

Equal Opportunity Plan

Leibniz Institute for
Tropospheric Research

August 1, 2021 – July 31, 2025



Leibniz Institute for
Tropospheric Research



Preamble.....	2
Fundamentals of gender equality policy	2
Goals of the Equal Opportunity Plan	2
1 Description of the situation of female employees	3
2 Steady gender equality measures	6
2.1 Implementation of the target agreement for the "berufundfamilie" audit.....	6
2.1.1 Working time and framework conditions (audit)	6
2.1.2 Place of work and organisation of work (audit).....	7
2.1.3 Childcare and care (audit).....	8
2.2 Working time and leave of absence.....	8
2.3 Re-entry	9
2.4 Social interaction.....	9
3 Gender equality goals and measures	11
3.1 Increase the proportion of women in internal and external decision-making bodies	11
3.2.1 Increasing the proportion of women through targeted calls for applications and gender-sensitive appointment procedures.....	12
3.2.2 Increase the proportion of women in postdocs and permanent positions through targeted human resources development measures.....	13
3.4 Infrastructure personnel	14
3.5 Expansion of communication channels and gender-appropriate language	14
4 Role of the Equal Opportunity Representative	15
4.1 Participation	15
4.2 Right of objection	15
4.3 Compensation of the Equal Opportunity Representative	15
5 Monitoring the implementation of the Equal Opportunity Plan.....	16
6 Entry into force, duration	16

Preamble

The Equal Opportunity Plan is an essential instrument of personnel planning and development. Its goal is to promote and sustainably ensure the equality of people of all genders at the Leibniz Institute for Tropospheric Research (TROPOS) and to counteract the underrepresentation¹ of women, especially in the scientific sector. For this purpose, goals are formulated in the Equal Opportunity Plan, corresponding measures are agreed upon for all employees of TROPOS and are reviewed and adjusted every four years with the update of the plan. The implementation of the Equal Opportunity Plan as an overall concept is a special obligation of the institute's management. The Equal Opportunity Plan is a guiding principle of management and is applied in personnel recruitment and development as well as in the design of working conditions and the institute's culture.

Fundamentals of gender equality policy

The Equal Opportunity Plan implements the Implementation Agreement on Equality², the Framework Recommendation on Gender Equality of women and men in the Institutes of the Leibniz Association and the Research-Oriented Equality Standards of the DFG. It applies to all employees of TROPOS, including employees in third-party funded positions and scholarship holders.

Goals of the Equal Opportunity Plan

TROPOS pursues the following overarching goals with the Equal Opportunity Plan:

- Promotion of equality of women and men at the Leibniz Institute for Tropospheric Research
- Counteracting and eliminating the underrepresentation of women in the scientific sector

¹ "Underrepresentation of women or men is given if the share of one gender in the employees in the individual grade, remuneration and salary groups as well as specializations (areas) is below 50% in each case. For the area of scientific and scientific-technical employees, women or men are considered underrepresented if their share falls below the share of the corresponding gender in the respective previous qualification level." (AV-Glei)

² Implementation Agreement to the GWK Agreement on Equality between Women and Men in Joint Research Funding (AV-Glei as amended on April 22, 2016, BAnz No. 18a of February 4, 2009, p.18)

1 Description of the situation of female employees

In order to record the situation of female employees, the administration annually prepares an inventory and analysis of the employee structure, which provides information on the implementation of and compliance with equal opportunity measures. The Equal Opportunity Representative and the Directorate receive this overview for their information.

As a result of the stocktaking, a job distribution for the individual qualification levels resulted as of 31.12.2020 according to annex 1. In the following, the data related to the individual employment groups at TROPOS are evaluated and compared with the status at the time of the preparation of the last Equal Opportunity Plan of 2014.

TROPOS strives to balance the underrepresentation of women in scientific management positions and among scientific staff in the long term. In this context, the following forecast of personnel development at TROPOS is to be taken into account.

Institute and department management

TROPOS consists of four scientific departments and the administration. Of these, the Modeling Department and the Administration Department have female heads. Thus, one of three scientific management positions (professorships) is occupied by a woman, as in 2014. The head of the department Experimental Aerosol and Cloud Microphysics is currently vacant and will be filled by a woman as of September 1, 2021.

