

# Gender Equality Plan

2024 – 2026

*Note: This is a shortened version of the signed version!*

Preface .....	3
1 Introduction .....	4
2 Analysis of the status quo .....	6
Analysis of the collected personnel key figures.....	6
Findings on the involvement and equipment of Gender Equality Officers .....	8
Findings on the structural anchoring of gender equality .....	8
Consideration of gender equality aspects in budgetary decisions.....	9
To date, no gender-related assessments have been carried out for budgetary decisions. ..	9
Consideration of the needs of trans and non-binary persons .....	9
Intersectionality: interaction of other relevant discrimination categories with the category "gender" .....	9
Key evaluation findings on the use and effectiveness of existing gender equality measures .....	9
3 Action fields .....	10
Action field 1 „Structural anchoring of gender equality“ .....	10
Action field 2 „Reduction of underrepresentation“ .....	13
Action field 3 „Gender Awareness“ .....	15
Action field 4 „Needs of trans and non-binary people“ .....	16
Action field 5 „Balancing work and family life“ .....	17

## Preface

The Gesellschaft für wissenschaftliche Datenverarbeitung mbH Göttingen (GWDG) is a joint institution of the Georg-August-Universität Göttingen Stiftung Öffentlichen Rechts and the Max Planck Society (MPG). It acts as a computing and IT competence center for the Max Planck Society and as a university computing center for the University of Göttingen. Its scientific research tasks are in the field of applied computer science. It also promotes the training of specialists in information technology. In 2020, the University of Göttingen and the GWDG were accepted as one of nine computer centers in the National High Performance Computing Network (NHR).

IT is currently a very male-dominated field. People of different genders from various cultures and backgrounds work at GWDG. This diversity is one of the GWDG's strengths. Ensuring equality of all genders, equal opportunities, balancing work and family life and zero tolerance of discrimination of any kind is anchored in the GWDG's self-image.

The Gender Gender equality plan is an important tool for establishing and monitoring measures that support these goals. However, the gender equality plan alone is not sufficient to achieve these goals; this requires the cooperation of all GWDG employees and all employees are therefore expressly encouraged to get involved.

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## 1 Introduction

The main objective of the GWDG when it was founded was initially to provide the University of Göttingen and the Max Planck Institutes in Göttingen with mainframe computing power. In the course of its more than 50-year history, the GWDG has gradually developed into a computing and IT competence center with an extensive range of IT services that can be used by all institutions of the University of Göttingen, including the University Medical Center Göttingen (UMG), as well as by the Max Planck Society and other institutions that belong to the extended user group. For the University of Göttingen, the GWDG also fulfills the task of the scientific university computing center.

The Gesellschaft für wissenschaftliche Datenverarbeitung mbH Göttingen (GWDG) was founded by the state of Lower Saxony and the Max Planck Society for the Advancement of Science on April 29, 1970.

Until October 12, 2005, the Max-Planck-Gesellschaft zur Förderung der Wissenschaften e.V. and the State of Lower Saxony were the shareholders of the GWDG. Since October 13, 2005, the State of Lower Saxony has been replaced by the Georg-August-Universität Göttingen Stiftung Öffentlichen Rechts.

The company serves research and is a non-profit organization. It is not intended to generate profits. Its business operations are mainly financed by grants from the Max Planck Society for the Advancement of Science and the Georg August University of Göttingen Foundation under public law.

The company provides most of its services in non-profit business operations with the subdivisions "IT Infrastructure", "Networks", "Application and Information Systems", "eScience", "Computing", "User and Operational Services" and "Basic Services and Organization".

The GWDG covers three central task areas:

- 1) Provision of basic IT services that are indispensable for research and teaching, such as mail and file services. These services are usually hardly science-specific and are therefore particularly subject to the premise of being as cost-efficient and reliable as possible, also in comparison to external services.
- 2) Providers of research-related services (eScience), e.g. in the areas of data management, scientific computing or scientific applications. These services are success-critical "enablers" for science and must be geared towards the needs of researchers. This is a field of activity in which innovation and leadership is required from the GWDG in selected strategic areas.
- 3) In-house research for innovative IT services allows the GWDG, as a research supporting institution in the field of applied computer science, to consider new topics at an early stage. Outside of the operational business, in-house innovations are pursued with reference to the service mission. This provides employees with an attractive environment with access to science and promotes young scientists.

