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Preamble

MPIWG is committed to supporting its staff, regardless of their gender, nationality, religion, handicaps, age, cultural descent, and sexual identity. For this to succeed, an environment must be established in which the professional development of the employees is supported, and which ensures the compatibility of family and profession. This applies to every position at MPIWG. It goes without saying that children are a part of everyday life at MPIWG, being cared for by their parents or others in a specific environment. By improving equal opportunities at MPIWG, we will become more attractive as employers and as a research institute.

This Gender Equality Plan is based on the German Federal Equality Law, the Equality Implementation Agreement and the agreement made with the employees' council of the Max Planck Society in December 2019 on protecting employees from sexual discrimination, harassment, and violence. This includes the following statement:

The Max Planck Society follows the maxim of a culture free of discrimination, in which the diversity of employees is seen as an opportunity, and in which all are treated with equal respect. Ethnicity, descent or provenance, gender or sexual orientation, religion or ideology, handicaps or age shall have no negative effect on the personal or professional environment, or affect access, promotion or further qualification.

Directors' introduction

Since its foundation in 1994, the Max Planck Institute for the History of Science (MPIWG) has supported equal opportunities at all levels, seeing these as fundamental to the work, personal and professional development of our research staff and non-scientific personnel. Equal opportunities for all establish the best environment for excellent research and professional advancement. As an institute which is dedicated to researching the historical, cultural, and sociological aspects of science, we have a special responsibility for supporting the professional development of our staff, ensuring the compatibility of family and profession, and for rejecting all forms of discrimination.

We are therefore extremely pleased to be able to present this gender equality plan, which reflects the current efforts of the Max Planck Society as a whole to ensure equal opportunities for all. There may be many, still unknown, challenges ahead. However, we remain committed to our goal of helping our employees to develop their skills, regardless of gender, origin, or age, and to create opportunities for them to succeed in research or other sectors.

Equality is a goal which must be continually redefined. We are committed to identifying the cultural and social factors which cause inequality and to work against all forms of inequality. We regard this plan as a step on the way to an equal and family-friendly work environment.

Dagmar Schäfer, March 2021

Executive Director

Foreword to the Gender Equality Plan

The Max Planck Institute for the History of Science (MPIWG) considers this gender equality plan to be an essential instrument for improving equal opportunities. It delivers guidelines for all protagonists and documents current measures, tools, and achievements, as well the need for further action. The current gender equality plan is the result of a close cooperation between the directors, administration, research coordination and the equal opportunity officers.

With these specific equality measures and goals, MPIWG sees an opportunity to continue and improve its already well-established record of supporting fundamental equal opportunities. In addition to protecting its staff from discrimination and ensuring their equal opportunities in the workplace, the long-term goals of this gender equality plan include improving the compatibility of family and work for all staff, and increasing sensibility for gender awareness.

In Spring 2020, our institute – like the whole of society – was caught by surprise by an enormous global pandemic. Its consequences continue, and the long-term effects are still unknown. The section »Analysis and Focus« discusses the challenges of Corona for life and culture at the Institute in general, and how work-life-balance is being particularly affected.

This new gender equality plan is the result of our experiences and evaluation of the first gender equality plan for 2018–2020. It will be published online internally and is valid until December 2023. Its goal is to maintain and further develop existing measures, including recognizing ongoing potential for modification.

Current Situation

On the cut-off date of September 30, 2020, the Institute employed a total of 308 staff. Of these, 190 were contractually employed, 13 were on scholarships, and 105 were visiting scholars. Of those in contractual employment, 66 were directors, research group managers or researchers. In the non-academic sector, 42 persons were employed in technical and administrative positions. 72 persons were employed as student assistants or research assistants. Of the research staff, women accounted for 42.9% of those employed in the salary groups W2 to TVöD 15, 46.4 % in E14, 50 % in E13; and in the non-scientific sectors, they made up 70.7 % of the staff.

This balanced employment structure is to be maintained and new appointments at all levels will take these goals into consideration.

The following pages present graphic summaries of the employment situation at MPIWG as of 30.9.2020.

