



Max-Planck-Institut
für evolutionäre Anthropologie

EQUALITY PLAN

with an emphasis on gender equality

2020-2022

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Foreword

Dear Employees,

We are happy to present the Equality Plan of the Max Planck Institute for Evolutionary Anthropology. It is one of several instruments that the institute use to work towards equality at the workplace.

What do we understand under “Equality”? Ultimately, equality at the workplace means that each individual is able to develop professionally and personally according to her or his abilities and preferences, irrespective of irrelevant factors, including - but not limited to - sex, gender, ethnicity, sexual preferences, religion, and so on.

To strive towards that goal we want to create an atmosphere where people feel safe enough to bring up potential biases or problems they observe and by sensitizing ourselves to biases and stereotypes that may cloud our own judgment and the judgment of others.

Why gender equality? Within this context, we strive to minimize any form of negative discrimination. However, given the historical and social situation in which we live, discrimination based on sex (called gender below) is the focus of this plan. We stress, however, that we see discrimination based on *any* irrelevant factor as serious, and many of the routes discussed below to address gender discrimination apply equally to other forms of discrimination.

Ultimately, the responsibility to reflect upon one’s own potential biases and how they may influence your actions rests upon all institute employees, but in particular those in senior positions.

1 Content and purpose

This Equality Plan consists, firstly, of an analysis of the current situation of employees at the institute, and lists (gender) equality measures that are already in place.

Secondly, it suggests new measures that are designed to improve and advance gender equality at the institute.

2 Basis

The Equality Plan of the Max Planck Institute for Evolutionary Anthropology is part of the overall concept of a gender policy strategy of the Max Planck Society and is based on the following principles:

- (1) German Equality Act (Bundesgleichstellungsgesetz – “BGleiG”, 24 April 2015). The aim of the Act is *“to achieve equality between women and men, to eliminate existing disadvantages based on gender, in particular discrimination against women, and to prevent future disadvantages as well as to improve family-friendly policies and the work-life balance for women and men”*.
- (2) Central Works Council Agreement on Gender Equality between Women and Men at the Max Planck Society (April 2008). This agreed the goal *“of taking women and men into account in their diversity and variety in decision-making as well as of preventing discrimination. It promotes the balanced employment of both genders as well as the reconciliation of family and career. This is the responsibility of all employees, especially those with supervisory and managerial responsibilities.”*
- (3) Principles for Equality between Women and Men in the Max Planck Society (Gender Equality Principles), 01 January 2008
- (4) Code of Conduct Rules of conduct to protect against sexualised discrimination, harassment and violence. (<https://max.mpg.de/Ueber-uns/Pages/Regeln-und-Verfahren.aspx>)

“The Max Planck Society lives up to the maxim of a non-discriminatory culture in which differences and the diversity of employees are seen as an opportunity and in which respect and esteem are shown to all in equal measure. Neither ethnic origin, descent or other social background, gender, sexual identity or orientation, religion or ideology or disability shall result in any personal or professional disadvantage, nor may any such factors affect the access, career prospects and qualification opportunities of any individual.”
(<https://www.mpg.de/11961133/code-of-conduct-de.pdf>)

3 Responsibility

Institute management

The directors and the administration ensure that the Equality Plan is implemented.

Equal Opportunities Officer

The equal opportunities officers of the Max Planck Institute for Evolutionary Anthropology help to define and implement the equality goals and are contacts for questions relating to equality. The Equal

Opportunities Officer **participates in** (gender) equality-relevant institutional processes. They **advise** on career planning and the work/life balance.

Together with the Institute Mediators they provide **support** in the event of bullying, abuse of power and sexual harassment. They provide **counselling** on gender stereotypes and gender-specific perspectives. They provide **information** about special promotion programmes for women in science and at the MPS. The equal opportunities officer is elected every four years by the employees of the Max Planck Institute for Evolutionary Anthropology. Katharina Haberl is the current Equal Opportunities Officer at the Institute and is also the Section Officer. As Section Officer, she participates in the procedures of the Humanities Section. Janet Kelso is the Deputy Equal Opportunities Officer for the Institute.

The Equal Opportunities Officer reports to the institute management on implementation of the goals and measures defined by the Equality Plan¹.

¹ The report serves to evaluate the success or failure of the measures and is prepared every two years by the Equal Equality Officer and presented to the Directors.

4 The Status Quo (1 June 2020)

4.1 Employee profile

The MPI-EVA has a total of 356 employees of 47 nationalities. There are currently six employees with serious disabilities.

Among the eight categories with more than 2 employees, women are in the majority in five of them. The exceptions are: “TVöD Postdoc (wage agreement in the public sector for postdocs)”, W2 (two women out of seven) and W3 (zero women out of six). Thus, while women are well represented in most employment categories, there is a relative deficit of women in the most senior positions (W2 and W3). We note that as the institute does not directly hire new directors it can only indirectly influence the W3 positions. It will therefore be particularly important to consider women for W2 positions, and this may apply also to other sub-categories where women may be underrepresented (*e.g.* IT support). It will also be important to consider men in the categories where they are underrepresented (*e.g.* lab technicians).

