

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.

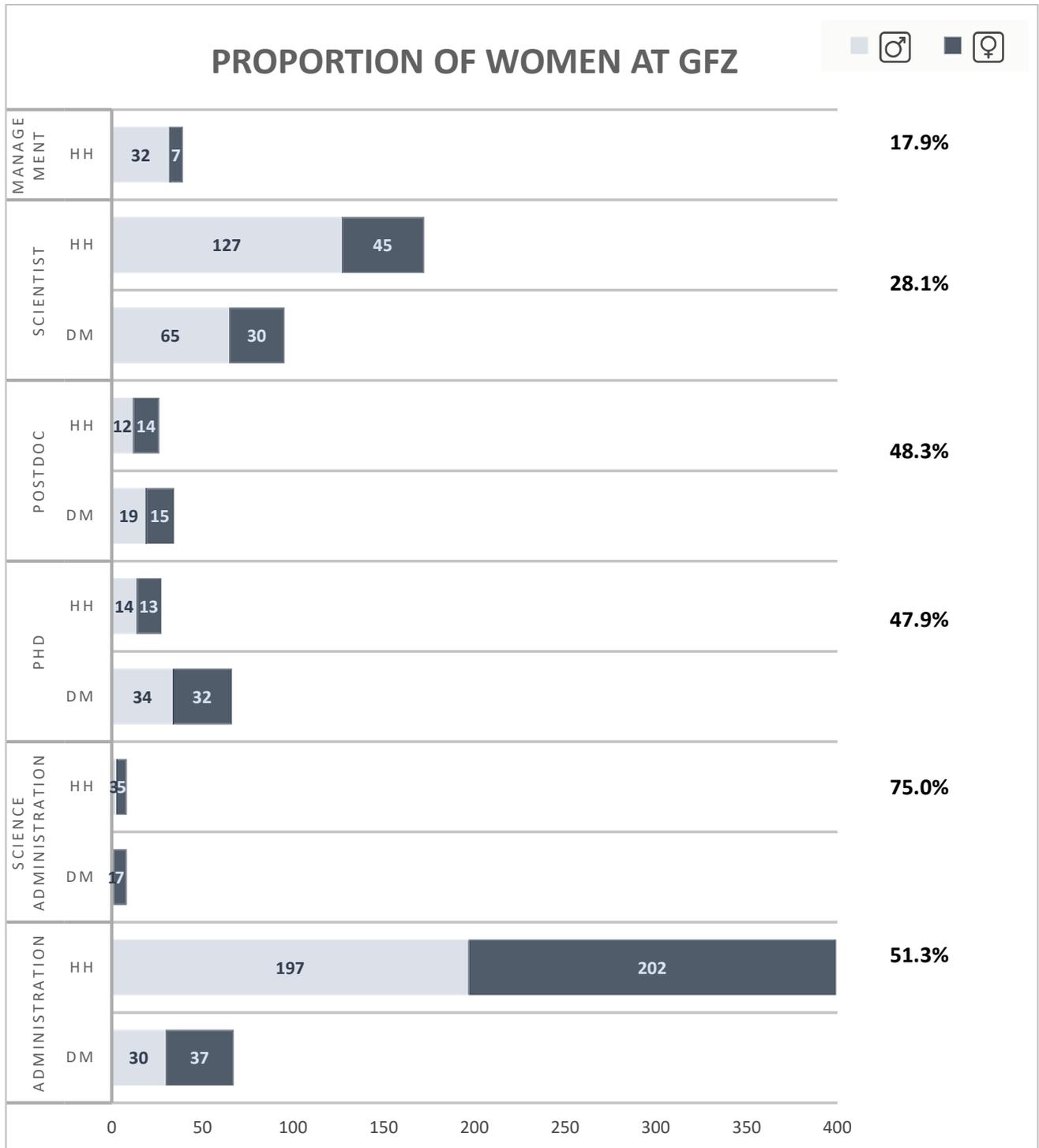


Figure 1 (GFZ without RIFS): Proportion of women in the GFZ as at 31 January 2023 in the individual areas, both in terms of the number of employees and as a percentage. (HH = budget-financed; DM = third-party funded)

