

PROGRESS REPORT TO THE HZB-GENDER EQUALITY PLAN 2021- 2025

Statistical material and contents actualized annually,
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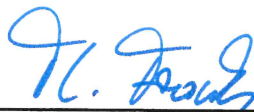


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Helmholtz-Zentrum Berlin für Materialien und Energie
Hahn-Meitner-Platz 1
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The Management
Progress report on equal opportunities for men and women at HZB 2021
(Dec 2022)



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Preamble

The Helmholtz-Zentrum Berlin für Materialien und Energie (HZB) considers equal opportunities independent of gender, and the improvement of work-life balance to be priority management tasks.

The HZB's scientific programme is mainly based in physics, chemistry, and materials science.

In these fields women are underrepresented at all career stages, as well as in the scientific support infrastructure. For this reason, HZB has implemented a variety of measures to improve both equal opportunities and work-life balance.

Below, there is a description of the situation and goals for gender equality in 2021 and beyond, as well as measures to reach these goals and to improve the compatibility of work and family life.

The HZB is jointly funded by the German Federal Ministry for Education and Research (BMBF) and the State of Berlin. Its legal framework for gender equality consists of the "Ausführungsvereinbarung Gleichstellung" (AV-Glei = equal opportunity implementation agreement) of the Joint Science Conference of the German Federation and the Federal States (GWK). With the BMBF, HZB has drawn up an agreement based on the AV-Glei, which this gender equality plan complements.

Analysis of the current situation

Women's quotas in the individual staff categories

The first graph shows the quotas of women within each of HZB's staff categories, scientific staff (the largest group at the Helmholtz Zentrum, with 555 people), science support staff (236 people), and administration and infrastructure (413 people), as well as the overall proportion of women for HZB since 2009.

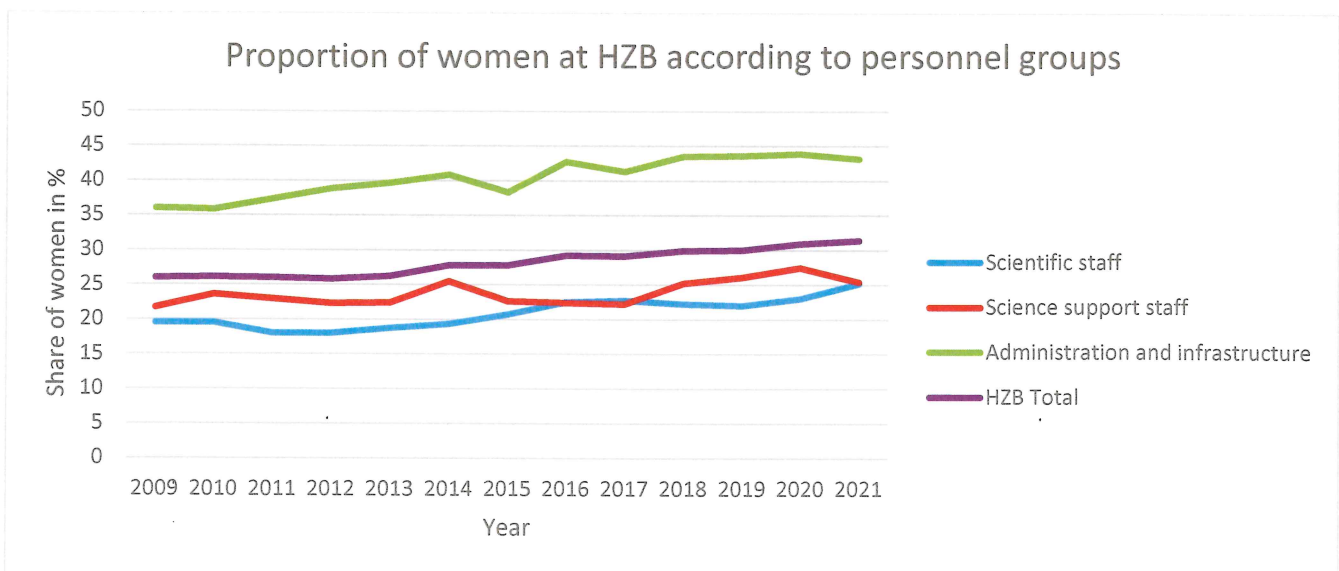


Chart 1: Proportions of women in the various staff groups at HZB since 2009

SOURCE: Annual Staff Summary 2021 (as of 8/31/2021), Personnel Department

The scientific-technical orientation of the centre is evident in both the science support staff and the scientific staff, with women currently accounting for 25.2% of the scientific staff and 25.4% of the science support staff (figures as of Aug. 31, 2021, source Personnel Dep).

