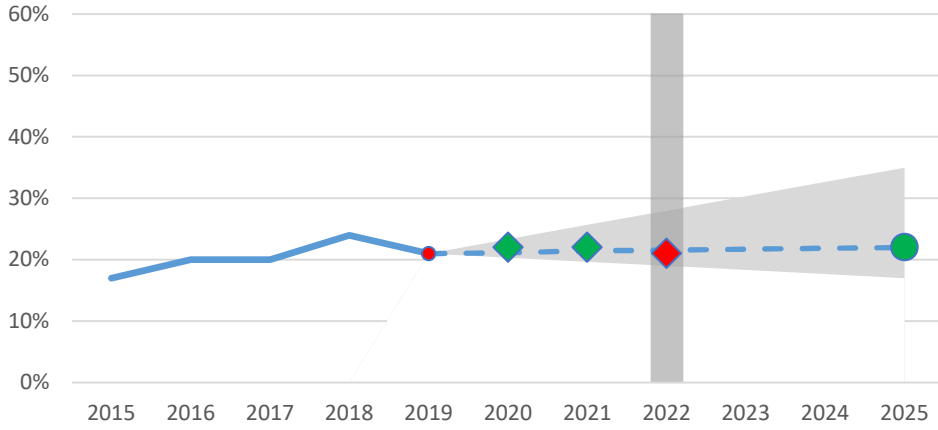


Target: 30% women
(New appointments:
25% women)



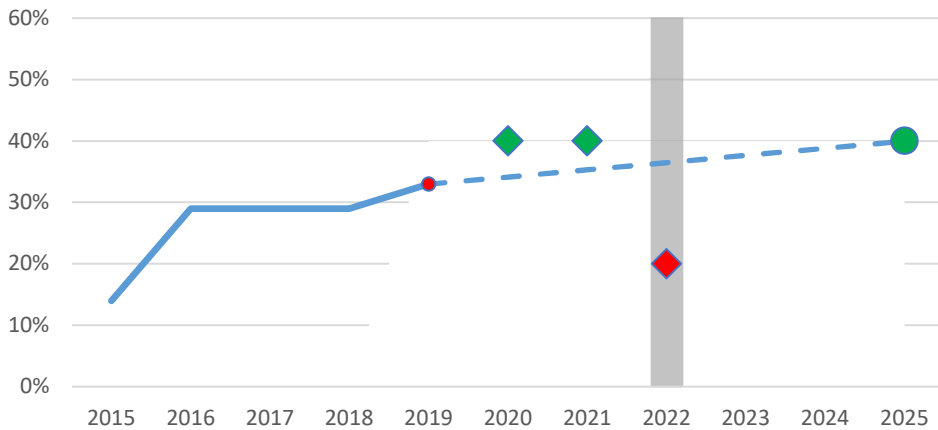
45% women
(New appointments:
100% women)
Target: 31% women
(new appointments:
50% women)
26% proportion of
women
(new appointments:
0% women)

2. Führungsebene



35% women
(New appointments:
100% women)
Target: 22% women
(new appointments:
25% women)
17% proportion of
women
(new appointments:
0% women)

1. Führungsebene



Target: 40% women
(new appointments:
0% women)