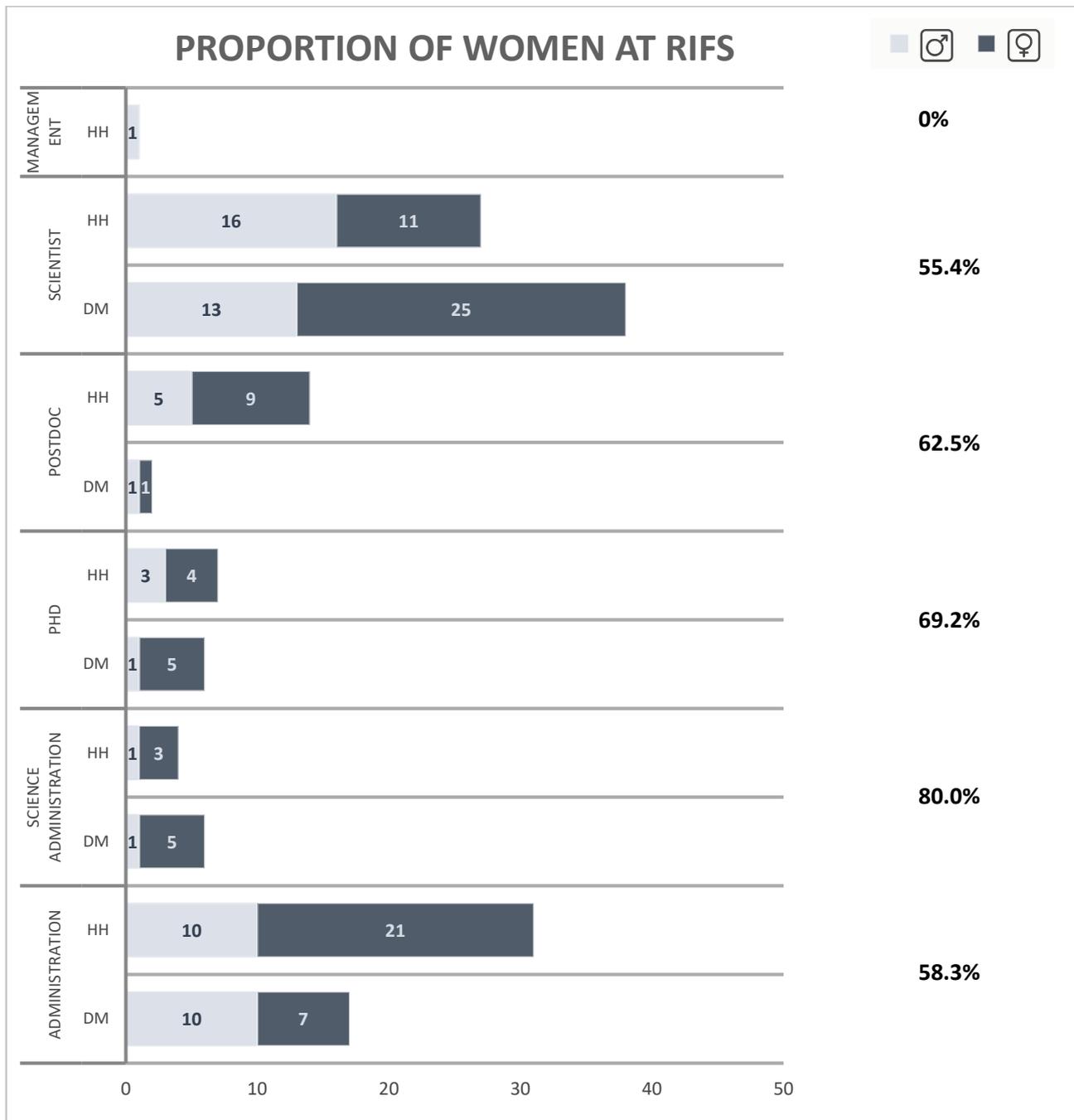


Figure 2 (RIFS): Proportion of women at RIFS as at 31 January 2023 in the individual areas, both in terms of the number of employees and as a percentage. (HH = budget-financed; DM = third-party financed).

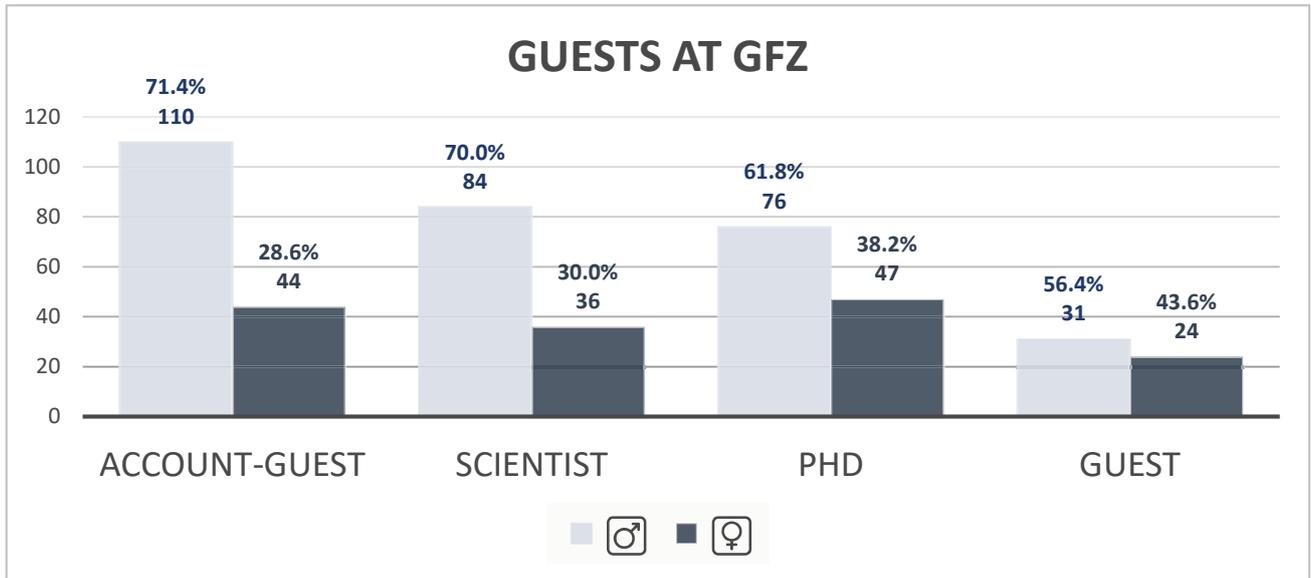


Figure 3 (GFZ without RIFS): Of the 452 guests in total, the proportion of women is between 29% and 44% depending on the guest category. The gender difference is greatest among guests who only have access to the computer infrastructure (account guests). The categorisation of guests distinguishes between 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.

