

Gender Equality Plan

Helmholtz Zentrum Dresden-Rossendorf e.V.

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Gender Equality Plan

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Introduction

Gender Equality is a central concern of the Helmholtz Zentrum Dresden - Rossendorf e.V. (HZDR). Our actions are based on the Federal Equality Law (BGleG) and the Equal Opportunities Implementation Agreement (AvGlei). The Federal Equality Law regulates, among other things, the election of the Equal Opportunities Officer.

Women are still underrepresented in leading positions, especially in the science sector. The Gender Equality Plan is understood as a catalogue of measures supplementing the general works agreement (GWA) "Equal Opportunities". In its current version it came into force in 2021. The measures set out in the Gender Equality Plan will be evaluated and analysed in terms of their implementation and further optimisation possibilities every two years.

The preparation of the Gender Equality Plan was commissioned by the Board of Directors. A working group consisting of the Equal Opportunities Officer, her deputy, the Head of the Human Resources Department and members of the work councils were responsible for the preparation. The Gender Equality Plan specifies the measures for Equal Opportunities and a better work-life balance for the employees of the HZDR. The Equal Opportunities Officer reports to the Board of Trustees once a year on the status of Equal Opportunities at the HZDR. She presents her work in staff meetings. Employees are informed via an up-to-date website (hzdr.de/gleichstellung), which is directly accessible from the intranet site.

Structural anchoring of Gender Equality work

The coordination of Gender Equality work lies with the elected Gender Equality Officer. She is supported by at least one deputy and the HZDR working group "Compatibility and Equal Opportunities". This group meets on a regular basis and consists of the aforementioned members as well as members of the Human Resources department, usually the head and the employee of the Family Office.

Since the first GWA on Equal Opportunities in 2002 at the HZDR, the concept has developed steadily. Milestones in this process were the awarding of the "berufundfamilie" certificate, the establishment of a family office and various company agreements such as the agreement on flexible working hours, teleworking and the reimbursement of childcare costs during business trips. The impulse for this was the resolution of the Helmholtz Association (in 2009) that aimed at increasing the proportion of women in the science sector.

The elected Equal Opportunities Officer (EOO) and her deputy may take off up to 50 % of their regular working hours. Additional deputies are permitted on a part-time basis. They are not bound by instructions in the exercise of their office. If not fully utilised, the share of time may be transferred to an administrative employee or a student/scientific assistant. Genderbased structural data across all staff categories are available and the EOO has access to it. She is thus able to monitor action based developments and deduce appropriate measures.

Goals

- Fulfilment of the legal requirements.
- Achievement of the objectives fixed in a target quota that is based on a cascade model.
- The added value that can be derived from diversity of people, ideas, opinions through many points of view and thus optimal utilisation of intellectual and social potential.
- Leading the way in the scientific community and society at large.



- Individual empowerment of employees as a measure of human resources development.

Fields of action and measures to ensure gender balance in leadership and decision-making

1. Increase of proportion of female senior scientists

The EOO is involved in the recruitment process and has the opportunity to attend interviews at its discretion. The Family Office and the International Office support employees and are available to answer questions about work-life balance. The total number of employees and the slight increase in female employees is shown in Figure 1. The percentage of women to men in relation to the total workforce is 33 percent on average.

