

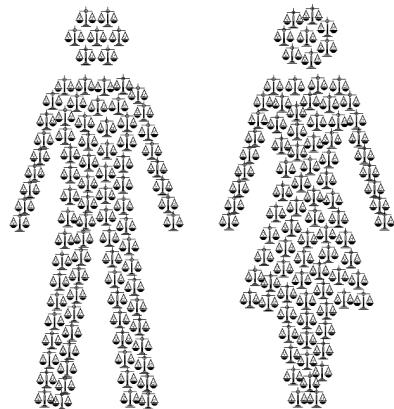
# Gender Equality Diversity and Inclusion

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MPP Munich 18/07/2019



# Gender equality Officers @ MPP and HLL

- ▶ Gender Equality Officer at the Max Planck Institute for Physics (MPP) and the MPG HLL
  - My name is **Teresa Barillari**,
  - Since November 2016 I have been elected **Gender Equality Officer (GEO)** at MPP
  - My office is in room 227 @ MPP, e-mail: [barilla@mpp.mpg.de](mailto:barilla@mpp.mpg.de)
  - Since the end of 2018 I have been nominated **GEO** at the MPG Halbleiterlabor (MPG HLL) (MPG semiconductor laboratory)
- ▶ Deputy Gender Equality at MPP
  - **Annette Sturm**
  - Since June 2019 she has been nominated **Deputy GEO** at MPP
  - Annette's office is in room 307 MPP, e-mail: [asturm@mpp.mpg.de](mailto:asturm@mpp.mpg.de)



# Gender equality @ MPP and HLL

The Max Planck Institute for Physics puts its faith in excellent scientific talent, creativity and commitment.

We promote our employees regardless of their gender, nationality, religion, cultural origin, sexual identity or physical disability. We are convinced that diversity and versatility are a valuable basis for the cutting-edge research undertaken at the Institute.

We are proud of the culture which prevails at our Institute, where everyone can develop their individual abilities. When implementing equal opportunities, we focus on

- Making family and career compatible. We support our staff who are or who are to become parents
  - Developing a work culture which does justice to gender and diversity
- ▶ See web page at MPP <https://www.mpp.mpg.de/ueber-uns/gleichstellung> (thanks to Barbara Wankerl for the help)
  - ▶ Very similar principles apply for the gender equality at MPG HLL

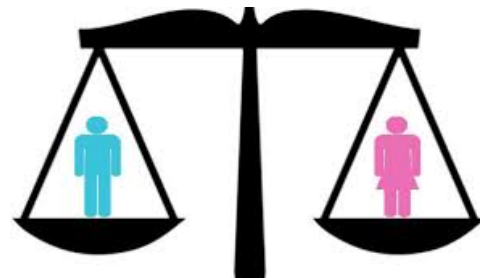
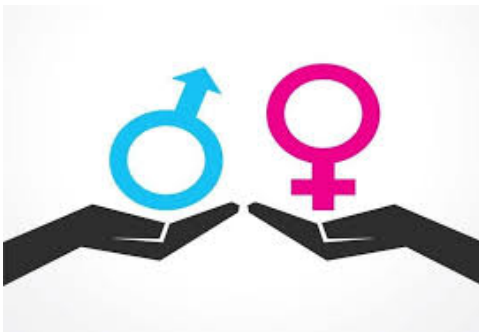
# *Gender Equality at the Max Planck Society*

The Max Planck Society's offers and programs for the support of Gender Equality are various and tailored to the special requirements of science and to the needs of various scientists. The design of the instruments that monitor and accompany the success and development of the measures has to be just as various and flexible. Within this framework, the Central Gender Equality Officer and her team provide counseling for all persons, levels, functions, groups, and committees. The objective is to guarantee a uniformly high level of Gender Equality work in the Institutes while preserving the professional and cultural diversity of the Institutes. Whether it is the development of the Institute's Gender Equality Plan, the reduction of the influence of gender stereotypes on personnel selection and performance assessment, or advice on strategic decisions in the area of Gender Equality: the defined standards has to provide space for being tailored to the needs of the Institutes, without being less absolute and ambitious.