Scientific employees

The share of women in the total scientific staff of TROPOS (including PhD students) is 33% (2014: 32%). While the proportion of female scientists in the qualification phase³ is 30.0% (2014: 40.3%), it drops to 24.4% after the qualification phase (2014: 18.4%). Of the budget-financed positions in the scientific field, 16% (2014: 10%) are held by women, while in the case of externally funded positions, 31.4% (2014: 31%) are held by female scientists. Of the 20.9 (2014: 18) permanent positions (full-time equivalents, FTE), 3.3 are held by women (16%; 2014: 15%). Among scientists in the qualification phase, there are 4.5 permanent positions, of which 0.5 are held by women (11%). Female scientific staff are thus clearly underrepresented. In relation to the total percentage of scientists employed at TROPOS, there is an imbalance in the budget funding and permanent employment of women. Over the last years, a positive trend can be observed. There is a need for action, especially among the permanently employed scientists, women are clearly underrepresented. The following tables show the number and full-time equivalents of all employees, differentiated by type of funding. The proportion of women is indicated separately in each case.

³ In accordance with the Wissenschaftszeitvertragsgesetz (German Act on Temporary Academic Contracts), the qualification phase is 6 years (without a doctorate) or 12 years (with a doctorate) after completion of studies. The qualification phase is extended by two years per child.

Table 1: Number of female employees in the scientific area and the share of full-time equivalents (FTE), broken down into budget and third-party external funding

Persons	Total/ Women	Budget (FTE)		External Funding (FTE)	
		Total	Women	Total	Women
Scientists⁴	37/9	22,4	3,35	13,23	5,38
Postdocs	28/10	5,35	0,85	19,0	6,4
Doctoral Candidates	34/17	5,2	1,95	17,75	9,75
Service Scientists	7/1	0,17	0,0	4,83	0,75
Total	105/36	33,1	6,15	54,78	22,28

Table 2: Proportion of female employees in full-time equivalents broken down by qualification level, source of funding and permanent position

	External Fundings		Budget		Permanent Position	
	2014	2020	2014	2020	2014	2020
Female Scientists	18,4%	24,4%	10%	16%	15%	20,3%
Postdocs	40,3%	34%	--	11%	--	11%
Doctoral Candidates	44%	50%	--	--	--	--

Proportion of female Doctoral Candidates

TROPOS is striving to stabilise its relatively high proportion of women among doctoral students for an institute with a natural science orientation at 50% in the medium term.

The proportion of doctoral students at TROPOS was 50% at the end of 2020 (2014: 44%) and has thus increased. The first successes of the new company agreement on job advertisements, according to which all vacancies must be publicly advertised before they are awarded, may already be visible here.

Proportion of female Postdocs

The proportion of women among postdocs (i.e. scientists in the qualification phase) at TROPOS has risen from 18% to 30% in the last two years. Here, a further medium-term increase to at least 35% is intended through the targeted promotion of our own junior staff as well as the targeted recruitment of external female experts.

Personnel planning

Due to the retirement of 4 permanently employed scientists, it will probably be possible to fill 4 new positions at TROPOS in the next four years. This could increase the proportion of women, especially in the area of permanently employed scientists. The goal should be to fill at least 50% of these positions with women. This could increase the proportion of permanently employed women (in FTE) from 16 to 25%. In future, Equality and Administration will meet once a year to update the overview of these positions that become vacant due to retirement.

⁴ Scientists are counted here as scientific employees after the qualification phase (see ³).

Proportion of female infrastructure personnel

Women account for 52% of all infrastructure staff, including workshops and administration (2014: 59.5%). The breakdown into the individual areas is shown in Table 3. Women are underrepresented in the areas of IT and technology.

When filling new positions in the infrastructure sector, the aim is to achieve a balanced gender ratio.

