

Note: This is not an official or legal translation but a working aid for those in need of understanding the content of the "WIAS-Gleichstellungsplan für den Zeitraum 2020–2023".



**Weierstrass Institute
for
Applied Analysis and Stochastics**

Leibniz Institute in Forschungsverbund Berlin e.V.

**Gender Equality Plan
for the years 2020–2023**

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Preamble

The equality of people of different sexes and their realization is very important to WIAS. Equality is firmly anchored in the institute's leadership model: "We lead in a family-conscious and gender-oriented manner".

WIAS also sees the goal of tapping the "full potential of excellent male and female employees", as the Leibniz Equality Standards describe it. Achieving this goal requires sustainable measures.

The institute is committed to the Leibniz Equality Standards and the *Research-oriented Standards on Gender Equality* of the German Research Association (DFG). A matter of course for the WIAS are the legally stipulated measures for professional equality, which have been emphatically supported for many years through activities of various kinds and supplemented by a dynamic portfolio of equality measures tailored to the needs. The guiding principles of WIAS are to promote the equal cooperation of people of different sexes in research and administration and to carry out changes in a sustainable way so that equal opportunities exist in all areas of the institute.

Equality in science will be promoted significantly through the compatibility of work and family. To this end, the WIAS has a catalog of measures and support options that are regularly adapted to the needs of the employees. In order to achieve a continuous implementation of a family and life phase-conscious design of the workplace, the institute regularly takes part in appropriate professional audits.

It should also be noted here that, in addition to the goals in the area of equality, the implementation of measures to maintain and improve equal opportunities at the institute is an essential goal for the WIAS.

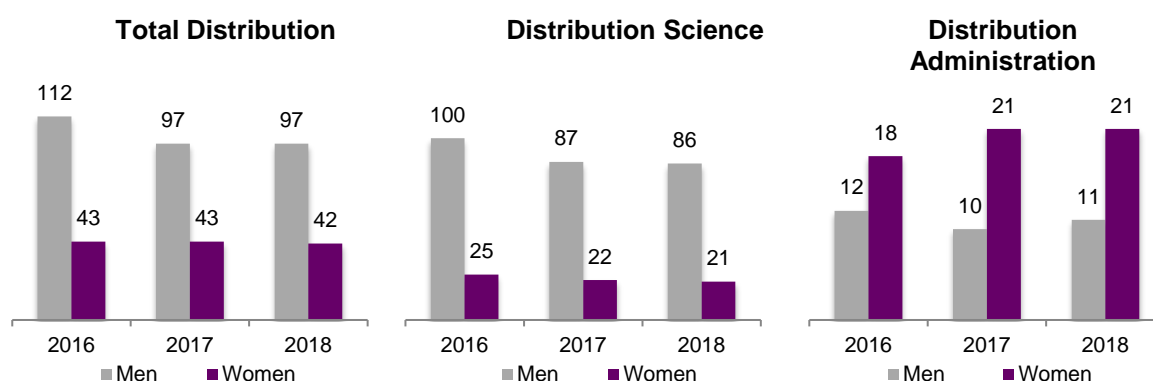
The basis of this Equality Plan is the Federal Equal Opportunities Act of April 24, 2015 (Federal Law Gazette I, p. 642, 643), which has been amended by Article 3 of the law of December 23, 2016 (Federal Law Gazette I, p. 3191). The DFG has developed *Research-oriented Standards on Gender Equality* that were adopted by the Leibniz Association as part of a voluntary commitment already in 2008 and confirmed by the member institutions in 2017.

The present Gender Equality Plan replaces the WIAS Gender Equality Plan of July 7, 2016.

1 Inventory for the Years 2016 to 2018

1.1 Employment Structure by Gender

The following figure gives an overview of the development of the employment structure at WIAS in the years 2016 to 2018. The ratio of male to female employees fluctuated around 70:30. It is largely determined by the ratio of male scientists to female scientists, which was quite constant between 2014 and 2018 at 80:20. In the administration, an almost constant number of female employees was employed over the same period, while the number of male employees fell.



1.2 Job Applications and Recruitment

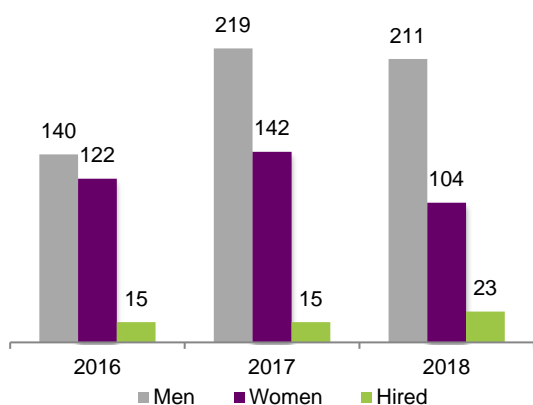
The job application and recruitment situation from 2016 to 2018 is illustrated using the following tables. It must be taken into account that there were occasional advertisements without a subsequent appointment or that several positions were advertised at the same time.

Total (Science/Administration)			Percentage of Men				Percentage of Women			
			Applications		Hired		Applications		Hired	
Year	Applications	Hired	Absolute	in %	Absolute	in %	Absolute	in %	Absolute	in %
2016	262	15	140	53,4	9	60,0	122	46,6	6	40,0
2017	361	15	219	60,7	8	53,3	142	39,3	7	46,7
2018	315	23	211	67,0	15	65,2	104	33,0	8	34,8

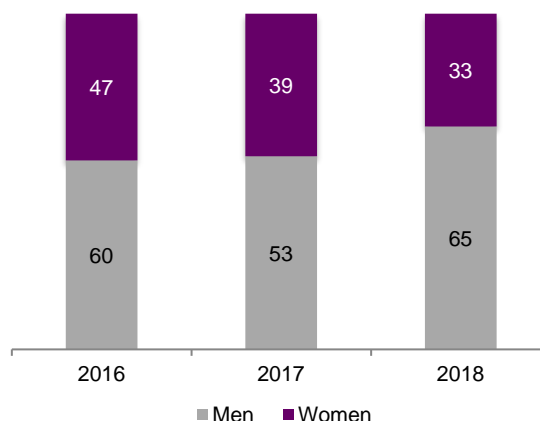
Scientific tenders only			Percentage of Men				Percentage of Women			
			Applications		Hired		Applications		Hired	
Year	Applications	Hired	Absolute	in %	Absolute	in %	Absolute	in %	Absolute	in %
2016	162	14	103	63,6	9	64,3	59	36,4	5	35,7
2017	211	14	162	76,8	8	57,1	49	23,2	6	42,9
2018	217	17	168	77,4	14	82,4	49	22,6	3	17,6