1. Staff excluding visitors, externally funded guests, student assistants and research assistants
2. Student assistants and research assistants by gender
3. Staff excluding visitors and student/research assistants on temporary contracts
4. Salary bonuses and supplements by gender
5. Staff excluding visitors and student assistants by contract type (parental leave, scholarship, part-time, full-time)
6. Gender ratio for limited contracts in the *academic* sector
7. Ratio of women employed by salary group

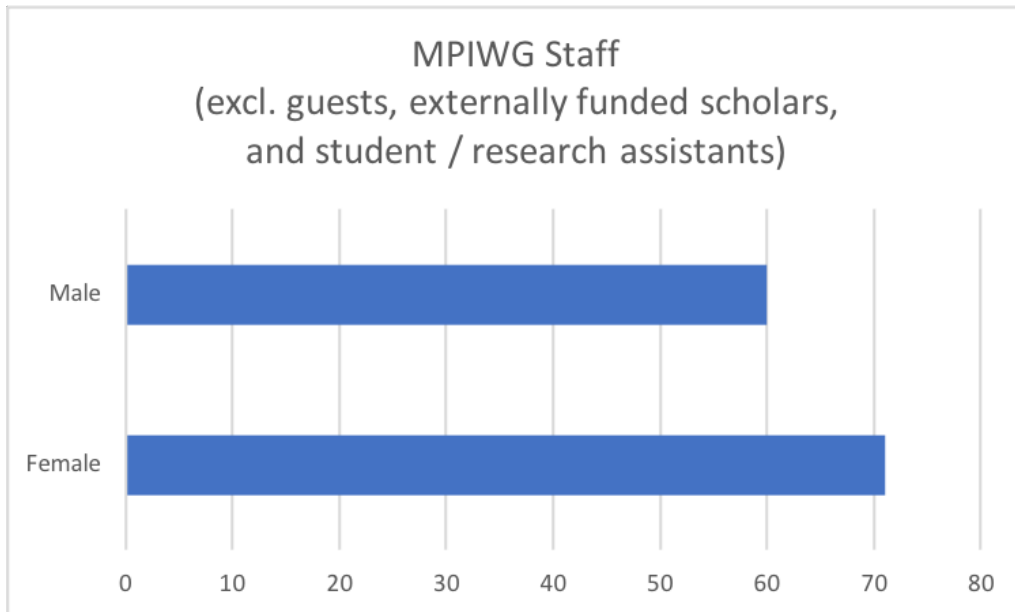


Figure 1: Staff excluding visitors, externally funded guests, student assistants and research assistants