In the scientific staff and in the HZB overall curve, we note a slight upward trend in the proportions of women; these follow the development of the graduate numbers (for more details see section on scientific staff below).

In contrast, there has been a slight decline in the proportion of women in administration and infrastructure as well as in science support staff.

The fact that in the administration of the HZB currently two of three department head positions (personnel and finances) as well as the head of the main administration department are occupied by women is to be regarded as positive. The departments "Proton Therapy", "User Coordination", "Manufacturing", "Internal Services" as well as four of seven staff departments are also headed by women.

Remunerations and Salaries

Chart 2 shows a bar chart for the salary grades E2-E15Ü (according to the federal public service pay scale, TVöD) and professorial pay grades W1-W3/C4 with the respective numbers of men and women. Across all salary grades, the proportion of women at HZB is currently over 30%, although not equally distributed. In lower wage groups, women are represented above average. The higher proportions of women in administration are reflected in the pay groups up to about E9. In pay group E12 (mainly senior science-supporting staff), women are underrepresented. The pay groups from E13 upwards are dominated by scientific staff with a share of women of 21.1%, which is also well reflected in the groups E13 (mainly doctoral students and postdocs on temporary contracts) and E15 (scientific team leaders and department heads). Women are underrepresented in pay group E14 (predominantly permanent scientific staff), and there is only one man at all in pay grade W1 as a junior professor.

There were no women upgraded to higher salary grades in 2021 among the scientific staff.

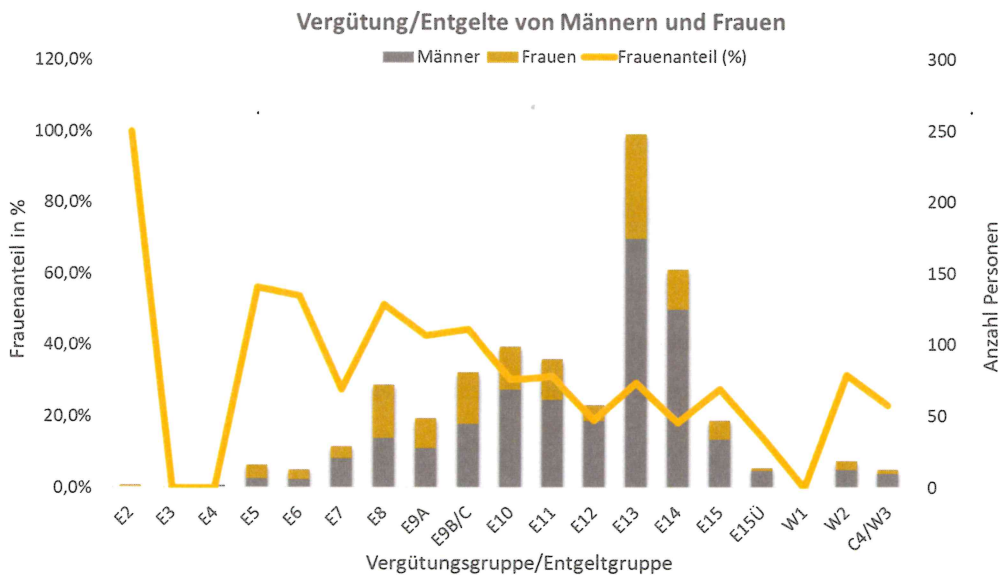


Chart 2: Salaries of men and women (Personnel Dep., March 2022)

Temporary contracts and permanent positions

Chart 3 shows that most temporary contracts will be found among the scientific staff. On average, female scientists at HZB have a temporary contract more often than their male colleagues (e.g., 48% of women among the scientific staff work on a temporary contract compared to 44.7% of men). The situation is similar for female engineers and technicians.