Table 3: Employees in the infrastructure sector

Infrastruktur Personnel	Number		FTE		Proportion of women
	Total	Women	Total	Women	
Total	44	24	42,5	22,5	52,9%
-thereof Administration	10	8	9,2	7,2	78,2%
-thereof Library	1	1	0,5	0,5	100%
-thereof EDP	4	1	4,0	1,0	25%
-thereof Laboratory	9	7	8,8	6,8	77,2%
-thereof Technology	17	7	17,0	7,0	41,2%
-thereof Apprentices	3	0	3,0	0	0%

Proportion of female employees according to duration of working time

Of the full-time employees in the scientific and infrastructural sectors with a working week of 39 or 40 hours, 30% are women, and of the employees with a working week of 30 to 39 hours, 58% are women. Of the employees with a working week of 20 to 29 hours, 45% are women, which also includes doctoral students, who are typically employed for 26 hours per week. There are 11 men and 15 women employed for less than 20 hours per week, most of whom are academic or student assistants.

Table 4: Overview of the proportion of female employees by working hours

Weekly working time	Total	Women	Proportion of women
Full-time (39/40 h)	81	24	30%
Close to Full-time (30 – 39 h)	33	19	58%
Part-time (20 – 29 h)	31	14	45%
< 20 h	26	15	58%

Regrouping/ change of employment relationship

In the period September 2014 - December 2020, a total of 21 upgradings took place, 5 of which were for women (23.8%).

Detailed overall tables on the topics in this chapter can be found in the annex.

2 Steady gender equality measures

The gender equality measures of TROPOS serve to promote equal opportunities for women and men in the workplace. In particular, they are intended to

- reduce the under-representation of women in the scientific field and
- improve the compatibility of career and family for people of all genders.

The gender equality measures at TROPOS are based on the Implementation Agreement on Equality, the Framework Recommendation on Gender Equality in the Institutes of the Leibniz Association and the DFG's Research-Oriented Gender Equality Standards. In line with the specified standards, TROPOS agrees on the following catalogue of measures.

2.1 Implementation of the target agreement for the "berufundfamilie" audit

TROPOS received the "berufundfamilie" (work and family) audit certificate in May 2011 and underwent re-auditing in 2014. Within the framework of this process, the measures for the compatibility of family and career are continuously optimised.

On June 29, 2015, TROPOS was awarded the certificate for the "berufundfamilie" audit for the second time after a previous re-audit process. During the following consolidation phase, TROPOS continued to implement family-friendly measures in accordance with the target agreement in the audit and received the third certificate on June 27, 2018.

On December 10, 2020, the certificate for the "berufundfamilie" audit was confirmed after a successful dialogue procedure.

2.1.1 Working time and framework conditions (audit)

TROPOS pays special attention to creating and maintaining a working environment that serves the compatibility of family and career. The management, Equal Opportunities Representatives, project manager of the "berufundfamilie" audit and works council work together to design and further develop appropriate measures.

Work-life balance is an integral part of the agenda of the monthly staff meeting.

Measures in the area of working hours and framework conditions:

- Works agreement of April 2, 2013 in the revised version of January 1, 2021 on flexitime: flexitime with a core time of 09:00 am to 02:30 pm, reconciliation of work and family life as an explicit concern of the arrangement
- Working time recording system
- Annual working time account: Accumulation of time credits up to 20 days possible (compensation individually or contiguously), time debt up to 16 hours possible
- Support for family-related part-time work

- Paid special leave according to § 29 TVöD and TV-L
- Sabbatical according to individual agreement
- Consideration of family-related wishes for vacation planning (e.g. holiday periods, leave of partner, care duties)

2.1.2 Place of work and organisation of work (audit)

The company agreement on flexible working hours also regulates working from home. This can be requested from the respective supervisor. Working from home is applied in the scientific area, but also in the EDP area and, since March 2020, for all other areas of TROPOS (i.e. for all employees).