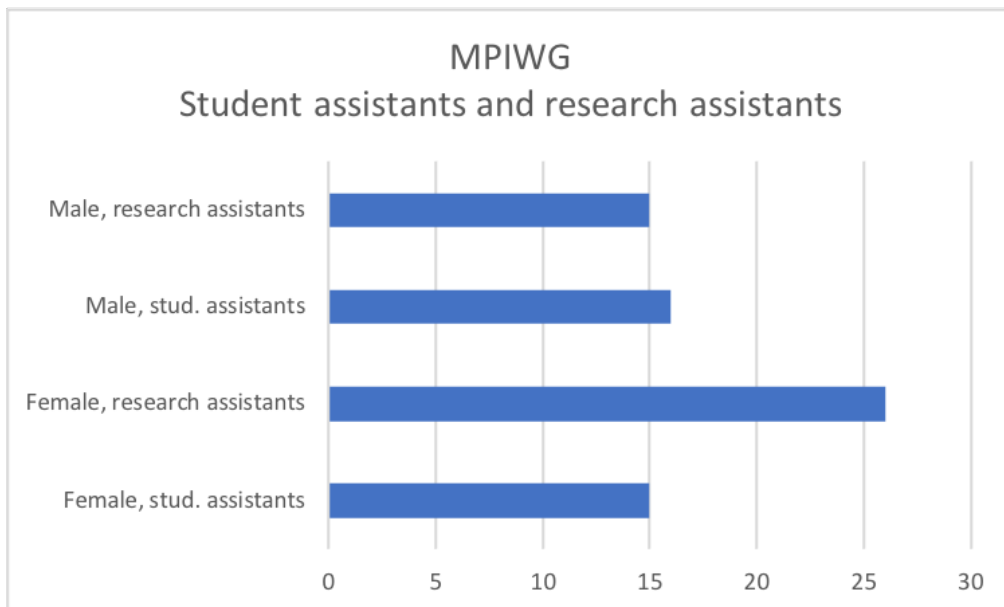


Figure 2: Student assistants and research assistants by gender

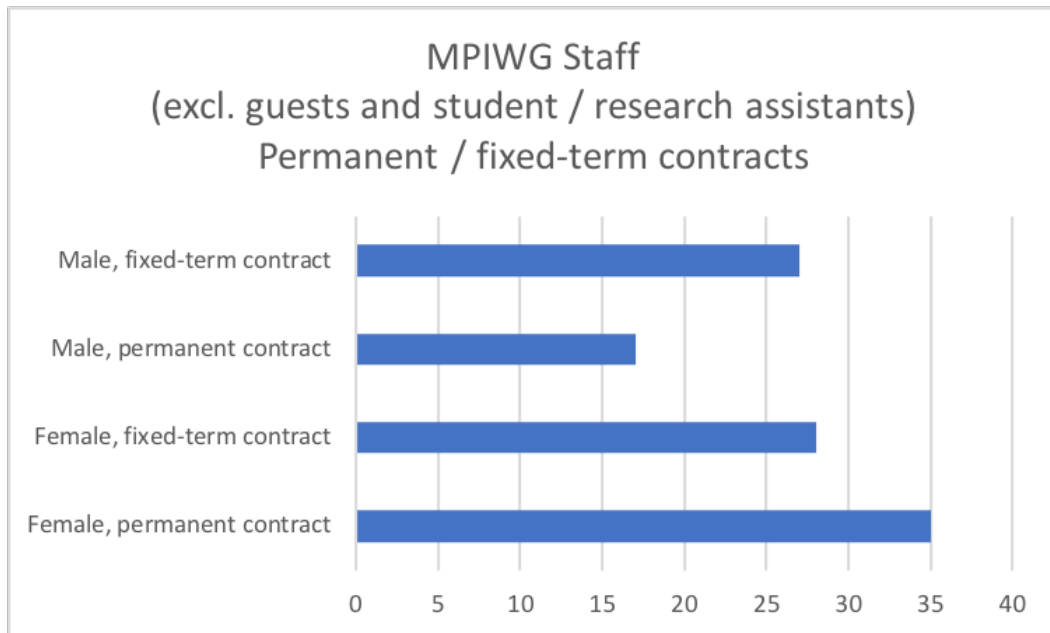


Figure 3: Staff excluding visitors and student/research assistants on permanent and fixed-term contracts