The GWDG fulfills the role of the scientific computing center for the University of Göttingen and is one of several central facilities for the MPG. The GWDG's service portfolio is therefore to be seen in particular in terms of synergies and joint requirements of the two shareholders and in terms of complementarity to the other existing service units.

The GWDG's management principles and guidelines are closely aligned with the principles and guidelines of the Max Planck Society. It is therefore only logical that the GWDG should align itself with the MPG's equal opportunities process and integrate itself into it. This was decided in February 2023.

A key component of the MPG-wide equal opportunities strategy is the mandatory gender equality plans. These gender equality plans have a term of three years and are the control element of a continuous process. The management of the GWDG is responsible, and the gender equality officers play a key role in drawing up the plans. The gender equality plan is submitted to the central gender equality officer of the MPG and checked and certified by a commission for compliance with the MPG equality standards.

The current gender equality plan runs from 2024 to 2026.

## 2 Analysis of the status quo

### Analysis of the collected personnel key figures

For many years, IT has been a male-dominated field; the proportion of women among students nationwide is currently 22%<sup>1</sup>. This is also reflected in the GWDG's personnel structure. As of 01/01/2024, the GWDG employed a total of 221 people, 51 of whom were women and none of a third gender. It has 65 permanent positions, all other employees are employed on fixed-term or temporary third-party positions. An increase in the number of permanent positions requires a decision by the Supervisory Board, which was made in particular as part of the 2018/2019 quality initiative.

The following figure reflects the nationwide proportion of women in IT when looking at the total number of GWDG employees (see right-hand column). A heterogeneous picture emerges in the individual pay groups. A higher proportion of women can be observed in the lower pay groups than in the higher pay groups.

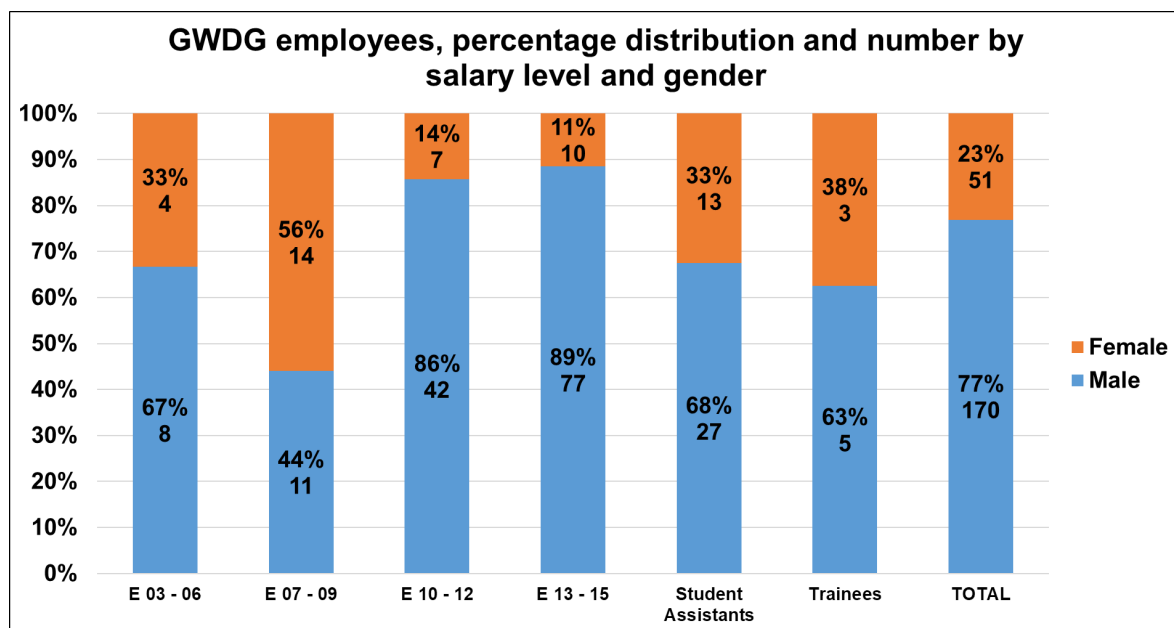


Figure 1 - Overview by pay group, gender with percentages and absolute figures

The following figure illustrates the gender distribution in the individual GWDG working groups. Two working groups in particular stand out here: Working Group N (Networks), which is currently still 100% male, and Working Group V (Administration), which has a high proportion of women. In the other working groups, the proportion of women is between