Measures in the area of place of work and work organisation:

- Family-conscious appointment organisation (see 2.2)
- Transparency through the use of Outlook calendars
- Acceptance of after work, weekends and holidays as private time
- Regulation of substitutions through the rules of procedure
- Possibility of concentrated and undisturbed work by working from home or using the library
- Enabling digital participation in meetings and events
- Increasing the use of videoconferencing to facilitate family responsibilities
- In agreement with the supervisor: Enabling the combination of attendance time and working from home on the same day
- Addressing the issue of work and family at all internal meetings (team meetings, works meetings, departmental meetings, etc.)
- Suggestions and proposals from employees can be made through the Equal Opportunity Representative or the administrative management
- Regular employee surveys on various topics
- Annual organisation of a health day with offers and courses, 2020: Online health day and online courses (self-organisation, resilience, back training), 2021: Online health weeks/offers (back coaching online, body posture diagnostics, workplace ergonomics, virtual leadership, active breaks, healthy sleep, Blue Zones - The secret of a long life, etc.)

2.1.3 Childcare and care (audit)

TROPOS offers working parents and employees with caring responsibilities a number of facilitations.

Measures in the field of childcare and care:

- Offer of childcare places within the framework of a cooperation agreement with Fröbel GmbH (application via the administration)
- Possibility of cooperation with the DBFZ (German Biomass Research Centre, Leipzig) regarding childcare places with a childminder
- Possibility of taking children to the TROPOS office or the parent-child workroom with breastfeeding and nappy-changing facilities
- Preferential granting of leave for parents whose children are accommodated in childcare facilities with holiday closing times as well as parents with school-age children during holiday periods
- Possibility of participation in the UFZ summer camp for children of TROPOS employees
- Support for applications for additional childcare required due to official matters (e.g. at conferences or in the case of official obligations outside the usual childcare hours)
- Facilitating the care of relatives through variable working hours, flexible part-time arrangements and the possibility of teleworking and mobile working (also in combination with part-time work)
- Possibility of a 10-day leave of absence in acute cases with entitlement to care support allowance, the six-month full or partial leave of absence under the Care Leave Act and entitlement to family care leave of up to 24 months with a remaining minimum working time of 15 hours per week

Further measures are set out in the target agreement for the "berufundfamilie" audit.

2.2 Working time and leave of absence

TROPOS offers its employees flexible working hours and the possibility of working from home. Details are regulated in the company agreement on flexible working hours.

- Fundamental support for applications to reduce working hours (part-time) or change of working hours for family reasons (childcare, care of relatives)
- Compliance with individual requests for part-time work with regard to the number of hours, start and end of work, and work on certain days of the week within the framework of legal and collectively agreed regulations
- Possibility of applying for flexitime in deviation from the company agreement on flexible working hours
- Enabling part-time employees to take part in staff meetings and internal institute events
- Institute internal events take place before 4 p.m. in the interest of all employees with caring responsibilities

- Offering the hybrid format for institute events, lectures and meetings
- Leave of absence or part-time employment must not lead to disadvantages, e.g. in terms of promotion, qualification and further training of the persons concerned
- Sending job advertisements and internal information to employees on leave upon request

2.3 Re-entry

If qualification measures (master craftsperson training, doctorate, habilitation, etc.) have to be interrupted due to parental leave, part-time work, leave of absence or longer illness, it must be examined upon application whether the Institute can provide funds for a continuation of the measure for up to two years. Here, the regulations of the 'Wissenschaftszeitvertragsgesetz' (German Act on Temporary Academic Contracts), which can lead to an entitlement to extended employment, must also be taken into account.

The continuation of fixed-term contracts after family-related leave phases, which is as binding as possible, is realised within the framework of the existing possibilities via the respective departments/working groups for 3 months; re-entry assistance is offered.

2.4 Social interaction

Partnership-based behaviour of all employees, the observance of equal opportunities and the prevention of discrimination in everyday cooperation are a prerequisite for equality work.

In order to put this maxim of the Institute in writing and to create a basis for action for offers of help, the works agreement on social interaction was adopted by the management and works council in March 2021.

Sexual violence and harassment of all kinds also have work-related consequences.

According to the company agreement on the subject of social conduct, all Institute employees are called upon to participate in shaping a working climate at all levels that is characterised by mutual respect, tolerance and fairness at the workplace and enables employees to carry out their work free of discrimination, bullying and harassment of all kinds. If conflicts do arise, the company agreement provides contact persons and a clear two-stage mediation strategy.