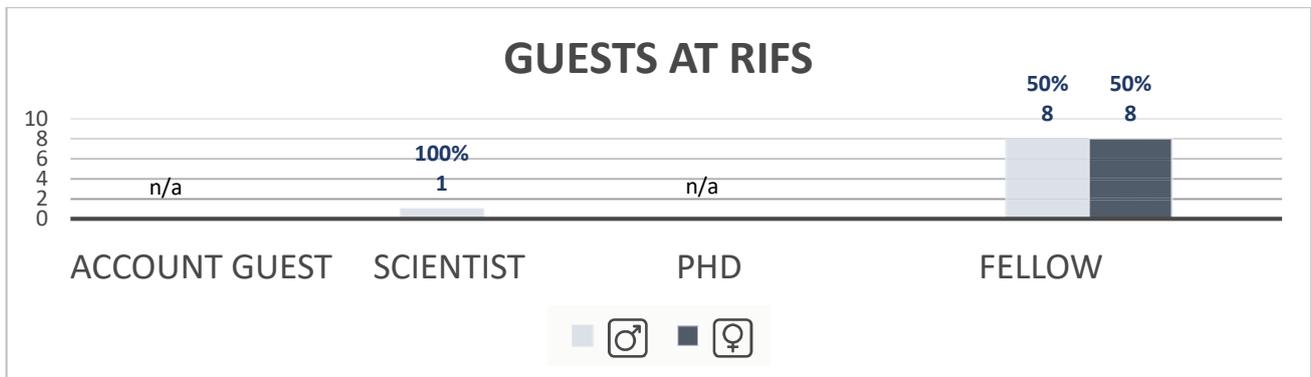
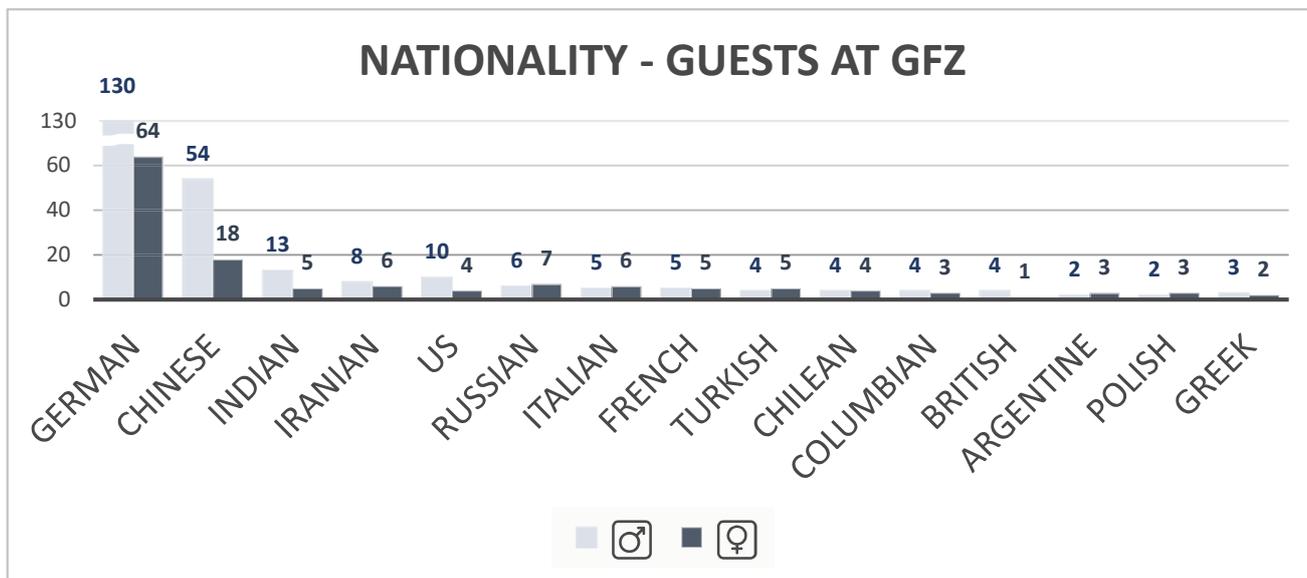
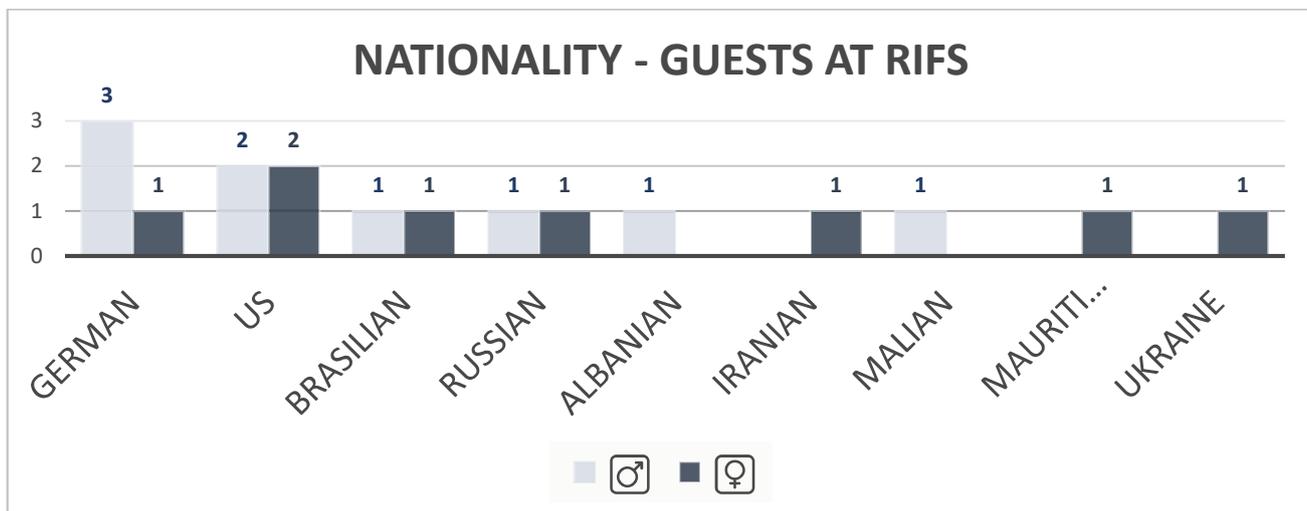


Figure 4 (RIFS): The proportion of female guests in the RIFS Fellow Programme is equal as at 31.01.2023. There is one researcher who has guest status, but no account guests (category not established at RIFS) and no guests in the PhD category, as all doctoral researchers at RIFS have an employment contract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

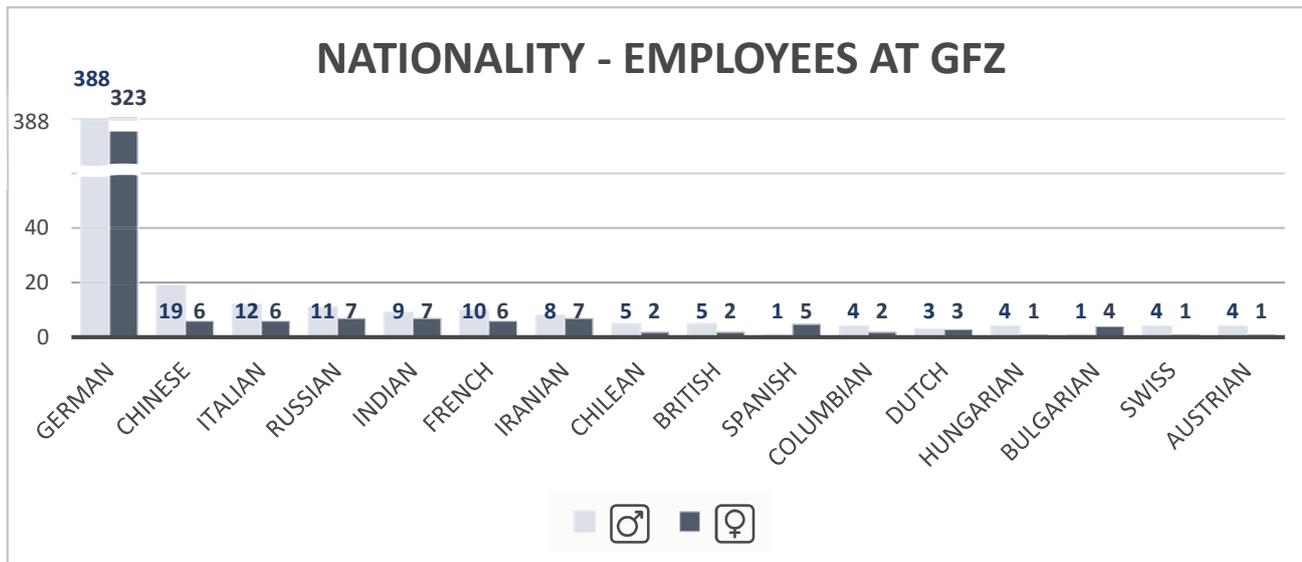


Figure 7 (GFZ without RIFS): Representation of the gender ratio of employees (only countries with at least 5 entries are shown) depending on the country of origin (i.e. first nationality). German scientists make up the largest group. China has a proportion of women of  $\leq 33\%$ .

