

Gender Equality Plan 2021-2023



mpi
dortmund

Max-Planck Institute of Molecular Physiology,
Dortmund, Germany

Gender Equality Officer: Dr. Valentina Piano

Deputies: Dr. Evelyn Schubert and Beate Schölermann

Table of Content

FOREWORD GENDER EQUALITY PLAN	3
IMPLEMENTATION STRUCTURE AND STRATEGY	4
1. STATUS QUO ANALYSIS	5
1.1 HUMAN RESOURCE (HR) STATISTICS OF THE MPI-MOPH EMPLOYEES	5
1.2 GENDER REPRESENTATION IN INDIVIDUAL AREAS	5
PLOT 1: PERCENTAGE SCIENTIFIC FEMALE EMPLOYEES	6
PLOT 2: PERCENTAGE OF FEMALE EMPLOYED AS NON-SCIENTISTS	6
1.3 DISCUSSION	7
2. PROPOSED FIELDS OF ACTION	8
3. GOALS AND MEASURES	9
FA1: Increasing the number of female scientists in the scientific leadership positions	9
FA1: Goal 1 - Increase the overall number of female applicants	9
FA1: Goal 2 - Actively increase the number of hired female scientists	12
FA 2: Supporting the career development and the working conditions of the female scientists employed at MPI-MOPH	14
FA2: Goal 1 - Spread awareness about sexual harassment	14
FA2: Goal 2 - Support the female scientists at MPI-MOPH	15
FA 3: Supporting work-life balance, in particular for scientists with families	16
FA3: Goal 1 - Improve the support for scientists with family at MPI-MOPH	16

FOREWORD GENDER EQUALITY PLAN

Dear Colleagues,

I am pleased to present the Max Planck Institute of Molecular Physiology's (MPI-MOPH) Gender Equality Plan for the period 2021 - 2023.

The Institute Management of the MPI-MOPH has committed itself to promoting all employees regardless of gender, nationality, religion, disability, age, cultural origin and sexual identity, to supporting them in their life plans and to preventing discrimination. The diversity we can experience in our institute is the fundamental basis for the excellent research work over for many years. However, even though society has rethought its approach to maternal employment and the sharing of work within the family in recent decades, and thus a greater acceptance has arisen in this regard, it is still a challenge for many people today to balance the care of children or the burdening care of relatives with a career. We are aware of this and therefore it is our primary concern to offer all employees a working environment with attractive framework conditions in order to support them in all matters relating to the compatibility of work and family. Thus, at the institute level, we would like to create conditions that make it possible to develop professional perspectives and pursue career paths in science without gender-specific barriers. In the coming years, our special focus will be on the promotion of talented female scientists and we are working to achieve a significant increase in the proportion of women in leadership positions. As an example, it is our firm intention to appoint a female scientist to the director's position that will become vacant in a few years' time.

In close cooperation with our Equal Opportunities Officers Dr. Valentina Piano, Dr. Evelyn Schubert and Beate Schölermann, the Institute Management has anchored numerous organizational and structural measures in this Equal Opportunities Plan in order to achieve the goals that are important to us. However, we are aware that we can only succeed in attracting and retaining excellent employees if the general conditions are constantly improving.

Therefore, I invite you all to actively participate in the implementation of the goals set in this Equality Plan as well as in its further development. By improving equal opportunities, we will not only increase job satisfaction in our house, but also our attractiveness as a scientific institution.

Yours

Prof. Dr. Roger S. Goody
Managing Director

IMPLEMENTATION STRUCTURE AND STRATEGY

The Max Planck Institute for Molecular Physiology pledges to reinforce its measures to ensure equal career opportunities for men and women. The newly elected Gender Equality Officer and her deputies, together with the Institute Management and all staff members, are committed to the implementation of the following Gender Equality Plan.

This is the first time that our institute has two female scientists holding PhD degrees in the role of Gender Equality Officers, who, together with the support of the former Officer, have developed a goal-based strategy to achieve a gender balanced representation across all categories of employees, especially in the leading academic positions.

They, together with the Institute Management, are responsible for the supervision of the Gender Equality Plan implementation and its revision. In the case of complete or partial failure in the accomplishment of the proposed goals, new targets and measures will be formulated and put into action.

The following Gender Equality Plan has been approved by the Institute Management and is valid for the period of three years (2021-2023). At the end of this period, a new plan will be developed according to future scenario and institute requirements.