In 2021, women accounted for 25% of recipients of permanent contracts among the scientific staff (3), which is an acceptable proportion, but not a good one.

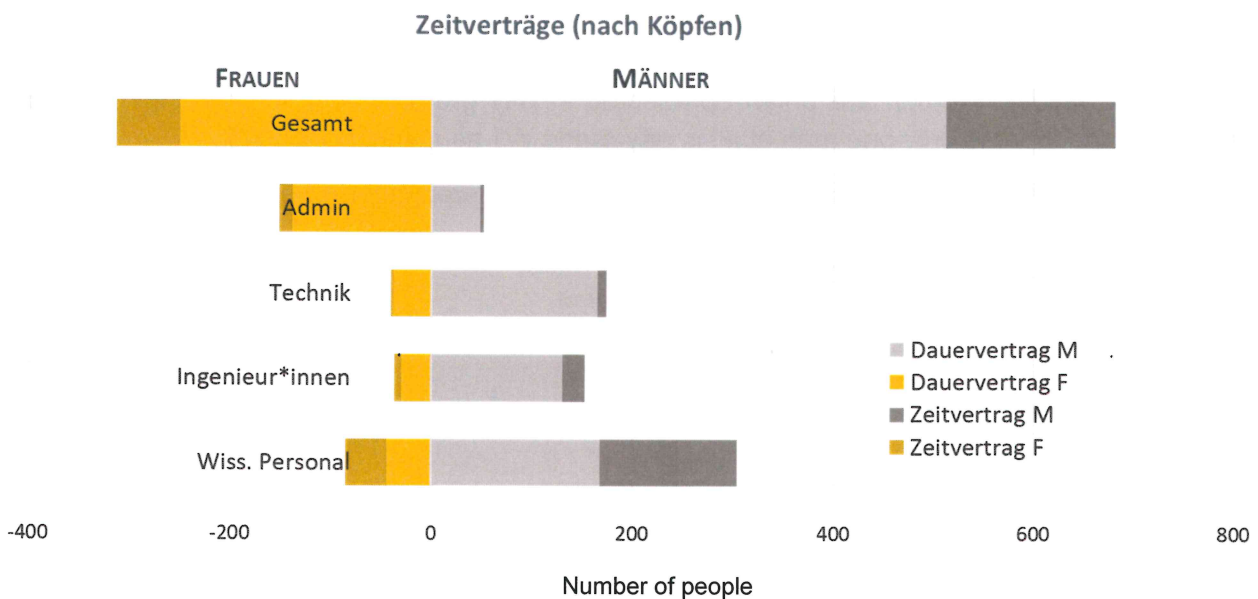


Chart 3: Temporary contracts and permanent positions of men and women at HZB (Personnel Dep., March 2022)

Personnel Measures

Table 1 shows the quotas of women in several personnel measures such as hiring, conversion of temporary contracts into permanent ones, etc. In each case, the figure is shown for *all* employee groups (grey) and, separately, the values for the scientific staff (doctoral candidates, post-docs and other scientific staff members). The scientific staff does not include the student assistants, who have a higher fluctuation. In terms of total staff, women are represented on average to above average in the measures mentioned.

Looking only at scientific staff, the proportions of women are significantly lower. The proportion of women among scientific staff has decreased slightly compared to 2020 (see chart 4). In the case of conversion to permanent position, women are represented in rather smaller proportions and there was also no woman among three salary grade upgrades in 2021. It should be noted that the overall figures are rather small and show corresponding statistical fluctuations.