Tenders of administration only			Percentage of Men				Percentage of Women			
			Applications		Hired		Applications		Hired	
Year	Applications	Hired	Absolute	in %	Absolute	in %	Absolute	in %	Absolute	in %
2016	100	1	37	37	0	0	63	63	1	100
2017	150	1	57	38	0	0	93	62	1	100
2018	98	6	43	44	1	17	55	56	5	83

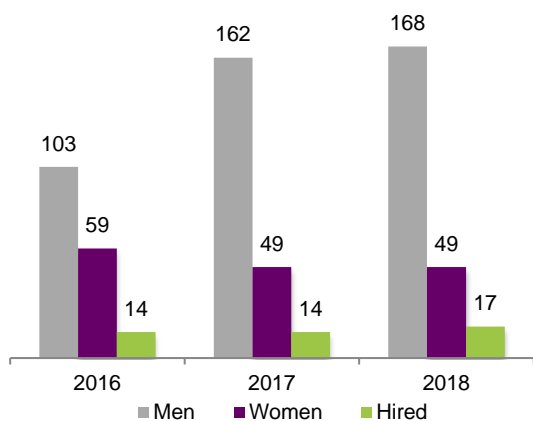
**Total of applications
(Science & Administration)**



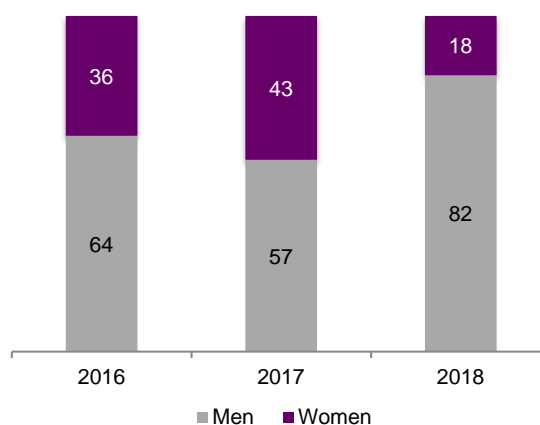
**Percentage of Applications
(Science & Administration)**



Applications Science



**Percentage of applications
(Science)**



In order to allow a more detailed consideration of the above figures, the following table shows the breakdown into internal and external announcements by scientific positions.

Scientific tenders		
Year	Total	Thereof internal
2016	13	8
2017	16	2
2018	19	3

It should be noted that internal announcements typically relate to project extensions or subject continuations of ongoing projects. In conclusion, internal announcements do not lead to any change in the gender balance through recruitment.

If one compares the data situation with that laid down in the 2016-2018 Gender Equality Plan for the years 2013 to 2015, it is noticeable that the total number of applications in the scientific field has fallen sharply, but WIAS is pleased that the proportion of female applicants has increased. The proportion of women in recruitment has also increased enormously. The three-year average of the percentage of female applications in the science field rose from 17% in the period 2013-2015 to 27% in the

period 2016-2018. For recruitment, there was an increase from 24% to 31%. It is clear that the proportion of women employed is higher than the proportion of women in applications. This is evidence of a gender equality-oriented selection process that gives preference to the underrepresented gender with the same qualifications.

The proportion of women in master's degrees in mathematics in the years 2016 to 2018 is at a three-year average of 32%¹, for doctorates of 27%¹. The proportion of female applicants in the academic field at WIAS averaging 27% can therefore be rated as good, as the applications not only relate to doctoral positions, but also to postdoc positions. At this career level, the proportion of women in mathematics is generally even lower than among doctoral candidates. Thanks to the gender equality-oriented application selection process, the percentage of women scientists is again raised to the level after completing the master's phase.

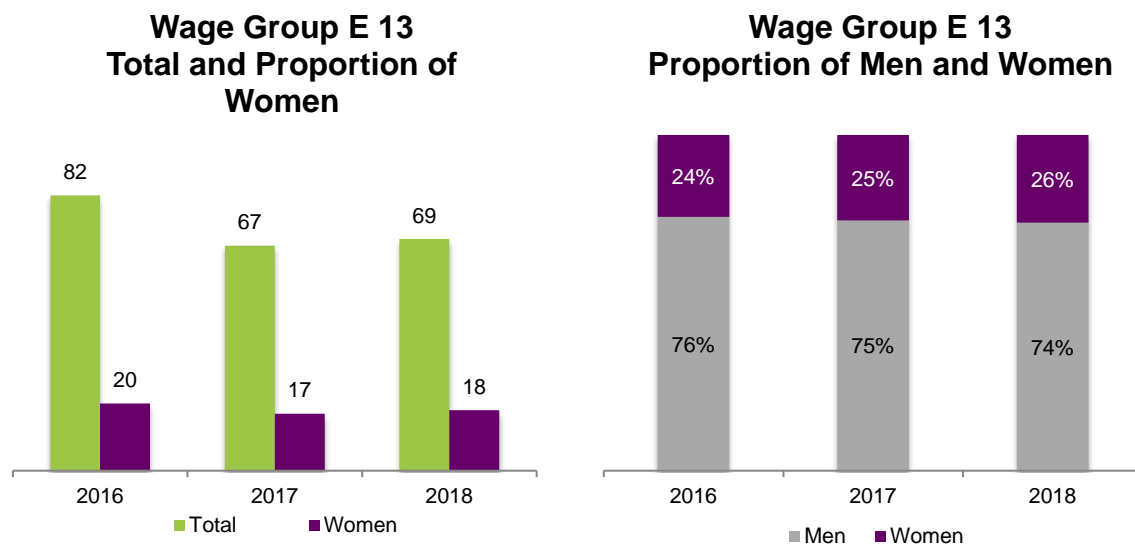
In the administrative area, the proportion of male applicants is lower than that of women, which is also reflected in the hiring situation.