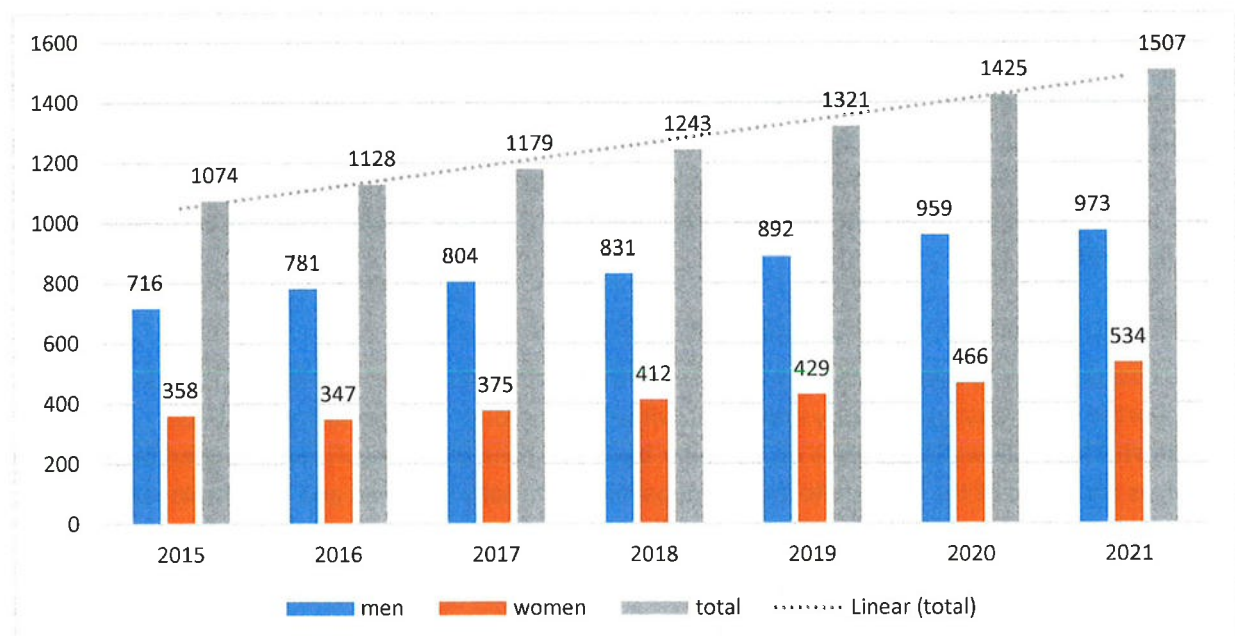


Figure 1: Proportion of women and men in the total number of employees.

Measures

- Anchoring the target quotas in the target agreements of the departments.
- Integrative support from the human resources department in the institutes.
- Activation of the networks in DRESDEN-concept e.V.
- Compensation for high commitment to Gender Equality work: support for female scientists, who are active in numerous Committees¹.

¹ Cf. Allensbacher Archiv, IfD survey No. 7244 on the average work distribution of professors revealed for 2016: 16% academic self-administration, 25% other (including expert opinions and applications), 28% teaching (including student advising), 9% examinations, 22% research. Published in "Forschung und Lehre", 2017 (1) 974



2. Qualification of female scientists

Various supporting measures are already anchored in the area of work-life balance. Numerous general works agreements (GWA) and measures, already contribute significantly to work-life balance for all genders. In addition, female and male academics have the opportunity to participate in continuing education events beyond their own field of expertise through their affiliation with their respective universities.

Currently, more women than men leave academia at the postdoc stage. This must be avoided; corresponding target corridors have been defined in the cascade model.

Measures

- Foundation of the Lucy Mensing Fond (up to 35 000€/ year) to support re-entry into or continuation of work during family-related leaves of absence
- Career development programmes for female scientists, exploitation of all available opportunities
- Personnel development measures for female scientists, offers for female scientists not yet covered by existing funding instruments

3. Qualification of female technicians

The internal “Technician Academy” has been running since November 2015. Together with the *Sächsische Bildungsgesellschaft für Umweltschutz- und Chemieberufe Dresden mbH*, an extensive training programme is organised twice a year. The target groups are in particular operators, technicians, laboratory assistants, technical assistants and engineers. Special topics are taught in a practical manner by colleagues for colleagues in order to keep the specialist knowledge imparted through initial training up to date and to enrich it with technical and factual references to the HZDR. If employees who are not part of the target group would like to participate in seminars, this is of course possible, if free places are available. The events of the internal further education academy “Technician Academy” are well received. The proportion of female participants increased, even though the total number of participants dropped slightly over the years. Seminars on negotiating skills and communication are organised in the framework of personnel career development.

4. Qualification of employees in administration

With the previous offers such as part-time work, flexible working hours and other measures, a high standard has been achieved. The focus here is on the further expansion of family-friendly offers and offers for personnel development, e.g. in recognising and promoting talents.

