

MAX PLANCK INSTITUTE
FOR EVOLUTIONARY ANTHROPOLOGY



EQUALITY PLAN

Gender equality plan 2023

With focus on: Gender equality



EQUALITY PLAN

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1. Greetings

Dear colleagues,

We are pleased to be able to present our current equality plan to you today, in which we outline the current status of our equality work. The equality plan defines the goals of our work transparently and makes our intentions comprehensible and visible. It is therefore a binding agreement for all those involved in equality work.

At MPI-EVA, we attach great importance to a balanced, feedback-oriented culture of dialog in which goal-oriented and joint action is made possible. Fair treatment of everyone therefore forms the basis for our dealings with each other. Every person is encouraged to actively participate in order to enable equality and equal opportunities. Equality means that we recognize social and cultural factors that lead to unequal treatment and actively take measures to effectively combat them, while at the same time supporting each person individually.

With renewed urgency, we must continue to focus on the promotion of women and minority genders, especially at higher career levels, as we can clearly see the principle of the so-called 'leaky pipeline' at our institute based on the personnel statistics. We are also seeing a new focus on dealing with care situations involving relatives of our employees, such as in the case of child or senior care. Overall, we are therefore continuing to focus our work on gender equality and are taking targeted measures in the areas mentioned above. In the following report, we would like to present and describe our basic working approach and our understanding of our work, as well as other future focal points for action that emerge from our analysis. We encourage the entire staff to support the existing and planned measures and to help implement them in order to create a pleasant and safe working environment for us and our future colleagues.

As always, you can find more information about our work on the intranet or by talking to us directly, which we would like to invite you to do at any time.

The directors and the team for gender equality work at the institute.

Svante Pääbo (Managing Director)

Johannes Krause



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Russell Gray

Richard McElreath

Daniel Haun

Jenny Tung

Tracy Kivell

Katharina Haberl (Equal Opportunities Officer)

Friederike Hillemann (Deputy Equal Opportunities
Equal Opportunities Officer)



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2. equality - approach and focus

What do we mean by equality at our institute?

In principle, the following applies:

"The Max Planck Society lives by the maxim of a non-discriminatory culture in which the diversity and variety of employees is seen as an opportunity and in which everyone is treated with equal respect and esteem. Neither ethnic origin, descent or other origin, gender, sexual identity or orientation, religion or ideology, disability or age may lead to personal or professional disadvantages and influence the access, promotion and qualification opportunities of individuals." (Code of Conduct of the MPG, p.1)

We are committed to this maxim and stand up for a non-discriminatory culture and its promotion, which should support all colleagues in their career path. This includes, for example, the compatibility of family and career or the promotion of careers. In these and other fields of action, we see it as our duty to work together to find the best models, measures and solutions, taking all factors into account, in order to respond to all colleagues both in terms of institutional policy and individually. Only in this way can we help to ensure that science can be shaped by everyone, that equal opportunities are taken for granted and that the MPI-EVA can become an even more attractive employer.

What is the focus of our work?

We unequivocally emphasize that we do not tolerate any form of discrimination, e.g. based on gender, age, ethnic origin and nationality, or sexual orientation and identity. Responsibility for reflecting on and raising awareness of the influence of potential bias effects lies in particular with those at management level, i.e. the directors and group leaders. The Equal Opportunities Officers also work closely with the representatives of the Phd-Net, MPS Postdoc Network (PostdocNet) and in particular the PostdocNet Equity & Diversity working group.

At our institute, women and minority genders are underrepresented at postdoc and management levels. We therefore want to make a targeted contribution to ensuring that career paths in science can be pursued as obstacle-free as possible, without gender-specific disadvantages. We therefore focus our work on eliminating discriminatory actions or structures and disadvantages based on gender or gender affiliation.



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What are our long-term goals?

We want to help the Max Planck Society achieve the excellent reputation for which it is known in science in the area of equality and equal opportunities. To this end, we have set ourselves the following overarching goals:

- Transparency of processes relevant to gender equality
- Commitment to diversity of competence and expertise
- Increasing diversity, in particular the proportion of women at management levels
- Promotion of family-friendly conditions at the institute with an additional focus on caring for elderly relatives.

On which legal basis or principles of the MPG is our work based?

- (1) Federal Equal Opportunities Act ("BGleig", April 24, 2015).
- (2) Agreement of the Central Works Council on the Principles of Gender Equality in the Max Planck Society (April 2008).
- (3) Principles for Equality between Women and Men in the Max Planck Society (Gender Equality Principles), January 01, 2008.
- (4) Rules of the Code of Conduct for protection against sexualized discrimination, harassment and violence.

Who is responsible for gender equality work at the Institute?

When it comes to gender equality issues, diversity of opinion and different expertise are particularly important. For this reason, various people from different areas of responsibility work together within the gender equality work. In the first instance, the institute management is responsible for gender equality work at the MPI-EVA. The institute policy of the **directors** makes the most important decisions on a structural level for the overall implementation of gender equality and equal opportunities at the institute. They therefore have the greatest potential and the greatest influence on the working culture, and thus also on cultural change at the institute. The **Equal Opportunities Officers** support the directors as contact persons in monitoring equal opportunities measures, in direct involvement in decision-making processes and in a general advisory capacity. This is of concrete importance, for example, in the appointment committee for vacant positions for directors as well as individual consultations regarding personal concerns of employees; counselling services by the Equal Opportunity Officers are of course not only available to directors, but also to employees.



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In discussions with employees, the advice focuses on issues such as work-life balance, career planning and promotion. The Equal Opportunities Officers provide information, including on gender-specific perspectives in science, gender stereotypes and other gender equality-related topics. Together with the **institute mediator**, they support employees individually in cases of bullying, abuse of power and sexualized harassment. The institute's **ombudsperson**, together with their deputy, is responsible for comprehensive gender equality issues relating to academic integrity. The promotion of gender equality and equal opportunities is further supported by the **research group leaders**, the deputies of all employees, the International Office, the Family Office, the [MPG's mediation advisors](#) and the [Central Equal Opportunities Officer](#). A comprehensive list of all those involved in equal opportunities work can be found in the foyer of the institute, next to the entrance to the cafeteria, as well as online [at this link](#).

Why do we need an equality plan (now)?

The Gender Equality Plan serves as an important medium for documenting our gender equality work and making it transparent. It analyses the current status of equality at the institute and evaluates areas for improvement. The measures defined in it are understood as guidelines and agreements for action by all persons involved in equal opportunities work, which must be implemented. All employees of the institute can contribute to this analysis and an improvement of the situation.

Who writes the equality plan and how long is it valid?

This equality plan is the third at our institute after the 2019 equality plan. It is valid for the next three years (2023-2026), but can be continuously updated and the current version can always be viewed in full on the intranet. This Gender Equality Plan was developed in collaboration with the Director's College, the Head of Administration and the Equal Opportunities Officers.

Who is responsible for implementing the plan?

The implementation of the goals and intentions set out in the plan is the responsibility of the institute management, i.e. the directors and the administrative management - the Equal Opportunities Officers actively support this process.



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3. Status quo

3.1 Evaluation of the measures in the last equality plan and the current measures

The existing measures, including those from the former equal opportunities plan, show the status quo of equal opportunities work at our institute. We present implemented measures that can contribute to improved equal opportunities at the institute and explain in which areas there is still a need for action.

The measures of the last equality plan can be viewed in detail in Chapter 5: "Measures to achieve the (gender) equality goals", page 11 ff. An evaluation of these objectives therefore considers all manifest measures, i.e. all those that were taken as a result of the last plan as well as the additional, current measures that have already been implemented. The parameters for evaluating the achievement of the overarching objectives are the respective degree of fulfilment of former framework and, where possible, through a comparison with the statements of the last plan and the current findings.