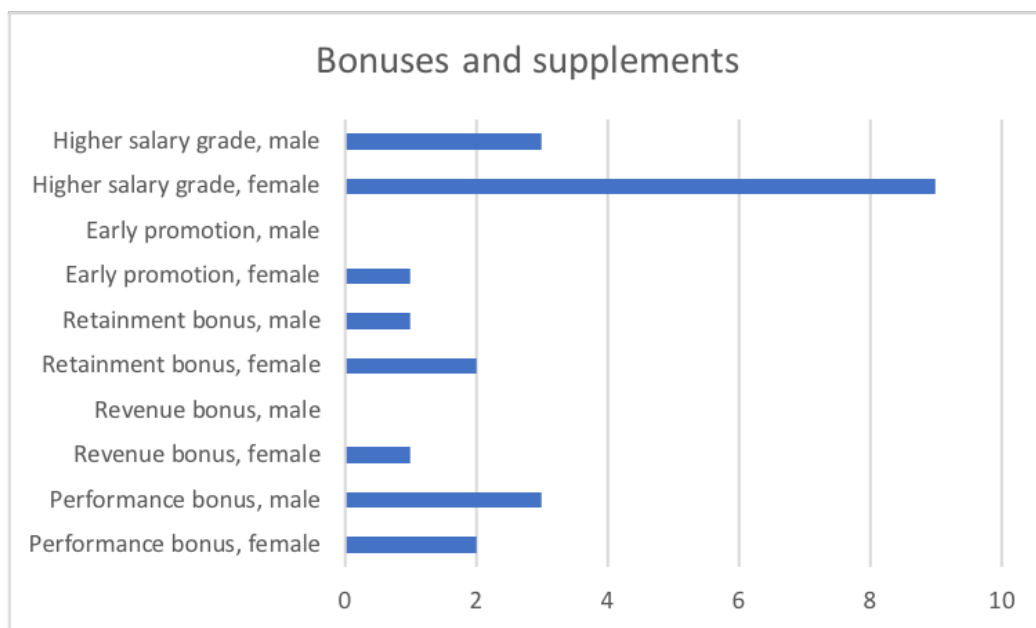


Figure 4: Bonuses and supplements

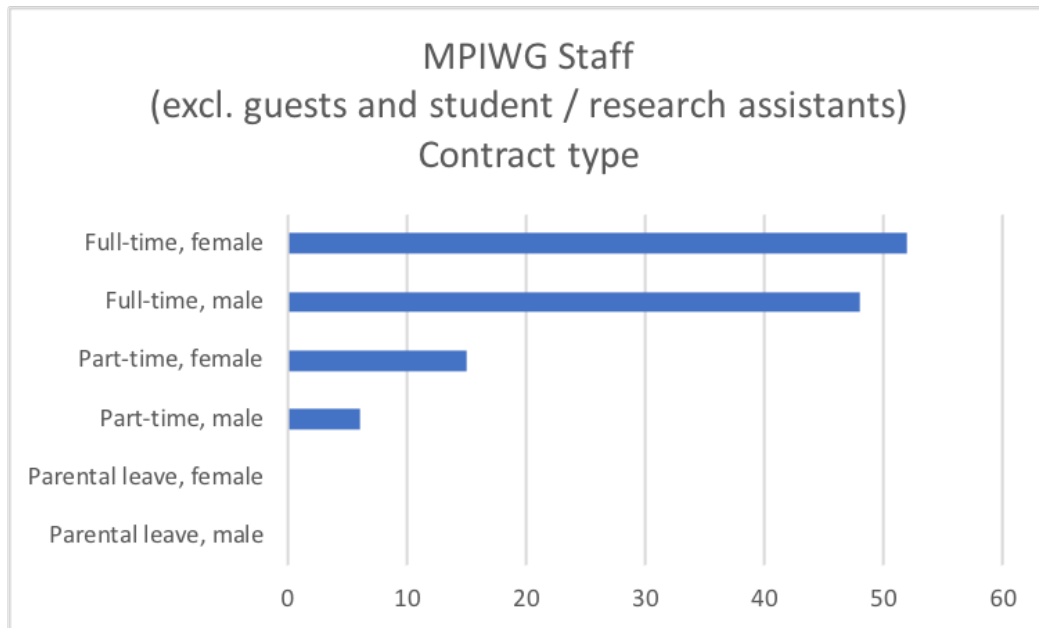


Figure 5: Staff excluding visitors and student assistants by contract type (parental leave, part-time, full-time)

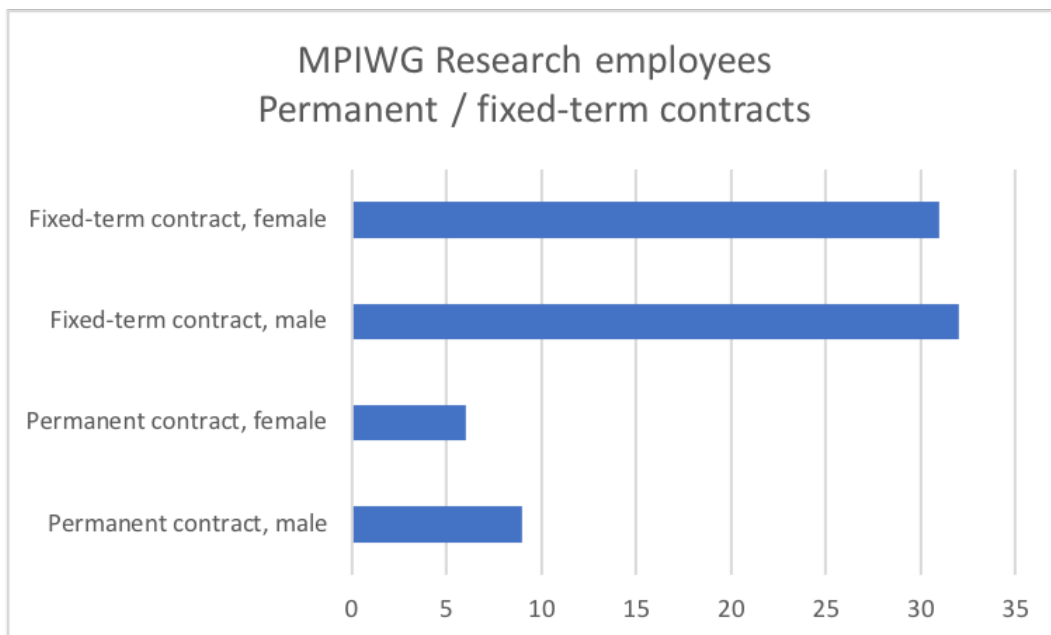


Figure 6: Research employees with permanent vs. fixed-term contracts by gender

**Ratio of women employed in salary groups W and TVöD,
according to the MPIWG-employment plan of September 2020**

Salary group	Female employees
W2–TVöD E 15	42.86 %
E14	46.43 %
E13	50 %
E12–E10	68.42 %
E9–E6	72.73 %

