



POTSDAM INSTITUTE FOR
CLIMATE IMPACT RESEARCH



Equality Concept

2013 - 2015

Potsdam Institute for Climate Impact Research

(PIK)

Potsdam, 11 December 2012

Leibniz
Leibniz Association

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This is a translation of the German "Gleichstellungskonzept". Formulations in the English version might lead to a different interpretation of the concept. Only the German version is binding.



1. Background

The Potsdam Institute for Climate Impact Research (PIK) was founded in 1992 and has since then developed into a world-wide accepted research institute with more than 300 staff members as well as numerous international guests.

PIK is member of the Leibniz Association. The Leibniz Association supports and promotes the equal opportunities of women and men since 1998 according to the “Guideline Recommendations on Gender Equality in the Leibniz Association”¹. As first non-university research association, it was decided at the Association’s general meeting on 28 November 2008 to implement the “Research-oriented Equality Standards”² adopted by the German Research Foundation (DFG).

Equal opportunities of female and male scientists is a decisive factor for the future efficiency of the German research system. Therefore, all research organisations that were merged in this alliance at that time - including the Leibniz Association - committed themselves on 29 November 2006 to improve equal opportunities by signing the “Offensive for Equal Opportunities of Female and Male Scientists”³. On 25 May 2012, the science council published a status report and recommendations resulting from it⁴. It was noted that the goals of this offensive have not yet been achieved and that further efforts are required.

Equal opportunities are an important element of PIK’s strategic decisions and applied scientific culture. Moreover, PIK regards its diversity of employees with respect to gender, ethnic and social background, sexual orientation, religion and philosophy, age and physical and mental capacities as a chance to achieve an inspiring and productive overall atmosphere.

Based on the experience and documents of recent years, a revised equality concept is therefore drawn up for the validity period 2013 - 2015 in which based on an

¹ <http://www.leibniz-gemeinschaft.de/?nid=gsdd5&nidap=&print=0>

² http://www.dfg.de/download/pdf/foerderung/grundlagen_dfg_foerderung/chancengleichheit/forschungsorientierte_gleichstellungsstandards.pdf

³ <http://www.wissenschaftsrat.de/download/archiv/ChancGleichDoku.pdf>

⁴ Fünf Jahre Offensive für Chancengleichheit von Wissenschaftlerinnen und Wissenschaftlern – Bestandsaufnahme und Empfehlungen, WR Drs. 2218-12, Bremen 25.5.2012

institution-specific situation analysis equality goals are determined, their implementation is described and a quality management to verify gender equality activities is presented. This concept is not a static plan for future planning. The equality concept of PIK is rather an orientation framework for the further development of the institute in this important dimension. With the introduction of flexible target rates, PIK is furthermore taking account of the decision of the Joint Science Conference (GWK) of 7 November 2011.

2. Institution-specific situation analysis

The Agreement on the Promotion of Equal Opportunities with Regard to the Agreement of Implementation on Equal Opportunities between PIK and the Ministry of Science, Research and Culture of the State of Brandenburg (MWFK) was signed by both sides in April 2006 and is since then the working basis of the institute. In this agreement, PIK commits itself to inform the Board of Trustees on a yearly basis about the developments made in the area of equal opportunities of women and men and the reconciliation of family and work. The Agreement of Implementation on Equal Opportunities furthermore provides the rules for implementing equality for personnel recruitment (recruitment of new personnel, job interviews, selection decisions) and personnel developments that promote equality (training, reconciliation of family and work, conflict management) as well as the rights and tasks of the equal opportunities officer.