We automatically added those measures from the last equality plan that had not yet been successfully implemented to the measures in the new equality plan. Overall, we found that although most of the measures had been implemented, they were generally trivial measures rather than culture-changing measures. We want to change this with the new objectives described in section 4.1.



Main objective: Improved visibility and strengthening of gender awareness

Measures from the last equality plan:

- Point 1:** The plan was to develop a code of conduct based on MPG guidelines that all employees would have to sign. This has *not* yet happened.
- Point 2:** The introduction of gender-sensitive personnel statistics has been *successfully* implemented.
- Point 4:** The Gender Equality Plan was successfully presented in the Institute's status report for the Advisory Board 2020.
- Point 5:** Workshops on gender equality-related topics for employees have been *successfully* held. There is a new series of events at the institute called "Let's talk about...!", which was initiated by the Equal Opportunities Officers. A film screening and discussion of "Picture A Scientist" (22.2.22) and a panel discussion on mentorship (8.6.22) have already taken place at various events. This series of events is to be continued (see Chapter 4.2 II (2)).
- Point 6:** Recruitment of new employees: A **female trainee** was *successfully* hired in the IT department in 2020.
- Point 8:** All employees have *successful* access to up-to-date information on equality-relevant topics, which is prepared and made widely available by the Equal Opportunities Officers.

Permanently implemented measures:

- 1. Providing information.** When starting work, all employees receive the handout on the General Equal Opportunities Act for Employees. (<https://www.mpg.de/chancengerechtigkeit>), which deals specifically with equality issues and has been signed by all parties.
- 2. Visibility.** Gender-sensitive language is used extensively in Institute's documents and forms.

With regard to the measures already in place, we would like to emphasize that work is constantly being done to increase the visibility of gender equality work through events and campaigns. In particular, due to the new series of events "Let's talk about...!", attention and awareness of the active work of the Equal Opportunities Officers have increased. This has created space for a joint exchange. Workshops, discussions, and similar events will continue to be held within this event format in the future. There is still a lot to do, we'll keep at it!



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Main objective: Promoting the compatibility of family and career

Measures resulting from the last equality plan:

Point 7: The planned reimbursement of additional childcare costs during work trips and further training was *successfully* set up and publicized as a resource throughout the institute.

Permanently implemented measures:

1. **Offering/providing advice.** A handout compiled by the Equal Opportunities Officers on the topic of reconciling family and academia is always available to colleagues in an updated form on the intranet.
2. **Cooperation.** There is a collaboration with the cooperation partner pme Family service, which offers assistance in organizing childcare or other care situations, for example.
3. **Providing space/parent-child rooms.** There are two parent-child rooms at the institute. In the departments where there is no parent-child room, such a room can be used in one of the other departments by arrangement, see also the following table on work-life balance.
4. **Working time.** Flexible working hours can be claimed in consultation with the respective departments. According to the institute agreement, two home office days per week can generally be taken.

With regard to the permanently implemented measures, we are pleased that our handout on reconciling work and family life has been well received and is seen as helpful. It is also seen as an invitation for a personal discussion with the Equal Opportunities Officer. Through the handout and in personal discussions, we can find individual solutions and support employees in their individual situations as much as possible. The next milestone will be to address the issue of caring for elderly relatives. pme Family Service offers information events on this topic at regular intervals.

Main objective: Support for the Equal Opportunities Officer

Measures from the last equality plan:



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Point 3: The planned student assistant to support gender equality has been **successfully** hired/employed and established as a permanent measure.

Main objective: Create low-threshold information channels

Permanently implemented measures with the aim as described below:

1. **Online.** The Equal Opportunities Officer's website on the intranet and internet have been updated to provide even clearer information. For example, the updated equality plan can be found on the intranet.
2. **On site.** There is also a poster in the foyer/entrance hall of the institute that provides information about current employee representation.
3. **By email.** Information specifically for female employees is distributed via a mailing list (frauen@eva.mpg.de).

Main objective: Cooperation

Permanently implemented measures with the aim of:

1. **Networking.** There is cooperation with the neighbouring institutes (MPI CBS and MIS), which are also based in Leipzig, regarding gender equality issues and family services. In addition, there is project-oriented cooperation with Leipzig University and the German Centre for Integrative Biodiversity Research iDiv. Furthermore, there is an exchange within the *Gender Equality and Science Network* with the Department of Gender Equality of the City of Leipzig and other scientific institutes based in Leipzig.

Main objective: Improved communication between all stakeholders/players involved in gender equality work

Permanently implemented measures with the aim of:



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1. Meetings. The Equal Opportunities Officers meet regularly to coordinate joint action decisions.

Gender equality work has become more visible at the institute in recent years. We can see this in the feedback and the use of discussions with our colleagues. We see clear deficits in the communication of all actors involved in gender equality work (administration, directorates, departmental assistants/administrators).

3.2 Survey on work-life balance and compatibility of family and career

The following table shows the results on the compatibility of family and career, broken down by department.



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	Department of Evolutionary Genetics	Department of Comparative Cultural Psychology	Department of Human Behavior, Ecology and Culture	Department of Primate Behavior and Evolution	Department of Linguistic and Cultural Evolution	Department of Archaeogenetics	Department of Human Origins	Administration
<i>Parent-child room/ room for children</i>	No	Yes	Yes	Yes	Yes	No	Yes	No
<i>Contract extension due to * parental leave * * for fixed-term employment contracts</i>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>Support regarding contract extension * in the event of parental leave or extended/longer absence from work. * if requested by the employee</i>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>Flexible working hours/teleworking</i>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>Meeting times</i>	No meetings after 4.30 pm	No meetings after 4.30 pm	No meetings after 4.30 pm	No meetings after 4.30 pm	No meetings after 4.30 pm	No meetings after 4.30 pm	No meetings after 4.30 pm	No meetings after 4.30 pm
<i>Childcare during events (workshops, seminars)</i>	No childcare during events to date	Childcare possible, if required	Childcare possible, if required	Childcare possible, if required	Childcare possible, if required	Childcare possible, if required	Childcare possible, if required	No childcare during events to date
<i>How many times are performance evaluations/staff appraisals conducted?</i>	Once a year by the director or research group leader; particularly relevant for all those with fixed-term contracts	1-2 per year by the director	In the event of new employments/ contract extensions	Once a year by the director or the head of the research group (more frequently, if required)	Once a year and more frequently, if required	Once a year by the head of the research group or the director	1-2 per year by the director or the head of the research group	Once a year and more frequently, if required)



	Department of Evolutionary Genetics	Department of Comparative Cultural Psychology	Department of Human Behavior, Ecology and Culture	Department of Primate Behavior and Evolution	Department of Linguistic and Cultural Evolution	Department of Archaeogenetics	Department of Human Origins	Administration
<i>How is information on equality and family issues made available?</i>	Through depart. assistant/admin. If necessary, it is referred to the International Office	Information available on request from depart. assistant/admin. or the Equal Opportunities Officer and for everyone on the Confluence/ Intranet	Through the depart. assistant/admin. If necessary, refer to the International Office, the Human Resources Office and pme Family Service and others. Employees are also supported by the depart. assistant/admin. in individual matters	The depart. assistant/admin. provides information about the MPS Family Office and the pme Family Service. Additional referrals to the International Office, the Human Resources Office, the Equal Opportunities Officer and others. The depart. assistant/admin. also supports employees with individual questions	depart. assistant/admin. provides information about the pme Family Service, International Office and Equal Opportunities Officer. Employees are also supported by the depart. assistant/admin. in individual matters	Through the depart. assistant/admin. If necessary, it is referred to the International Office, the Personnel Office and pme Family Service and others	Through the director, the depart. assistant/admin. and the intranet	Intranet, MPI & MAX Net. On request/if there is a specific need
<i>Child care benefits offered by MPG/MPI</i>	Kindergarten places arranged by the Department of Psychology; assumption of childcare costs (to a limited extent) during conferences (especially if both parents are involved).	Yes, upon request: contingent of kindergarten places available, subsidy for childcare costs during conferences and workshops	pme family service and there are currently 3 children at the ILS (abbr. for: <i>International School Leipzig</i>), arranged by the International Office	Kindergarten places arranged by the Department of Psychology, if available; support with childcare costs for workshops/ conferences	Support with childcare costs for workshops/ conferences	Kindergarten places arranged by the Department of Psychology, if available, providing information on potential financing of childcare facilities at conferences etc., if available	Kindergarten places arranged by the Department of Psychology, if available; financial support with childcare costs for workshops/confere nces	Contingent of kindergarten places of the Dept. of Psychology