	German citizenship			non-German citizenship			total (percent female)
	female	male	total	female	male	total	
TVöD (wage agreement in the public sector)	61	34	95	20	23	43	138 (59%)
TVöD Postdoc (wage agreement in the public sector for postdoc)	5	4	9	8	11	19	28 (46%)
research fellow	0	0	0	0	1	1	1 (na)
Ph.D. student with employment contract	8	9	17	14	12	26	43 (51%)
Ph.D. student with grant	0	0	0	0	1	1	1 (na)
grant guest program for Ph.D. students	0	0	0	1	0	1	1 (na)
similar to civil service law W2	0	1	1	2	4	6	7 (29%)
Directors, W3	0	2	2	0	4	4	6 (0%)
trainee	7	3	10	0	0	0	10 (70%)
student assistant	19	13	32	5	3	8	40 (60%)
interns without payment	0	0	0	0	0	0	0 (na)
interns with payment	1	0	1	1	0	1	2 (na)

EU-Fellowship	0	0	0	2	0	2	2 (na)
sum	135	77	212	74	70	144	356 (59%)

4.2 Support for employees’ work/life balance

Improving employee work/life balance at the MPI-EVA is organised differently in each department. The results of a survey conducted across all departments are set out in Table 2.

	Dept. Evolutionary Genetics	Dept. Comparative Cultural Psychology	Dept. Human Behaviour, Ecology and Culture	Dept. Human Evolution	Administration and Scientific Service
Parent-child-office/children's room/	U.3.61 //two desks and children's toys. Can be used as a relaxation room.	Room in child lab area for multifunctional use related to child care. Child /parent room area U1.60	B.1.41 //	Not available	currently not relevant
Contract extension* in the event of parental leave. *in the case of fixed-term employment relationship	Yes	Yes	Yes, not currently relevant	Yes	Yes
Support to maintain contact* in the event of parental leave/prolonged absence from the workplace. *insofar as desired by employees	Yes	Yes	Yes, not currently relevant	Yes	Yes
Flexible working hours/telework	Individually orally agreed and coordinated with director	Yes	Individually agreed with director	Individually agreed with director (mainly available for scientific employees)	Yes
Events during core working hours / childcare during events	Yes / not relevant	Yes	Yes / not relevant	Yes / not relevant	currently not relevant

	Dept. Evolutionary Genetics	Dept. Comparative Cultural Psychology	Dept. Human Behaviour, Ecology and Culture	Dept. Human Evolution	Administration
When are employee and status appraisal interviews conducted?	Goal: once per annum by the director/research group leader. Relevant above all for PhD students/scientific employees and those on fixed-term contracts	Goal: once per annum by the director/research group leader.	In the event of a new appointment / contract extension (currently: post-docs)	Irregularly, as a rule at the initiative of researchers, above all on account of pregnancy, planned projects, publications, time limits	Irregularly, as and when required
How is information on gender equality and family issues provided?	Secretary draws attention to the pme Family Service (or to parental leave & maternity leave), and if necessary makes referral to the International Office	Ask the Gender Equality Officers	Asking Rocco Buchholz, Katharina Haberl and Silke Streiber about childminders, and referring to the website of the City of Leipzig. In the case of children of school age: ILS recommendation/public schools website of the City of Leipzig	Secretary provides information, as required, about the rules governing pregnancy and parental leave	Information upon request
Use of childcare services offered by MPS/MPI	Kindergarten places, some of which are arranged by the Psychology Dept. (minor) assumption of childcare costs during conference visits (especially if both parents are involved)	Yes, upon demand. Subsidy for child care fees during conferences and workshops	Referral of 3 children to ILS by the International Office Pme is offered upon request – has not been used to date	Not specified	Yes: Contingent of kindergarten places of the Psychology Dept.
Miscellaneous	To date, no regular participation of equal opportunities officer in departmental meetings				

4.3 Existing efforts supporting equal opportunities at the MPI-EVA

- (1) In addition to the directors and research group leaders, furthering **equal opportunities** at Institute level is primarily guided by the Equal Opportunities Officer Katharina Haberl (Deputy: Janet Kelso), as well as the Institute Mediator (Philipp Gunz), and the Employee Representative, Philipp Gunz, as well as the International Office and Family Office, represented by Rocco Buchholz. In addition, responsibility for scientific integrity issues that may involve broader equality issues is also exercised by the Ombudsperson Shannon McPherron (Deputy: Mark Stoneking). Further contact persons are the arbitration consultants of the MPS (<https://intranet.eva.mpg.de/conflict-management.html>) and the Central Equal Opportunities Officer of the MPS, Ulla Weber (<https://www.mpg.de/zgb>).
- (2) **Gender equitable language** is used in the documents and forms of the Institute.
- (3) When starting work, all employees receive the ‘General Equality Act Leaflet for Employees’ (<https://www.mpg.de/chancengerechtigkeit>) which specifically addresses gender equality issues and is signed by all parties.
- (4) Cooperation with neighbouring institutes (MPIs CBS/MIS) on gender equality issues and family services.