The following measures are taken for awareness raising, prevention and conflict resolution:

- Announcement of the company agreement "On the subject of social conduct" to all employees as well as the transparent linking on the intranet
- Communication of various contact persons as well as the provision of information and counselling services for those affected by discrimination, harassment and (sexualised) violence on the intranet
- Provision of information for persons with supervisory, management and training responsibilities
- Provision of a two-stage complaints procedure in the event of conflict (see company agreement on social interaction) as well as a transparent brief overview on the intranet

- Psychological risk assessment by means of the digital COPSQ questionnaire (Copenhagen Psychosocial Questionnaire) at intervals of 3 - 4 years as well as the initiation of necessary measures resulting from this by the Institute's management

If required, the Equal Opportunity Representative also conducts surveys on the perception and suitability of the offers of equal opportunities work and on the general situation of employees with regard to equal opportunities and the compatibility of work and family.

3 Gender equality goals and measures

The survey of current figures has shown that there is still potential for improvement in respect of the proportion of women in management positions and decision-making bodies as well as in the area of postdocs. Therefore, the following goals are formulated:

- Increase the proportion of women in management positions and decision-making bodies
- Increasing the proportion of women in permanent employment contracts/ budget positions
- Promoting the next generation of women
- Reviewing the appropriateness of the measures and taking into account changes in legal requirements or funding institutions

3.1 Increase the proportion of women in internal and external decision-making bodies

Goal:

- Women and men should be equally entitled to be involved in all internal activities of the institute

Measure:

- When filling internal committees, selection and evaluation commissions, female scientists are nominated at least in proportion to their proportion of the scientific employees; if not enough women are found who are willing to participate in the committees and commissions, this is to be precisely documented

Table 5: Current proportion of women on internal committees and target proportion

Relevant internal committees:	Number of Members	Thereof Women	Goal/ Evaluation
Collegium	6	4	goal fulfilled
Scientific Council	16	4	6
Works Council	9	5	goal fulfilled
Representation of Doctoral Candidates	2	1	goal fulfilled
Relevant external committees:			
Scientific Advisory Council	10	5	goal fulfilled
General Meeting	10	1	3

3.2. Increasing the proportion of women in the academic field

The goals and measures for increasing the proportion of women in the scientific field range from optimising recruitment procedures to measures in personnel development. The aim is not only to increase the proportion of women in general, but also to promote development measures for young female scientists towards leading positions and permanent positions for female scientists.

3.2.1 Increasing the proportion of women through targeted calls for applications and gender-sensitive appointment procedures

Goals:

- Increase the proportion of women in postdoctoral positions from 30% to 35% through targeted calls for applications
- Stabilise the proportion of women among doctoral candidates at 50%

Measures:

- In principle, the company agreement on job advertisements applies
- Drafting calls for applications according to the underrepresentation of women with targeted invitations to them to apply
- Review and adaptation of the guidelines and model for job advertisements belonging to the company agreement with regard to equality every 2 years (most recently in 2020)
- Public job advertisements if the equality goals cannot be achieved with an internal advertisement
- Inviting women for interview if they meet the minimum requirements in a vacancy procedure
- Equal Opportunity Representative or her deputy as a member of the selection committee in appointment procedures (further details in the works agreement)
- Every 2 years, the staffing plan is submitted to the Equal Opportunity Representative to enable measures to be taken for individual appointments or structural measures to increase the proportion of women with the Institute Management/ Administrative Management
- Offer training on gender equality and unconscious bias for staff and decision-makers

3.2.2 Increase the proportion of women in postdocs and permanent positions through targeted human resources development measures

Goals:

- Build up qualified female staff through targeted and sustainable promotion of young researchers, retain or attract excellent female scientists
- Increase the proportion of women in postdoctoral positions from 30% to 35%
- Increase the proportion of women in permanent positions from 16% to 25%
- Increase the proportion of women in management positions
- Increase the proportion of women in the management of projects

Measures to promote young researchers and career development:

- Women are specifically referred to the Leibniz Competition/ SAW or the leadership of other junior research groups in staff interviews; inclusion of this point in the interview guidelines for staff interviews and communication among senior scientists
- Regular further training on the topic of scientific writing for female scientists by an external trainer (e.g. <https://www.ral.uni-leipzig.de/qualifizierung/schreibwerkstatt/>), organisation by the Equal Opportunity Representative
- Regular information of female scientists about the activities of Leibniz Mentoring for Female Scientists by the Equal Opportunity Representative (newsletter, homepage, circular email)
- Nomination and communication of internal mentors for applications by the Equal Opportunities Representative (newsletter or homepage)
- Annual offer of information on the topic of third-party funding applications for women by external providers, organisation by the Equal Opportunity Representative/ Administrative Management
- Provision of a list of databases and portals to increase the visibility of female scientists by the Equal Opportunity Representative, communication via the intranet site

Further training measures:

- Employees on leave or partial leave may participate in seminars, conferences and further training events organised by TROPOS
- Further training measures according to the "Company agreement on further training support for employees at TROPOS" (e.g. foreign language courses, professional qualification measures), which facilitate the professional advancement of employees, especially from the lower pay scale groups, as well as the re-entry of employees on leave, are supported by the Institute within the framework of the existing possibilities

3.4 Infrastructure personnel

The infrastructure staff at TROPOS includes laboratory assistants, the technical employees of the departments Experimental Aerosol and Cloud Microphysics and Remote Sensing of Atmospheric Processes, the employees in the administration, the EDP, the secretariats, the mechanical and electronic workshop and the glassblowing workshop.

In these areas, the goal is to maintain the proportion of women at 50%. All measures taken for the scientific area and described in point 2 also apply to the infrastructure staff at TROPOS.

3.5 Expansion of communication channels and gender-appropriate language

Goals:

- Expansion of communication channels
- Linguistic equality of the sexes and use of gender-appropriate language

Measures:

- Establish regular reporting of gender equality work in the TROPOS newsletter by introducing a fixed section/ position in the newsletter
- Presentation of scientific achievements (prizes, third-party funding, etc.) by women in the TROPOS newsletter
- Transparent presentation of the new Equal Opportunities Plan and the linked company agreements and measures of the "berufundfamilie" audit on the intranet
- Revision of the intranet page on the "berufundfamilie" audit, description of the family- and life phase-conscious personnel policy along the fields of action for a better overview of the measures for employees
- Linking of relevant company agreements on flexitime, staff development interviews, job advertisements and social interaction on the intranet page for transparency of all measures of the Equal Opportunities Plan
- Regular survey on the topic of gender equality and work-life balance, and on other topics as appropriate
- Creation and communication of guidelines for gender-appropriate language at TROPOS: In particular, as a member of the Leibniz Association, TROPOS commits itself with these guidelines to implementing § 2 para. 2 of the Implementation Agreement to the GWK Agreement on Equality between Women and Men in Joint Research Funding (AVGlei) to use gender-appropriate language and design in its basic documents: in all service instructions, service agreements and publications such as the annual report, strategy paper and marketing publications, on the homepage and all other publications on the Internet, in general correspondence, in all other publications as well as in job appointment procedures

4 Role of the Equal Opportunity Representative

4.1 Participation

The Equal Opportunity Representative shall participate in the implementation and further development of all equal opportunities measures listed in point 3. She shall be informed immediately and comprehensively by the institute's management in order to fulfil her duties. The Equal Opportunity Representative has the right of initiative in all matters subject to her involvement.

The Equal Opportunity Representative shall be invited to all bodies, in particular management and decision-making bodies, as if she were a member and shall be informed accordingly.

The participation of the Equal Opportunity Representative or her deputy in the process of recruiting staff and filling positions is formalised in TROPOS through the obligation to sign the company agreement for job advertisements:

- Job advertisements are submitted to the Equal Opportunity Representative before publication
- All application documents are submitted to the Equal Opportunity Representative together with a list of persons selected for interviews
- The Equal Opportunity Representative is invited to all interviews
- The Equal Opportunity Representative signs all recruitment notes, these contain all the important information for the employment contract to be issued

4.2 Right of objection

In the event of violations of the Equal Opportunities Plan, the Implementation Agreement on Equal Opportunities or the Framework Recommendation on Equal Opportunities for Women and Men in the Institutes of the Leibniz Association as well as the DFG's Research-Oriented Equal Opportunities Standards, the Equal Opportunity Representative shall have the right of objection towards the institute management of TROPOS. If the institute management considers the objection to be unfounded, it shall explain this in writing to the Equal Opportunity Representative.