The survey provides a basic overview of the handling of important aspects that, in their overall application, make up the quality of our institute's equal opportunities work. At the same time, it clarifies areas for action that are still open and the resulting need for action within the individual departments. As a result, we are now able to approach individual departments in order to discuss the department-specific organization of individual issues and, if necessary, open up new communication channels.

A comparison of the current survey results from April 2021 with those of the last equality plan from 2021 reveals some changes: Unfortunately, there is no longer a parent-child room in the Department of Evolutionary Genetics, with the Department of Genetics currently being restructured due to the moving and setting up of the Department of Archaeogenetics. Instead, the Department of Linguistic and Cultural Evolution has now set up a parent-child room. The Department of Cultural Psychology has restructured its communication channels within the department, so that there have also been changes in providing information on gender equality and family issues; the information is now made available internally online. The Department of Human Evolution has been closed. In return, the Department of Human Origins has been opened and is also implementing many of the family-friendly and gender equality measures similar to those in other longer established departments - including a parent-child room. The two departments of Linguistic and Cultural Evolution and Archaeogenetics are also new to the institute, so there is no comparative data available yet with regard to this survey. However, they are implementing the measures in the same way. There have been no changes in the Department of Behavioral Ecology or in Administration and Scientific Services.

Basically, the survey revealed that ...

- ... There is not a parent-child room in all departments due to the Institute's internal spatial restructuring. There are four parent-child rooms and a multi-purpose room throughout the institute that can also be used for this purpose. Thanks to cross-departmental cooperation, parents from all departments can bring their child to work if there is an acute need.
- ... In all departments, contracts are extended in the event of longer absences (e.g. parental leave) and flexible and family-friendly working hours are possible everywhere.
- ... Childcare is offered during events in six out of eight departments. The Equal Opportunities Officers are working to establish childcare at events as standard at the institute.
- ... A staff appraisal/performance evaluation with the director is conducted at least once a year in seven out of eight departments. The Equal Opportunities Officers will contact all departments where this is not the case in order to establish uniform standards at the institute.
- ... Information regarding equality and equal opportunities - with the exception of the administrative department - is provided and distributed by all assistants/administrators at the institute, International Office, Equal Opportunities Officers, HR office, institute intranet or our cooperation partner pme Family Service. Together with administration management, we are committed to improve communication and information transfer within the departments.
- ... Childcare is organized throughout the institute, primarily in cooperation with pme Family Service and the Department of Psychology.



3.4 Personnel statistics

3.4.1 Analysis of current personnel statistics

Reference date: 01.09.2023

w = women m = men

	From Germany			From Abroad			Total	Total w	Total m	Fixed-term contracts w	Fixed-term contracts m	Permanent contracts w	Permanent contracts m	Proportion of women in this occupational group	Proportion of all women at the institute working in this area of responsibility/field of prof. activity (excluding [female] guests)
	w	m	Total	w	m	Total									
TVöD	72	49	121	23	18	41	162	95	67	34	34	62	32	58,6%	24,8%
of which science-supporting area							107	70	37	17	10	53	27	65,4%	18,3%
of which scientific area							55	26	29	17	24	9	5	47,3%	6,8%
Postdoctoral scientists with TVöD employment contract	6	4	10	22	22	44	54	28	26	28	26	0	0	51,9%	7,3%
Research fellows	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-
Postdoctoral fellows	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-
Scholarship guest program Postdoctoral scientists	0	0	0	0	4	4	4	0	4	0	4	0	0	-	-
Doctoral candidates with employment contract	10	9	19	21	18	39	58	31	27	31	27	0	0	53,4%	8,1%

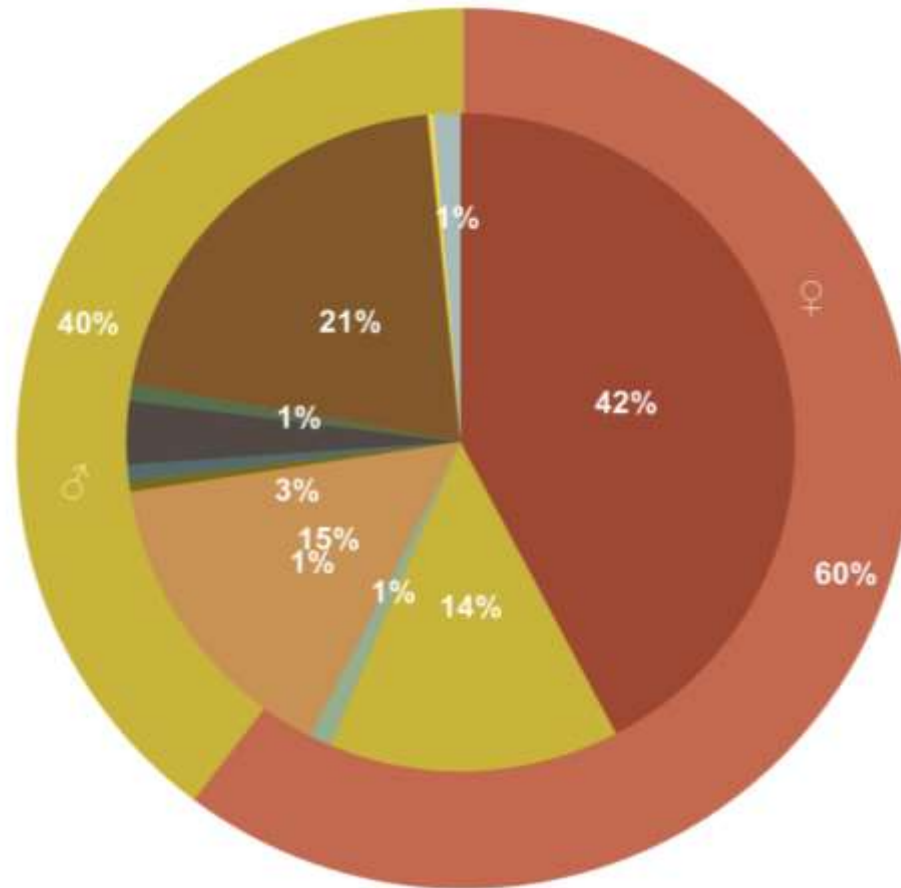


Doctoral students with scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-
Scholarship guest program for doctoral students	0	0	0	2	0	2	2	2	2	0	2	0	0	0	0	0	100%	0,5%
Wrap-up contracts	1	0	1	2	0	2	3	3	3	0	3	0	0	0	0	0	100%	0,8%
Contract similar to civil service law contracts	3	4	7	2	3	5	12	5	7	4	3	1	4	4	4	41,7%	1,3%	
Apprentices	2	1	3	0	0	0	3	2	1	2	1	0	0	0	0	66,6%	0,5%	
Student assistants	40	14	54	21	4	25	79	61	18	61	18	0	0	0	0	77,2%	15,9%	
Guests (guest hosting and use of institute facilities agreement)	37	20	57	80	65	145	202	117	85	117	84	0	1	1	57,9%	-	-	
Interns without pay	0	1	1	0	0	0	1	0	1	0	1	0	0	0	0	-	-	
Interns with remuneration/compensation	2	1	3	2	0	2	5	4	1	4	1	0	0	0	0	80%	1%	
EU Fellowship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	
Special cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	
Total	173	103	276	175	134	309	585	348	237	286	199	63	37	37	59,5%			
							383 (without guests)	231								60,3%		