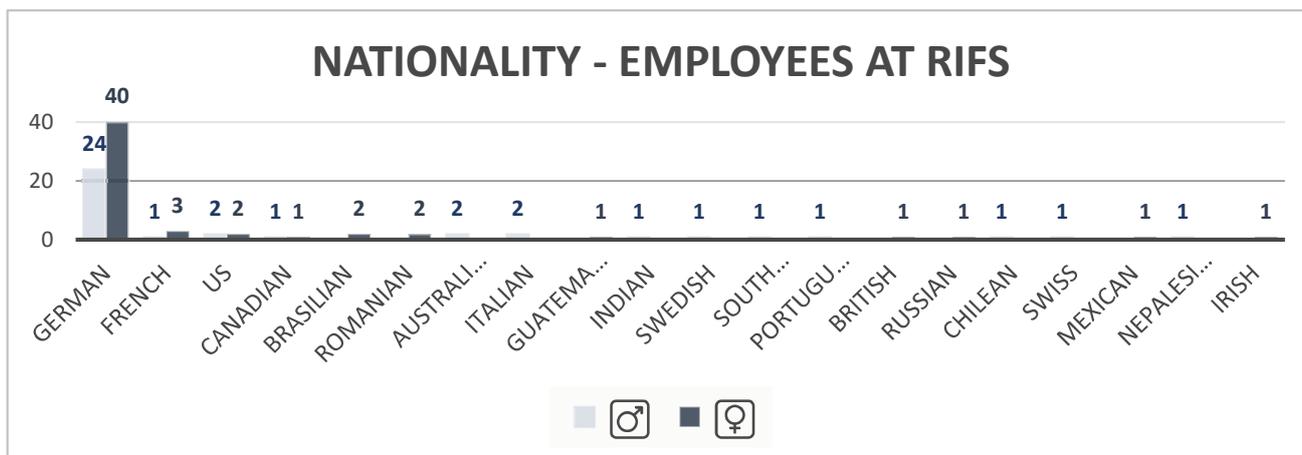


Figure 8 (RIFS): Representation of the gender ratio of employees depending on their country of origin (i.e. first nationality). German scientists make up the largest group.

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:

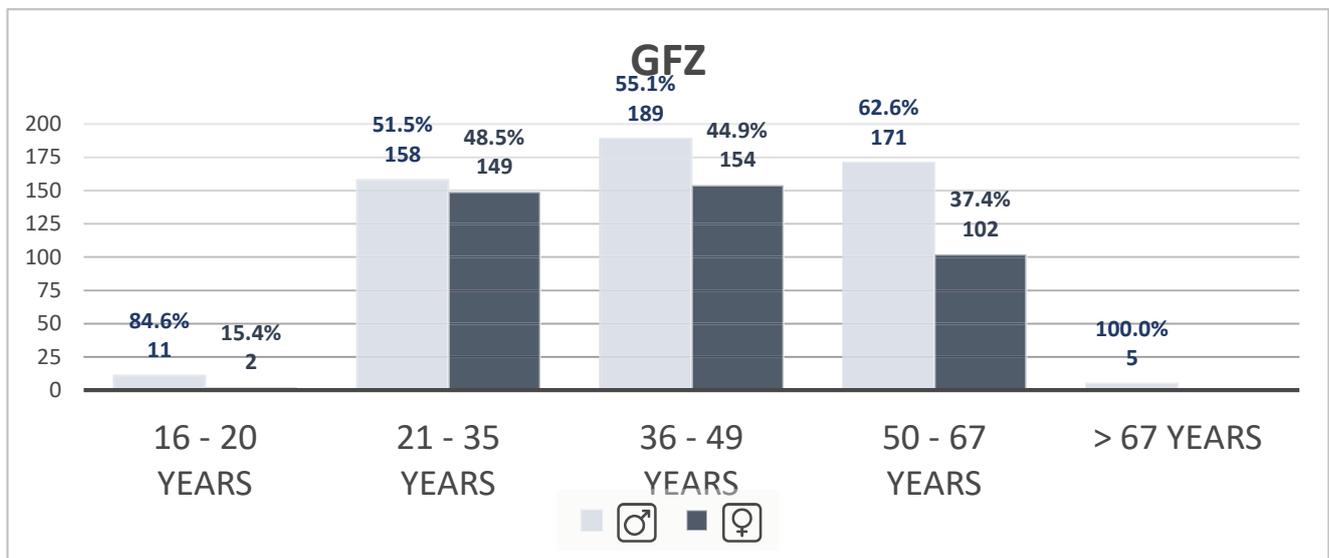


Figure 9 (GFZ without RIFS): Employee structure (number of employees) divided into age groups. The age distribution shows the highest gender equality potential in the group of employees aged 21-35. The differences in the group with employees in the 36+ age groups show the historical development of the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

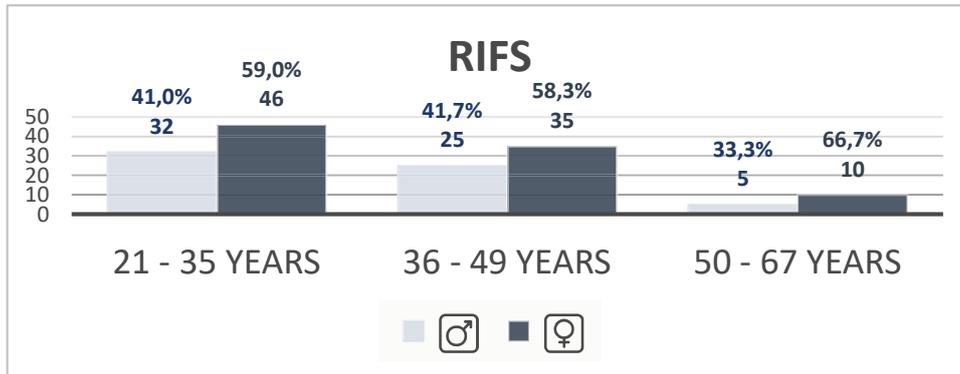


Figure 10 (RIFS): Employee structure (number of employees) divided into age groups. RIFS does not yet offer any apprenticeships, so the 16-20 age group is not included compared to the GFZ. Overall, RIFS has a significantly higher proportion of women in all age groups, with a total of 91 women (59.5%)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

