# 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.
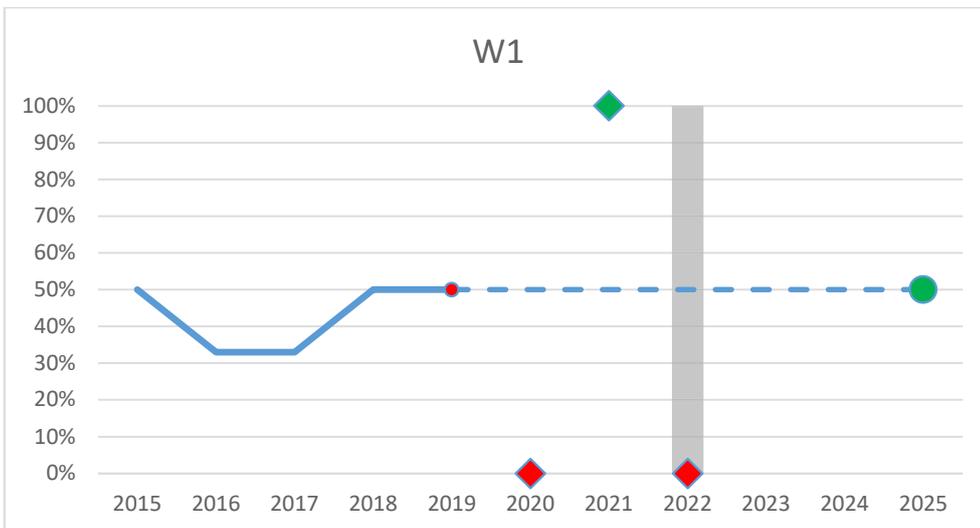
E13
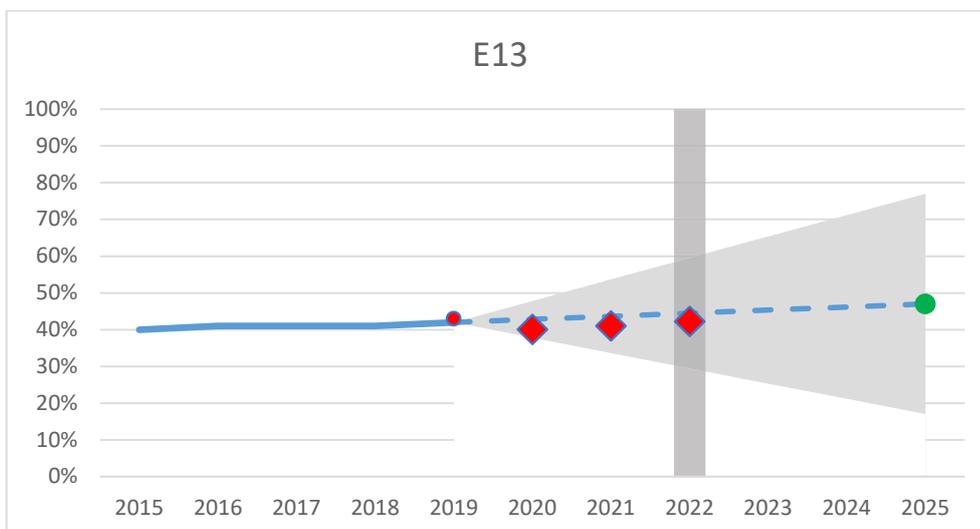
77% women
(New appointments: 100% women)
Target: 47% women
(new appointments: 50% women)
17% proportion of women
(new appointments: 0% women)

