



**Max-Planck-Institut für ethnologische Forschung
Max Planck Institute for Social Anthropology**

**Gender Equality Plan
2018-2022**

(as of July 2018)

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Note from the Managing Director

Dear Institute members,

It is my pleasure to present the first Gender Equality Plan of the Max Planck Institute for Social Anthropology for the years 2018 to 2022.

In accordance with the Max Planck Society's equal opportunities policy, the Kollegium attaches great importance to promoting gender awareness and strengthening gender equality at all levels. An equality policy today must establish enduring mechanisms that enable the development of career prospects at the Institute. Although the statistics and other empirical data that are included in this Equality Plan refer to the equal representation of men and women, we wish to emphasize that the measures undertaken in support of our equal opportunities policy are meant to support the participation of all individuals who might experience discrimination for any reason, not just because of their gender. While this clarification may seem unnecessary, we wish to avoid possible misunderstandings.

At our Institute women are already admirably well-represented in academic leadership positions. Women hold 60% of our W2 positions, which is comparable to the percentage of female graduates in the social sciences and humanities at German institutes of higher education (57% in 2016). In W3 positions the proportion of women is 33.3%. We are also dedicated to further improving employment conditions in order to minimize conflicts between family and work responsibilities. These measures include providing options for childcare close to the Institute and family-friendly, flexible working hours.

The Gender Equality Plan was developed in collaboration with the Institute's Gender Equality Officers; its goals build on past and current efforts to ensure equal treatment at the Max Planck Institute for Social Anthropology. We would be delighted if you would join us in actively working to accomplish these goals and thereby help ensure that our standards for providing equal opportunities for all employees at the Institute can be maintained and improved.

Prof. Dr. Marie-Claire Foblets

Introduction

How do we understand our commitment to “equal opportunity employment” at the Institute?

Our Institute is committed to supporting all employees regardless of gender, nationality, religion, disability, age, cultural background, or sexual identity. To this end, we strive to create conditions that support employees’ careers and enable them to reconcile work and family responsibilities. We know that we can only attract and keep outstanding staff and researchers if we continually strive to ensure optimal working conditions. By promoting equal opportunities at the Institute, we also increase our attractiveness as an employer and research facility.

In accordance with the overarching goals of the Max Planck Society, we actively work towards removing gender-specific obstacles to a career in research and academia.

Why have we created this Gender Equality Plan?

A gender equality plan is an essential part of implementing equal opportunity measures. It serves the purpose of documenting our efforts and providing a roadmap of our path to equality.

The Gender Equality Plan will be made available to all employees at the Institute via the Intranet (under: Elected representatives, groups and committees – Gender equality officer – Links).

What is the time frame laid out in this plan? How can it be improved at a later date?

The equality plan of 2018 is meant to serve as a starting point for further action. It will be revised annually starting in July 2019. The revisions will be undertaken jointly by all parties involved with the Institute’s equal opportunities policy.

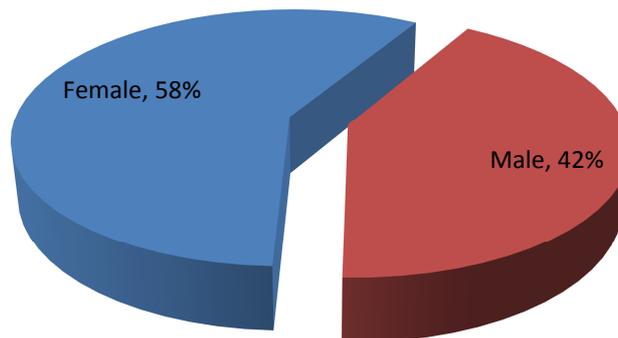
Who is responsible for the plan?

The present Equality Plan was jointly created by the institute management, the Kollegium, the research coordination department, the administration, the Employee Representative Council, and the Gender Equality Officers.