Measures	Men	Women	Total	Share women
New Recruitments	131	73	204	35,78%
thereof scientific Personnel (without students)	52	19	71	26,76%
Conversion to permanent contracts	19	10	29	34,48%
(of which scientific staff excluding students)	9	3	12	25,00%
Upgrading in salary grades	8	2	10	20,00%
(of which scientific staff excluding students)	3	0	3	0,00%
Contract extensions	182	83	265	31,32%
(of which scientific staff excluding students)	102	40	142	28,17%

Table 1: Proportions of women in various personnel measures, Personnel Dep. Database for 2021

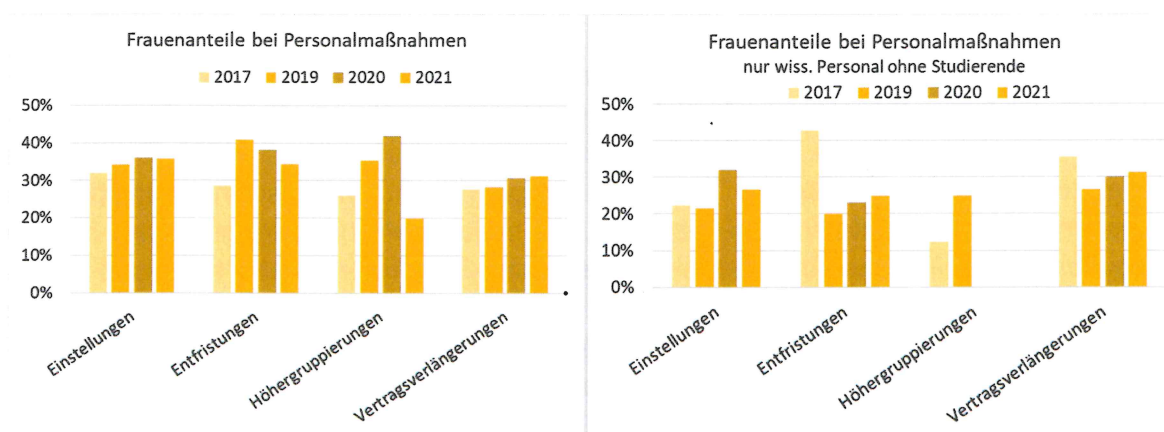


Chart 4: Development over time in the proportions of women in personnel measures, on the left for all personnel, on the right for scientific personnel excluding students (data from Personnel Dep. 2021).

Scientific staff

The scientific staff of HZB is recruited to approx. 70% from physics graduates (with a female graduate quota in the field of 23%), to 15% from chemistry graduates (female graduates 44.7%) and to 15% from engineering graduates (female graduates in this field 24.9%; figures competence/destatis for 2020). Overall, this results in a current average starting value of 26.5% (of graduates) for the proportion of women among scientific staff. In comparison, the percentage of female doctoral graduates at HZB is slightly below the number of female STEM graduates of 33.6%.

However, it must still be considered that the corresponding proportions of women in 1990 were 11.2% and in 2000 15.4%, so that a lower proportion of women can be expected among older scientific staff. The average age in this group is 55.

Remuneration group	Total scientific personnel	Including women	Share of women	TO 31.12.2025
W3/C4	11	3	27,3%	28,6%
W2/C3	18	6	33,3%	39,1%
W1	1	0	0%	50,0%
E 15 Ü TVöD/TV-L, ATB, S (B2, B3)	10	1	10%	28,6%
E15 TVöD/TV-L	24	6	25,0%	22,7%
E14 TVöD/TV-L	112	14	12,5%	17,7%
E13 TVöD/TV-L	325	84	25,8%	24,7%
Total	501	114	22,8%	
Among them doctoral students	109	33	30,3%	
Among them postdocs	74	19	25,7%	

Table 2: Proportions of women among academic staff in various pay grades (as of Aug. 31, 2021, figures for Pact Report).

With these data, the following diagram can be created for the scientific career stages at HZB (chart 5). The data show significant fluctuations, some of which are due to very small sample sizes, for example in the case of W1 professorships (there is currently only one junior professorship at HZB). On the other hand, the relatively low proportion of women of 12.5% among permanent female scientists in pay group 14 roughly corresponds to the age structure of this group, the majority of whom are graduates from the 1990s, when the proportions of women in their studies were correspondingly lower. The values for men and women are clearly different - the average percentage of women across all academic career levels is 22.5%; on the other hand, no systematic widening of the gap can be observed at this point; with the exception of W1 and E14 positions, the shares of women essentially correspond to the percentage of graduates or are slightly higher.