1.3 Distribution of Women and Men by Wage Groups

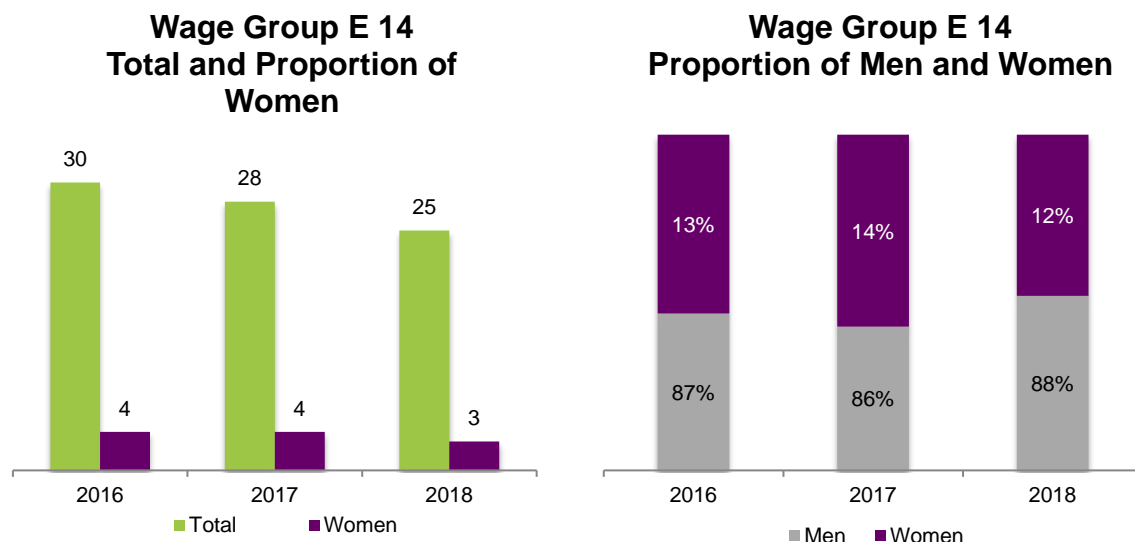
In the wage groups E13 and E14, the proportion of women in 2016 was 24% and 13%, in 2017 25% and 14%, and in 2018 26% and 12%.

According to the German collective pay agreement for the public sector TVoED, scientists are grouped into wage groups E13 and higher. In 2018, the proportion of women scientists in E13 was 24% and in E14 13%.

While there were no women in the three highest remuneration groups at the time when this document was drawn up, the proportion of women in groups E8 and E9 was 100% and in E10 33%.



¹ Federal Statistical Office (destatis) 2020 and own calculations by the Competence Center Technology-Diversity-Equal Opportunities e.V.: <https://www.komm-mach-mint.de/Service/Daten-Fakten/MINT-Datentool>



1.4 Distribution of Women and Men by Third-Party-Funded Positions

As a rule, third-party-funded positions are acquired in wage group E13 at WIAS, occasionally also positions in lower pay groups, as well as positions in E14. In wage group E13, the proportion of women was 20% in 2016, 15% in 2017 and 14% in 2018. E14 positions were not occupied by women.

The tables in the appendix on p. 17 only show the wage groups from E13 upwards, because third-party fundraising in the administrative area (typically E11 and lower) is very rare.

1.5 Distribution of Women and Men by Type of Contract

The tables in the appendix on p. 19 record the distribution of women and men by type of contract and area (academic / administrative). It should be noted here that in the administrative area, in addition to a few project employees, after a two-year limited position, a permanent contract is concluded. The comparatively high number of employees hired on a fixed-term basis can be explained by this strategy, but in particular also by the fixed-term hiring of student assistants.

1.6 Gender Structure for Permanent Contracts

The following table shows the development of permanent contracts in the years 2016 to 2018.

Total (Science/Administration)			Proportion of Men Contracts made permanent		Proportion of Women Contracts made permanent	
Year	Contracts made permanent - total	Administration	Absolute	in %	Absolute	In %
2016	1	1	0	0	1	100
2017	4	1	2	50,0	2	50,0
2018	3	0	2	66,6	1	33,3

After a permanent stop due to the change in the institute's management in 2016, permanent positions in the scientific area were filled again from 2017. The male to female gender ratio of the employees in the permanent positions is 2:1 and thus reflects the current relationship in the employment situation.

1.7 Promotion of Young Talent and Training

The tables in the appendix on p. 21 show the ratio of men to women in doctoral positions and in the trainee area for the period from 2016 to 2018. The proportion of women on doctoral positions fluctuated within the period under review: 21% in 2016, 32% in 2017, 24% in 2018. Compared to the previous three-year period, a significant increase was achieved.

For doctorates in mathematics, the proportion of women in Germany averaged 27% from 2016 to 2018. Here, a development potential for the WIAS has been recognized in the junior area. The WIAS developed a female master's program for 2020 to familiarize female mathematics students with the institute through employment as student assistants during their studies.

The WIAS offers two apprenticeships for mathematical-technical software developers (MATSE) every three years. The aim of the selection process is to fill the apprenticeships with gender equality. This was again successful for 2016 and 2017. In 2018, the female trainee broke off the training for personal reasons.

1.8 Women in Leadership Positions

In the years 2016 to 2018 the WIAS was divided into eight research groups (FGn), several temporary smaller research units on the flexible research platform (FFP) as well as the service units directorate, administration, computing department, library, and Secretariat of the International Mathematical Union (IMU).

The institute is managed in accordance with paragraphs 8 and 9 of the statutes of the Forschungsverbund Berlin e.V. in the cooperation of the institute director and managing director of FVB. The director is advised by the group leaders and the heads of the service units of the institute during the Director's Meetings. Women are still underrepresented on this governing body.

Since 2009, the first appointment procedure to fill a management position in a research group began in 2016, as the head of a research group retired in April 2016. The first place on the list of appointments was given to a female scientist. However, she did not accept the call.

In 2016, there were four temporary research units at the FFP. Two of them (a group of young women scientists funded by the institute and an ERC group funded by a European Research Grant) were led by women scientists.

In 2017, WIAS set up an independent Weierstrass group at the FFP. It is led by a female scientist.

Filling the position of the head of the computer department after the former head retired turned out to be very difficult. At long last, an in-house solution was found in which an employee from the computer department took over the management position.

A suitable woman was found to lead the administration after the position became vacant.

1.9 Compatibility of Work and Family in Terms of Equality

The aim of promoting the compatibility of work and family at the institute is a lived family-conscious work culture with employees who stay healthy, who are satisfied with their working conditions and who are motivated to perform well. In the awareness of its importance, the compatibility of work and family is a constant item on the agenda in the Director's Meetings of the WIAS. It is also an important aspect for equality.

The WIAS has been certified by the *berufundfamilie* (workandfamily) audit since 2013. After the auditing, it has successfully passed the re-auditing "optimization" and is currently in the process of the re-auditing "consolidation". The institute would like to retain its staff positively and optimize its attractiveness, especially in the international competition for top performers, especially among young female and male scientists.