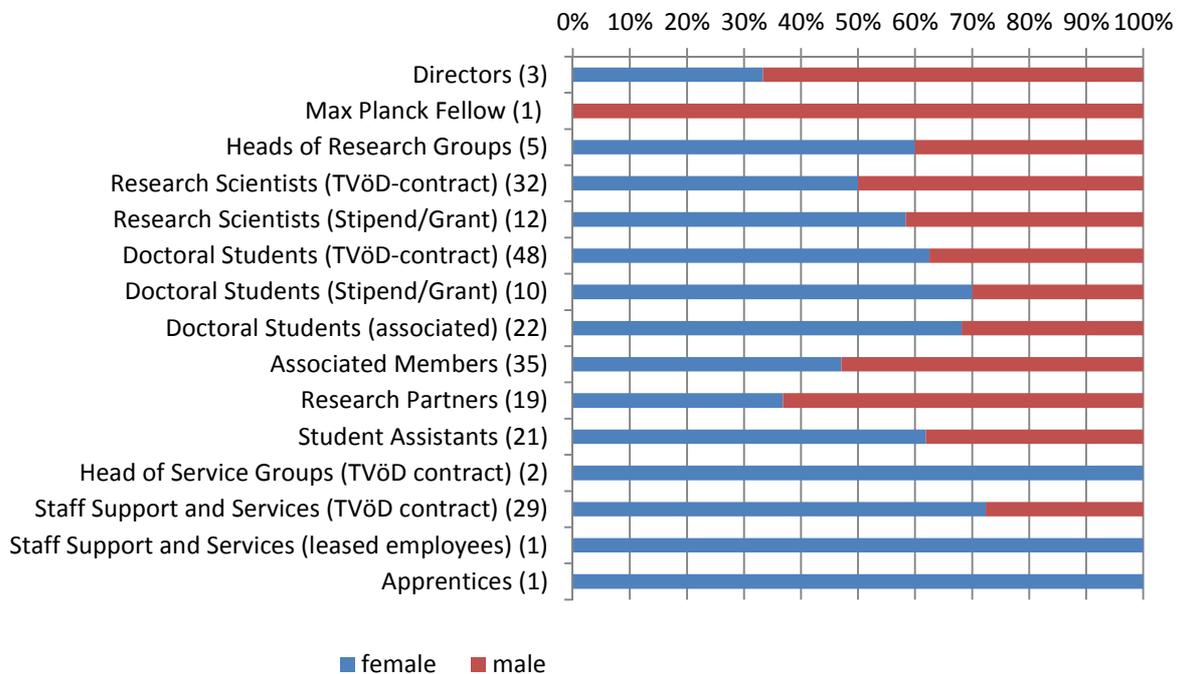
Employment Statistics at the Max Planck Institute for Social Anthropology

Numbers based on employees at the MPI as of 31 July 2017

Employees by gender (all sections)



Per cent female/male employees by section



Purpose of the Equal Opportunity Policy

All employees and job candidates have the fundamental right to equal opportunities and treatment, regardless of gender, nationality, religion, disability, age, cultural background, or sexual identity. Only by protecting equal opportunities can we ensure diversity at the Institute. Excellence in research – a basic principle of the Max Planck Society and thus also of our Institute – draws its vitality from diversity as an essential condition for the continued production of cutting-edge research. Consequently, we are committed to fostering sensitivity towards diversity in all departments and at all levels of the Institute's hierarchy.

Our work is based on the following guidelines set out by German law and the Max Planck Society:

a) The Federal Act on Gender Equality (BGleiG, 24 April 2015), which has as its goals:

1. to achieve gender equality,
2. to eliminate existing discrimination on the basis of gender, in particular discrimination against women, and to prevent discrimination in the future and
3. to improve the family-friendliness and reconciliation of family life, care work and employment for women and men.

b) The Max Planck Society's Principles of Equal Opportunities, which have as their goal:

... to account for the differences and diversity of women and men in all its decisions and to prevent discrimination. The employment of equal numbers of both sexes and their equality of opportunities as well as the reconciliation of work and family life are promoted. Gender equality is the responsibility of all employees and especially those with managing and supervisory functions.

c) The Central Works Agreement on Equal Opportunities for Women and Men in the Max Planck Society (April 2008), which declares in its preamble that: [available in German as a PDF on the Intranet under: Elected representatives, groups and committees – Gender equality officer – Links]

It is the declared aim of the Max Planck Society in making any decision to take account of the differences between and diversity of men and women and to prevent discrimination. It supports the employment of equal numbers of both sexes and the compatibility of family and career. This aim shall be achieved through the application of the Policy for Equal Opportunities for Women and Men at the Max Planck Society (Equal Opportunities Policy) of January 1, 2008. The management of the Max Planck Society and the Central Works Councils shall work together to realize the Equal Opportunities Policy in compliance with this Central Works Agreement..

d) The Central Works Agreement of the Max Planck Society on Protection against Sexualized Discrimination, Harassment and Violence (Code of Conduct) (January 2018), which emphasizes the following maxims:

The Max Planck Society encourages the maxim of a non-discriminatory culture, in which the variety and diversity of employees are seen as an opportunity and in which all are met with equal respect and shown the same esteem. Neither ethnic origin, descent nor other categories of origin nor sex, gender nor sexual orientation, religion nor world-view, disability nor age may lead to personal or professional disadvantages and influence the opportunities of an individual to access to the organization or to promotion and qualification within the organization.

Areas for Action and Planned Measures

1. Support in reconciling work and family responsibilities

Goal: Existing measures to assist with arranging childcare will be continued and expanded in accordance with the requirements of the law and the policies of the Max Planck Society.