<sup>1</sup> <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bildung-Forschung-Kultur/Hochschulen/Tabellen/studierende-mint-faechern.html>

10% and 28%, which is close to the national average of computer science students in Germany.

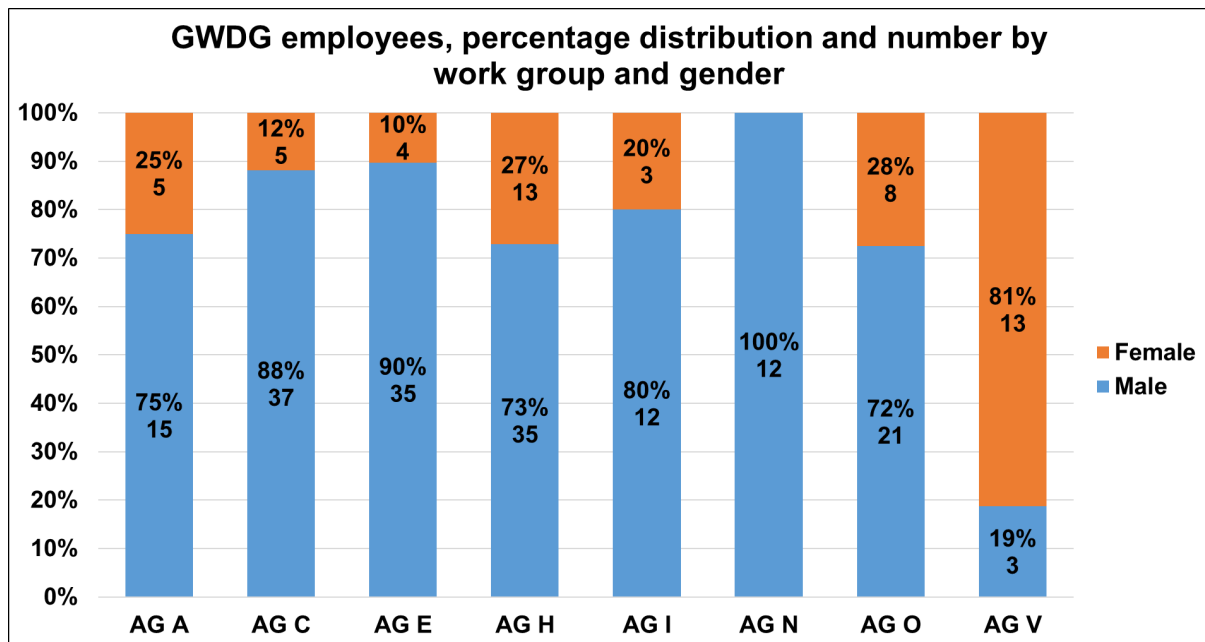


Figure 2 - Overview by work group and gender with percentages and absolute figures

The proportion of women at management level at the GWDG is 0%. There are currently 8 group management positions, one of which is currently vacant.

Roles	Male	Female	Diverse
Management	5	0	0
Group leadership	7	0	0
Total	12 (100%)	0 (0%)	0 (0%)

Table 1 - Distribution of genders in the management level of the GWDG

The composition of the Supervisory Board and the Shareholder Representatives is determined by the shareholders, over which GWDG has no influence. Overall, the proportion of women on the committees is 20%.

Boards	Male	Female	Diverse
Supervisory Board	6	2	0
Shareholder Representatives	0	2	0
User Representation Committee	18	2	0
Total	24 (80 %)	6 (20 %)	0 (0%)

Table 2 - Distribution of genders in the GWDG committees

## **Findings on the involvement and equipment of Gender Equality Officers**

The Gender equality officers are a key element in the practical implementation of the GWDG's equal opportunities principles and objectives. They support the management in the development of gender equality goals and in the implementation of measures from the gender equality plan.