Figure 7: Percentage of female employees by salary group

Assessment of existing goals and measures

In the Gender Equality Plan 2018–2020, six fields of activity and corresponding measures were specified and will now be evaluated:

1. Positive attitude towards gender parity and diversity
2. Equal opportunities and a balanced gender ratio
3. Compatibility of work and family
4. Successful professional advancement
5. Transparent structures, including an independent budget for equality activities
6. Visible equality measures

Evaluation process

All measures will be examined and evaluated on the basis of their effectiveness in achieving the goals set. The results will be published internally and will be communicated to the Central Equal Opportunities Officer of the MPG.

Positive attitude towards gender parity and diversity

Measures:

MPIWG is characterised by the interaction between partners from different origins and cultures. In order to advance its fundamentally positive position on diversity and gender parity, external speakers on these themes are to be invited once a year. These programmes will be organised in cooperation with other Max Planck Institutes in Berlin and Potsdam and will be accessible for all members of staff.

Responsible:	Research coordination
When:	Once a year
Target group:	All staff
Evaluation:	Research coordination and equal opportunities officer

Evaluation: As part of the Institute Colloquium on May 21, 2019, Helen Longino (Professor, Stanford University) gave a talk with the title: »Neutrality versus Partiality in Feminist Critiques of Science.« On November 7, 2019, as one of the *Tacit Knowledge Series*, Danna Bader (Coach, Berlin) headed a workshop on the theme of »Managing Differences and Discrimination,« followed by an »Introduction to the issue of discrimination in the workplace« on March 5, 2020. Because of the Corona lockdown, no other events could be held in presence in 2020.

Equal opportunities and a balanced gender ratio

In order to maintain the balanced gender ratio, the following measures have been agreed:

- Vacant positions will be posted in gender-neutral language, applications will be managed by the institute’s internal online appointments portal, and the equal opportunity officer and the disability commissioner will be granted reading access to every appointment procedure. All selection processes can be followed and evaluated for fairness by the equal opportunity officer. The equal opportunity officer will be informed by the directors of positions to be advertised, their offices will provide details of the gender ratio of the applicants, and personnel management will inform them of the results of the selection procedures. Corresponding routines will be established in all departments and groups.
- The programme for the Institute Colloquium shall be developed to include equal numbers of male and female speakers, avoiding future *manels*.
- Students and research assistants can elect representatives (one female and one male, and their deputies) for questions of equality.

Responsible:	Executive Director and/or Administrative Director and Research Coordination
When	Already implemented
Target group:	Applicants and current employees
Evaluation:	Equal opportunity officers (Annual Report MPG Equal Opportunities)

Evaluation: The points listed in the Gender Equality Plan 2018–2020 have been successfully implemented, with particular focus on the following:

- Gender parity was broadly achieved in the selection of speakers at the **Institute Colloquium**.
- **Student elections for representation in matters of equality** (male and female) were held on May

15, 2018, November 29, 2019, and December 1, 2020. The elected student representatives organised discussions and carried out a survey.

- The now well-established **flow of information** regarding **personnel measures** is running smoothly. Experience of these procedures led to a specific recommendation to all decision-makers to only make appointments without previously posting the positions in exceptional cases.

Compatibility of work and family

MPIWG supports its staff in particular phases of their lives with measures which ensure the compatibility of their professional and personal lives:

- Parental leave or part-time working for family reasons is possible at MPIWG.
- In individual cases, research staff and non-scientific employees can agree with their group managers to work from home temporarily. During the current pandemic, this has largely been the rule.
- Regular events at MPIWG are organised to family-friendly schedules, starting no earlier than 9.00 a.m. and ending no later than 4.30 p.m.
- Of the family workspaces (currently Room 141 and Room 214 in the main building and a further room in the villa) one is, in weekly rotation, reserved for parents and their children from 3.00 p.m. to 6:00 p.m. daily. The rotation plan is set by the equal opportunity officer. During the pandemic, it has not been possible to use the designated space in this way. When Corona restrictions are eased, a further family space is planned in Boltzmannstrasse 18.
- Organizers of congresses and workshops accommodate possible childcare requirements and MPIWG may provide the necessary services during such events.