| | Frauenquote – Entwicklung | | | | | | | | | Frauenquote – Ableitung und Ziel 2025 | | | | | | | | | | | | |
|---|---------------------------|-----------------|----------------------|--------------------|-----------------|----------------------|--------------------|-----------------|----------------------|---------------------------------------|-----------------|----------------------|---------------------|-----------------|----------------------|-----------------|--|----------------------------|---|----------------------------------|------------------------------------|---------------------------|
| | IST 31.12.2019 | | | IST 31.12.2020 | | | IST 31.12.2021 | | | IST 31.12.2022 | | | Prognose 31.12.2025 | | Prognose 2020 – 2025 | | | | | | SOLL 31.12.2025 | |
| | Anzahl Personen | davon Frauen | Frauen- quote (%) | Anzahl Personen | davon Frauen | Frauen- quote (%) | Anzahl Personen | davon Frauen | Frauen- quote (%) | Anzahl Personen | davon Frauen | Frauen- quote (%) | Anzahl Personen | davon Frauen | Abgänge ³ | | Zugänge ³ | | | | | Ziel-Frauen- quote (%) |
| | | | | | | | | | | | | | | | Gesamt | davon Frauen | Wieder- besetzung von Stellen (Fluktuation) | Neue Stellen (Aufwuchs) | Besetzbare Positionen Gesamt (Fluktuation & Aufwuchs) | davon Besetzung mit Frauen | Frauenquote Neube- setzungen | |
| Zentrumsleitung ⁴ | 1 | | 0,0% | 1 | 0 | 0,0% | 1 | 0 | 0,0% | 1 | 1 | 100,0% | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 1 | 100,0% | 100,0% |
| Führungsebenen ⁴ | | | | | | | | | | | | | | | | | | | | | | |
| Erste Führungsebene ⁴ | 5 | 2 | 40,0% | 5 | 2 | 40,0% | 5 | 2 | 40,0% | 5 | 1 | 20,0% | 5 | 2 | 2 | 0 | 2 | 0 | 2 | 0 | 0,0% | 40,0% |
| Zweite Führungsebene ¹ | 24 | 5 | 20,8% | 23 | 5 | 21,7% | 23 | 5 | 21,7% | 22 | 4 | 18,2% | 23 | 5 | 5 | 1 | 4 | | 4 | 1 | 25,0% | 21,7% |
| Dritte Führungsebene ¹ | 0 | 0 | - | | | - | 0 | 0 | - | 0 | 0 | 0,0% | | | | | | | | | | - |
| Leitung selbständiger Forschungs- und Nachwuchsgruppen/Forschungsbereiche ² | 58 | 15 | 25,9% | 57 | 16 | 28,1% | 65 | 18 | 27,7% | 66 | 17 | 25,8% | 58 | 18 | 11 | 2 | 11 | 0 | 11 | 5 | 45,5% | 31,0% |
| Vergütungsgruppen | | | | | | | | | | | | | | | | | | | | | | |
| W3/C4 | 16 | 4 | 25,0% | 15 | 4 | 26,7% | 18 | 3 | 16,7% | 19 | 4 | 21,1% | 20 | 6 | 4 | 0 | 4 | 4 | 8 | 2 | 25,0% | 30,0% |
| W2/C3 | 11 | 4 | 36,4% | 12 | 5 | 41,7% | 13 | 6 | 46,2% | 13 | 6 | 46,2% | 17 | 6 | 1 | 1 | 1 | 6 | 7 | 3 | 42,9% | 35,3% |
| W1 | 2 | 1 | 50,0% | 1 | 0 | 0,0% | 2 | 0 | 0,0% | 2 | 0 | 0,0% | 2 | 1 | 2 | 1 | 2 | 0 | 2 | 1 | 50,0% | 50,0% |
| E 15 Ü TVd/TV-L, ATB, S (B2, B3) | 1 | 0 | 0,0% | | | - | 0 | 0 | - | 0 | 0 | 0,0% | 0 | 0 | 1 | | | | | | | - |
| E15 TVd/TV-L | 25 | 5 | 20,0% | 22 | 4 | 18,2% | 19 | 4 | 21,1% | 17 | 3 | 17,6% | 19 | 5 | 12 | 3 | 6 | 0 | 6 | 3 | 50,0% | 26,3% |
| E14 TVd/TV-L | 123 | 23 | 18,7% | 121 | 24 | 19,8% | 113 | 25 | 22,1% | 107 | 23 | 21,5% | 108 | 28 | 49 | 12 | 34 | 0 | 34 | 17 | 50,0% | 25,9% |
| E13 TVd/TV-L | 315 | 132 | 41,9% | 311 | 122 | 39,2% | 315 | 126 | 40,0% | 295 | 121 | 41,0% | 282 | 132 | 303 | 135 | 270 | 0 | 270 | 135 | 50,0% | 46,8% |