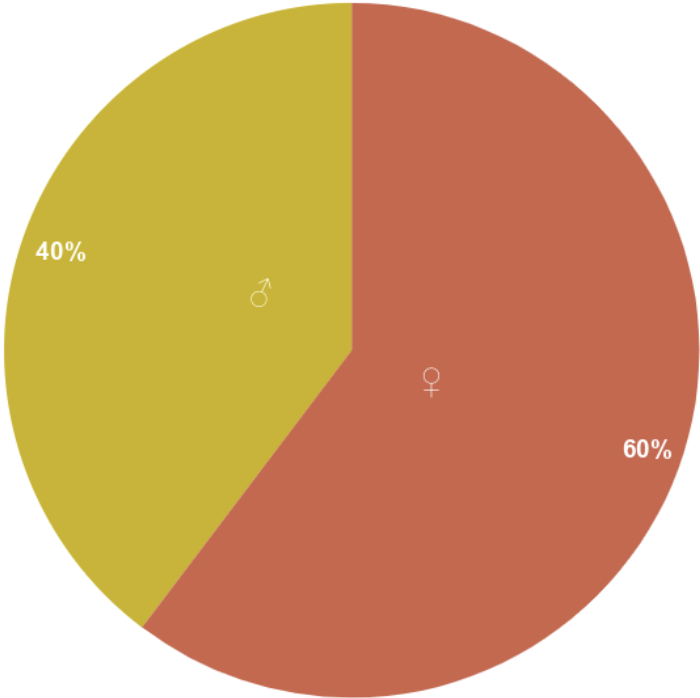


Mitarbeiter:innen nach Berufsgruppen (ohne Gäste)

- TVöD
- Postdoc-Stipendiaten
- Doktoranden mit Stipendium
- Beamtenrechtsähnliche
- Praktikanten ohne Entgelt
- Sonderfall
- Gesamt weiblich
- Gesamt männlich
- TVöD Postdoc
- Stipendiengastprogramm Postdoc
- Stipendiengastprogramm Doktoranden
- Azubis
- Praktikanten mit Entgelt
- Forschungs-Stipendiaten
- Doktoranden mit Arbeitsvertrag
- Wrap-Ups
- Studentische Hilfskräfte
- EU-Fellowship



Frauenanteil am Institut (alle Mitarbeiter:innen ohne Gäste)



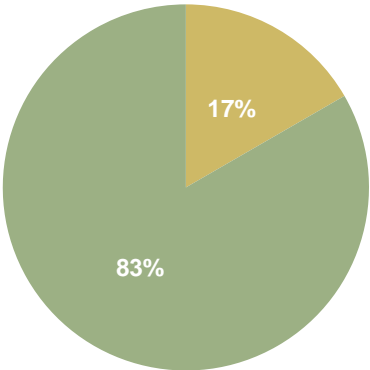
Focus: W3

2022:

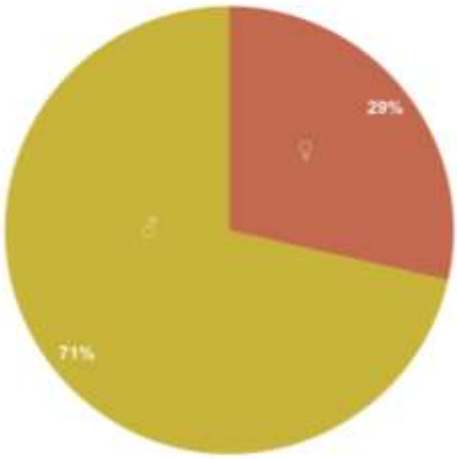
2023:

W3

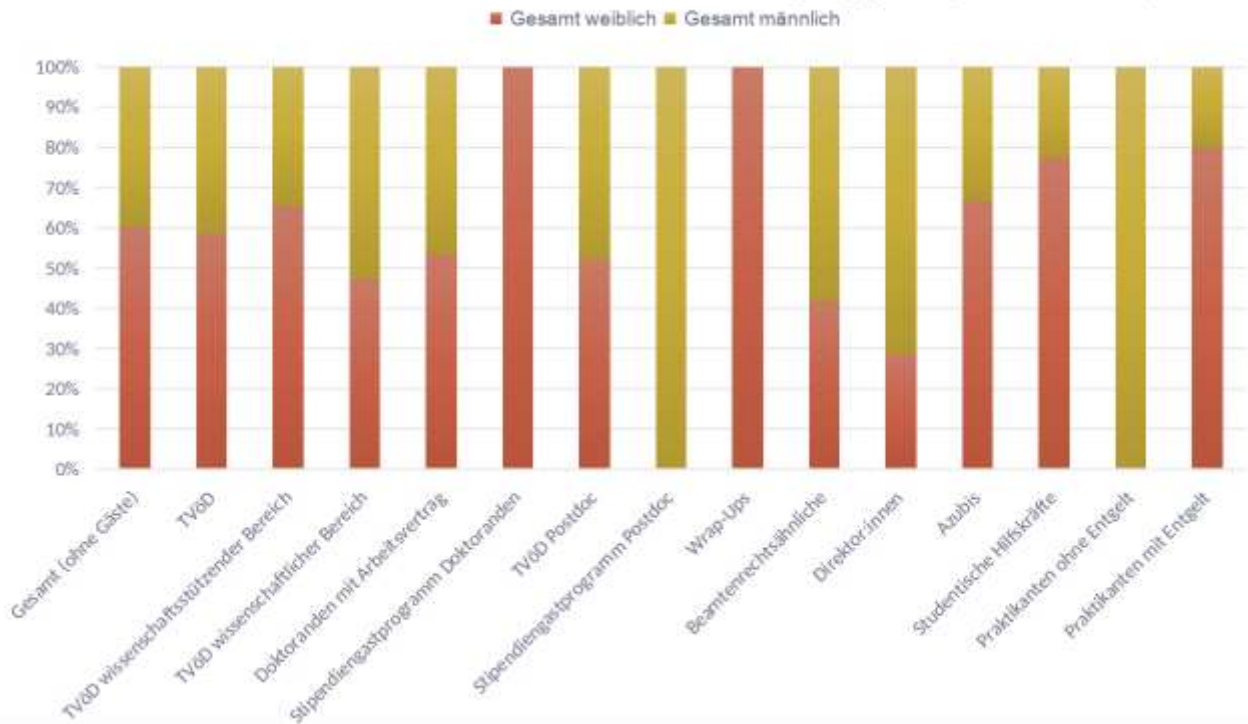
Frauen Männer



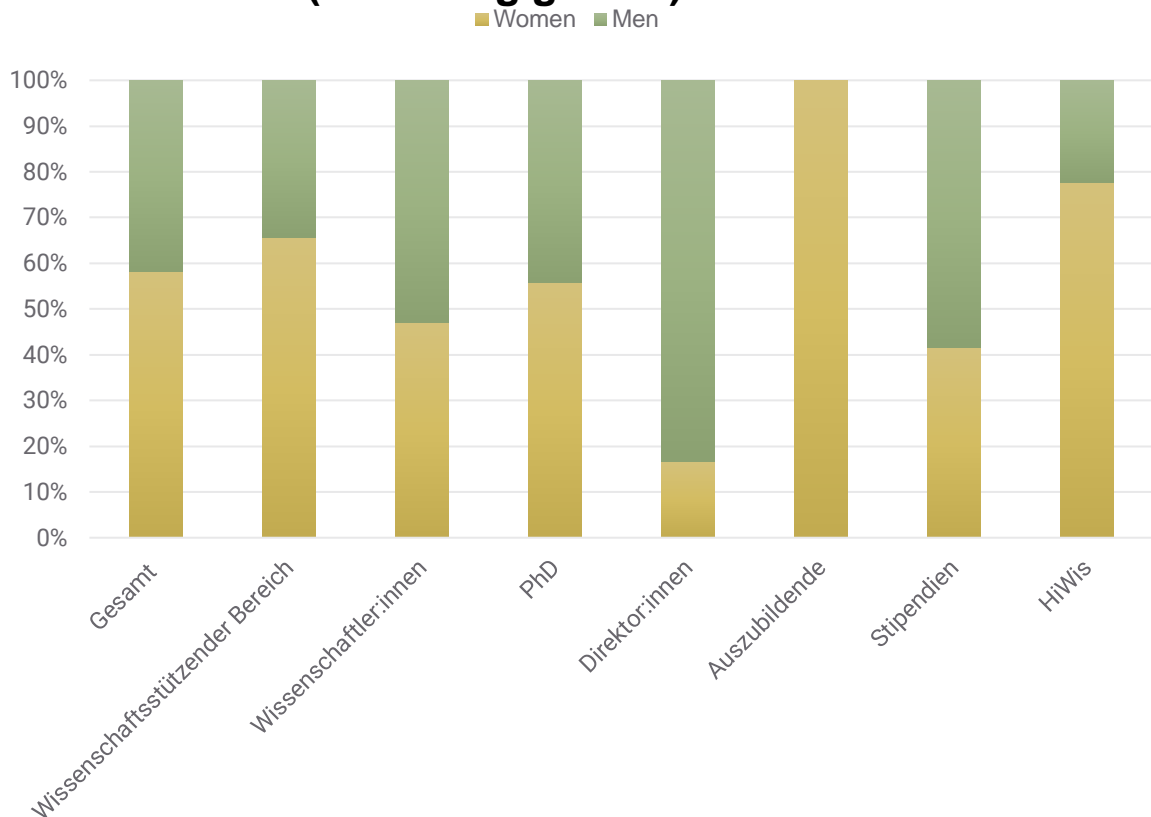
W3



Geschlechterverhältnis innerhalb der Berufsgruppen (ohne Gäste) 2023



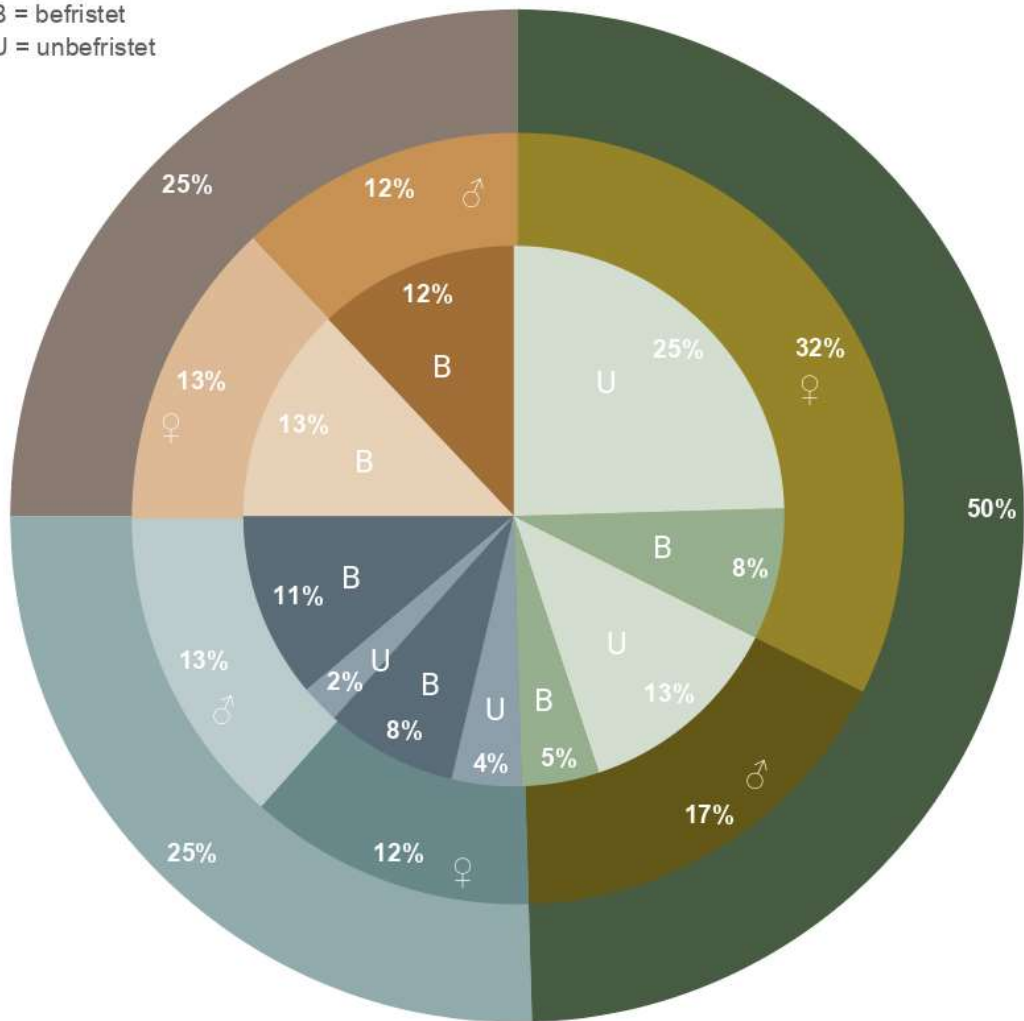
Gender ratio within the occupational groups (excluding guests) 2022



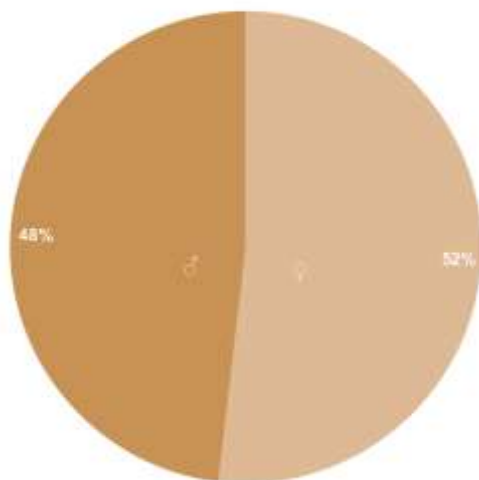
TVöD

■ TVöD wissenschaftsstützender Bereich ■ TVöD wissenschaftlicher Bereich ■ TVöD Postdoc

B = befristet
U = unbefristet

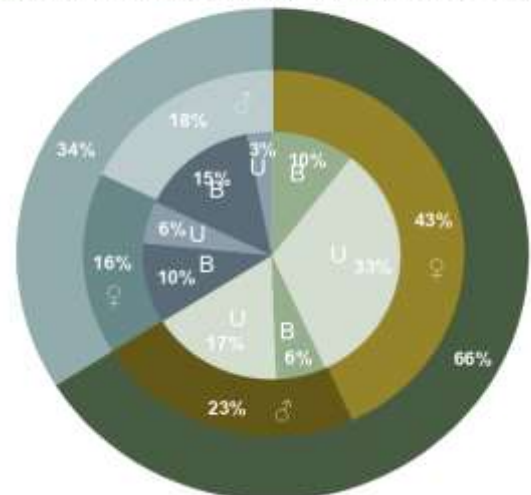


TVöD PostDocs (alle befristet)



