

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