Figure 28 (GFZ without RIFS): Cascade model of the GFZ 2020-2025 as of December 31, 2022 (basis: resolution of the 56th meeting of the Board of Trustees on November 13, 2020 and annual updates as part of regular reporting).

| | Frauenquote – Entwicklung | | | | | | | | | Frauenquote – Ableitung und Ziel 2025 | | | | | | | | | | | | |
|---|---------------------------|--------------|-----------------|-----------------|--------------|-----------------|-----------------|--------------|-----------------|---------------------------------------|--------------|-----------------|---------------------|--------------|----------------------|---|-------------------------|---|----------------------------|----------------------------|----------------------|--------|
| | IST 31.12.2019 | | | IST 31.12.2020 | | | IST 31.12.2021 | | | IST 31.12.2022 | | | Prognose 31.12.2025 | | Prognose 2020 – 2025 | | | | | | SOLL 31.12.2025 | |
| | Anzahl Personen | davon Frauen | Frauenquote (%) | Anzahl Personen | davon Frauen | Frauenquote (%) | Anzahl Personen | davon Frauen | Frauenquote (%) | Anzahl Personen | davon Frauen | Frauenquote (%) | Anzahl Personen | davon Frauen | Abgänge ³ | | Zugänge ³ | | | | Ziel-Frauenquote (%) | |
| | | | | | | | | | | | | | | Gesamt | davon Frauen | Wiederbesetzung von Stellen (Fluktuation) | Neue Stellen (Aufwuchs) | Besetzbare Positionen Gesamt (Fluktuation & Aufwuchs) | davon Besetzung mit Frauen | Frauenquote Neubesetzungen | | |
| Zentrumsleitung ⁴ | 1 | | 0,0% | 1 | 0 | 0,0% | 1 | 0 | 0,0% | 1 | 1 | 100,0% | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 1 | 100,0% | 100,0% |
| Erste Führungsebene ⁴ | 5 | 2 | 40,0% | 5 | 2 | 40,0% | 5 | 2 | 40,0% | 5 | 1 | 20,0% | 5 | 2 | 2 | 0 | 2 | 0 | 2 | 0 | 0,0% | 40,0% |
| Zweite Führungsebene ¹ | 24 | 5 | 20,8% | 23 | 5 | 21,7% | 23 | 5 | 21,7% | 22 | 4 | 18,2% | 23 | 8 | 5 | 1 | 4 | 0 | 4 | 4 | 100,0% | 34,8% |
| Dritte Führungsebene ¹ | 0 | 0 | - | | | - | 0 | 0 | - | 0 | 0 | 0,0% | | | | | | | | | | - |
| Leitung selbständiger Forschungs- und Nachwuchsgruppen/ Forschungsbereiche ² | 58 | 15 | 25,9% | 57 | 16 | 28,1% | 65 | 18 | 27,7% | 66 | 17 | 25,8% | 58 | 19 | 11 | 2 | 11 | 0 | 11 | 6 | 54,5% | 32,8% |
| W3/C4 | 16 | 4 | 25,0% | 15 | 4 | 26,7% | 18 | 3 | 16,7% | 19 | 4 | 21,1% | 20 | 8 | 4 | 0 | 4 | 4 | 8 | 4 | 50,0% | 40,0% |
| W2/C3 | 11 | 4 | 36,4% | 12 | 5 | 41,7% | 13 | 6 | 46,2% | 13 | 6 | 46,2% | 17 | 7 | 1 | 1 | 1 | 6 | 7 | 4 | 57,1% | 41,2% |
| W1 | 2 | 1 | 50,0% | 1 | 0 | 0,0% | 2 | 0 | 0,0% | 2 | 0 | 0,0% | 2 | 1 | 2 | 1 | 2 | 0 | 2 | 1 | 50,0% | 50,0% |
| E 15 Ü TVoD/TV-L, ATB, S (B2, B3) | 1 | 0 | 0,0% | | | - | 0 | 0 | - | 0 | 0 | 0,0% | 0 | 0 | 1 | | | | | | | - |
| E15 TVoD/TV-L | 25 | 5 | 20,0% | 22 | 4 | 18,2% | 19 | 4 | 21,1% | 17 | 3 | 17,6% | 19 | 6 | 12 | 3 | 6 | 0 | 6 | 4 | 66,7% | 31,6% |
| E14 TVoD/TV-L | 123 | 23 | 18,7% | 121 | 24 | 19,8% | 113 | 25 | 22,1% | 107 | 23 | 21,5% | 108 | 33 | 49 | 12 | 34 | 0 | 34 | 22 | 64,7% | 30,6% |
| E13 TVoD/TV-L | 315 | 132 | 41,9% | 311 | 122 | 39,2% | 315 | 126 | 40,0% | 295 | 121 | 41,0% | 282 | 132 | 303 | 135 | 270 | 0 | 270 | 135 | 50,0% | 46,8% |