E14
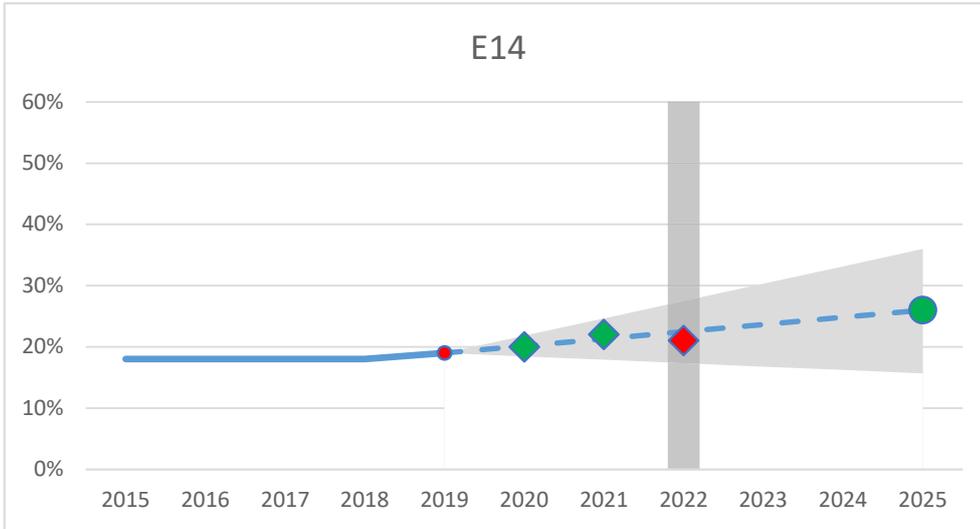
36% women
(New appointments:
100% women)
Target: 26% women
(new appointments:
50% women)
16% proportion of
women
(new appointments:
0% women)

E15
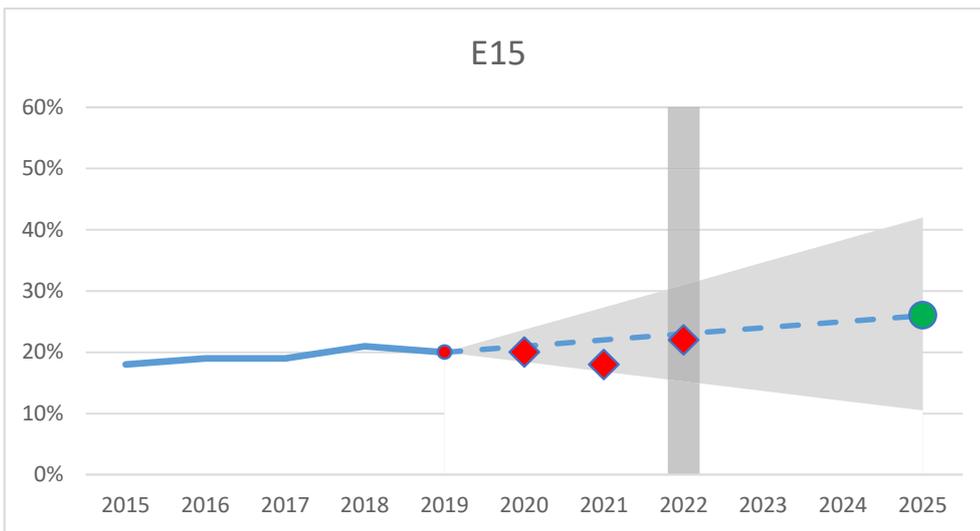
42% women
(New appointments:
100% women)
Target: 26% women
(new appointments:
50% women)
10% proportion of
women
(new appointments:
0% women)

W1

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

W2/C3

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

W3/C4

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

Arbeits- und Nachwuchsgruppen

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

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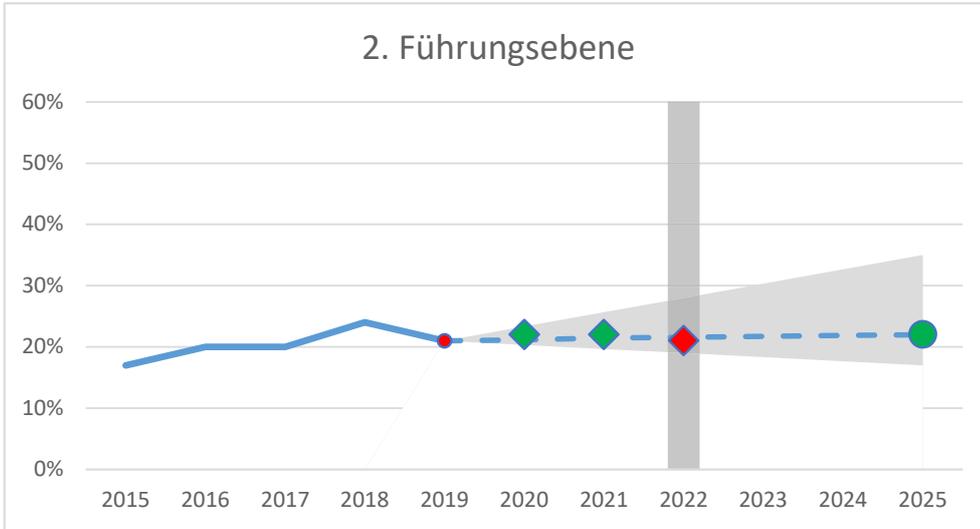
2. Führungsebene