Measures to promote the compatibility of work and family support equality on the two-way principle. Starting with the focus on family, they facilitate the performance of professional tasks. Starting from the other side, namely with the main focus on the job, they facilitate the performance of family tasks - and thus promote the relief of any other task-bearers in the family with a possible positive effect on their professional life. The goal is a living balance while overcoming the discrimination of people based on their gender over the long term.

Important previous measures to promote the work-life balance at the institute are listed below:

- Since 2015, there has been a works agreement (BV) on the compatibility of work and family.
- In the context of the employee interviews, which take place at least once a year, reference is made to the support options for reconciling work and family in accordance with the above BV.
- On the WIAS intranet, the work and family page is continuously updated with information on the topic, especially information for new employees
- The WIAS finances its employees a free brokerage of family, household and garden services through an external provider.
- The family-conscious work organization has been and will be further optimized.
- Important events such as institute seminars, colloquia or courses should, if possible, end before 4:15 pm in order to enable employees with families to regularly participate in these events.
- A parent-child room was set up in 2013, and its equipment is constantly being improved.
- An extension of the employment contract by parental leave is also granted for employees who are temporarily employed through third-party funds.
- As long as it does not conflict with operational requirements and legal regulations, employees are able to flexibly arrange their place of work and working hours for taking parental leave or caring for relatives. The agreement on this is

to be made in consultation with the head of the respective group and with the institute's management.

- The WIAS organizes workshops for topics relevant to reconciliation. Among other things, this includes the topics of burnout or caring for relatives.
- A fund was created for the prompt, uncomplicated financing of measures for equal opportunities.
- The institute supports dual careers, e.g., through support in the job search for partners. This is done in particular in cooperation with the Berlin universities and their dual career centers.

The following two tables give an overview of the extent to which parental leave or parental part-time work and the use of flexibility through leave within the framework of the Works Agreement (BV) to better reconcile work and family were taken.

Parental Leave & Part-Time Parental Leave						
Year	Women		Men		Total	
	Number	Total months	Number	Total months	Number	Total months
2016	1	2	3	15	4	17
2017	5	21	6	12	11	33
2018	6	24	4	12	10	36

Use of Flexibilization through Time off in the frame of the Works Agreement on Reconciliation of Work and Family (established starting July 2015)			
Year	Women	Men	Total
2016	0	4	4
2017	2	7	9
2018	1	2	3

2 Goals for the Years 2020 to 2023

2.1 Forecasts

The following three tables² provide an overview of fluctuations up to 2025 for positions that were filled on December 31, 2018.

Science Budget As of 31.12.2018		Proportion of Men		Proportion of Women		Staff Turnover until 2025		Proportion of Retirements		Proportion of Terminations due to German Act on Tempo- rary Scientific Contracts	
Wage Group	Σ	Σ	in %	Σ	in %	Σ	in %	Σ	in %	Σ	in %
C4/W3	6	6	100,0	0	0,0	2	33,3	2	100,0	0	0,0
BAT I/E15	4	4	100,0	0	0,0	2	50,0	2	100,0	0	0,0
E14	25	22	88,0	3	12,0	10	40,0	7	70,0	3	30,0
E12/13	65	48	73,8	17	26,2	59	90,8	0	0,0	59	100,0

Administration Budget As of 31.12.2018		Proportion of Men		Proportion of Women		Staff Turnover until 2025		Proportion of Retirements		Proportion of Terminations due to German Act on Part- Time Work and Fixed-term Em- ployment Con- tracts	
Wage Group	Σ	Σ	in %	Σ	in %	Σ	in %	Σ	in %	Σ	in %
E13	3	2	66,7	1	33,3	3	100,0	0	0,0	3	100,0
E11	3	3	100,0	0	0,0	0	0,0	0	0,0	0	0,0
E10	3	2	66,7	1	33,3	1	33,3	0	0,0	1	100,0
E9	6	0	0,0	6	100,0	1	16,7	0	0,0	1	100,0
E8	12	0	0,0	12	100,0	5	41,7	1	20,0	4	80,0

Total Budget As of 31.12.2018		Proportion of Men		Proportion of Women		Staff Turnover until 2025		Proportion of Retirements		Proportion of Ter- minations due to German Acts on Temporary Scien- tific Contracts and on Part-Time Work and Fixed-term Em- ployment Con- tracts	
TOTAL	127	87	68,5%	40	31,5%	83	65,4%	12	14,5%	71	85,5%

² Budget = Financing from the regular budget of WIAS.

In the science area, two positions in the management area at C4 / W3 level as well as in the wage groups BAT I / E15 will be vacated by entering professional retirement. For the former, a re-appointment through appointment procedures is sought. Due to a changed pay structure in the meantime, the latter is no longer applicable.

Almost a quarter of the E14 positions will become vacant by 2025 due to retirement due to age, another eighth is limited by the Science Temporary Contract Act until this point in time. After a change in the pay structure, positions in wage group E14 will no longer be assigned regularly, but as a rule to prevent head-hunting or for managerial tasks.

The majority of the institute's positions are grouped in E13. Over 90% of these positions are limited until 2025 due to the Science Temporary Contract Act.

In the area of administration, there will be hardly any fluctuations due to retirement until 2025. On the basis of the Part-time and Fixed-term Employment Law, some positions are limited in terms of the calendar, usually to two years prior to making them permanent, or for a specific reason.

2.2 Measures to Increase the Proportion of Women in the Scientific Field and to Promote their Careers

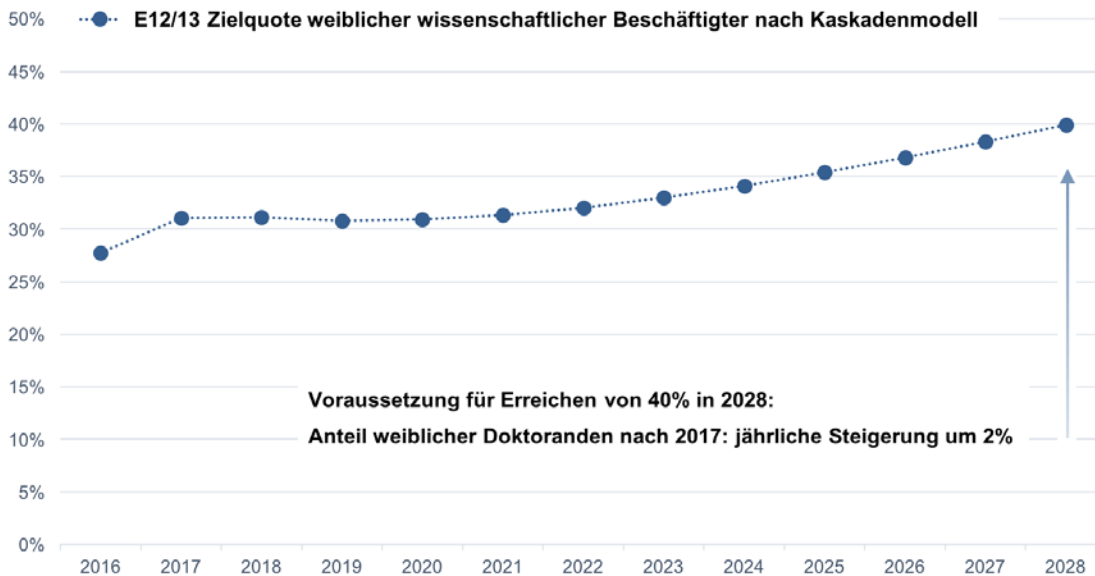
Personnel development.