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

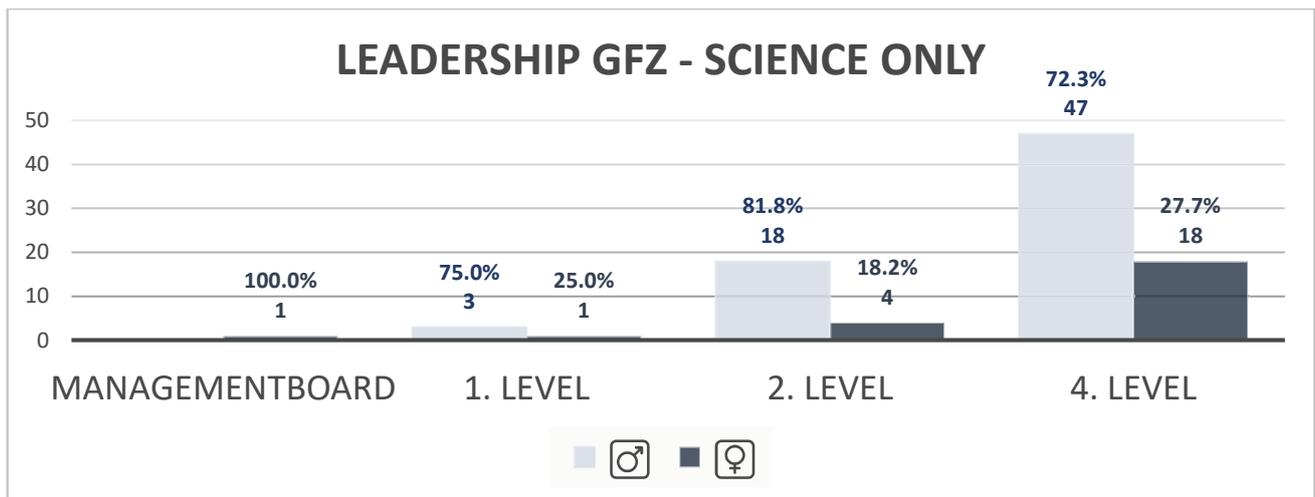


Figure 11 (GFZ without RIFS): Distribution of scientists in management positions on the GFZ organisational chart management levels defined according to the cascade model system: Management Board  $\hat{=}$  Executive Board, 1st level  $\hat{=}$  Department Director, 2nd level  $\hat{=}$  Section Head,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

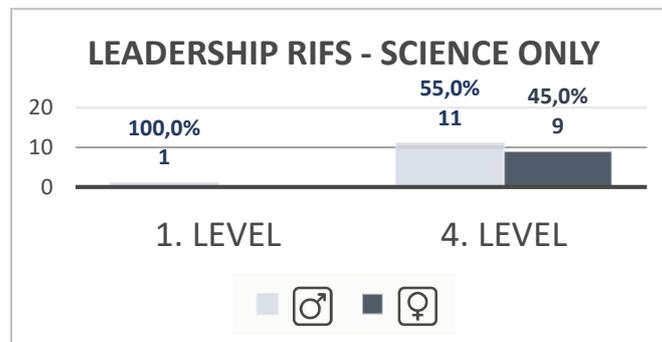


Figure 12 (RIFS, as at 31/01/2023): Distribution of scientists (number of managers) in management positions at the management levels defined by the RIFS organisational chart according to the cascade model system, where available in RIFS: 1st level  $\hat{=}$  director, 4th level  $\hat{=}$  group management.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

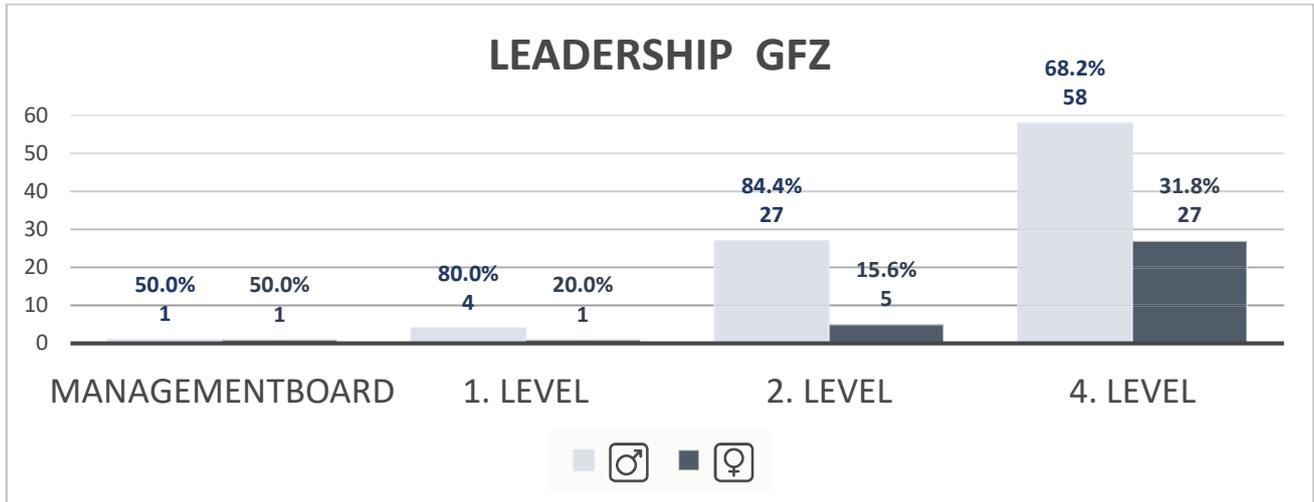


Figure 13 (GFZ without RIFS): Distribution of employees (number of managers) in management positions at the management levels defined by the GFZ organisational chart according to the cascade model system: Management Board  $\hat{=}$  Executive Board, 1st level  $\hat{=}$  Department Directors, 2nd level  $\hat{=}$  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.

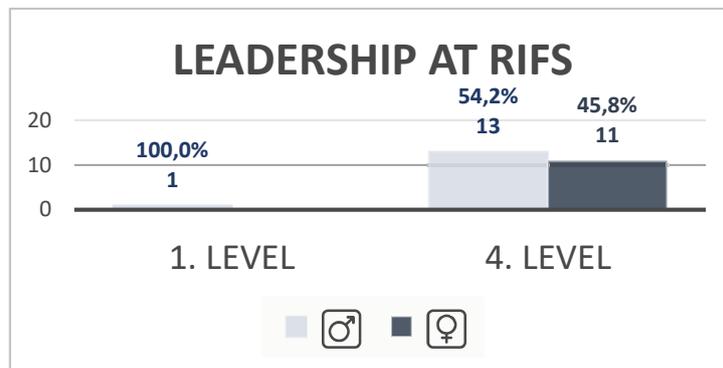


Figure 14 (RIFS): Distribution of employees (number of managers) in management positions at the management levels defined by the GFZ organisational chart according to the cascade model system (where applicable): 1st level  $\hat{=}$  directors, 4th level  $\hat{=}$  group management. The RIFS structure 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)