1. STATUS QUO ANALYSIS

1.1 HUMAN RESOURCE (HR) STATISTICS OF THE MPI-MOPH EMPLOYEES

The data used to compile the Human Resource (HR) statistics were extracted from the Personnel Management System PVS as of 31st December 2020. Based on the Gender Equality Indicators suggested by the MPS, the statistics include all employees, scholarship holders and guest scientists.

Categories and subcategories within the HR statistics were organized based on various PVS information categories regarding the employee master records, and they are in line with the guidelines included in the Organizational Handbook of the MPS. Information from PVS fields regarding staff member groups and staff member circles, the contract of employment and funding were considered in particular. The entire staff of the MPI-MOPH is therefore made up of the total number of employees, scholarship holders and guest scientists.

1.2 GENDER REPRESENTATION IN INDIVIDUAL AREAS

As of the 31st December 2020, at the MPI-MOPH women represent 51.4% of the employees. However, this overall gender distribution is not representative for all the subcategories and career levels of the employees.

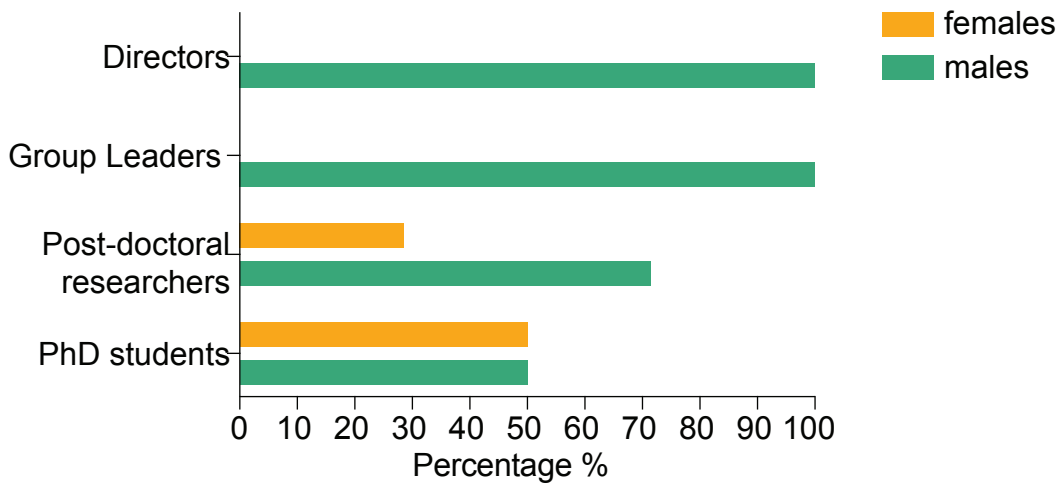
Scientists

Female representation varies significantly across the career levels (see **Plot 1**).

At the doctoral student level, there is a balanced gender distribution with 49% women and 51% men (96% with funding contracts and 4% with scholarships). However, the number of positions filled by women significantly decreases from the post-doctoral level onward.

Female post-doctoral researchers (post-docs and project leaders) constitute 30% (post-docs 25% and project leaders 67%) of the total employees at this level. From 2021 a new female project leader will start. This under-representation of women culminates in the next career levels, since no Research Group Leader or W2 positions are filled by women. From 2021 a new female group leader will start. The four Departments of the MPI-MOPH are headed by male Directors, despite major efforts that have made been to identify a female Director, in one case several years ago resulting in an offer that was turned down.