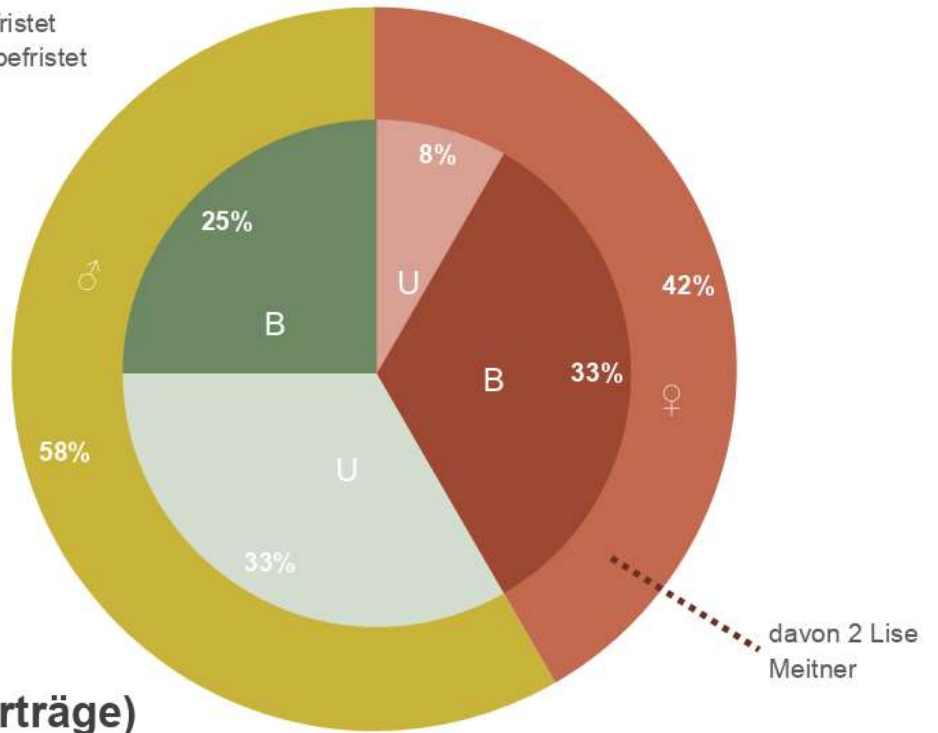
TVöD ohne TVöD PostDocs

■ wissenschaftsstützender Bereich ■ wissenschaftlicher Bereich



Beamtenrechtsähnliche

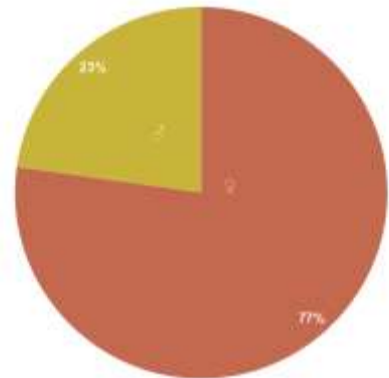
B = befristet
U = unbefristet



Gäste (Gestattungsverträge)

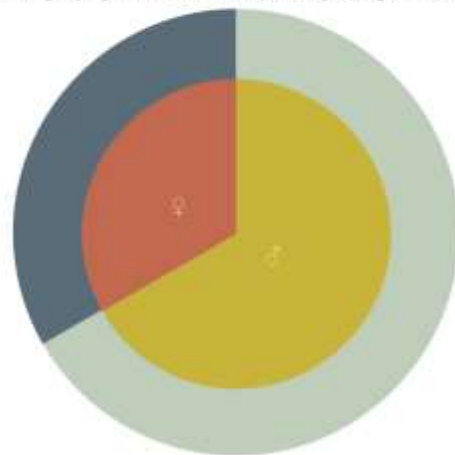


Studentische Hilfskräfte (alle befristet)



Zusammensetzung Stipendiat:innen (alle befristet)

■ Stipendiengastprogramm Postdoc ■ Stipendiengastprogramm Doktoranden



Evaluation:

Based on the current personnel statistics, the proportion of women among all employees at the institute is 60%. In principle, we consider this to be a positive result. Nevertheless, we need to take a closer look here. The professional areas in which the proportion of women is more than half are the TVöD area (58.6%), and more specifically the research support area (65.4%). In addition, there are postdoctoral scientists (51.9%) and doctoral students (53.4%), as well as doctoral students with a scholarship guest program (100%), (so-called) wrap-up contracts (100%), trainees (66.6%), student assistants (77.2%) and interns without remuneration (80%). The proportion of women among the institute's guests is also over half at 57.9%. The areas in which the proportion of women below 50% is in the TVöD scientific employment contracts (47.3%) and for contracts similar to civil servant contracts (41.7%). Given the current survey, comparability of the figures from the previous gender equality plan dated 06.10.2022 is only possible to a limited extent. In general, however, it can be stated that there have been hardly any changes in the proportion of women in the areas of research support staff (2022: 65.7%) and research assistants (2022: 77.6%). The proportion of women among doctoral students (2022: 55.7%), trainees (100%) and interns (2022: 85.7%) has fallen slightly or significantly. Only in the area of directors has the proportion of women risen from 16.6% in 2022 to 28.65% today. The areas of scholarship holders and academics from the last gender equality plan cannot be compared with the present survey. The aforementioned 'leaky pipeline', which describes a decreasing proportion of women per higher career level in the academic field, can also only be seen as a trend based on the figures available. Our aim remains to achieve at least a balanced, equal representation of women in all areas. However, the ultimate goal is and remains to keep a close eye on the scientific field and to establish a structurally successful promotion of women here too. In addition, further specific measures can be found in this Gender Equality Plan. We would also like to mention that there is a monthly directors' meeting at the institute, for which all employees can bring up current issues for discussion.



3.4.2 Development of personnel statistics over the last few years (2020-2022)

(without guests)	01.06.2020						30.04.2021						06.10.2022					
Area of responsibility																		
W3	6	0	0%	0%	6	5%	6	0	0%	0%	6	4%	6	1	17%	0,4%	5	31%
W2 salary	7	2	29%	1%	5	4%	9	3	33%	2%	6	4%	9	3	33%	1%	6	4%
E1 - E9a	138	81	59%	53%	57	48%	45	35	78%	18%	10	7%	40	31	78%	14%	9	6%
E9b - E12							47	26	55%	13%	21	15%	60	36	60%	16%	24	15%
E13 - E15	28	13	46%	10%	15	13%	107	47	44%	33%	60	43%	124	58	47%	36%	66	40%
Doctoral students	44	22	50%	14%	32	18%	58	38	66%	20%	20	14%	70	39	56%	17%	31	19%
Scholarship holders	1	0	0%	0%	1	1%	2	1	50%	1%	1	1%	12	5	42%	2%	7	4%
Trainees/interns	12	7	75%	6%	3	3%	10	7	70%	4%	3	2%	9	8	90%	4%	1	1%
Student assistants	40	24	60%	16%	16	13%	47	35	74%	18%	12	9%	58	45	78%	20%	13	8%
Other	3	3	100%	2%	0	0%	4	2	50%	1%	2	1%	1	0	0%	0%	1	1%
Overall result	279 (thereof 154 women)						335 (thereof 194 women)						389 (thereof 226 women)					
All employees in this area of responsibility																		
Proportion of women in absolute figures																		
Proportion of women in this area of responsibility in %																		
Proportion of all women at the institute who work in this area of responsibility/prof. field																		
Proportion of all men in this area of responsibility in absolute figures																		
Proportion of all men at the institute who work in this area of responsibility/prof. field																		



Evaluation:

The above table provides information on the development of personnel statistics over the last few years. It compares the figures from the surveys of the last three years and focuses in particular on the proportion of women within the individual areas of responsibility on the one hand and, on the other hand, on the percentage of women working in the individual areas of responsibility in relation to all employees at the institute. First and foremost, we can see a significant increase in the number of employees and, separately, in the number of female employees. Most employees have been working in E13-E15 category since 2021. It is important to note that this category in this table includes both academic and research support staff. The reason for this is that this is the only way to enable a comparable analysis with the previous survey. Please refer to the previous table for a breakdown of the current figures for the individual establishment plan groups and areas.