Measure 1	<i>The existing agreements that our Institute has made with the Kinderland Halle gGmbH and the Verein zur Förderung der Waldorfpädagogik (Kita "Zinksgarten") in Halle/Saale will be continued and expanded as needed.</i>	
	Target group	all Institute employees
	Implementation/ time frame	<ul style="list-style-type: none"> • continuous. The conditions of our contracts are regularly assessed, adapted, and reported on in accordance with on-going needs. • additional possibilities for cooperation exist with the Eigenbetrieb Kindertagesstätten der Stadt Halle (Saale)
	Responsibility	administration

Measure 2	<i>The agreement that our Institute has made with pme Familienservice GmbH will be continued. The pme Familienservice GmbH facilitates the search for suitable childcare and eldercare services.</i>	
	Target group	all Institute employees
	Implementation/ time frame	<ul style="list-style-type: none"> • increase visibility of the pme Familienservice by organizing an informational event at the Institute in the second half of 2018
	Responsibility	administration

Measure 3	<i>Under exceptional circumstances (e.g., unexpected cancellation by usual childcare provider) parents at our Institute have the option of working from home.</i>	
	Target group	all Institute employees
	Implementation/ time frame	continuous
	Responsibility	Institute management, administration, Employee Representative Council, Gender Equality Officers

2. Recruiting female researchers and supporting their career advancement

Goal: The Institute will continue current measures and introduce new ones to support female researchers and their careers.

Measure 1	<i>Inclusion of Gender Equality Officers when creating job announcements and interviewing candidates; gender balance of selection committees</i>	
	Target group	all (potential) Institute employees
	Implementation/ time frame	<ul style="list-style-type: none"> continuation of already-established practice creation of a best practice checklist on “Equal Opportunities in Interviewing” by 1 August 2018
	Responsibility	Institute management, administration, Gender Equality Officers

Measure 2	<i>The Institute will offer informational events and professional development opportunities to assist with career advancement.</i>	
	Target group	all Institute employees
	Implementation/ time frame	<ul style="list-style-type: none"> annual assessment of training and professional development needs of service personnel, particularly with respect to seminars offered especially for women annual professional development seminars for researchers (confidence, assertiveness, communication)
	Responsibility	Gender Equality Officers, Research Coordination; for service personnel: administration

Measure 3	<i>Participation in “Sign Up!”, a career-building programme for female postdocs</i>	
	Target group	outstanding female researchers at the Institute
	Implementation/ time frame	<ul style="list-style-type: none"> during the next selection round the Institute management will assess whether there are any suitable candidates for the “Sign Up!” programme the Directors will submit their nominations to the selection committee
	Responsibility	Gender Equality Officers, Institute management

3. Increasing gender awareness and institutionalizing gender equality

Goal: In order to ensure equal opportunities in all areas of the Institute, it is essential to increase the awareness among all employees about gender issues. As part of developing and accomplishing relevant equal opportunity goals, we work to institutionalize gender equality.

Measure 1	<i>The Institute will offer informational events and professional development opportunities in order to increase awareness about gender issues.</i>	
	Target group	all Institute employees
	Implementation/ time frame	<ul style="list-style-type: none"> • establishment of an annual “gender event” centred around a scholarly talk on a gender-related topic (beginning in spring 2019) • workshop/presentation on gender sensitivity for all employees (beginning in spring 2019)
	Responsibility	Gender Equality Officers

Measure 2	<i>To keep employees informed about our gender equality activities, the pages on “Equal Opportunities” (Institute website) and “Gender Equality Officer (Intranet) will be regularly updated.</i>	
	Target group	all Institute employees potential Institute employees (positive effect on our image!)
	Implementation/ time frame	<ul style="list-style-type: none"> • regular updates of the existing webpages • publication of the Gender Equality Plan (updated yearly) on the Intranet page
	Responsibility	Institute management, administration, Research Coordination, Gender Equality Officers

Measure 3	<i>The Gender Equality Officers will report regularly on their work.</i>	
	Target group	Directors, administration, Employee Representative Council, Research Coordination
	Implementation/ time frame	<ul style="list-style-type: none"> • the Gender Equality Officers will continue to participate in the quarterly meetings of the Kollegium • regular (twice-yearly) meetings (jour fixe) of the Gender Equality Officers with the administration, Employee Representative Council, and possibly the Research Coordination • reports about activities and accomplishments during the annual employees’ assembly
	Responsibility	Gender Equality Officers

Measure 4	<i>Informational material will be distributed to increase the visibility of the Gender Equality Officers and their activities, thereby increasing awareness of equality issues at the Institute.</i>	
	Target group	all Institute employees
	Implementation/ time frame	<ul style="list-style-type: none"> • creation of an informational flyer by March 2019 • addition of a dedicated information stand in the Institute's foyer for material about equality • information about equal opportunities will be added to the Welcome Folder
	Responsibility	Gender Equality Officers, Institute leadership, Research Coordination, graphic design

Measure 5	<i>Gender-neutral, inclusive language is to be used in all publications (both research articles and press and informational material) of the Institute.</i>	
	Target group	all Institute employees; the public
	Implementation/ time frame	<ul style="list-style-type: none"> • effective immediately: renaming of the women's restroom(Frauenruheraum) to "restroom and lactation room" (Ruhe- und Stillraum) • continuous: ensuring inclusive language in all other material
	Responsibility	Research Coordination, in particular press and public relations; all Institute employees