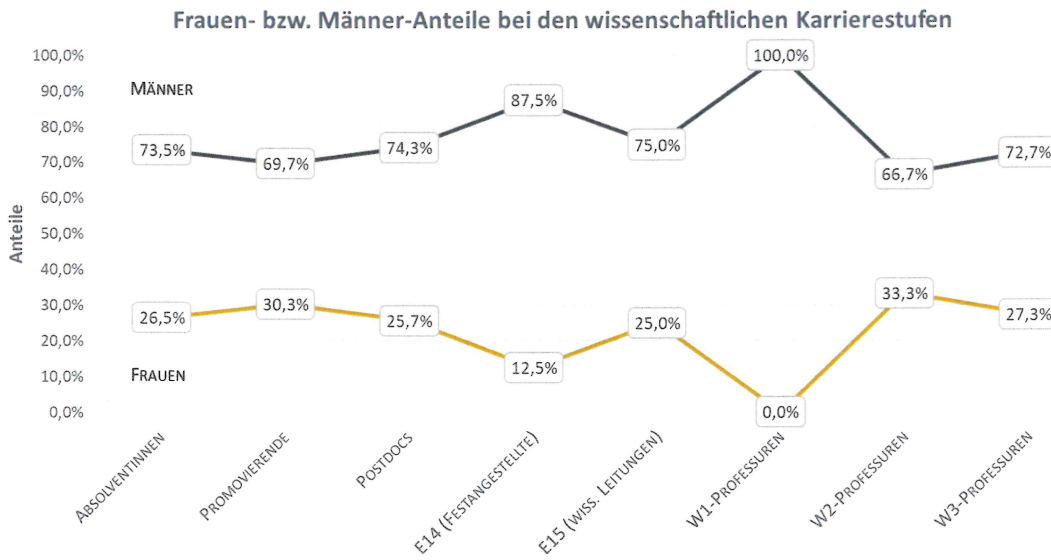


Chart 5: Diagram of scientific career paths for men and women at HZB (as of 12/31/2021, figures for Pact Report 2021).

In the case of professorships, the proportion of women is between just under and over 30%. Measured by the number of female graduates, this is comparatively high for a physics institute like the HZB. For comparison: nationwide, the proportion of female professors in the subject group mathematics/natural sciences was 19.9% in 2019, and only 16% for W3/C4 professorships (GWK materials, issue 75, see Chart 6). Overall, however, it must be noted that the absolute figures are very low and that the departure or upgrading of individual persons leads to fluctuations in the statistics.

Women's share of professorships in the mathematics and natural sciences subject group and at the HZB

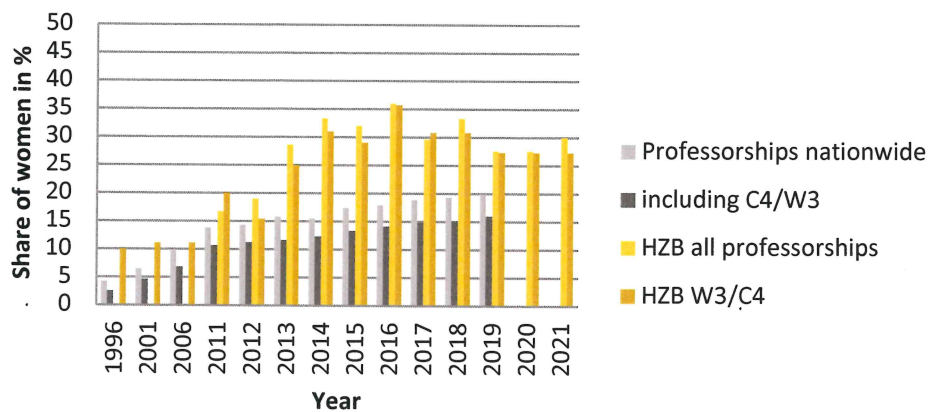


Chart 6: Proportion of women in professorships in mathematics and natural sciences nationwide, and in professorships at the HZB (nationwide figures from GWK materials, issue 75, HZB figures from Paktbericht 2021)

Proportion of women in management bodies and leadership positions

Except for the board of directors, which currently consists of two men, the main HZB management or advisory bodies have a women's quota of 33% or more.