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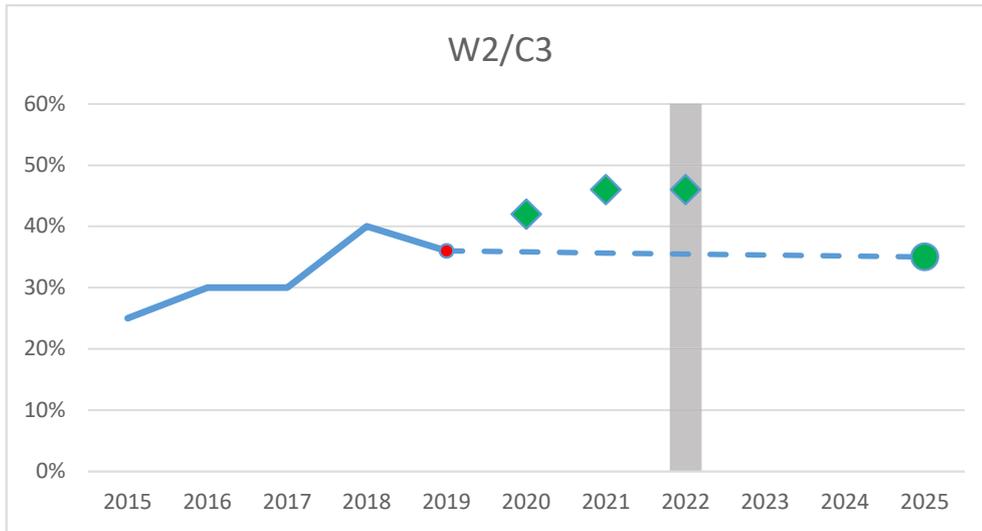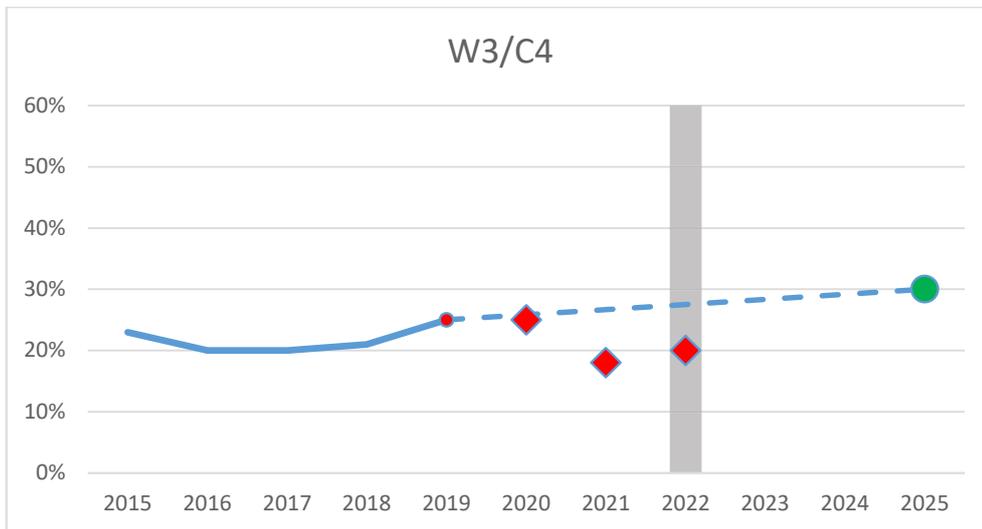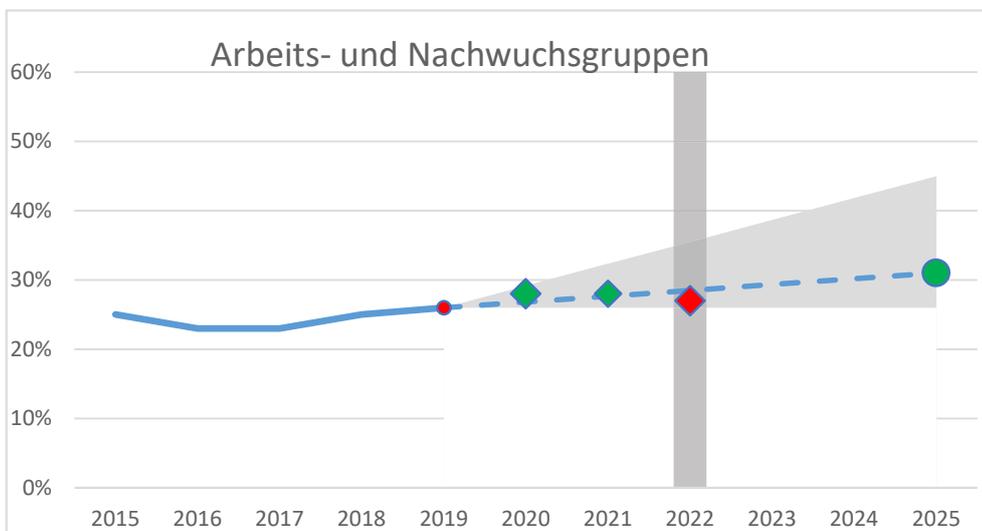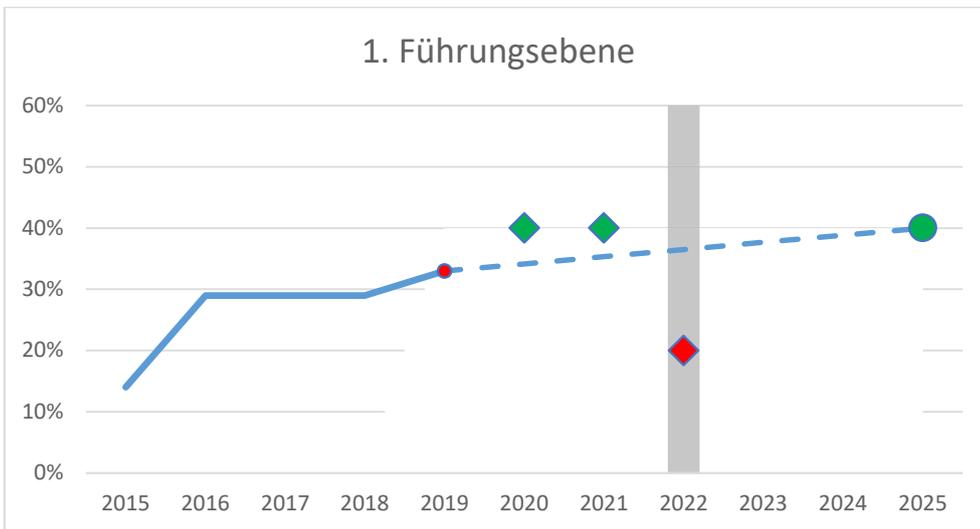17% proportion of women
(new appointments: 0% women)