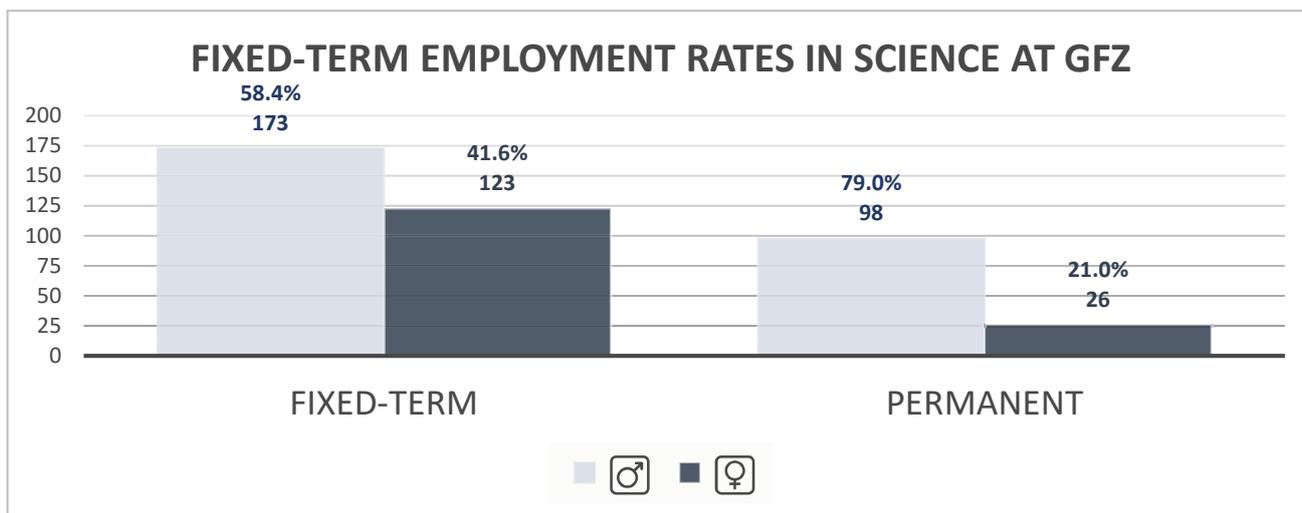


Figure 15 (GFZ without RIFS): The high proportion (number of employees) of permanently employed men is a result of the historical development (geosciences were originally male-dominated). Demographic change is only slowly taking effect; a more rapid equalization of employment figures therefore requires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

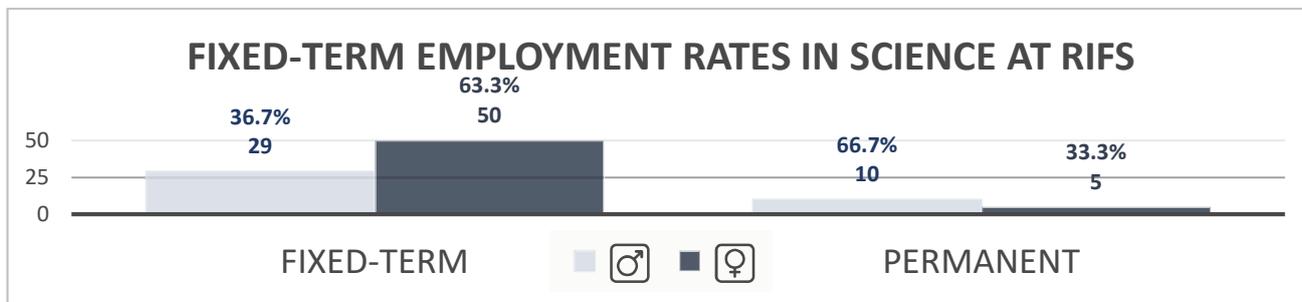


Figure 16 (RIFS): As at 31 January 2023, there were 15 permanent employment contracts in the scientific functions at RIFS (permanent contracts with a later effective date of termination are not included here). There is a clear gender distribution in the permanent employment contracts as at this date: 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)

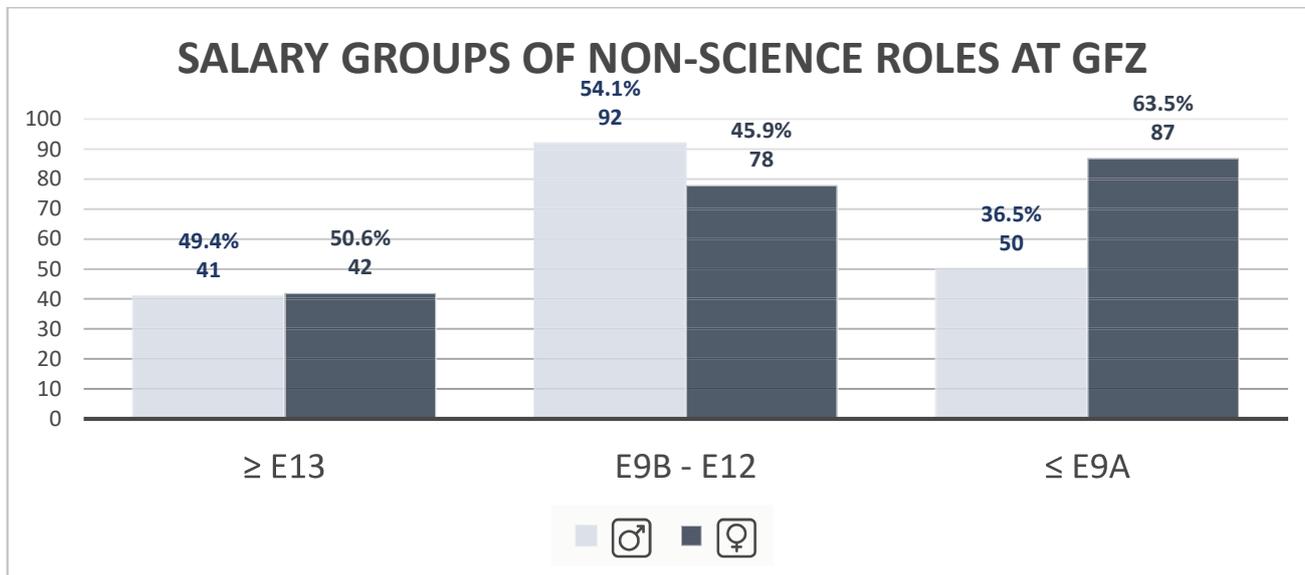


Figure 17 (GFZ without RIFS): Women are represented in the non-scientific functions in different proportions in the income groups: equally in the group >E13 (but underproportionately in E14 and E15), underproportionately in the group E9b-E12 (the group shows a gender-specific distribution with regard 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).