An important goal in personnel development at WIAS is the implementation of strategic measures to increase the proportion of women in science. In Section 2.1, the expected fluctuations in budget positions until 2025 were considered, which will enable the positions to be filled and thus influence the gender ratio in the interests of equality.

Third-party-funded positions are usually limited to a shorter period, as projects are usually approved for a period of up to three years. The potential fluctuation frequency is correspondingly higher here. It should also be noted, however, that the institute's scientific work depends on sustainability and the experience of the scientific staff, so that employees are often employed across several third-party-funded projects.

Over 90% of the budget positions in wage group E13 are limited until 2025 due to the Science Temporary Contract Act. In 2018, the proportion of female scientists in E13 was 24%. This raises the question of a realistic target quota for the next few years. In the 2016 to 2019 Gender Equality Plan, the desirable goal of increasing the proportion of women in wage group E13 to 40% was addressed. Using an extrapolation based on the cascade model (see figure below), it was shown that in order to achieve the target in 2028, the proportion of women in the pool of potential applicants for the E13 budget positions would have to grow steadily³. Specifically, since 2017, an annual increase in the share of 2% would (have been) necessary to achieve the target. This requires a corresponding increase in the proportion of female university graduates. So far this has not been the case.

³ For the calculation, the entirety of all male and female doctoral students at the institute was used as the recruitment pool.



In table: E12/13 Target quota of female scientific employees in cascade model
 Prerequisite for achieving 40% in 2028:
 Proportion of female PhD students after 2017: 2 percent increase annually

On the basis of the personal data as of December 31, 2018, a target quota of 26% calculated using the cascade model is realistic for the year 2023, as set out in the WIAS's 2020 Program Budget. Nonetheless, the WIAS, together with cooperation partners, is actively trying to achieve a target rate higher than that estimated by the cascade model. The institute launched a female master's students program for 2020 to inspire female graduates to do a doctorate at WIAS.

Due to the application of wage group E14 against the background of the cascade model, a corresponding increase in the proportion of women in this group is to be expected. In 2018, the proportion of female scientists in E14 was 13%. On the basis of the personal data as of December 31, 2018, a target quota of 21% calculated using the cascade model is realistic, as stipulated in the WIAS 2020 Program Budget.

Women in Leadership Positions.

In the management area, three W3 positions, including a still vacant position, are to be filled by 2025.

The successor to the head of FG 7 had already been advertised as a W3-S professorship together with the Humboldt Universität zu Berlin. However, the first placed on the list, a woman, did not accept the call. A thematic realignment of the W3-S professorship is currently planned, before a new call for applications will be published.

It should be noted that gender equality measures result in fierce competition for women scientists on the international level. The successful appointments of women in management positions at WIAS (Young Scientists' Group, ERC) to professorships at other universities can be understood as an award for the scientific work and training at WIAS. As far as young scientists are concerned (female bachelors, but above all female masters) and especially in the area of the successfully filling of management positions with

external female candidates, the WIAS is dependent on personnel developments at other institutions in the academic field (university and non-university). All three W3-S professorships to be advertised offer the potential of recruiting top female executives for the WIAS.

Instead of a W1 / W2 professorship, the WIAS has decided to set up another Weierstrass group based on the example of an already very successful Weierstrass group, which is led by a woman scientist. This saves a time-consuming appointment procedure and opens up the possibility of increasing the proportion of women in the management of WIAS in a timely manner.

Conversion of time-limited contracts into permanent contracts.

To promote long-term career planning against the background of the strategic research orientation of the WIAS, permanent decisions are made in strategically important areas. In the case of equal suitability, women will be preferred to fill permanent positions until a balanced quota is reached.

Support measures.

Further measures to promote women in science at WIAS are:

- (i) Participation in *Leibniz Mentoring* and the *Management Training* of the Forschungsverbund Berlin e.V. Suitable women at WIAS are particularly advised of these possibilities.
- (ii) Sending women to outstanding (international) meetings.
- (iii) The visible organization of WIAS conferences by women and the preferential approval of funds for travel and guests for women have long been a common practice at WIAS and will be further strengthened.
- (iv) The WIAS is actively involved in the nationwide Girls' Day every year; on the one hand, to bring prospective female high school graduates closer to studying mathematics and the profession of a mathematician, and on the other hand, to help defuse the critical transition phase from school to university for them.

Employee interviews.

As a part of the employee appraisals, which take place at least once a year, managers and employees discuss possible qualification requirements. There is career coaching by the head of group.

In particular, it should be taken into account that employees of the underrepresented gender should be encouraged, if possible, by transferring higher-quality tasks or possibly by making their working contracts permanent if they are suitable.

Educational leave.

Educational leave and other qualification measures are granted. This includes, for example, work stays at other institutions in Germany and abroad.

2.3 Measures to Reconcile Family and Work

The WIAS successfully passed the optimization phase of the *berufundfamilie audit*. The institute is currently in the process of re-auditing in preparation for the consolidation phase. Here, the institute would like to consolidate its high standards in the area of the compatibility of work and family and further expand to meet the needs of its employees.

New measures include:

- The family and life phase conscious personnel policy is consolidated as a topic in the strategy workshops of the management.
- The management team exchanges ideas about specific leadership situations in the context of compatibility and about academic career advice for employees, especially postdocs.
- The WIAS offers individual advice on primary and secondary prevention in the event of psychological stress.
- In order to eliminate profound conflicts between employees, the WIAS offers the possibility of professional mediation or coaching of those involved with extensive confidentiality.