The current Gender equality officers are the first formally appointed Gender equality officers at the GWDG. Processes and the provision of information for employees, which have certainly been successfully established at other institutes for years, are currently being developed and provided step by step at the GWDG. There is currently no fixed budget for equal opportunities, but there is a commitment that travel, training, workshops and seminars for gender equality officers will be funded.

To date, the Gender equality officer has mainly been involved in application procedures. Recruitment is a process described in the GWDG's quality management system, which also includes gender equality. In practical implementation, it is currently still the case that inclusion is not guaranteed in every individual case, as equal opportunities are not yet automatically included in the application process.

## **Findings on the structural anchoring of gender equality**

The GWDG's equality work is based on legal provisions and the MPG's equality principles. Furthermore, the GWDG has defined rules of conduct that prohibit discrimination, bullying, sexual harassment, threats and violence in any form and has published a guideline on inclusive language.

Gender equality goals specifically defined for the GWDG, which go beyond the goals set by the MPG, have not yet been formally defined. The lack of women in IT that has prevailed for years is also reflected in the GWDG's personnel structure, and the GWDG has long endeavored to counteract this.

As the formal anchoring of gender equality is still relatively new at the GWDG, there are also no procedures for gender equality controlling to date. Some indicators, including some required for this gender equality plan, have not yet been recorded. Likewise, there are no procedures explicitly defined for the GWDG for the procedure in the event of non-compliance with equality-related requirements. Training in the area of gender competence / gender awareness is also not yet a firmly established part of employee training.



## **Consideration of gender equality aspects in budgetary decisions**

To date, no gender-related assessments have been carried out for budgetary decisions.

## **Consideration of the needs of trans and non-binary persons**

Specific measures for the needs of trans and non-binary persons have not yet been defined. The GWGD endeavors to take these needs into account, for example, it is possible to carry out a name change within the GWGD even before an official legal adjustment. In such a case, the employee ID card, presentation on the websites and all GWGD services that are not fed from the PWS personnel management system can be adapted.

## **Intersectionality: interaction of other relevant discrimination categories with the category "gender"**

Intersectionality is the interaction of several forms of discrimination. The GWGD has not currently formulated any concrete measures in this regard, but acts closely within the framework of the goals and guidelines it has set itself, such as the mission statement, rules of conduct, etc.

## **Key evaluation findings on the use and effectiveness of existing gender equality measures**

This is the GWGD's first gender equality plan and no independent gender equality measures have yet been defined. Therefore, unfortunately, no measures can be checked for their effectiveness at this point.

### 3 Action fields

The analysis of the status quo reveals a need for action in the following fields:

- Structural anchoring of gender equality
- Reduction of underrepresentation
- Gender awareness
- Needs of trans and non-binary people
- Balancing work and family life

#### **Action field 1 „Structural anchoring of gender equality“**

The current Gender equality officers are the first formally elected Gender equality officers at the GWDG. Even if gender equality work has been carried out before, some things are not yet formally anchored. There is also a lack of measurement of some indicators that would be important for this gender equality plan, for example, and which therefore cannot be evaluated. The aim in this field of action is therefore to include the Gender Equality Officers in all relevant processes, to ensure their ability to work and to formally anchor the topic in the GWDG.

#### **Measures to achieve the goals**

Measure #1-01	
<b>Title of the measure</b>	Involvement of the Gender equality officer in the recruitment process
<b>Action field</b>	Structural anchoring of gender equality
<b>Short description of the measure</b>	Involvement of the Gender equality officer at the beginning and during the recruitment process
<b>Objective, target groups and indicators for success</b>	Gender-equitable recruitment through mandatory involvement of gender equality officers from the outset
<b>Localization within the organization/ Allocation of responsibility</b>	Head of Administration
<b>Actors / players</b>	Administration, Management, Gender Equality Officers, Group Leader
<b>Time frame / schedule: Date to achieve</b>	BITE was introduced as an application management tool on 01.02.2023.  By 31.12.2024, the Gender Equality Officers are to be consistently integrated into the recruitment process.
<b>Costs, equipment, financing</b>	3750 euros per year for BITE
<b>Evaluation procedure and time plan</b>	The sufficient involvement of the Gender Equality Officers is evaluated annually by the Gender Equality Officers.