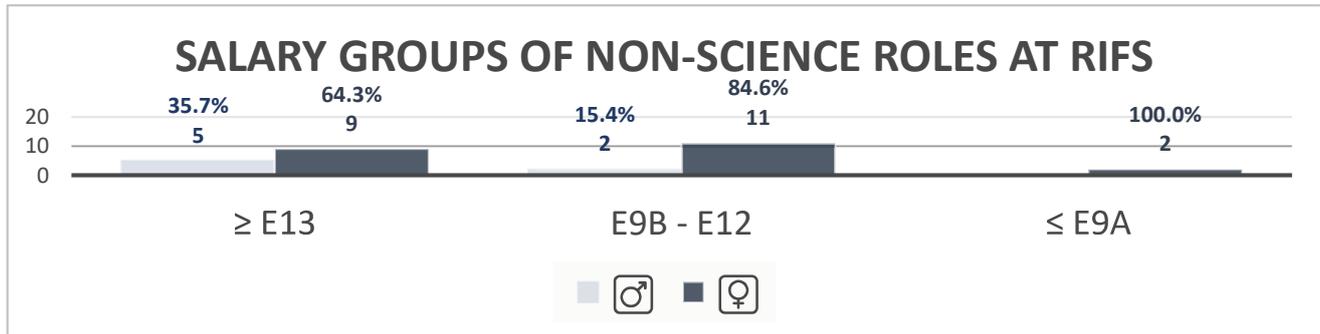


Figure 18 (RIFS): Women are represented in RIFS as at 31/01/2023 in non-academic functions in all income classes. functions in all income categories, but disproportionately in the groups below E13.

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)

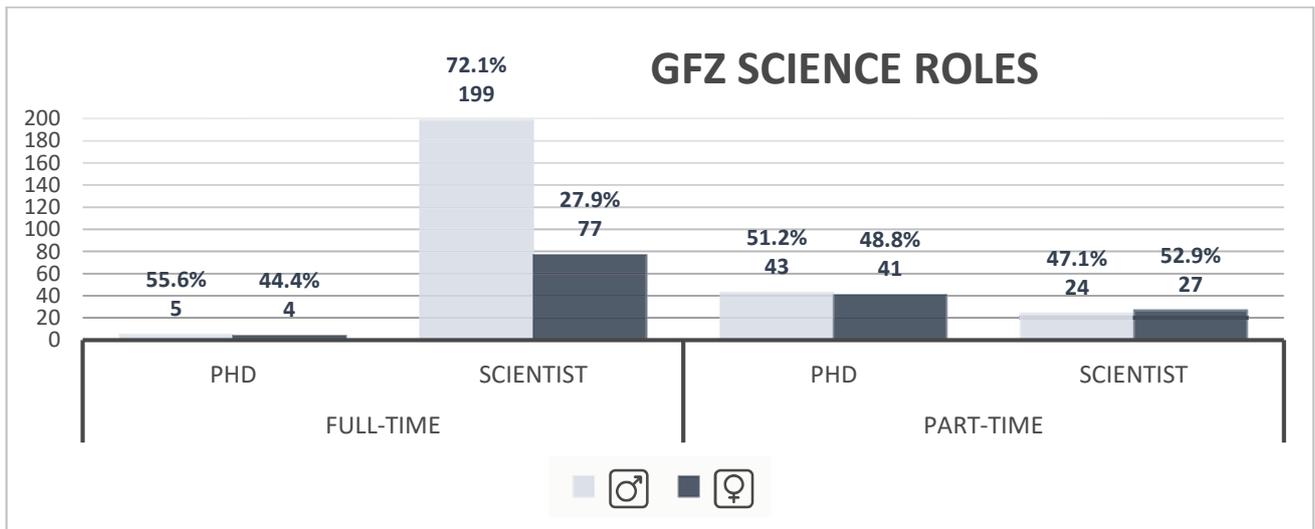


Figure 19 (GFZ without RIFS): In science, it is mainly doctoral students who are employed part-time. However, if we look at the group of scientists and early career researchers, around 26% of female and 11% of male employees work part-time.

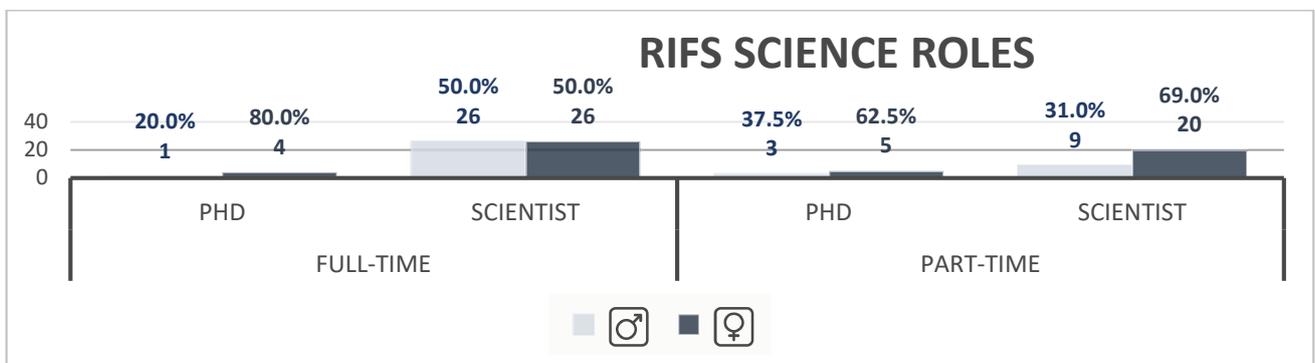


Figure 20 (RIFS): As at 31 January 2023, the RIFS shows a balanced gender distribution among full-time researchers. Women predominate among part-time researchers.

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)

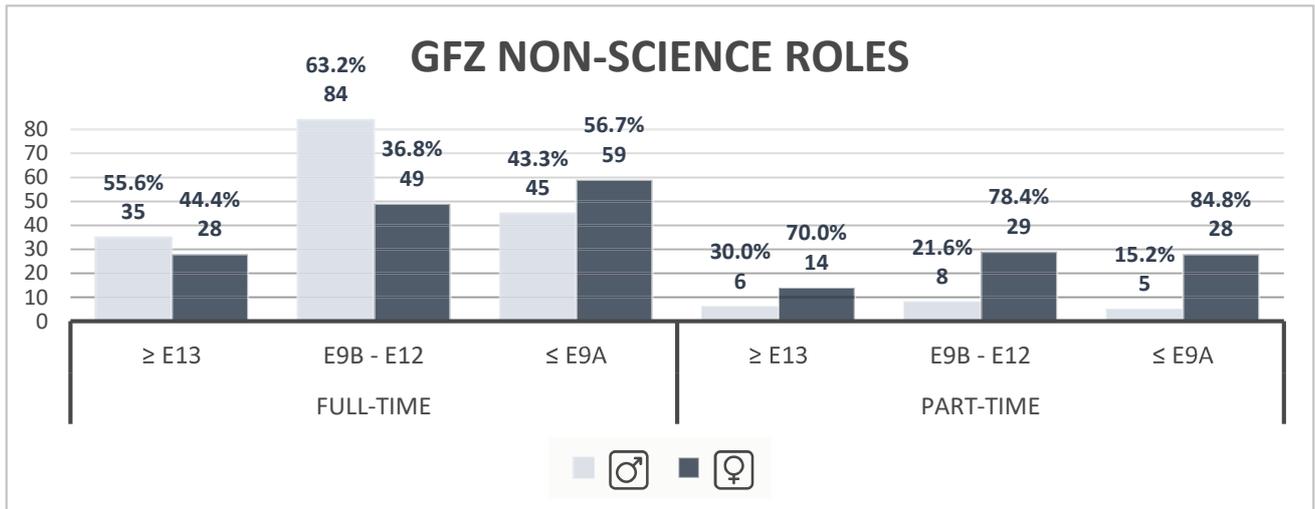


Figure 21 (GFZ without RIFS): It is primarily women who work part-time in the non-scientific area. Male employees are more frequently found in laboratories and workshops, where part-time models are not very common.