The analysis of the figures shows the following:

- W3: The number of women on the Board of Directors has increased to one.
- W2: Two women and one man have been hired between 2020 and 2021. Since then, the number of employees and therefore the percentage of women in this area has remained constant. However, more women have been hired overall in 2022, meaning that the percentage of all women at the institute working in this area has fallen by one percentage point.
- E1-12: The number of employees in this job/staffing plan group is declining. Since 2021, we have been able to list E1-E9a and E9b-E15 separately here.
 - E1-E9a: The proportion of women within the job/staffing plan groups has remained the same in recent years, but has decreased in relation to all women working at the institute. This can be explained by the fact that fewer people (mainly women) are working in this area overall.
 - E9b-E15: Significantly more people have been hired in this area in 2022. This also further increased the proportion of women within this area of responsibility.
- E13-15: Once again, it should be pointed out that the figures include both the scientific and science-supporting areas for better comparability. Here, too, significantly more men and women have been recruited. This is the area of the institute with the most staff. The proportion of all women working in these job categories has recently risen again.
- Doctoral students: At the time of the last survey, significantly more doctoral students have been hired. It is striking that more men and only one more woman have been hired compared to the 2021 survey. The proportion of women among doctoral students has thus decreased significantly by 10% in comparison, but ultimately still outweighs the proportion of men. In absolute figures, the second-highest proportion of men is recorded within the group of doctoral students.
- Scholarship holders: In the last survey in 2022, significantly more people received a scholarship. The scholarships were awarded to more men than women at the institute. We see it as our task to underline the visibility and awareness of the programs and scholarships for the advancement of women so that potential female scholarship holders at our institute become aware of their use.
- Trainees and interns (also summarized for better comparability with previous surveys): Overall, there are fewer people in this area compared to the previous year. However, there has always been a significantly higher proportion of women in this area.



- Student assistants: It should be noted that student assistants always make up a large proportion of employees. Since the last survey in 2022, significantly more people have been hired. The proportion of women in this area of responsibility has risen continuously.
- Other: The proportion of staff in this undefined task group has fallen; in the last survey, only one (single) man was counted here.

Summary:

We are aware of the importance of at least equal representation in staffing for sustainable, good science. We are therefore very pleased about the appointment of a female director at our institute. We also rate the growth in personnel and the overall proportion of women as positive. However, as outlined in section 3.4.1, we still see an urgent need to recruit more women in several areas of responsibility, particularly in the scientific field. As can be seen from comparative analysis in 3.4.2, we would like to make potential female scholarship holders more aware of the need to take advantage of various programs and scholarships for the advancement of women in order to promote their careers.



4. Goals

We would like to take this opportunity to reiterate the long-term goals of our gender equality work:

- *Transparency of processes relevant to gender equality,*
- *Commitment to diversity of competence and expertise,*
- *Increasing diversity, especially the proportion of women at management levels,*
- *Promotion of family-friendly conditions at the institute with an additional focus on the care of elderly relatives.*

4.1 Sub-goals

The analysis has resulted in the following specific sub-goals, which are intended to contribute to achieving the above-mentioned long-term goals and which we intend to address over the next few years.

- I. Developing an equal opportunities recruitment philosophy and personnel policy.*
- II. Sensitizing all employees to non-discriminatory behaviour and interaction in order to create an equal working atmosphere that creates equal opportunities as far as possible.*
- III. Improving communication between all stakeholders involved in gender equality work.*

4.2 Measures to be implemented

I. Development of an equal opportunity recruitment philosophy and personnel policy

(1) Gender pay gap

In this report, we define the gender pay gap as the difference between the average gross hourly earnings of women and men as a percentage. It is calculated within the individual (pay scale) levels. Individual characteristics are not included in the analysis. In order to determine the difference, the gender-dependent average salary within the respective levels is calculated first. The gender-dependent averages are then compared with each other.

Based on the gender-sensitive personnel statistics, the HR department will carry out an analysis of the gender pay gap within the institute over the next year (2025/2026). This is intended to provide a well-founded statement on gender-related salary differences in order to initiate further measures in the event of inequality.

Target group:	All employees
Responsible actors/Persons in charge:	Personnel department
Financing:	-
Evaluation and timing:	Data collection of previous salaries depending on gender; comparison between genders
Publication:	Intranet, equality plan



(2) Wording

All job advertisements should appeal to applicants regardless of their gender. For this reason, special attention is paid to equal rhetoric in the wording of job advertisements right from the start of the application process. The attention of our staff is therefore already drawn to websites such as: <https://www.ongig.com> or <http://gender-decoder.katmatfield.com/>. In order to further raise awareness of this point, the Equal Opportunities Officer is formulating internal guidelines for formulating a job advertisement that is appropriate for gender equality.

Target group:	All (future) employees
Responsible actors/Persons in charge:	Equal Opportunities Officer
Financing:	Budget of the Equal Opportunities Officer
Evaluation and timing:	In the next equality plan
Publication:	Intranet

(3) Bias

All persons involved in the application process, especially the decision-makers, pay particular attention to potential cognitive biases that may (potentially/assumingly subconsciously) prevent the recruitment of employees. In order to create an initial awareness of this, employees are strongly encouraged to attend anti-bias workshops as part of the Max Planck Academy. Overall, the aim is to create as balanced a gender distribution as possible within the Institute's individual fields of work. The particular focus is therefore on the recruitment of women and the recruitment of the under-represented gender within the team.

-> Recruiting process

Target group:	all (future) employees
Responsible actors/Persons in charge:	All persons involved in the application process
Financing:	-
Evaluation and timing:	Next equality plan
Publication:	In the next equality plan

(4) Finance tracking

According to Makel's policy letter from **DATE** 0.01 percent of the institute's budget should be allocated to the work of the Equal Opportunities Officer. With the help of an analysis by the administration, this requirement is to be evaluated for its actual implementation and thus it will be documented how much money is spent on equality-relevant topics.

Target group:	Equal Opportunities Officer
Responsible actors/Persons in charge:	Administration, Equal Opportunities Officer
Financing:	-



Evaluation and timing: Data analysis
Publication: In the next equality plan

(5) Field work

Preparations for fieldwork are currently focused primarily on functional processes. We have therefore found that accompanying mental preparation can help with optimal planning. To provide an indication of this, there are already checklists for the workflow of the preparation and follow-up of a field trip, as well as for field site-specific handling. Our aim is for these checklists to receive more attention so that decisions about the field trip can be discussed individually and within the department. To draw attention to this topic, we would like to use a "Let's talk about...!" event in which we discuss, with the involvement of the directorate, which difficulties/challenging situations can arise during fieldwork and how a successful research stay can be prepared and followed up.