Measure #1-02	
Title of the measure	Gender Equality Office / Counseling Room
Action field	Structural anchoring of gender equality
Short description of the measure	The management provides a suitable room for confidential advice on sensitive gender equality issues.  A place for documents / information material / books is also required.
Objective, target groups and indicators for success	Advice on gender equality issues requires confidentiality. The Gender Equality Officers' own rooms are not suitable for this.
Localization within the organization/ Allocation of responsibility	Managing Director
Actors / players	Management, Gender Equality Officers
Time frame / schedule: Date to achieve	Room assigned until 06/2024
Costs, equipment, financing	Included in the core budget.
Evaluation procedure and time plan	The Gender Equality Officers evaluate annually how often such a room is needed.

Measure #1-03	
Title of the measure	Establishment of an Gender Equality Commission
Action field	Structural anchoring of gender equality
Short description of the measure	Establishment of a commission consisting of representatives from management, administration, the Group Leader and the Gender Equality Officers
Objective, target groups and indicators for success	The Gender Equality Commission has the task of <ul style="list-style-type: none"> <li>• To monitor and, if necessary, adjust the gender equality objectives</li> <li>• To monitor the gender equality indicators</li> </ul>
Localization within the organization/ Allocation of responsibility	Managing Director
Actors / players	Administration, Management, Group Leader, Gender Equality Officers
Time frame / schedule: Date to achieve	Establishment of the commission: Until 09/2024  Regular meetings: 1x per quarter
Costs, equipment, financing	Included in the core budget
Evaluation procedure and time plan	Protocols of the meetings are documented.

Measure #1-04	
<b>Title of the measure</b>	Recording of indicators relating to equality
<b>Action field</b>	Structural anchoring of gender equality
<b>Short description of the measure</b>	<p>The continuous recording of meaningful equality-related indicators is necessary for the evaluation of the status of equality at the GWDG. The Gender Equality Commission determines the indicators.</p> <p>Indicators are e.g:</p> <ul style="list-style-type: none"> <li>• IT specialist allowance</li> <li>• part-time contracts</li> <li>• Parental leave</li> <li>• Proportion of genders in applications and recruitment</li> <li>• Proportion of genders in the company suggestion scheme</li> </ul>
<b>Objective, target groups and indicators for success</b>	Monitoring and tracking of relevant gender equality indicators to assess the status of equality at the GWDG.
<b>Localization within the organization/ Allocation of responsibility</b>	Managing Director
<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	<p>Definition of indicators by 12/2024</p> <p>Implementation of the recording by 06/2025</p>
<b>Costs, equipment, financing</b>	Included in the core budget
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

Measure #1-05	
<b>Title of the measure</b>	Greater involvement of gender equality officers in committees
<b>Action field</b>	Structural anchoring of gender equality
<b>Short description of the measure</b>	Involvement of the Gender Equality Officers in other committees or regular meetings at the GWDG. So far, the Gender Equality Officers have only been part of the recruitment process. A presence in other committees/meetings, such as the risk assessment of psychological stress in the workplace (GBPsych) and the Group Management Meeting (GLB), increases the awareness and relevance of gender equality at the GWDG.
<b>Objective, target groups and indicators for success</b>	Establish gender equality in at least two further committees/meetings.
<b>Localization within the organization/ Allocation of responsibility</b>	Managing Director

<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	Until the end of 2026.
<b>Costs, equipment, financing</b>	Included in the core budget
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

<b>Measure #1-06</b>	
<b>Title of the measure</b>	Integration of the gender equality plan into quality management
<b>Action field</b>	Structural anchoring of gender equality
<b>Short description of the measure</b>	The GWDG is certified in accordance with ISO 9001 and 27001 and therefore has a quality management system. The individual processes are a central component and the aim is to include the gender equality plan as a process
<b>Objective, target groups and indicators for success</b>	Monitoring and tracking of relevant equality indicators in order to assess the status of equality at the GWDG.
<b>Localization within the organization/ Allocation of responsibility</b>	Managing Director
<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	Included as a process until the end of 2025
<b>Costs, equipment, financing</b>	Included in the core budget
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