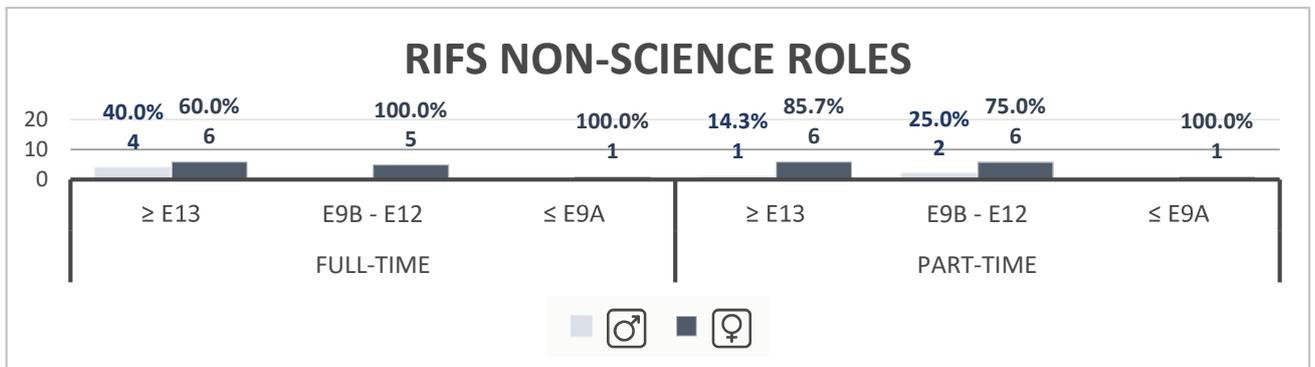


Figure 22 (RIFS): As of 31 January 2023, the majority of part-time non-scientific employees in RIFS are women.

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

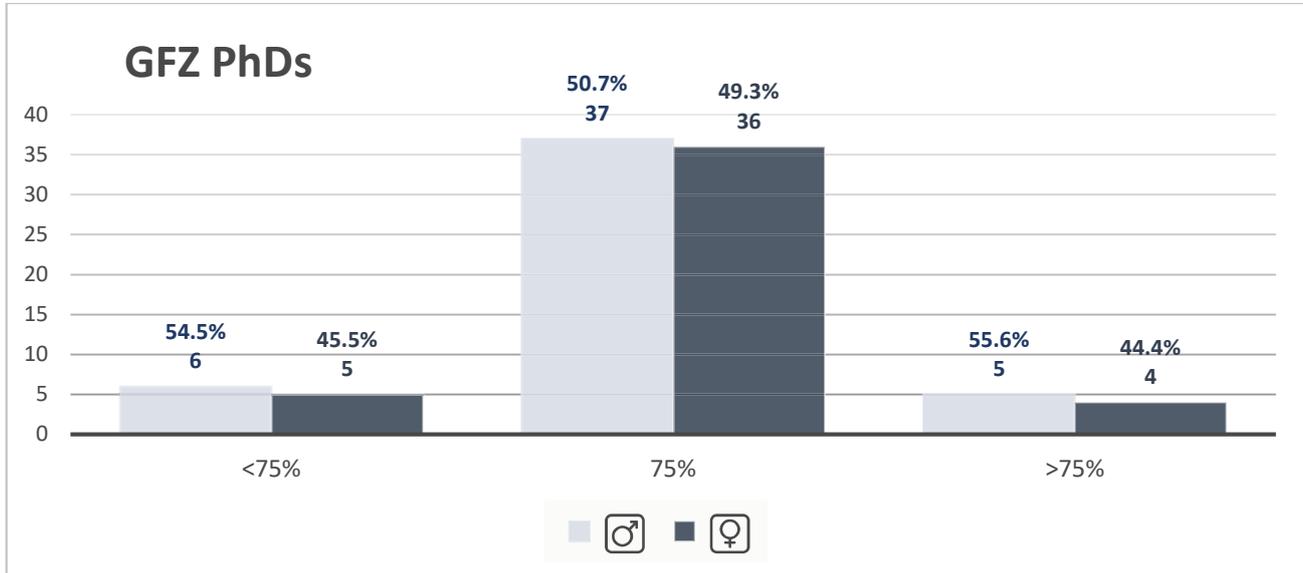


Figure 23 (GFZ without RIFS): Distribution of doctoral students' working hours at the GFZ. The gender ratios are now almost balanced in all areas.

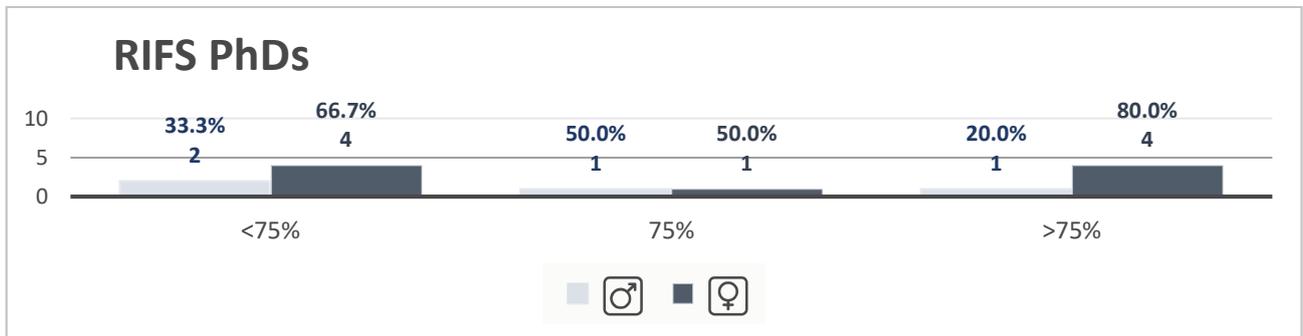


Figure 24 (RIFS): Distribution of working hours of doctoral students in RIFS as of 31 January 2023.