The Corona pandemic has had an extremely negative effect on *work-life-balance* and there is a need for careful monitoring of the situation of the staff in general, and in specific individual cases.

Responsible:	Directors
When:	Already in place
Target group:	All employees
Evaluation:	Equal opportunity officer

Evaluation: MPIWG has made agreements with nurseries which guarantee a specific number of places for the children of employees and guests of the institute. In all matters concerning *work-life-balance*, MPIWG employees can contact the family service provider *pme Familienservice*, which can offer help with client-appropriate childcare, solutions for family members in need of care, and counselling in the case of problems and crises. Additionally, since January 2020, all employees can access an anonymous and free counselling service provided by the *Fürstenberg Institute*. All goals listed in the gender equality plan 2018–2020 have been successfully implemented, with the exception of the final two points, for which action is still necessary.

Successful professional advancement

Measures:

- Young research staff members at MPIWG receive guidance from directors and research group heads and, at least once a year, they have an individual performance interview meeting with their superiors for ongoing career guidance.
- In addition, the research coordinator organises regular internal seminars on work organisation, job applications, presentations, job talks, organisation of conferences and publications.
- All further and ongoing training of non-scientific staff is agreed with their supervisors, and, in the case of non-mandatory measures or educational leave, the further education body at MPIWG is also to be consulted.
- MPIWG is part of the *Career Steps Network* of the Max Planck Society.

Responsible:	Respective management and research coordination
When:	Already in place
Target group:	Pre-docs, Post-docs
Evaluation:	Direct feedback and documentation

Evaluation: The evaluation process has not yet been completed; but shows a tendency towards recommending an anonymous online questionnaire.

Transparent structures

Measures:

- Colloquiums und meetings of all research groups and departments are entered in the internal calendar.
- Information on all advertised positions is given to the employees' council, the disability commissioner, and the equal opportunity officer. The gender statistics of subsequent applications are made available automatically to the equal opportunity officer.
- The equal opportunity officers have their own cost centre with a budget which has still to be agreed.

Responsible:	Research coordination, administrative management, office staff
When:	Already in place
Target group:	All employees
Evaluation:	Staff assembly

Evaluation: All measures have been successfully implemented. Colloquiums and meetings are largely announced in the internal calendar, information on vacant positions announced in the online job portal can be accessed by the employees' council, disability representatives and equal opportunity officers. The executive assistant, Tanja Neuendorf, provides most of the data relating to the results of the positions advertised. In the case of appointments not subject to public posting, the equal opportunity officers receive the relevant information from the personnel department. Cost centre K992 has been established for equal opportunities work, its budget has not yet been finalised, the costs for all measures submitted to date have been approved.

Visibility of equality management

Measures:

- MPIWG has a dedicated public website (German and English) which is serviced by the equal opportunity officers with the support of web editors.
- The equal opportunity officers report to the annual employees' assembly.
- In order to ensure the mutual exchange of information between gender equality officers, colleagues, and observers of meetings of the board of directors, the gender equality officers receive the agenda in advance of upcoming board meetings, and at least twice a year, are to be invited to participate in

a board meeting. They are bound to confidentiality on information gained through receipt of the agenda and their participation in the board meeting.

Responsible:	Head of cooperation & communication, gender equality officers, executive director
When:	Already in place
Target group:	General public, all staff, gender equality officers
Evaluation:	Annual evaluation at Executive Board meeting with the gender equality officers

Evaluation: All measures have been successfully implemented. The equal opportunity website is regularly updated with the help of the web editors. At the staff assembly on May 7, 2019, and at the Welcome events on April 9, 2019 and September 11, 2019, the gender equality officers reported on their work. The gender equality officers received, as agreed, the agenda of upcoming meetings of the board of directors in advance and were able to participate as necessary. This marks a major step forward.

Analysis & Focus

The six measures set out in the previous gender equality plan have proved themselves. They were developed for the long term and have the necessary potential for flexibility in adapting to a changing environment and, where necessary, to new requirements. The following section summarises the focal points and goals of their current scope.

