



MAX PLANCK INSTITUTE
FOR COMPARATIVE PUBLIC LAW
AND INTERNATIONAL LAW

**Gender Equality Plan of the Max Planck Institute for
Comparative Public Law and International Law**

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Prologue

„The Max Planck Society has set itself the goal of achieving equality between women and men, eliminating existing disadvantages on the basis of gender, in particular disadvantages for women, and preventing future disadvantages, as well as improving family-friendliness and the compatibility of family, care and professional activities for women and men.” – (§1 para. 1 Principles of Equality of the Max Planck Society)

Our institute is also committed to this goal. The establishment of implementation of the Equal Opportunity Plan shall contribute to this.

It is valid until the 31.12.2023

Heidelberg, 31 March 2021



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1 Inventory

This section contains current data from the Institute as of reporting date February 01, 2021.

1.1 Number of all employees as of the reporting date

On the reporting date, the Institute employed 101 women and 70 men, including temporary staff, students and research assistants.

1.2 Distribution of the employees

Gender / Area	Science	Non-Science	Total	%
Female	55	46	101	59,06
Male	47	23	70	40,94
Total	102	69	171	100

Chart 1: Distribution of the employees including temporary staff, students and research assistants.

The chart shows that the institute employs 18.12 percentage points more women. It is evident that there are fewer men than women employed in the non-scientific area in particular. In science, on the other hand, is an approximately equal ratio.

1.3 Gender distribution in science

Qualification level / Gender	Male	Female	Total
Directors	1	1	2
Management of the research groups	2	2	4
Postdoctoral	10	6	16
Doctoral candidates	8	5	13
Scientific employees	14	14	28
Total	35	28	63
%	55,56	44,44	100

Chart 2: Gender distribution except for students and research assistants in science.

Chart 2 shows the distribution within the research area. As of the reporting date there were 11.11 percentage points fewer women employed in this part of the institute. Not included in this number are students and research assistants, therefore an approximately equal distribution can be assumed.

1.4 Leadership positions in scientific and non-scientific areas

Chart 2 shows that there is a gender balance in leadership positions in science. In the non-scientific area, women hold two out of six leadership positions.

1.5 Number and distribution of newly hired employees (2020-2021)

Gender /Area	Science	Non-Science	Total	%
Female	22	10	32	66,67
Male	13	3	16	33,33
Total	35	13	48	100

Chart 3: Number and distribution of new employees

1.6 Payment distribution

Payment Group	Female	Male
student and research Assistants	27	13
2 - 4	11	8
5 - 8	9	4
9 - 12	27	6
13	11	18
14	10	14
15	4	4
A15	0	1
W2	1	1
W3	1	1

Chart 4: Payment distribution

This overview shows that more men are represented in high pay groups. This is mainly due to overrepresentation of men in science as shown in chart 2.

1.7 Scope of employment and duration of contracts in Science and Non-Science

Science:

Scope of Employment/ Duration of Contracts / Gender	female	Male
Part-Time	9	20
Full-Time	19	15
Temporary	21	31
Unlimited	7	4

Chart 5: Scope of employment and duration of contracts in Science (excluding student and science Assistants)

Non-Science:

Scope of Employment/ Duration of Contracts / Gender	female	Male
Part-Time	26	11
Full-Time	21	11
Temporary	15	11
Unlimited	32	11

Chart 6: Scope of employment and duration of contracts in Non-Science (excluding student and science Assistants)

In 2020, one person was on parental leave.

1.8 Gender equality work at the Institute

1.8.1 Participation in job interviews and support of hiring processes

The Institutes Gender Equality Officer attends interviews at her discretion. She is also involved in all recruitment processes. Furthermore, she is informed about individual and collective personnel measures and has the opportunity to critically question topics.

1.8.2 Involvement of the Gender Equality Officers

The Gender Equality Officers participate in meetings, conferences and sessions of the Institute. Within the framework of these recurring appointments, important topics of equality are discussed.

1.8.3 Anchoring of gender-neutral language

The sensitization of the gender-neutral language will be continued. Job advertisements, the Institutes activity report, internal and external organizational texts and regulations are to be written in gender-neutral language on the occasion of revisions. A handout on this can also be found on the intranet, under "Equal Opportunities". The formulation of science and scientific-related texts by scientific staff falls within the individual research freedom of the respective authors.