Figure 29 (GFZ without RIFS): Cascade model of the GFZ from Fig. 28 (above) modeled (hypothetically) with at least 30% target quota to show the corresponding % of women required for new appointments.

Danksagung (Acknowledgements)

Numerous people at the GFZ and RIFS have been involved in the conception, development, critical review, revision and final coordination of this equality plan, and we would like to acknowledge their ideas, contributions, commitment, cooperation and collegial support here in the spirit of appreciation. The diversity of perspectives that has shaped this work process is an important element of the GFZ's organizational culture and is reflected in this action plan. We would like to thank all those who have worked with us to achieve the objectives and planned activities, and in particular the following colleagues for their contribution to the creation of the Gender Equality Plan 2023-2027:

GBA, in particular Ute Weckmann for the basic conception and integration of the EU requirements for the Gender Equality Plan, Danielle Tölg for the data evaluation and graphics for the status analysis and Christina Camier for the active integration of the RIFS gender equality perspectives into the discussion process.

Staff Council, in particular Andrea Vieth-Hillebrand, for the critical review of the draft and the advice on the need for specific measures for equal opportunities with regard to career development opportunities, including a fair and equitable remuneration structure.

Representation for severely disabled persons and persons with equivalent status, in particular Sabine Thiel, for the valuable advice on simultaneously considering the interests of severely disabled persons and persons with equivalent status and supporting the goals of achieving equal opportunities for all employees.

Judith Schicks, Dirk Sachse, Eva Boergens, Andreas Schoe, Beate Kessler, Stefan Schwartz, who as a working group inspired the idea of clear responsibilities for more equality and diversity as part of the preparations for the 2022 Scientific Council retreat.

The Communication and Media team, in particular Josef Zens, Karina Schollän and Uta Deffke for all communication that makes women in science and diversity at the GFZ visible.

The "Values@GFZ" project team with Almut Scholz (Compliance), Annett Hüttges (Talent Management), Beate Keßler (HR Management), Christina Schlausch (Administrative Board Division), Franca Buge (Recruiting and HR Development), Josef Zens and Karina Schollän (Communications and Media) for the implementation of the values identification process, the results of which form an important basis for an organizational culture that demands and promotes equal opportunities, equality and parity.

Human Resources Department, Beate Kessler and in particular Annett Hüttges and Franca Buge for coordinating the acquisition of third-party funding projects to promote diversity-sensitive recruitment at the GFZ and the visibility of women in science in the Earth & Environment research field, as well as the Human Resources Controlling team under the technical leadership of Pascal Martin with Linda Auert and Sindy Engelmann for facilitating the parity metrics.

Board, Susanne Buitter and Stefan Schwartz for facilitating the values identification process, supporting the equality objectives, the action plan on equal opportunities and parity and the clear commitment to the values of the GFZ.

Potsdam, December 2023