## **Action field 2 „Reduction of underrepresentation“**

Currently, the proportion of women studying computer science is around 22%. It is therefore unlikely that the GWDG will be able to increase the proportion of women significantly above this value. However, it is desirable that it reaches this figure, so one goal is to achieve at least 20% of women in the individual areas and working groups. As shown in Figure 3, there are significant differences between the individual groups.

If we look at the gender distribution in the salary groups, we can also see a difference here (Figure 1). The largest proportion of women can be found in the lower salary groups, while the opposite is true for men.

The aim here is therefore not only to increase the proportion of women in the GWDG in general, but especially in those areas in which they have been underrepresented to date.

## Measures to achieve the goals

Measure #2-01	
<b>Title of the measure</b>	Increasing the proportion of women in the upper salary brackets and management positions
<b>Action field</b>	Reduction of underrepresentation
<b>Short description of the measure</b>	<p>There are currently no women in management or in the Group Leader. Women are represented on the committees with a total of 20%. The aim is to increase the proportion of women, but a specific target cannot yet be set. The management of the Networks working group is currently vacant. The aim is to appoint a woman to this position.</p> <p>Info: The composition of the Supervisory Board and the Shareholders Representatives are determined by the shareholders; GWDG has no influence on this.</p>
<b>Objective, target groups and indicators for success</b>	The medium-term goal is to fill one group management position with a woman.
<b>Localization within the organization/ Allocation of responsibility</b>	Management
<b>Actors / players</b>	Administration, Management
<b>Time frame / schedule: Date to achieve</b>	The aim is to establish a woman in Group leadership/management by 12/2027.
<b>Costs, equipment, financing</b>	Included in the core budget
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

Measure #2-02	
<b>Title of the measure</b>	Increasing the proportion of women at the GWDG
<b>Action field</b>	Reduction of underrepresentation
<b>Short description of the measure</b>	Job advertisements should also be distributed in women's networks in order to achieve a broad distribution in the target group
<b>Objective, target groups and indicators for success</b>	50% of the job advertisements should also be distributed in women's networks
<b>Localization within the organization/ Allocation of responsibility</b>	Head of Administration
<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	50% of job advertisements to be additionally distributed in women's networks by 12/2025
<b>Costs, equipment, financing</b>	Included in the core budget
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

## Action field 3 „Gender Awareness“

Unconscious thought patterns and prejudices accompany everyone and it is important to be aware of them in order to overcome them. Especially in an environment such as the GWDG, which is strongly dominated by one gender, it makes sense to provide information and training to reduce prejudices. The aim here is for all employees to attend regular gender awareness training.

### Measures to achieve the goals

Measure #3-01	
Title of the measure	Training in the area of gender competence
Action field	Gender Awareness
Short description of the measure	Strengthening gender competence is important for all employees, but especially for members of management and Group leaders.
Objective, target groups and indicators for success	10 employees per year take part in gender competence training
Localization within the organization/ Allocation of responsibility	Administration
Actors / players	Administration, Management, Gender Equality Officers
Time frame / schedule: Date to achieve	50% of the members of the management and Group Leader have attended gender competence training: 06/2025  10 employees have attended gender competence training by 12/2025
Costs, equipment, financing	Individual, depending on location/type and possibly including travel costs for employees
Evaluation procedure and time plan	This measure is evaluated annually by the Gender Equality Commission.

Measure #3-02	
Title of the measure	Development of information pages on the intranet on the topic of equality/diversity
Action field	Gender Awareness
Short description of the measure	So far, there are no internal information pages on equality. Pages are to be set up that not only provide information about the equality goals and their implementation, but also offer information on the topics of equality and diversity at the GWDG.
Objective, target groups and indicators for success	Development of information pages with current and GWDG-specific content
Localization within the organization/ Allocation of responsibility	Gender Equality Officers

Actors / players	Gender Equality Officers
Time frame / schedule: Date to achieve	Information pages introduced: 06/2025
Costs, equipment, financing	Included in the core budget
Evaluation procedure and time plan	This measure is evaluated annually by the Gender Equality Commission.