Plot 1: Percentage scientific female employees

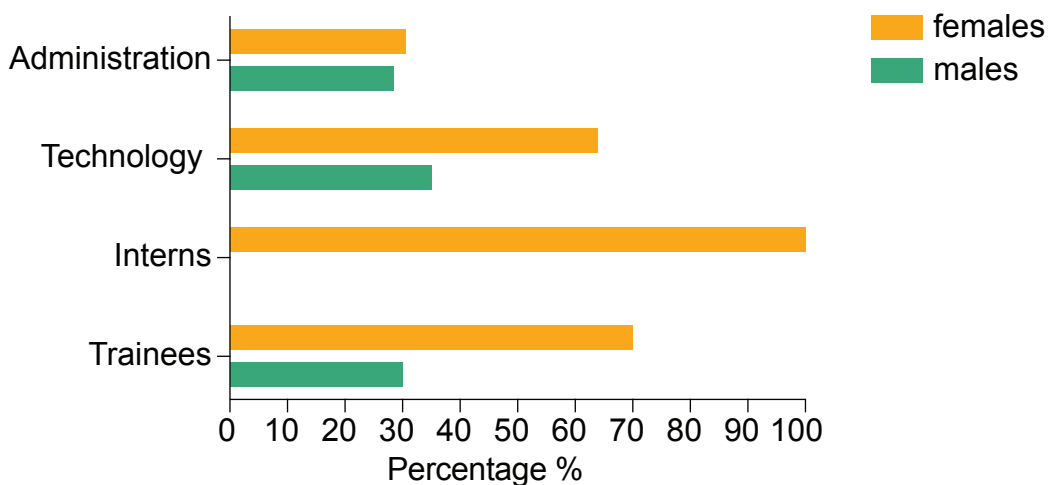


Non-scientists

The highest number of women is employed in non-scientific positions in the institute (see **Plot 2**). Women represent 64.4% of the technology sector and 71.1% of the administration.

The gender representation is highly disproportionate across the career levels. Although men are under-represented overall, women represent only 13% of the employees in the non-scientific area with a salary level higher than E11 of the Collective Wage Agreement for the Civil Service (TVöD). Among the leading non-scientific positions, 3 are filled by women: Grant Officer, Scientific Coordinator of IMPRS, Chairperson of the Work Council.

Plot 2: Percentage of females employed as non-scientists



1.3 DISCUSSION

The current gender distribution of the MPI-MOPH employees indicates that, although the institute has approximately an equal number of females and males employed, there is a clear gender disparity at the leadership level.

We identified 3 main possible reasons for the decreased number of women in the leading scientific positions:

1. *Lack of “active methods” to attract/recruit female scientists*

The low number of female-scientists working in the MPI-MOPH may in part already arise from a lower number of female applicants compared to the male counterparts. Actively increasing the pool of women candidates for post-doctoral, group leader and director positions will most likely increase the chances of recruiting more women, without implementing a gender quota.

2. *Insufficient support to coordinate working and family life*

Science is by definition challenging and competitive, and for this reason working in academia can be particularly demanding. The struggle in coordinating the working life with the family life is one of the main reasons for which women (but also men) do not pursue their academic career. Ensuring support and benefits for scientists with families will not only improve the conditions of the current employees, but will also make the institute more attractive.

3. *Raising diversity awareness*

Although the Gender Equality Plan is meant to address specific goals to increase the women representation among scientists, we believe that creating a more inclusive environment will ultimately benefit gender equality. Our aim is to stimulate and support a continuous and open discussion about gender and diversity issues in our institute both at the management and the employee level.

2. PROPOSED FIELDS OF ACTION

In view of the identified problematical areas and the possible sources of gender imbalance, we have established three fields of action for the Gender Equality Plan.

The fields of action describe the wide-ranging objectives of the Gender Equality Plan that can be broken down into specific goals achievable through the proposed measures.

The proposed fields of action are the following:

FA 1: Increasing the number of female scientists in scientific leadership positions.

We will implement direct and indirect methods aimed to attract and increase the number of hired female scientists.

FA 2: Supporting career development and working conditions of female scientists employed at MPI-MOPH.

We aim to improve our support structure for female scientists currently working at the MPI-MOPH. This will possibly encourage women to pursue their scientific career and make the institute more attractive.

FA 3: Supporting work-life balance, in particular for scientists with families.

To ultimately reach a balanced gender distribution it is essential to provide family-care services that allow both female and male parents to comfortably reconcile their family needs with their research.

3. GOALS AND MEASURES

The Gender Equality Plan aims to implement short- and long-term measures to balance the gender representation of the MPI-MOPH, particularly among scientific staff.

The description of the Gender Equality Plan is organized as following:

For each Field of Action described in paragraph 2, we identified goals aimed to improve specific aspects within a particular Field of Action. To address each specific goal we then propose detailed measures that will be implemented by distinct executors.

The following abbreviations are used in the measure descriptions:

FA = Field of Action

G = Goal

M = Measure

AM = Administration Manager

GEO = Gender Equality Officer

IM = Institute Management

HR = Human Resource Department

GL = Group leaders

PR = Public Relation Office

GO = Grant Office

FA 1: Increasing the number of female scientists in the scientific leadership positions.

FA1: Goal 1 - Increase the overall number of female applicants

G1-M1 (FA1)	Hiring a female Director
Measure description	The Institute Management is actively contacting outstanding female scientists to find a suitable candidate to fulfill the position of Director.
Aim of the measure	Recruiting a female Director
Target Group	Female scientists outside the MPI-MOPH
Responsibility	IM
Executive	IM
Timeline	2021-2023

Costs	none
Monitoring	The IM is responsible for the monitoring and implementation of this measure.