In the HZB administration, two out of three leading positions (head of Personnel and Finance) are currently staffed by women, and the head of the Administration Department is a woman too.

The departments "Proton Therapy", "User Coordination", "Manufacturing", "Internal Services" as well as four out of seven "Management Staff" departments are headed by women. Of 40 scientific leadership positions (professors, heads of departments and scientific groups) 12 are held by women, which corresponds to a quota of 30%.

Board	Number of persons	Thereof women	Proportion of women
Supervisory Board	9	4	44%
Scientific and Technical Council (WTR)	24	8	33%
Scientific Advisory Council (SAC)	15	6	40%

Table 3: Proportions of women in HZB management bodies (as of Sep 2022)

Goals

There is a continuous and a particular need for action regarding the scientific staff of the HZB, where women are continuously underrepresented. Since 2012, the GWK (Joint Science Conference of the German Federation and Federal States) has regularly inquired about the current quotas of women in management positions and remuneration groups, serving as the basis for target values that are calculated using a cascade model. The current target quotas of women and the actual values for 31.12.2021 can be found in Table 4.

The starting value of the cascade is the proportion of female graduates in the HZB's subject combination (physics/chemistry/engineering), which is currently 26.5%. Except for the E14 and E15 positions, the target values and the female quotas for new appointments are above this baseline.

Target achievement at management levels

At the 2nd management level, the target of 40% has not yet been reached, but the target value is also very ambitious. The achieved share of women of 33.3% has remained constant since 2020 and is significantly above the average share of women of 19.9% for professorships in the subject group Mathematics & Natural Sciences, as well as above the weighted graduate shares of 26.5% of the subject fields represented at HZB.

At the 3rd management level, a share of women of 26.5% was achieved; the new target value is 31.4% for the end of the pact period in 2025. However, the share of women has already increased by 5.8% compared to the previous year 2020 due to the take-on of departmental management responsibility by three women.

In the case of independent research and junior research groups, the target of 28.6% has not yet been reached, as women have been and are being specifically appointed on this management level and their junior research groups have been and are being converted into departments (promotion to the third management level).

	Frauenquote – Entwicklung				Frauenquote – Ableitung und Ziel 2025				SOLL 31.12.2025										
	IST 31.12.2019		IST 31.12.2020		IST 31.12.2021		Prognose 31.12.2025												
	Anzahl davon Frauen	Frauen- quote (%)	Anzahl Personen	Frauen- quote (%)	Anzahl davon Frauen	Frauen- quote (%)	Anzahl Personen	Frauen- quote (%)											
Zeitreuebelegung ¹	2	0	0,0%	2	0	0,0%	2	0	0,0%	0	0	0	0	0	0	0	0	0,0%	
Erste Führungsebene ¹	2	0	0,0%	2	0	0,0%	2	0	0,0%	2	0	0	0	0	0	0	0	0,0%	
Zweite Führungsebene ¹	10	4	40,0%	9	3	33,3%	9	3	33,3%	10	4	40,0%	10	4	40,0%	10	3	30,0%	40,0%
Dritte Führungsebene ¹	24	3	12,5%	29	6	20,7%	34	9	26,5%	35	11	31,4%	35	11	31,4%	35	17	48,6%	52,9%
Leitung selbständiger Forschungs- und Nachwuchsuppen/Forschungseinheiten ²	12	4	33,3%	12	4	33,3%	9	2	22,2%	7	2	28,6%	7	2	28,6%	10	4	40,0%	40,0%
W3/C4	11	3	27,3%	11	3	27,3%	11	3	27,3%	14	4	28,6%	14	4	28,6%	14	4	28,6%	28,6%
W2/C3	16	5	31,3%	17	5	29,4%	18	6	33,3%	23	9	39,1%	23	9	39,1%	23	8	34,8%	62,5%
W1	2	0	0,0%	1	0	0,0%	1	0	0,0%	2	1	50,0%	2	1	50,0%	2	2	100,0%	50,0%
E 15 U TV60 TV-L, ATB, S, (B2, B3)	9	0	0,0%	10	1	10,0%	10	1	10,0%	7	2	28,6%	7	2	28,6%	7	3	42,9%	66,7%
E15 TV60 TV-L	22	5	22,7%	22	5	22,7%	24	6	25,0%	22	5	22,7%	22	5	22,7%	22	10	45,5%	30,0%
E14 TV60 TV-L	124	15	12,1%	123	16	13,0%	112	14	12,5%	124	22	17,7%	124	22	17,7%	33	3	9,1%	30,3%
E13 TV60 TV-L	288	71	24,7%	302	81	26,8%	325	84	25,8%	288	71	24,7%	288	71	24,7%	141	43	30,5%	30,5%