## Action field 4 „Needs of trans and non-binary people“

Diversity is one of the GWDG's strengths and therefore a broad gender diversity has long been a reality at the GWDG. It is difficult to determine exact figures here, as the gender identity lived does not have to match the legal gender entry in the identity card. In addition to measures to reduce prejudice, which have already been covered in Action field 3, it is also important to support the needs of trans and non-binary people. The aim here is to provide an environment in which trans and non-binary people feel valued and safe.

### Measures to achieve the goals

Measure #4-01	
Title of the measure	Designation of gender-neutral restrooms
Action field	Needs of trans and non-binary people
Short description of the measure	The GWDG has moved into a new building, a second construction phase will not be completed until 2024. As a result, many things are still under construction and there are no gender-neutral restrooms yet.
Objective, target groups and indicators for success	Gender-neutral / unisex restrooms are designated in both internal and public areas
Localization within the organization/ Allocation of responsibility	Management
Actors / players	Administration, Management, Gender Equality Officers
Time frame / schedule: Date to achieve	Designation of gender-neutral restrooms in internal areas: 06/2024  Designation of gender-neutral restrooms in public areas: 06/2024
Costs, equipment, financing	Costs for signage
Evaluation procedure and time plan	This measure is evaluated annually by the Gender Equality Commission.

Measure #4-02	
Title of the measure	Hygiene products in the ladies' and unisex restrooms
Action field	Needs of trans and non-binary people
Short description of the measure	Menstruating people have costs for hygiene products that non-menstruating people do not have. Products provided free of charge contribute to greater equity.



<b>Objective, target groups and indicators for success</b>	Free hygiene products are provided in all ladies' and unisex restrooms.
<b>Localization within the organization/ Allocation of responsibility</b>	Head of Administration
<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	Free hygiene products in the ladies' and unisex restrooms: 12/2024
<b>Costs, equipment, financing</b>	Costs for hygiene products
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

## Action field 5 „Balancing work and family life“

GWGD strives to offer a family-friendly working environment. A company agreement on mobile working was concluded back in March 2020, which was extended in November 2021 to allow up to 100% of working days to be spent working from home under certain conditions. Around 110 employees have currently applied for mobile working and are already taking advantage of the increased flexibility.

### Measures to achieve the goals

Measure #5-01	
<b>Title of the measure</b>	Establish a parent-child room
<b>Action field</b>	Balancing work and family life
<b>Short description of the measure</b>	The GWGD has moved into a new building; a second construction phase will not be completed until 2024. As a result, many things are still under construction, including the required parent-child room.
<b>Objective, target groups and indicators for success</b>	Child carers should be given the opportunity to use the parent-child room for work on a daily basis.
<b>Localization within the organization/ Allocation of responsibility</b>	Head of Administration
<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	Usable parent-child room: 12/2024
<b>Costs, equipment, financing</b>	Costs for furnishing
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.

Measure #5-02	
<b>Title of the measure</b>	Use of external support, such as the pme Family Service, which the MPG uses, and use of the daycare places at Faßberg.
<b>Action field</b>	Balancing work and family life

<b>Short description of the measure</b>	The GWWDG is trying to establish the use of the pme Family Service as its own contractual partner, as use via the MPG has no longer been possible for some time. A continuation of the use of the Kita am Faßberg is being sought.
<b>Objective, target groups and indicators for success</b>	Use of the pme family service Use of the available places in the Faßberg daycare center
<b>Localization within the organization/ Allocation of responsibility</b>	Head of Administration
<b>Actors / players</b>	Administration, Management, Gender Equality Officers
<b>Time frame / schedule: Date to achieve</b>	Pme Family Service available from 10/2024. Continuation of the use of the daycare places at Faßberg
<b>Costs, equipment, financing</b>	Costs are to be covered by the budget.
<b>Evaluation procedure and time plan</b>	This measure is evaluated annually by the Gender Equality Commission.