Measures

- Seminars on the topic of negotiating skills and communication.
- Personnel development measures not yet covered by existing funding instruments.
- Rotation: Work up to 3 months in other HZDR departments.

5. Gender Equality in recruitment and career progression

The EOO participates in the recruitment process. In future, suitable positions will be indicated as suitable for part-time work in accordance with the law. The text is formulated in a way that is appealing to women, e.g. behavioural patterns are addressed instead of characteristics.



Measures

- Active recruiting
- Girls' - & Boys' - Day
- Make wording in job advertisements appealing to women

6. Work-life balance and organisational culture

The HZDR strives to maintain, further develop and communicate the high level of compatibility of work and family life already achieved.

Numerous general works agreements (GWA), such as the WA on flexible working hours, the GWA on criteria for hiring as well as for the limitation and de-limitation of employment contracts at the HZDR, the GWA on the structuring of employment relationships for doctoral students and the GWA on teleworking, already facilitate the work-life balance to a great extent.

At the HZDR, the Family Office is the central point of contact and coordination for questions regarding work-life balance. Measures include organising the HZDR holiday camp for employees' children. Since 2020, childcare costs for business trips can be covered up to 400 € per employee and year upon application. Parent-child workrooms are available at two locations. Support is provided in the search for childcare places for children who are not of school age. Another pillar are the (holiday) events of the student laboratory. Since 2008, the HZDR has been subject to the audit of *berufundfamilie GmbH* of the non-profit Hertie Foundation. The associated certificate was renewed in 2021 and thus underlines the Centre's family- and life-phase-conscious personnel policy.

Measures

- Continuation of the Family Office and communication of activities.
- Expansion of flexible working hours and teleworking.
- Establishment of a re-entry programme after family-related sabbaticals.
- Implicit bias training for management level and employees.

7. Prevent gender-based violence including sexual harassment

The HZDR does not tolerate sexual harassment in the workplace and will follow up on any information about possible incidents and protect all employees through preventive measures. The Board of directors of the HZDR disapproves of any form of sexual harassment and discrimination will do everything in its power to protect its employees. All employees are encouraged in their Certainty that they will not suffer any disadvantages as a result of raising and pointing out suspicious. The HZDR has set up a guideline against sexual harassment including information for Board of directors, employees and esp. persons affected.

8. Presence and Visibility

Communication and public relations are of great importance for the perception, internally and externally, of the HZDR and shape the way we interact with each other and implement our social mission. One component of this is gender-sensitive language to address people regardless of their gender. Defining this as a separate field of action is intended to increase the visibility of this point. Gender Equality work has become more of a topic in recent years. Separate seminars for the further training of women have been held and a new series of events has been placed. The Equal Opportunities Officer regularly speaks at the staff meeting and is a guest at the Board of Trustees'



meetings. The increased presence of the Equal Opportunities topic causes a heightened awareness among employees. A new GWA was drawn up on the basis of the new Federal Equal Opportunities Act. Implement gender-sensitive language in internal and external communication, including the HZDR's website and social media channels.

Measures

- Creation and implementation of a guideline for gender-sensitive language.
- Increase the visibility of the new general work agreement Equal Opportunities and the Gender Equality Plan.
- Increase the visibility of Gender Equality e.g visualisation of role models.
- Meaningful image selection for the intranet and presentations.

Outlook

Further development of the “Lucy Mensing Fund” into the “Lucy Mensing Program” is planned. This includes e.g. compensation for high commitment to gender equality work and personnel development measures for female scientists.

The further development of the program is a central concern of the equality work at the HZDR. In addition, a Diversity Management working group has been established under the leadership of the Equal Opportunities Officer. The working group will bring together the topics of equality, inclusion and diversity and initiate various measures in this area in the coming years.

Dresden, 01.03.2022



gez. Prof. Dr. Dr. h. c. mult. Sebastian M. Schmidt

Scientific Director



gez. Dr. Diana Stiller

Administrative Director



gez. Franziska Hübner

Equal Opportunity Officer