1. Führungsebene

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

	IST 31.12.2019			IST 31.12.2020			IST 31.12.2021			IST 31.12.2022			Prognose 31.12.2025		Abgänge[3]		Zugänge[3]					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	Gesamt	davon Frauen	Wiederbesetzung von Stellen (Fluktuation)	Neue Stellen (Aufwuchs)	Besetzbare Positionen Gesamt (Fluktuation & Aufwuchs)	davon Besetzung mit Frauen	Frauenquote Neubesetzungen	Ziel-Frauenquote (%)
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	5	5	1	4	0	4	1	25,0%	21,7%
Dritte Führungsebene[1]	0	0	-			-	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%
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 TVöD/TV-L, ATB, S (B2, B3)	1	0	0,0%			-	0	0	-	0	0	0,0%	0	0	1							-
E15 TVöD/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 TVöD/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 TVöD/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%

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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
															Abgänge[3]		Zugänge[3]					
	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	Gesamt	davon Frauen	Wieder-besetzung von Stellen (Fluktuation)	Neue Stellen (Aufwuchs)	Besetzbare Positionen Gesamt (Fluktuation & Aufwuchs)	davon Besetzung mit Frauen	Frauenquote Neube-setzungen	Ziel-Frauen-quote (%)
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 TVöD/TV-L, ATB, S (B2, B3)	1	0	0,0%			-	0	0	-	0	0	0,0%	0	0	1							-
E15 TVöD/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 TVöD/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 TVöD/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%

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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.