Currently, 42.7% of the staff members are female (state: 31 December 2011). Hence, PIK has a high share of female employees. Due to internal restructuring in 2012, the scientific management of PIK was extended and the share of women in leading scientific positions (institute management to deputy chair of department) could be increased to 23.5% (state: October 2012). No female scientist can however be found in higher salary groups (W2-W3, C2-C4). 45.8% of the employees paid according to salary group E 13 TVL, 23.5% according to salary group E 14 TVL and 22.2% according to

salary group E 15 TVL are female (state: 31 December 2011)⁵ . 32.0% of the PhD students (only employees with a doctoral contract are counted here) and 37.5% of the post docs were female in 2011. It has to be emphasised that the share of women in central management positions as for instance science coordination, public relations office etc. is with 71.4% disproportionately high. 15 women and 11 men (8% of the employees) made use of parental leave in 2011.

		31.12.2011
Employees	Women	42,7 %
	Men	57,3 %
Employees taking parental leave	Women	15
	Men	11
PhD students with doctoral contract	Women	32,0 %
	Men	68,0 %
Postdocs	Women	37,5 %
	Men	62,5 %
Salary groups E13 TVL	Women	45,8 %
	Men	54,2 %
E14	Women	23,5 %
	Men	76,5 %
E15-E15Ü	Women	22,2 %
	Men	77,8 %
W2	Women	0 %
	Men	100 %
W3	Women	0 %
	Men	100 %

In 2010, the Potsdam Institute for Climate Impact Research was for the first time honoured with the TOTAL E-QUALITY title⁶ for successfully implementing equal opportunities in the institute. In its justification, the jury points out that the institute

⁵ In the salary groups as of E 13 TVL, PIK statistics does not distinguish between scientific and science-supporting staff members

⁶ Total E-Quality means Total Quality Management (TQM) supplemented by the gender component (equality). Apart from the reconcilability of family and work, the initiative is especially involved in an equal opportunities personnel recruitment and development, the promotion of partnership-based conduct at the workplace and the promotion of women in leading positions. Further information can be found under <http://www.total-e-quality.de>.

“has developed a coherent and institutionalised concept for equal opportunities“, which is oriented towards the criteria consistency, transparency, future orientation and competence of the German Research Foundation. Some measures that PIK planned to achieve its goals were however still in the implementation phase. Important milestones of success were so far the permanent exemption from other tasks of the equal opportunities officer for 25% of her working hours as well as the introduction of a budget for equality measures. The increase of the female quota in the scientific management of PIK should be particularly highlighted.

3. Equality goals

The handling of the requirements and needs of personal and cultural diversity to the benefit of science and all persons concerned is challenging. The gender equality goals that PIK wants to achieve by 2015 are presented in the following.

3.1 Equality as a strategic task

In the competition for the best female and male scientists, growing importance is assigned to a culture of equal opportunities and family friendliness. Such a culture shall be initiated by the management of PIK. The implementation of equal opportunities is a strategic task. The institutional embedding is done at PIK on management board level. It shall strategically find its expression in procedures relating to the recruitment and development of personnel.

Special importance is attached to the equal opportunities officer of PIK. She supports the management in making equality a visible, strategic task. She is therefore involved in all strategic considerations and planning relevant to equal opportunities. In order to meet her tasks, she will be provided with sufficient personnel, space and material resources.

- The connection of the equal opportunities officer to the management board is illustrated in the organisational structure of PIK and published on its website.

- The management of PIK involves the equal opportunities officer in personnel recruitment and development procedures.
- The equal opportunities officer contributes to the working group personnel development.
- The equal opportunities officer participates as a guest in the meetings of the Board of Trustees and the PIK Council.
- In order to fulfil her tasks, the equal opportunities officer is exempted from work by 25%.
- The equal opportunities officer receives her own budget.
- The equal opportunities officer gets a separate web page to present the topic “Equal Opportunities at PIK” to the outside.
- PIK intends to include the topic equality in its statutes in §10 “Tasks of the Management Board”: “PIK commits itself to the principle of equality of women and men as well as to the promotion of the reconcilability of family and work”.

3.2 Reconcilability of family and work

All measures that allow a working life with children or the care of relatives serve for the reconcilability of family and work. The possibility of planning a scientific career is also relevant in this context. Thus, the job satisfaction of not only female employees is increased and the potential of scientists better exploited.