Other activities

- (5) Information for female employees is distributed via a dedicated **mailing list** frauen@eva.mpg.de
- (6) **Girls Day**, overseen by Sandra Jacob, was held on a regular basis from 2003 to 2014 (with interruptions in 2010 and 2014-2020) with an average of 20-30 participants. This consists of an introduction to the Institute, to the research activities, to further training opportunities and various job profiles. This is followed by visits to the individual departments of researchers and technicians, in order to gain insights into their fields of work. An event is planned for the year 2021.
- (7) A **scientific assistant** (10 hours per week) was appointed for 6 months in June 2018 and 6 months in February 2020 to support the Equal Opportunities Officer.
- (8) **Gender Equality Symposium** was organised by the female doctoral student representatives in November 2018.

5 Measures to achieve the (gender) equality goals

(1) Code of conduct.

A code of conduct, based on MPS guidelines, will be developed that all employees will be required to sign. This, inter alia, addresses the ethical scientific and personal conduct expected of all employees, and also will set out the Institute's commitment to preventing all types of discrimination.

(2) Introduction of gender-sensitive personnel statistics

The proportion of women at various career levels (proportion of doctoral students, employees on fixed-term contracts, researchers) will be reviewed and documented. Statistics comparing the pay of female and male employees (post-docs, research group leaders, technicians, administration etc.) will be compiled in collaboration with the administration and the conclusions provided as part of the annual report. Statistics regarding applications received in relation to appointments (f/m ratio), performance-related bonuses, invited speakers and proposals for programmes and prizes (f/m) will also be collated and provided in the annual report.

(3) Raising the profile of gender equality and diversity work

Awareness of the support provided by the equal opportunities officer, the mediator, the ombudspersons and the employee representatives should be increased at the Institute. This will be achieved through provision of information at Work's Council meetings, institute, department and lab meetings, as well as through an improved visibility on the institute's internal web pages.

(4) Summary of the Equality Plan in the Institute Status Report for the Advisory Board 2020

The work of the Equal Opportunities Officer and current measures were presented in status report presented for the the Scientific Advisory Board Meeting in January 2020, and will be included in the report for the next SAB.

(5) Imparting knowledge of gender equality and raising awareness of gender equality issues.

Topic-specific workshops are to be offered, e.g. on self-expression, body language, speech training, gender-specific perception/gender stereotypes. Internal events on the subject of gender equality and

diversity are to be organised in the form of talks/information events, e.g. by Minerva FemmeNet, or externals. Topics: Gender competence, 'leaky pipeline', women in science. The target group is all employees of the Institute.

(6) Recruitment.

Consideration of gender imbalances in certain categories of employees will be taken into account when recruiting. For example, females may be particularly considered for IT positions, and males for laboratory technicians. Increasing the representation of women in more senior categories will also be encouraged.

(7) Reimbursement of additional childcare costs during work trips and training

Establish, together with the administration, a standardised, low threshold procedure to assist in covering childcare costs during work-related trips and other events.

(8) Provision of information to all staff

Provide, in collaboration with the other MPIs in Leipzig, and possibly also the University, a regularly updated set of documentation for employees regarding adjusting to life in Leipzig as well as work-life balance. This includes but is not limited to information regarding official documents, parental leave, childcare, and flexible working hours. A part-time student assistant will be appointed to collect and update this information in collaboration with existing efforts being undertaken at the other Max Planck Institutes in Leipzig and the University. Together with the multimedia department the student assistant will revise the section of the Institute website that provides this information and information on all equality activities to the employees of the MPI-EVA.

6 Entry into force and duration

The present Equality Plan shall come into force once it has been agreed on, and shall be subjected to review after 2 years by the Equal Opportunities Officer and the Institute management. The report shall be made available to all members of the institute.

7 Contributors

The following individuals contributed towards the preparation of the present Equality Plan: Rocco Buchholz, Julia Cissewski, Jessica Fiegert, Natalie Gittner, Katharina Haberl, Claudia Herf, Christina Kompo, Marzela Scheller, Birgit Schubert, Marlen Sureck, Sandra Jacob, Viola Mittag and Silke Streiber, Sabrina Walter.

The following directors are in receipt of the present Equality Plan:

Daniel Haun, Jean-Jaques Hublin, Richard McElreath, Svante Pääbo