3 Parties to the Contract

The Institute Management is responsible for the concrete implementation of the measures and is supported by the Equal Opportunities Officer. The Works Council has the right to propose further measures in the context of the Gender Equality Plan.

Berlin, March 25, 2020

Director of WIAS

Berlin, Date

Managing Director of FVB

Berlin, Date

Equal Opportunities Officer of WIAS

A Appendix

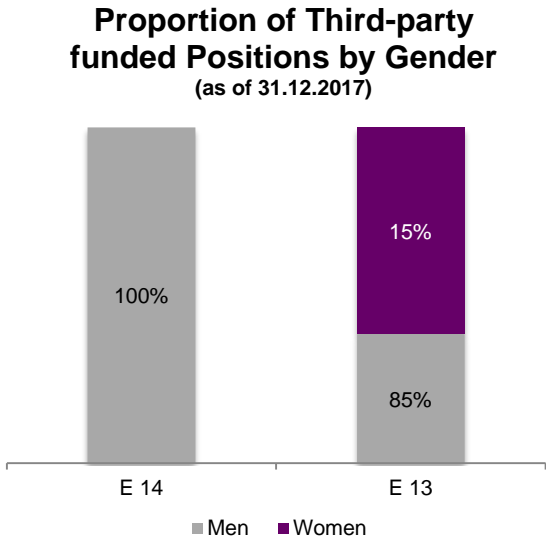
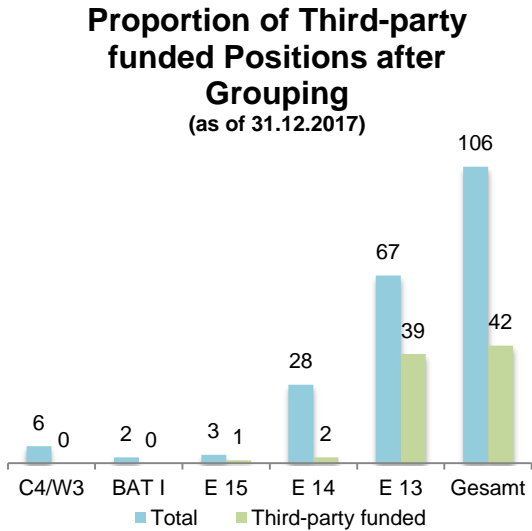
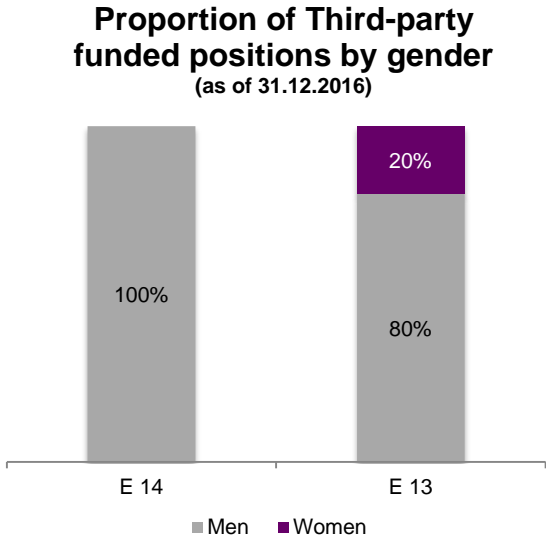
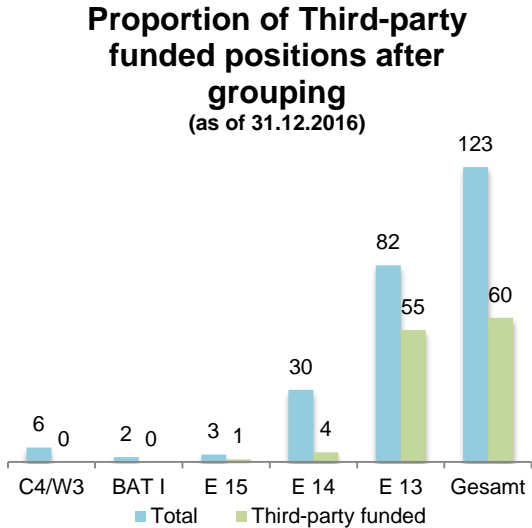
A1.3 Tables showing the Distribution of Women and Men by Salary Groups

As of 31.12.2016				Proportion of Men		Proportion of Women	
				Total		Total	
Wage Group	Total	Proportion of Scientists	Proportion of Women	Absolute	in %	Absolute	in %
C4/W3	6	6	0	6	100,0	0	0,0
BAT I	2	2	0	2	100,0	0	0,0
E15	3	3	0	3	100,0	0	0,0
E14	30	30	4	26	86,7	4	13,3
E13	82	80	19	62	75,6	20	24,4
E12	2	1	0	2	100,0	0	0,0
E11	3	1	0	3	100,0	0	0,0
E10	3	0	0	2	66,7	1	33,3
E9	6	0	0	0	0,0	6	100,0
E8	9	0	0	0	0,0	9	100,0
E6	0	0	0	0	0,0	0	0,0
Trainees	2	0	0	1	50,0	1	50,0
Student Assistant/Scholarship Holder	7	3	2	5	71,4	2	28,6
TOTAL	155	126	25	112	72,3	43	27,7

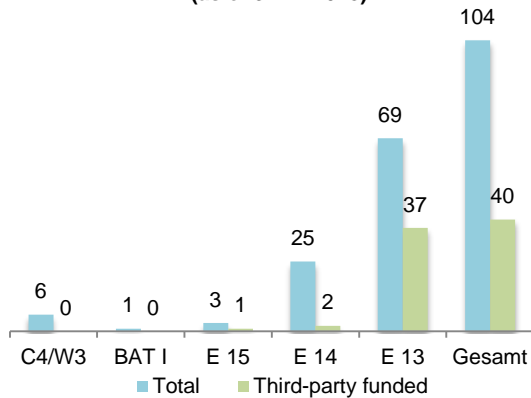
As of 31.12.2017				Proportion of Men		Proportion of Women	
				Total		Total	
Wage Group	Total	Proportion of Scientists	Proportion of Women	Absolute	in %	Absolute	in %
C4/W3	6	6	0	6	100,0	0	0,0
BAT I	2	2	0	2	100,0	0	0,0
E15	3	3	0	3	100,0	0	0,0
E14	28	28	4	24	85,7	4	14,3
E13	67	66	13	50	74,6	17	25,4
E12	2	1	0	2	100,0	0	0,0
E11	3	1	0	3	100,0	0	0,0
E10	3	0	0	2	66,7	1	33,3
E9	6	0	0	0	0,0	6	100,0
E8	10	0	0	0	0,0	10	100,0
E7	1	0	0	0	0,0	1	100,0
Trainees	2	0	0	1	50,0	1	50,0
Student Assistants/Scholarship Holders	7	3	2	4	57,1	3	42,9
TOTAL	140	110	19	97	69,3	43	30,7