- PIK offers their employees reserved places in the institute-owned child-care centre “GEOLINO”.
- In the institute’s new building that is expected to be ready for occupancy in 2014, a parents-child-room shall be made available in addition to the already existing relaxation room for women.
- PIK provides their scientific employees with mobile IT devices and thus enables them in case of obligations from nursing care or childcare to fulfil

their official obligations by flexibly using working hours or places even under personally challenging conditions.

- Workflows will be organised in a family-friendly way. This includes that for instance meetings take place during core working hours or that requests of parents are considered when planning their holidays.
- Male and female employees will equally be enabled to take parental leave. In this context, they can work part-time according to the legal requirements.
- Comprehensive information material on the topic “Reconcilability of Family and Work” can be found on the intranet of PIK (<http://www.pik-potsdam.de/intranet/chancengleichheit-pik/family-career-pik>) and is regularly updated.
- PIK will verify if cooperation with an external provider to use work life services is useful.

3.3 Career development at PIK

The comparison of the career development of women and men demonstrates that the gap between the share of women and men widens further after graduation and becomes larger in the further course of the scientific career pathway. This development is confirmed by the number of employees at PIK.

- PIK is endeavoured to provide all PhD students with working contracts of longer durations (three years) in order to enhance the planning of a scientific career already at the beginning.
- PIK provides an equality budget from which among others personnel costs for employees in the qualification phase can temporarily be absorbed whose project financing will expire during maternity or education leave. In this way, the initial conditions for completion of the qualification (doctorate, habilitation) should be improved.

- In any measures to promote junior scientist within the institute, PIK considers female scientists to a number which at least corresponds to the rate in the respective level of qualification.
- Accompanying target agreements are concluded with those female and male scientists that are recognized as leadership personalities.

3.4 Arrangement of recruitment processes

Transparent and formalised recruitment processes are an essential structural prerequisite for an improved participation of women in the scientific qualification process⁷.

- Appointment procedures should generally be organised competitively and at the same time meet the goals of the equality concept.

It is important to make the pool of suitable female applicants visible and to increase the number of applications of women.

- At the beginning of the recruitment procedure, suitable female scientists shall be directly addressed and invited for application for fields in which they are underrepresented. Appropriate internet portals like AcademiaNet can be used.

3.5 Agreement on target rates

In accordance with the cascade model “Research-oriented Equality Standards”, PIK will introduce flexible target rates by 2017. In this respect, these rates exceed the period of validity of the equality concept.

- PIK intends to further increase the share of female employees. Especially in the scientific area, the share of women shall be increased.

If we consider the mathematic-natural-scientific orientation of the institute, equality

⁷ Fünf Jahre Offensive für Chancengleichheit von Wissenschaftlerinnen und Wissenschaftlern – Bestandsaufnahme und Empfehlungen, WR Drs. 2218-12, Bremen 25.5.2012

can hardly be achieved due to the quota of graduates in relevant disciplines at German (approx. 40%⁸ were female in 2009) and European universities. It is the goal of the institute to increase the share of female PhD students to a quota that corresponds with the number of applicants within the next three years. The share of female postdocs shall be consolidated. PIK endeavours already today to employ a female scientist for the only vacant position of head of department known for the concept period and thus to increase the share of women in leading scientific positions to 29.4%.

- Female employees in higher salary groups shall considerably be represented in science-supporting and in the science area.

The shares in the salary groups E 14 and 15 in which women are strongly underrepresented shall be increased. An increase to 25% each is targeted. At the scientific management level, PIK is currently providing support at the management level to two female colleagues who are going through university appointment procedures. Thus, the share of women in higher salary groups (W2-W3) shall be increased.

- The share of women in the committees Board of Trustees and Scientific Advisory Board shall be increased.

