

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.

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