G1-M2 (FA1)	Promote unsolicited applications from women
--------------------	--

Measure description	Add a statement on the “Jobs” page of the MPI-MOPH website to support unsolicited applications from female scientists. This kind of statement should also be applied in the job description of the open positions advertised on the portal.
Aim of the measure	Enlarge the pool of female candidates to increase the chances of recruiting women scientists.
Target Group	Female scientists outside the MPI-MOPH
Responsibility	IM, GEO
Executive	PR
Timeline	Short-term – end 2021
Costs	none
Monitoring	Survey addressed to directors and group leaders to monitor the number of applications received from female scientists.

G1-M3 (FA1)	Advertise the institute services
--------------------	---

Measure description	Add a “Work-life balance” page on the MPI-MOPH website. This page aims to collect information about the services that the institute and the city of Dortmund offers to employees.
Aim of the measure	Attract more applicants, especially women, at higher career level.
Target Group	Female and male scientists outside the MPI-MOPH
Responsibility	IM, AM, GEO

Executive	PR
Timeline	Short-term – end 2021
Costs	none
Monitoring	Survey addressed to directors and group leaders to monitor the number of applications received from female scientists.

G1-M4 (FA1)	Improve institute support for scientists by creating a survey for alumni
Measure description	Create a standardized survey addressed to former or leaving MPI-MOPH researchers. The survey will be about their experience on diversity and gender equality, support for mental health, family, career development, reasons for leaving the MPI-MOPH, possible interest in coming back to MPI-MOPH in the future, possible improvements for the institute to be more attractive.
Aim of the measure	Recognize new fields of action to improve the institute services to attract more female scientists.
Target Group	Alumni – former scientists at MPI-MOPH
Responsibility	GEO, IM, HR
Executive	GEO
Timeline	Long-term - survey start by end of 2021
Costs	none
Monitoring	Collect suggestions for the survey by mid 2021, prepare the survey and send it out by the end of 2021, collect data 2022-2023.

FA1: Goal 2 - Actively increase the number of hired female scientists

G2-M1 (FA1)	Active acquisition of female researchers at post-doctoral level
Measure description	Increase the number of female researchers at MPI-MOPH by actively contacting excellent candidates, e.g. by approaching them at conferences, inviting them for seminars, scientific collaborations, etc.
Aim of the measure	Increase the number of female post-doctoral researchers.
Target Group	Female scientists outside the MPI-MOPH
Responsibility	IM, GL, GEO
Executive	IM, GL
Timeline	Long-term - 2021-2023
Costs	none
Monitoring	Control the efficacy of the measure by monitoring the number of female post-doctoral researchers.
G2-M2 (FA1)	GEO support in the hiring process
Measure description	Collect information about recruitment procedures based on diversity-sensitive criteria. Implement mandatory involvement of the Gender Equality Officers in the hiring process, in order to organize time-slots for the female candidates to interact with other female scientists in the MPI-MOPH during the interview process.
Aim of the measure	Establishment of a diversity-sensitive recruitment process to favor the hiring of female scientists.
Target Group	Applicants, candidates for post-doctoral and group leader positions
Responsibility	IM, GEO
Executive	GB, PR

Timeline	Long-term - 2021-2023
Costs	none
Monitoring	Define and propose the hiring procedure to the leadership and implement it by 2021.

G2-M3 (FA1)	“Welcome meeting” with the GEO
Measure description	Organize a recurrent meeting to welcome the newcomers (female and male scientists) to get to know each other and inform them about the benefits and services available at the MPI-MOPH and in the MPS.
Aim of the measure	Increase the level of support for scientists at MPI-MOPH, especially to promote inclusivity.
Target Group	Scientists at MPI-MOPH
Responsibility	IM, AM, GEO
Executive	GEO
Timeline	Long-term – starting in 2021
Costs	none
Monitoring	GEO

G2-M4 (FA1)	Agreement with the directors
Measure description	Include in the agenda of the regular directors’ meetings the status of implementation of the Gender Equality Plan. All four directors must be committed to a top-down strategy to increase the proportion of women in scientific management positions. The agreement with the directors to implement this measure will be recorded in written form and published internally.
Aim of the measure	Commitment of the directors in implementing the Gender Equality Plan strategy.