Target group: All employees preparing for field work

Responsible actors/Persons in charge: All persons involved in equality

Financing: -

Evaluation and timing: Feedback

Publication: Event date at the institute, by e-mail and on the intranet

(6) Contract extensions

Our aim is to ensure that possible contract extensions are exhausted as far as possible within the 12 years of the WissZeitVG and that this should be done as a matter of course. This includes contract extensions or compensation payments for groups of people who are or were affected by illness (illness-related extensions, e.g. due to coronavirus), caring for relatives (parenthood and caring for elderly relatives, etc.) or field work. First of all, a data analysis must be carried out to determine how often extensions are granted. This should then be presented to the relevant decision-makers in order to sensitize them to our concerns and get them on board.

Target group: All employees

Responsible actors/Persons in charge: Decision-makers

Financing: -

Evaluation and timing: Comparative data analysis

Publication: In the next equality plan



II. Sensitization of all employees for non-discriminatory action and cooperation

(1) Enhancing the profile of equality and diversity work

Awareness of the support provided by the Equal Opportunities Officer, the mediator, the ombudspersons and the employee representatives are to be further strengthened at the institute. To this end, the visibility of those involved in equal opportunities work will be improved on the Institute's internal website. The website is also intended to provide information on current relevant information, such as internal Institute events or options for personal involvement, and is organized by the Equal Opportunities Officer, her student assistant and the multimedia department.

Target group:	All employees
Responsible actors/Persons in charge:	Equal Opportunities Officer, Multimedia Department
Financing:	-
Evaluation and timing:	In the next equality plan
Publication:	Internal and external website

(2) Imparting/Transferring knowledge on gender equality and raising awareness of gender equality issues

The comprehensive range of topic-specific workshops organized by the Max Planck Academy, Minerva FemmeNet or external providers should be made known more widely. Training opportunities should appeal to both scientific and non-scientific employees.

More specifically, the Equal Opportunities Officer will send out an e-mail every six months to draw attention to the comprehensive range of further training courses on offer.

In addition, there is the "Let's talk about...!" event initiated by the Equal Opportunities Officers, at which various topics relevant to equal opportunities work are discussed. Different topic-specific guests are invited to each of these events. The series of events will continue to take place at regular intervals in the future and, depending on the topic, will be open to all or only a limited group of employees.

The following events have already been organized and taken place:

15.2.-21.2.2022:	Showing film "Picture A Scientist"
21.2.2022:	Discussion about the movie
08.06.2022:	Talk round/Panel discussion on the topic of mentorship with guests: Elena Lieven, Anke Hübenthal and Shannon McPherron
07.12.2022:	Impulse lecture on voice and presentation with Ulrike Völger

Target group:	All employees
Responsible actors/Persons in charge:	Equal Opportunities Officer
Financing:	Budget of the Equal Opportunities Officer
Evaluation and timing:	In a discussion between the organizers after each event, in the next equality plan
Publication:	Internal and external website



(3) Recruitment and promotion of female scientists

The Equal Opportunities Officer uses the mailing list (frauen@eva.mpg.de) to present various funding programs explicitly addressed to female scientists. It should be noted that information can be obtained on the internal institute website as well as in a direct conversation with the Equal Opportunities Officer.

Target group:	All women*
Responsible actors/Persons in charge:	Equal Opportunities Officer
Financing:	-
Evaluation and timing:	In the next equality plan
Publication:	Mailing list frauen@eva.mpg.de

(4) Dealing with elder care

The Equal Opportunities Officer and her student assistant are currently preparing a handout on how to deal with the care of elderly relatives in need of care (elder care).

Target group:	All employees
Responsible actors/Persons in charge:	Equal Opportunities Officer
Financing:	-
Evaluation and timing:	Use of the handout, in the next equality plan
Publication:	Intranet

(5) Improving visibility and strengthening gender awareness

The implementation of this measure is an ongoing endeavour. Specifically, and in the coming years, we would like to make it our mission to actively participate in events such as Girls Day, International Day Of Women and Girls in Science or similar. Furthermore, we would like to share resources through individual campaigns to inform people about topics such as unconscious bias or gender-neutral letters of recommendation.

Target group:	All employees
Responsible actors/Persons in charge:	All actors involved in gender equality
Financing:	-
Evaluation and timing:	In the next equality plan
Publication:	Topic- and action-specific in the institute; in the next equality plan



(6) Promotion of a feedback-oriented culture of dialog

A feedback questionnaire is drawn up by the Equal Opportunities Officer, in which all employees can anonymously express their wishes and needs for a better balance between family and career. The evaluation is intended to provide us with insights into which measures we can take to help better combine and reconcile family and everyday working life, particularly with a focus on single mothers.

Target group:	All employees, especially single mothers
Responsible actors/Persons in charge:	Equal Opportunities Officer
Financing:	-
Evaluation and timing:	After the deadline for submitting the questionnaire, next equality plan
Publication:	In the next equality plan

III. improving communication between all actors involved in gender equality work

(1) Communication with the directors: Invitation of the Equality opportunities officer to the directors' meeting

Whenever matters relating to gender equality are to be discussed, the Equal Opportunities Officer is also invited by the directors to attend the directors' meeting. This ensures that she is actively involved in the decision-making processes on gender equality issues, receives an overview of current topics and can follow up on or discuss certain aspects/key topics, as well as point out any unresolved issues or uncertainties. The Equal Opportunities Officer can also actively have her own topics placed on the agenda of the directors' meeting in order to draw attention to topics and circumstances that are relevant within the institute and thus be able to discuss them together with the directors.

Target group:	Equal Opportunities Officer
Responsible actors/Persons in charge:	Directors
Financing:	-
Evaluation and timing:	In the next equality plan
Publication:	In the next equality plan

(2) Discourse on gender equality work

The individual departments should prepare a department-specific report in which they explain how they recruit female researchers. Particular attention is paid to the following questions: How do we scan the research field for female researchers? And: What incentives do we create for female researchers to stay at the institute in the long term? In addition, ways must be identified as to how the current situation with regard to equal representation can be developed or maintained in the future. This report is particularly necessary in those departments where women are currently still significantly underrepresented.

Target group:	All employees
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Responsible actors/Persons in charge: Directors of the individual departments
Financing: -
Evaluation and timing: In the next equality plan

Publication: – (Report is only sent to the Equal Opportunities Officer)

(3) Assessing scope of working time

With the help of a survey among the Equal Opportunities Officers (of the Institute), we would like to break down which services of work relevant to equal opportunities are most in demand, how much of their time they invest in which tasks, and also in which areas the Equal Opportunities Officers could possibly receive additional support.

Target group: The Equal Opportunities Officers
Responsible actors: Equal Opportunities Officer
Financing: -
Evaluation and timing: Data analysis, in the next equality plan

Publication: In the next equality plan

5. Collaboration/Participation in the equality plan

This plan was created with the collaboration of: Julia Cissewski, Isabella Eber, Candy Felber, Jessica Fiegert, Prof. Dr. Russell Grey (Director), Katharina Haberl, Iren Hartmann, Daniel Haun (former Managing Director), Steffi Hesse, Prof. Dr. Jean-Jacques Hublin (former Director), Dr. Tracy L. Kivell (Director), Prof. Dr. Johannes Krause (Director), Prof. Dr. Richard McElreath (Director), Viola Mittag, Prof. Dr. Svante Pääbo (Director), Franziska Pfab, Anja Reimann, Marzella Scheller, Stefanie Schmischke, Birgit Schubert, Silke Streiber, Prof. Dr. Jenny Tung (Director) and Wilma Weigelt (in alphabetical order).

We would like to expressly encourage all employees of the Max Planck Institute for Evolutionary Anthropology to further their education in gender equality-related topics and to personally address and question their own behaviour in this area. This is the beginning of creating a space for non-discriminatory cooperation and thus a place where everyone can enjoy creating knowledge.