As of 31.12.2018				Proportion of Men		Proportion of Women	
				Total		Total	
Wage Group	Total	Proportion of Scientists	Proportion of Women	Absolute	in %	Absolute	in %
C4/W3	6	6	0	6	100,0	0	0,0
BAT I	1	1	0	1	100,0	0	0,0
E15	3	3	0	3	100,0	0	0,0
E14	25	25	3	22	88,0	3	12,0
E13	69	68	17	51	73,9	18	26,1
E12	2	0	0	2	100,0	0	0,0
E11	3	1	0	3	100,0	0	0,0
E10	3	0	0	2	66,7	1	33,3
E9	6	0	0	0	0,0	6	100,0
E8	12	0	0	0	0,0	12	100,0
Trainees	1	0	0	1	100,0	0	0,0
Student Assistants/Scholarship Holders	8	4	1	6	75,0	2	25,0
GESAMT	139	108	21	97	69,8	42	30,2

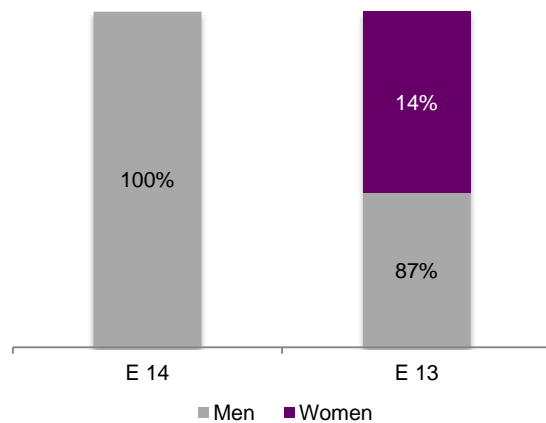
A1.4 Data on the Distribution of Women and Men by Third-Party-Funded Positions



Proportion of Third-party funded Positions after Grouping
(as of 31.12.2018)



Proportion of Third-party funded Positions by Gender
(as of 31.12.2018)

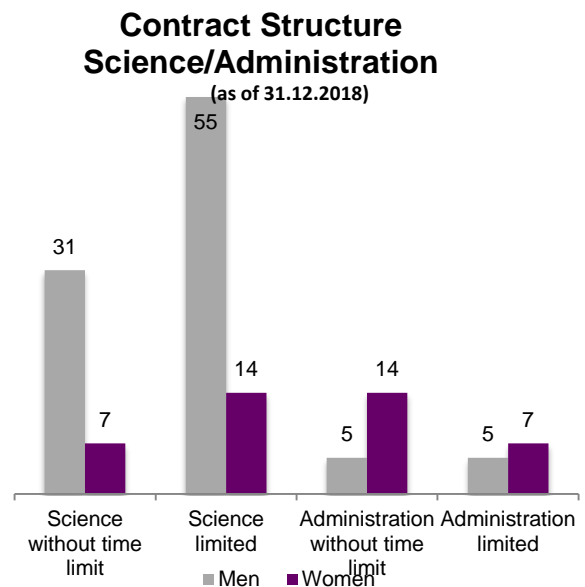
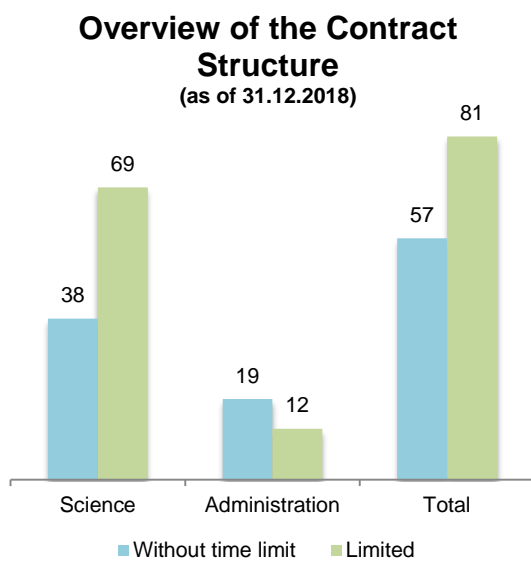
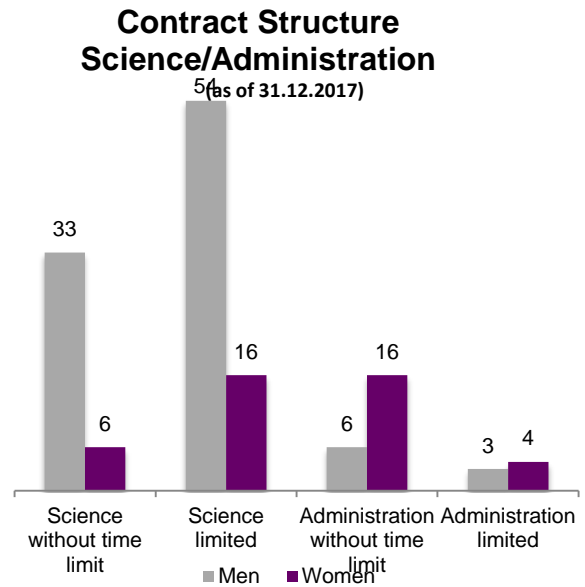
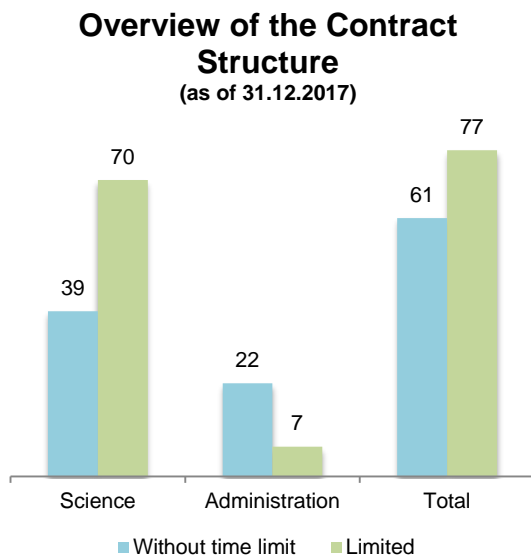
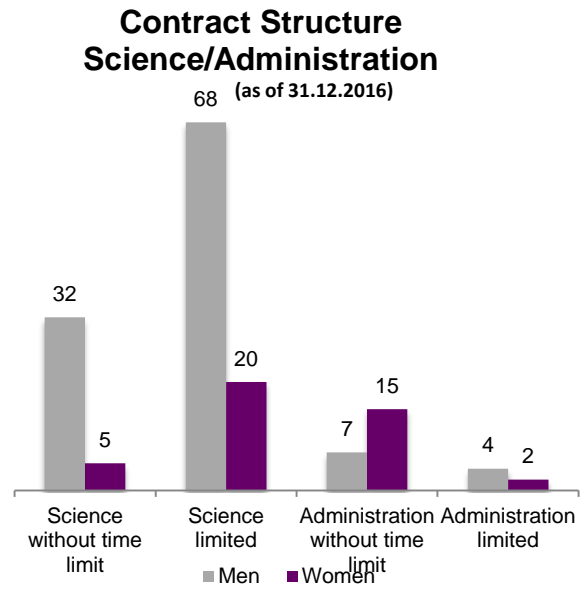
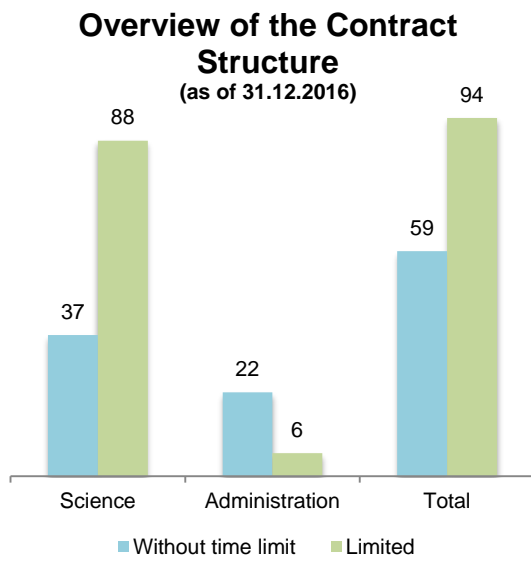