Table 4: GWK-Cascade with the proportions of women for scientific staff and targets for 2025, as of 31.12.2021, Data for Pakt-Report

Target achievement by pay group

W3/C4: The target of 28.6% has not yet been reached. The achieved share of women of 27.3% is constant and significantly above the average share of women of 16% for W3 professorships in the subject group Mathematics & Natural Sciences, as well as above the weighted graduate shares of the disciplines represented in the HZB (26.5%).

W2/C3: The target of 39.1% has not yet been reached, but the ACTUAL value has already increased by 3.9% to 33.3% compared to the previous year 2020 due to targeted S-W2 appointments of women.

W1: This is a very small group of people - currently HZB has only one W1 professorship.

E15Ü positions: Almost exclusively the heads of the joint research groups with the universities appear here.

For the E15 and E13 positions, the 2025 targets have already been met or slightly exceeded.

E14: Here, the proportion of women remained almost constant compared to the previous year (2020 - 13%, 2021 - 12.5%). The target value of 17.7% has not yet been reached. This group of persons is the permanent scientific staff of the HZB, in which the proportion of women still reflects the earlier, relatively low proportions of women in the natural sciences.

Measures for improving equal opportunities and work-life balance

Resources and organization

In December 2021, a new Equal Opportunity Officer was elected at HZB, as the previous EO did not candidate for election after almost 16 years. The new Equal Opportunity Officer is exempted from her 75% position for 50% of her duties. Two of the three deputies of the Equal Opportunities Officer as well as the assigned assistant (15%) are also new in their responsibility.

The Equal Opportunity Officer and her representatives are involved in the administrative processes of hiring employees, terminating employment contracts, conversions of temporary into permanent contracts, allocation of performance bonuses and in appointment procedures. She is a member of selection committees and attends meetings of the Supervisory Board as a guest where she reports once a year.

The "Office for Work and Life" (OWL) provides information to employees on family-friendly measures at HZB, allocates nursery places, provides information on regulations of parental and pregnancy leave and on the family services.

The OWL is linked to the Human Resources department and is staffed with 0.5 FTE. The expenditure for measures in 2021 amounted to around EUR 67 thousand (mainly for day care places and family service).

Recruitments

All recruitment procedures are monitored by the Equal Opportunity Representative or one of her deputies. They have access to all job application documents, they must be informed before interview invitations are sent out, they can invite additional candidates, and they must approve the decision.

Since the Equal Opportunity Officer and 2 of her deputies, as well as the supporting assistant are new to the position, there is a learning curve involved and cooperation procedures with the personnel department as well as tender managers need to be (re)established. The goal is to make the hiring process more transparent, re-introduce the role of Equal Opportunity representatives to the staff, and increase equal opportunity also to people of diverse backgrounds. Envisioned is a guide on equal opportunity hiring procedures as was planned as part of the diversity audit.

HZB counters the low number of female applicants (29%), for example with a revised layout for job advertisements, which is intended to emphasize that the HZB as an employer offers an attractive personnel development program in addition to a challenging and international working environment, as well as numerous measures for the compatibility of career and family. For all salary groups, positions are also advertised externally in most cases. In the further course, the portals in which job advertisements are placed should also be reviewed regarding their use and accessibility for women in the target groups, and new portals should be added in a targeted manner.