Target Group	Female scientists at MPI-MOPH
Responsibility	IM, AM
Executive	IM, AM
Timeline	Short-term –from 2021
Costs	None
Monitoring	IM, AM

FA 2: Supporting the career development and the working conditions of female scientists employed at MPI-MOPH

FA2: Goal 1 - Spread awareness about sexual harassment

G1-M1 (FA2)	Create a portal for protection against sexual harassment
Measure description	Information and education portal on the MPI-MOPH website and intranet to provide effective protection against sexual harassment, educate the employees via advanced training.
Aim of the measure	Consistently address protection against sexual harassment in the workplace.
Target Group	all employees of MPI-MOPH
Responsibility	IM, AM, GEO
Executive	GEO, PR
Timeline	Short-term - end 2021
Costs	None
Monitoring	Organize surveys to assess the efficacy of the training

FA2: Goal 2 - Support the female scientists at MPI-MOPH

G2-M1 (FA2)	WiS – Social network
Measure description	Use the institute internal social-network to favor connections among the women scientists at MPI-MOPH. The WiS will be used to inform them about career options, advanced training, promote peer-to-peer interactions, mentoring, and organize seminars and social events.
Aim of the measure	Networking, information and events for women scientists at MPI-MOPH
Target Group	Female scientists at MPI-MOPH
Responsibility	IM, AM, GEO
Executive	GEO, WiS network members, PR
Timeline	Long-term – starting in 2021
Costs	None
Monitoring	GB, WiS network
G2-M2 (FA2)	Advertise the MPS career development programs
Measure description	Information, active identification and active support of female scientists for participating to MPS programs (Sign up, Lise-Meitner...).
Aim of the measure	Spread information on MPG programs (Sign up, Lise Meitner...)
Target Group	Female scientists at MPI-MOPH
Responsibility	IM, AM, GL, GO
Executive	IM, GL, GEO, GO
Timeline	Long-term – start in 2021
Costs	None

Monitoring	Institute Management, GB
G2-M3 (FA2)	Awards, funding
Measure description	Create an internal database with information about prizes and funding opportunities more accessible to the leadership of the institute.
Aim of the measure	Increase in the number of MPI researchers, in particular women, nominated for awards and funding
Target Group	Female and male scientists at MPI-MOPH
Responsibility	IM, AM, GL
Executive	IM, GL, GO, PR
Timeline	Short-term –start in 2021
Costs	None
Monitoring	Institute Management, GB

FA 3: Supporting work-life balance, in particular for scientists with families

FA3: Goal 1 - Improve the support for scientists with family at MPI-MOPH

G1-M1 (FA3)	Family group at the MPI
Measure description	Create a group (mailing list + social-network space) to establish contact between all people in the institute that have children or are about to have them.
Aim of the measure	Support a family-friendly environment.
Target Group	All the employees at MPI-MOPH, especially women
Responsibility	HR, AM, GEO
Executive	AM, GEO

Timeline	Long-term – start in 2021
Costs	None, later for possible events
Monitoring	Nominate a responsible person within the Family group

G1-M2 (FA3)	Negotiations with campus daycare centers
Measure description	Start negotiations with daycare facilities in the vicinity of the institute to expand the childcare capacity and, if necessary, look for other solutions, especially for children under the age of 3.
Aim of the measure	Expand childcare support
Target Group	All employees at MPI-MOPH, especially female scientists
Responsibility	IM, AM, GEO
Executive	AM, GEO
Timeline	2021-2023
Costs	None, later costs for document rights
Monitoring	Periodical meeting with the HR department

G1-M3 (FA3)	Father group and information portal for fathers
Measure description	Create a group (mailing list + social-network space) and add information portal on the intranet to support father in conciliating childcare and work.
Aim of the measure	Internal networking opportunities for fathers
Target Group	Male scientists at MPI-MOPH
Responsibility	GEO
Executive	GB, group of fathers, PR

Timeline	Immediate-2021
Costs	None, later for possible events
Monitoring	Nominate a responsible person within the Father group

G1-M4 (FA3)	Familycare reference person
Measure description	Institute management appoints a Familycare reference person to advise employees interested in eldercare, parents-to-be, and to organize networking opportunities for parents and discuss/negotiate with the childcare facilities in Dortmund.
Aim of the measure	Consultation and internal networking opportunities for parents and employees involved in eldercare.
Target Group	All the employees at MPI-MOPH, especially (expectant) parents
Responsibility	AM, future Familycare reference person
Executive	AM, GEO
Timeline	2021
Costs	None
Monitoring	Appointment of the reference person by the end of 2021