4.3 Compensation of the Equal Opportunity Representative

The office of the Equal Opportunity Representative is not an honorary office but an administrative office, therefore the office holder is entitled to a compensation in the amount of 2 months FTE or the corresponding amount in € per year. The incumbent is free to decide whether to use this amount to finance her own time off, student assistants or material resources.

The Equal Opportunity Representative and her deputies may participate in at least one further training course on equal opportunities per year. At least 1000€ per person and year are available for this from the equal opportunities budget of TROPOS.

Regular meetings take place between the Equal Opportunity Representatives and the administrative management about once a month to discuss current day-to-day business.

5 Monitoring the implementation of the Equal Opportunity Plan

The institute's management is responsible for the implementation of the objectives and measures for gender equality.

The Equal Opportunity Representative shall be informed by the institute's management about matters relevant to equal opportunities at TROPOS and shall be supported in her work. Violations of equal treatment of women and men, in particular of the Equal Opportunity Plan, shall be objected to in writing by the Equal Opportunity Representative towards the Directorate (cf. 4.2. Right of objection).

The results of the regular stocktaking shall be evaluated by the Directorate together with the Equal Opportunity Representative. If gender equality deficits are identified, concrete guidelines shall be developed and adopted.

The Equal Opportunity Plan shall be published on the TROPOS intranet for its entire period of validity.

At the request of the Boards of Trustees, the Directorate, with the cooperation of the Equal Opportunity Representative, is obliged to prepare a report on the fulfilment of the Equal Opportunity Plan.

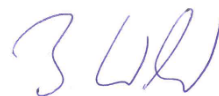
6 Entry into force, duration

The Equal Opportunity Plan shall enter into force on August 1, 2021 and shall be valid for four years.

Leipzig, 1st August, 2021



Prof. A. Macke
Directorate



Dr. Birgit Wehner
Equal Opportunity Representative

Annex

Table A1: Staff situation at TROPOS as of 31.12.2020 (columns 2 and 3: number of persons irrespective of individual working hours; columns 4-7: type of funding in full-time equivalents, FTE)

	Total (Number)	Women (Number)	Budget (FTE)	Women (FTE)	External Funding (FTE)	Women (FTE)
Institute total	152	60	77,5	28,6	54,8	22,3
Scientific Personnel	108	36	35,1	6,1	54,8	22,3
thereof						
- Management	3	1,0	3,0	1,0	0	0
- Postdocs	28	10	6	0,6	19,0	6,4
- Doctoral Candidates	34	17	5,2	1,95	17,75	9,75
Scientists and Postdocs	65	19	27,75	4,2	32,2	11,8
thereof						
- employed fixed-term			--	--	31,2	10,8
- permanently employed			19,9	2,3	1,0	1,0
Infrastructure staff up to BAT II a/ 12 and 13 TVöD/TVL	44	24	42,5	22,5	0	0
thereof						
- Personnel in Administration	10	8	9,2	7,2	0,0	0,0
- Personnel in Library	1	1	0,5	0,5	0,0	0,0
- Personnel in EDV	4	1	4,0	1,0	0,0	0,0
- Personnel in Laboratory	9	7	8,8	6,8	0,0	0,0
- Personnel in Technology	17	7	17,0	7,0	0,0	0,0
- Apprentices	3	0	3,0	0,0	0,0	0,0

Table A2: Development of the proportion of women at different stages of the qualification phase and among permanent female academics (FTE)

Proportion of Women (in %)	2014	2015	2016	2017	2018	2019	2020	2025 Goal
Doctoral Candidates	45,2	40	42,5	31,6	36,6	41,9	50	50
Postdocs	36,4	36	40,7	40,9	24,1	30,4	30	35
Female scientists after qualification phase	28	36,4	33,3	37,5	44	30,2	23,3	30
Permanently employed female scientist	15,1	15,7	15	14,3	12	13,4	16	25