Appointments

Appointment committees, selection panels or nominating reviewers should have proportional representation of women.

Potential female applicants are specifically addressed through talent scouting and invited to apply for advertised positions or for the funding programs of the Helmholtz Association, such as the recruitment initiative (Helmholtz Distinguished Professorship), the program to promote the initial appointment of excellent female scientists (W2/W3), or the Helmholtz Young Investigators Group Program.

However, as of 2021, due to cuts in the Helmholtz Impulse and Networking Fund, the W2/W3 initial appointment program was initially discontinued, and the number of Helmholtz Young Investigators Groups was reduced to a total of nine. Helmholtz's W2/W3 program (new program name "Promotion of First Appointments of Excellent Women Scientists (W2/W3)") was continued in 2021. It financially supports W2/W3 positions for excellent female scientists for 5 years. So far, three female W2 professors have been co-financed by this program at HZB.

The Helmholtz Recruitment Initiative also pursues the goal of attracting excellent scientists from abroad to the Helmholtz Association. So far, three female W3 professors have been recruited for HZB through this initiative.

Pay grades

The payment classification of female scientists is reviewed regularly and adjusted if necessary. To support senior male and female scientists in the process of upgrading of pay grade, a catalogue of criteria for the pay grading of scientific staff in accordance with the terms used at HZB has been developed.

Mentoring and in-house support programs

The Helmholtz mentoring program "Helmholtz Advance" (originally a women-only program, since 2018 also open to men, target group were postdocs and employees in administration and infrastructure in critical career decision phases) was discontinued in 2021 due to cuts of the Impulse and Networking Fund. There are efforts on the part of the Helmholtz Association to absorb benefits from this program and to offer a new format.

The Helmholtz Academy offers training programs for prospective managers, 3 out of 4 HZB nominations are female (1 female scientist, 1 female science manager, 1 female infrastructure staff member).

In addition, the following workshops, among others, were held with high participation by the female workforce:

- Women Empowerment and Leadership
- Equality and Diversity in Science
- Unconscious Bias Training
- Gender-sensitive language in everyday work

Compatibility measures in the work organization

HZB has concluded company agreements on teleworking, mobile working, and flexible working time arrangements with electronic working time recording, which make it possible to organize working time individually within the framework of operational requirements. Following the experience gained during the Corona crisis, the company agreement on mobile working was revised and expanded (mobile working is currently possible on up to three days per week). Employees are also entitled to take at least one day off per month from flexitime credits.

Vacation times are to be kept free of events as far as possible; in addition, the OU managers are required to take the concerns of employees with school-age children into account when planning vacations. A family-friendly time corridor of 9:00 to 16:00 has been agreed for meetings and events.

Family-related absences

Beyond the regulations in the German law on temporary contracts in science (Wissenschaftszeitvertragsgesetz, WissZeitVG), the HZB extends temporary contracts for female scientists to compensate for times when health and safety regulations keep them from work in laboratories due to pregnancy. These extensions and the extensions according to the WissZeitVG can be settled unbureaucratically via the Equal Opportunity Cost Centre if no other funding option is available.

Childcare and Family Services

During the continuous Corona pandemic in 2021, there was an increased demand for the services of the HZB Compatibility Office OWL and the external service provider Benefit@Work and its consulting and hands-on services. In many cases, this involved securing childcare (a particularly high increase was recorded compared to 2020), KITA places, special leave regulations and, in general, issues relating to mindfulness, elderly care and parental leave.

Diversity audit - measures related to equality

The HZB has been undergoing the diversity audit of the Stifterverband since the fall of 2020, and certification took place in the fall of 2021. Although equality between women and men is only one aspect of diversity, several topics that contribute directly to equality were addressed in the audit. This resulted, for example, in training courses on unconscious bias and the development of a guideline for dealing with harassment, discrimination and bullying, which was completed in May 2022, as well as on diversity-sensitive/gender-appropriate language.