- ▶ MPG Central Gender Equality Officer: Dr. Ulla Weber
- ▶ See web page: <https://www.mpg.de/10430779/equal-opportunitites-officer>

# Treffen zur Gleichstellung der Geschlechter

- ▶ This is our first gender equality meeting at MPP/HLL
- ▶ Hopefully we will have more regular meetings
- ▶ We would like to discuss with you Diversity, Gender Equality and Inclusion at work @ MPP and MPG HLL



# Code of Conduct of the Max-Planck Society (MPG)

- ▶ The Max Planck Society has a new Code of Conduct
- ▶ It stands for: Protection against Sexualized Discrimination, Harassment and Violence

The Max Planck Society encourages the maxim of a non-discriminatory culture, in which the variety and diversity of employees are seen as an opportunity and in which all are met with equal respect and shown the same esteem.

Neither ethnic origin, descent nor other categories of origin nor sex, gender nor sexual orientation, religion nor world-view, disability nor age may lead to personal or professional disadvantages and influence the opportunities of an individual to access to the organization or to promotion and qualification within the organization. ...

All persons working in and in relation to the Max Planck Society are invited to participate in the design of a place of work, research and vocational training which is characterized by mutual respect and tolerance, and in which there is no room for disadvantage and discrimination. ...

- ▶ This Code of Conduct is applicable to all employees of the Max Planck Society
- ▶ Code of Conduct available on our web side:  
<https://www.mpp.mpg.de/ueber-uns/gleichstellung/> in English and German

# Gleichstellungsplan @ MPP and HLL

- ▶ In 2019, in all the Max Planck Institutes, Gender Equality Plans were made and evaluated for the first time
- ▶ Thanks a lot to A. Hartmann, R. Beschmitt, T. Scheidl, A. Kalthoff, J. Ninkovic, Prof. D. Lüst, and Prof. S. Bethke for their big support and hard work
- ▶ Our Gender Equality plan @ MPP and HLL will be published soon

Max-Planck-Institut für Physik  
(Werner-Heisenberg-Institut)



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# Personal statistics @ MPP

- ▶ Thanks a lot to Mr. Tobias Scheidl for the numbers
- ▶ These tables are available in our Gender Equality plan at MPP (to be published soon) prepared by A. Hartmann, R. Beschitt, T. Scheidl, with Prof. D. Lüst and myself
- ▶ Statistics will improve by 2020 by a few percent

	Gesamt	Frauen	Männer	Anteil Frauen (%) Stichtag: 06.12.18	Anteil Männer (%) Stichtag: 06.12.18
Institut	332	69	263	20,8%	79,3%
Verwaltung	34	25	9	73,5%	26,5%
Technik	79	8	71	10,1%	89,9%
Auszubildende	15	3	12	20,0%	80,0%
Wissenschaftler	204	33	171	16,2%	83,8%

Qualifikationsstufe	Frauenanteil (%)			Männeranteil (%)		
	2016	2017	2018	2016	2017	2018
Direktor/innen	0,0	0,0	14,3%	100,0	100,0	87,5
WZ**	28,6	60,0	50,0	71,4	40,0	50,0
TVöD E13-E15Ü	14,1	14,8	18,3	85,9	85,2	81,7
Doktoranden/-innen	20,0	15,5	8,8	80,0	84,5	91,2
Stud./wiss. Hilfskräfte	11,8	17,2	19,6	88,2	82,8	80,4
Gesamt Wissenschaft	16,5	16,3	16,2	83,5	83,7	83,8



# Personal statistics @ HLL

- ▶ The numbers in the table will be available in our gender equality plan at HLL (to be published soon) prepared by A. Hartmann, T. Scheidl, A. Kalthoff, J. Ninkovic, with Prof .S. Bethke and myself
- ▶ Statistics will improve only slightly, if at all, by 2020

	<b>Gesamt</b>	<b>Frauen</b>	<b>Männer</b>	<b>Frauen %</b>	<b>Männer %</b>
<b>Gesamte Einrichtung</b>	35	8	27	22,9%	77,1%
<b>Verwaltung / IT</b>	3	1	2	33,3%	66,7%
<b>Technik (ohne Ing.)</b>	7	2	5	28,6%	71,4%
<b>Ingenieure</b>	11	3	8	27,3%	72,7%
<b>Wissenschaft*</b>	14	2	12	14,3%	85,7%

*Tabelle 1: Geschlechterverteilung am HLL zum 31.12.2018 (ohne Gäste)*

*\*Laborleitung ist mit einer Frau besetzt*