1.8.4 Access to Equality Topics on the Intranet and Internet

On the intranet and internet, employees, guest researchers and day guests of the library have the possibility to inform themselves about the equality topics at the institute. We publish information and handouts there.

2 Evaluation

The evaluation of the measures and goals of the last equality plan illustrates the already achieved goals, as well as the challenges and necessary steps that are still present. Since many of the topics of the previous plan are ongoing and thus constantly current, it is not yet possible to make a concrete assessment of success in some areas.

2.1 Career development and reduction of underrepresentation

The effectiveness of our measures to date to promote young scientists, improve career prospects, increase the proportion of women in underrepresented areas, and promote employee health can't be concretely assessed at this time.

2.2 Reconciliation of work and family

The compatibility of work and family should be continuously improved. The MPIL strives to continuously develop the already existing offers. The Corona Pandemic has led to the expansion of opportunities for mobile and flexible working. The Work and Family Representative provides support in all matters related to parental leave, childcare, reimbursement of childcare costs, etc. The Management Board and the administration make every effort within the scope of their powers to make it easier for all employees to reconcile work and family life.

2.3 Visibility of gender equality work

Over the past three years, the intranet and website on equal opportunities have been continuously revised. Contributions on topics of lasting relevance and topicality are published there. As a result, the website serves both as a repository and as a basis for discussion. The Gender Equality Officer has been and continues to be involved in many important organizational and strategic meetings, although there is room for optimization here.

3 Fields of action, goals and measures

The fields of action, measures and goals are broken down in time in the following in order to be able to evaluate the achievement of goals better.

3.1 Short-term (until 31.12.2021):

Goals	Measures	Responsibility
Further development of gender equality work	*Increase the presence of gender equality work at the institute for example through small impulse lectures or involvement of all staff in the implementation of planned goals, etc. *Clearly define responsibilities	*Directorate *Head of Administration *Gender Equality Officer and Deputies
Ongoing update of the "Equal Opportunities" intranet and website	*Providing information on topics relevant to gender equality and contact persons	*Gender Equality Officer
Involvement of the gender equality officer and her deputies in relevant meetings	*More transparency on internal issues and processes relevant to gender equality *Open exchange of information *Better and more concrete agreements	*Directorate *Head of Administration *Gender Equality Officer and Deputies

3.2 Medium-term (until 31.12.2023):

Goals	Measures	Responsibility
Elaboration of a new equality plan	*Evaluation of the current plan *Survey of employees about their needs, concerning the topic of equality *Development of new measures	*Directorate *Head of Administration *Gender Equality Officer and Deputies
Institute wide application of a gender neutral language	*Linguistic equality of all genders	*All employees of the institute
Participation in selection interviews for academic hires or other involvement in hiring processes	*Equal opportunities within the hiring process of scientists	*Gender Equality Officer and Deputies

3.3 Long-term (until 31.12.2026):

Goals	Measures	Responsibility
Compatibility of career and family	<ul style="list-style-type: none"> *Better provision of important information *Increase the availability of childcare at important events *Increase the number of dual careers *Encourage men to take parental leave on equal terms 	<ul style="list-style-type: none"> *Directorate *Head of Administration *Representative for career and family *Gender Equality Officer
Raising gender equality awareness	<ul style="list-style-type: none"> *More information on the meaning of gender equality *Gender equality 	<ul style="list-style-type: none"> *Directorate *Head of Administration *Gender Equality Officer
Strengthening the relevance of scientific content work for gender-specific topics	<ul style="list-style-type: none"> *Organization of scientific lectures with gender-specific references *Encouragement of the scientists at the institute on gender-specific issues 	<ul style="list-style-type: none"> *All employees of the institute
Increase the visibility of women in science	<ul style="list-style-type: none"> *Empowerment of female employees *Targeted training and seminar for women in science *Representation of women in the external presentation of the MPIL 	<ul style="list-style-type: none"> *Directorate *Head of Administration *Gender Equality Officer

This Gender Equality Plan is only for internal Institute purposes.