As of 31 December 2011, two of the nine members of the Board of Trustees are female (22%). PIK can hardly influence the personnel composition of this committee since members are mostly delegated by institutions in accordance with the PIK statutes. PIK aims at filling vacant mandates or mandates to be determined by election for the representative from the economy (1 January 2013) and the environmental organisation (1 January 2014) with women. At the end of 2011, the Scientific Advisory Board consisted of nine male and three female members (33%). PIK follows the recommendation of GWK and aims at increasing the share of women to approximately 40%.

⁸ Source: Calculations of A. Geßner (WG Equality) for the Leibniz Association

The target rates are summarised in the following table and contrasted with the state of 31 December 2011.

	State 31.12.2011	Target rate until 31.12.2017
Employees	42,7 %	43 – 44 %
PhDs with doctoral contract	32,0 %	32 – 40 %
Postdocs	37,5 %	37 – 40 %
Group 1: E13 TVL	45,8 %	43 – 44 %
Group 2: E14 TVL	23,3 %	25 %
Group 3: E15 – E15Ü TVL, W1	22,3 %	25 %
Group 4: W2	0 %	25 %
Group 5: W3	0 %	12 %
Leading scientific positions	23,5 %	30 %
Scientific Advisory Board	33 %	at least 40 %

3.6 Data collection and monitoring

To agree on target rates and to monitor the implementation of the equality concept, the collection of reliable data about employees is indispensable. PIK will make the necessary efforts to further improve the quality of the data material.

- To pursuit her duties, the equal opportunities officer will receive reliable data material from the personnel department every six months. Type and scope of the information will continually adapted according to the reporting requirements.

On the basis of the guidelines of the Leibniz Association, PIK will compile the data material and continually adapt it.

4. Implementation of the equality concept

Following the guidelines of DFG, PIK has oriented its equality policy activities along the following criteria and will implement the equality concept accordingly:

- Consistency

Equality criteria are consistently embedded in all areas of the institute and on all levels, starting as part of the management tasks and in personnel management up to the recruitment and selection of new personnel.

■ Transparency

PIK reports regularly to its committees about its equality policy activities. Reliable figures on gender-differentiating data that illustrate the implementation degree of the target rates will be provided. Internal procedures are formalized in such a way that all persons involved have the highest possible transparency about the procedures. This includes that relevant data on equality are published on the website.

■ Competitiveness and future orientation

The reconcilability of family and work is supported by numerous measures at PIK. PIK is thus internationally in the scientific area an interesting employer and is able to attain the interest of the most capable female and male junior scientists for a career at PIK. The gender policy of PIK is thus a competitive advantage. This is the only way how to recruit excellent personnel for future quality research.

■ Competence

Personnel development and selection procedures are structured at PIK and formally organised. In the procedures, it will be guaranteed that the appraisal of persons, scientific achievements and research projects is done without prejudice.

5. Quality management to review the equality policy activities

In 2013 PIK will again apply for the re-certification in the framework of TOTAL EQUALITY providing a first opportunity to evaluate of progress and sustainability on the way to equal opportunities. A new award of the title would confirm that the institute was successful in achieving gender equality goals and that it devotes itself with this equality concept to the future requirements to a modern research institute with a living culture of equal opportunities in the international context.

A report in which the equality efforts of the institute are assessed will be presented to the PIK Board of Trustees once a year by the equal opportunities officer. She assesses data material provided with regard to the targets quota. Deviations can be recognized at an early stage and undesirable developments be avoided.

6. Conclusions

With this equality concept, the Potsdam Institute for Climate Impact Research aims at comprehensive equal opportunities targets that are underlaid with concrete quota. Until the expiry of validity, PIK will regularly control the degree of target attainment and develop a follow-up concept. Important milestones are the successful re-certification with the TOTAL E-QUALITY title 2013 and the evaluation of the institute in 2014. PIK aims at continually becoming a modern research institute within the Leibniz Association that is exemplarily oriented at the principle of gender mainstreaming. This means that for all projects the different life situations and interests of women and men need to be considered in the first place and regularly. Equality shall be practised at the Potsdam Institute for Climate Impact Research every day and family and work shall substantially be compatible for all female and male scientists and other employees.