As of 31.12.2016				Proportion of Men Third-party funded		Proportion of Women Thirs-party funded	
Wage Group	Total Budget/Third-party funded	Proportion of Third-party funded Positions	Proportion of Women	Absolute	in %	Absolute	in %
C4/W3	6	0	0	0	0,0	0	0,0
BAT I	2	0	0	0	0,0	0	0,0
E15	3	1	0	1	100,0	0	0,0
E14	30	4	4	4	100,0	0	0,0
E13	82	55	20	44	80,0	11	20,0
TOTAL	123	60	24	49	81,7	11	18,3

As of 31.12.2017				Proportion of Men Third-party funded		Proportion of Women Third-party funded	
Wage Group	Total Budget/Third-party funded	Proportion of Third-party funded Positions	Proportion of Women	Absolute	in %	Absolute	in %
C4/W3	6	0	0	0	0,0	0	0,0
BAT I	2	0	0	0	0,0	0	0,0
E15	3	1	0	1	100,0	0	0,0
E14	28	2	4	2	100,0	0	0,0
E13	67	39	17	33	84,6	6	15,4
TOTAL	106	42	21	36	85,7	6	14,3

As of 31.12.2018				Proportion of Men Third-party funded		Proportion of Women Third-party funded	
Wage Group	Total Budget/Third-party funded	Proportion of Third-party funded Positions	Proportion of Women	Absolute	in %	Absolute	in %
C4/W3	6	0	0	0	0,0	0	0,0
BAT I	1	0	0	0	0,0	0	0,0
E15	3	1	0	1	100,0	0	0,0
E14	25	2	3	2	100,0	0	0,0
E13	69	37	18	32	86,5	5	13,5
TOTAL	104	40	21	35	87,5	5	12,5

A1.5 Data on the Distribution of Women and Men by Type of Contract



As of 31.12.2016		Proportion of Men				Proportion of Women			
		Total		Science / Admin.		Total		Science / Admin.	
Contract Type	Σ	Σ	in %	Science	Admin.	Σ	in %	Science	Admin.
Limited	94	72	76,6	68	4	22	23,4	20	2
Without time limit	59	39	66,1	32	7	20	33,9	5	15
Trainee	2	1	50,0	0	1	1	50,0	0	1
TOTAL	155	112	72,3	100	12	43	27,7	25	18

As of 31.12.2017		Proportion of Men				Proportion of Women			
		Total		Science / Admin.		Total		Science / Admin.	
Contract Type	Σ	Σ	in %	Science	Admin.	Σ	in %	Science	Admin.
Limited	77	57	74,0	54	3	20	26,0	16	4
Without time limit	61	39	63,9	33	6	22	36,1	6	16
Trainees	2	1	50,0	0	1	1	50,0	0	1
TOTAL	140	97	69,3	87	10	43	30,7	22	21

As of 31.12.2018		Proportion of Men				Proportion of Women			
		Total		Science / Admin.		Total		Science / Admin.	
Contract Type	Σ	Σ	in %	Science	Admin.	Σ	in %	Science	Admin.
Limited	81	60	74,1	55	5	21	25,9	14	7
Without time limit	57	36	63,2	31	5	21	36,8	7	14
Trainees	1	1	100,0	0	1	0	0,0	0	0
Total	139	97	69,8	86	11	42	30,2	21	21

A1.7 Tables showing the Promoting of Young Talent and Training

Total (as of 31.12.2016)			Proportion of Men		Proportion of Women	
Type	Total	Thereof Budget	Absolute	in %	Absolute	in %
PhD Student	19	6	15	78,9	4	21,1
Trainees	2	2	1	50,0	1	50,0
Total	21	8	16	76,2	5	23,8

Total (as of 31.12.2017)			Proportion of Men		Proportion of Women	
Type	Total	Thereof Budget	Absolute	in %	Absolute	in %
PhD Students	22	8	15	68,2	7	31,8
Trainees	2	2	1	50,0	1	50,0
Total	24	10	16	66,7	8	33,3

Total (as of 31.12.2018)			Proportion of Men		Proportion of Women	
Type	Total	Thereof Budget	Absolute	in %	Absolute	in %
PhD Students	21	6	16	76,2	5	23,8
Trainees	1	1	1	100,0	0	0,0
Total	22	7	17	77,3	5	22,7