Gender awareness — Gender parity and diversity

The fundamentally *positive acceptance of diversity and gender parity* which has already been achieved has benefited from external presentations, and these will continue in the same format (see p. 10).

Meetings with the student equality representatives have shown that there is a greater need for an ongoing discussion on matters of diversity. Increasing awareness of diversity is apparently not only gender-specific, but also generational. For this important sector, discussions – initially internally – will take place once or twice a year (pandemic restrictions permitting) with the working title »Sisters ≠ Cisters«. All institute staff will be invited, and the events will be organised by the equal rights officer. Given the current progress towards establishing an anti-racism section (ARDO) at the institute, cooperation regarding diversity seems desirable in this respect, with the focus still clearly remaining on »gender«.

Responsible:	Gender equality officers, head of cooperation & communication
When:	Once or twice a year
Target group:	All staff
Evaluation:	Gender equality officers

Maintaining equal opportunities and a balanced gender ratio

The measures set out in the previous gender equality plan will be continued (see p. 11), in order to maintain the overall balanced gender ratio or, where possible, to improve it. Tools such as the »Gender Decoder« will be implemented by the equal opportunity officer to check advertised positions for potential gender coding.

The third measure, **establishing a student equality representative** no longer applies, because this has already been successfully implemented and is now an established part of the equal opportunity structure at the Institute.

Work-Life-Balance in Times of Corona

Four of the six measures for the **Compatibility of Work and Family** (see p. 12) have already been implemented and will be continued but two goals could only be partially achieved to date.

- The concept for the family space in Boltzmannstrasse 18 has been completed, but could not be implemented due to the continuing lockdown. This will be done as soon as the Corona restrictions at MPIWG are relaxed. Currently, however, no children at all are allowed to accompany their parents to work.
- When planning conferences and workshops, participants are asked in advance for any childcare requirements and facilities may be provided at MPIWG. Information on planned events should state that the Institute can offer childcare services during events if participants register for these in time.

During the ongoing pandemic, one of the greatest challenges for the Institute and the world in general is the compatibility of home-office, home-schooling and home-caring and the consequences of lockdown on the lack of childcare. A number of current studies have documented the negative effect on the academic work of mothers (e.g. Allmendinger, »Corona: Gleichstellung und Hochschule in der Pandemie«, (*Corona: Equality and Universities in the Pandemic*) April 2020; WZB »Wie sich Corona auf Eltern in der Wissenschaft auswirkt«, (*Effects of Corona on parents in scientific institutions*) (December/2020) The practical benefits of the **family spaces** are non-existent in the current situation, and it is not possible to provide families with additional funds for childcare. In the context of the pandemic, it is necessary to consider supportive measures at a higher **organisational level** – i.e, Max Planck Society — such as the possibility of extending temporary contracts.

Further education and successful professional advancement

Regarding the measures for further and ongoing training, there have been reports of discontent among certain groups of employees. In order to assess the situation, the equal opportunity officer will cooperate with the further education officer, currently Urte Brauckmann, to run and evaluate an online survey. The results and necessary consequences shall be discussed with those responsible at the Institute.

Responsible:	Equal opportunity officers, further education officer
When:	2021
Target group:	All employees
Evaluation:	Evaluation of the online survey

Transparency of structures and visibility of equal opportunity process

The measures aimed at creating »**Transparency of Structures**« (see p. 14) and »**Visibility of equality process**« (see p. 14) have proved to be effective and will be continued in the same way in order to consolidate the goals already achieved. Thus the Gender Equality Plan 2021–2023 includes the previous six measures, adapted for the current environment.

1. Gender Awareness — Gender parity and diversity
2. Maintaining equal opportunities and a balanced gender ratio
3. Work-Life-Balance in times of Corona
4. Further education and successful professional advancement
5. Structural transparency
6. Visibility of process for equality

Max-Planck-Institut für Wissenschaftsgeschichte

Gleichstellungsplan für die Periode 2021–2023

Unterzeichnende:

Geschäftsführende Direktorin: Dagmar Schäfer

Direktor: Jürgen Renn

Verwaltungsleiterin: Claudia Paaß

Gleichstellungsbeauftragte: Birgit Kolboske

Stellvertretende Gleichstellungsbeauftragte: Donatella Germanese

Stellvertretende Gleichstellungsbeauftragte: Gina Grzimek

Leiter Kooperation und Kommunikation: Hansjakob Ziemer

Kommissarische Forschungscoordination: Hansjakob Ziemer