

— Gender Equality

at the FZI Research Center for Information
Technology



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— Motivation

At the FZI, we are committed to treating all genders equally, regardless of age, socio-economic background, poverty, race, ethnicity, location (rural/urban), disability, sexual orientation (LGBTIQ+), and religion. When mentioning women or men in this document, we always refer to them in all their diversity. Equal opportunities and gender equality are firmly anchored in the guiding principles at the FZI Research Center for Information Technology:

“The Code of Ethics and the Code of Conduct of the FZI constitute the central pillars of our guiding principles (see graphic “Structure of our Guiding Principles”). They are complemented by our Leadership Principles, which are also based on the same principles. They emphasize the particular significance of managers as role models. These three guiding principles of the FZI define our self-perception, shape our cultural principles, and give us orientation for our behavior.”

(Excerpt from the Guiding Principles at the FZI)



Foundation goal/statute
General social legal framework

Code of Ethics: appreciation, respect, fairness

“We treat our colleagues, partners, and clients with equal respect and appreciation and are guided by the principles of equal opportunities and fairness. We are united by our enthusiasm for the digital technologies of the future. We rely on a flexible and family-friendly working environment for individual professional and personal development.”

(Excerpt from the Guiding principles at the FZI – Code of Ethics)

Code of Conduct: rewarding variety and diversity

“We respect and appreciate each other in all our differences. Against this background, we create an environment free of discrimination at the FZI. In particular, we do not tolerate any discrimination on the basis of gender, national, social or ethnic origin, religion or belief, disability, age or sexual orientation.”

(Excerpt from the Guiding principles at the FZI – Code of Conduct)

Leadership Principles: We actively shape cooperation

“Our cooperation requires honesty towards others and ourselves, but also tolerance and understanding for other points of view. We create a framework within which we strive for a fair and transparent distribution of tasks. We are open to different perspectives and include them in finding solutions. We regard the diversity of our employees as an enrichment and therefore promote their interdisciplinarity. [...] We are committed to a healthy, family-friendly, and safe working atmosphere.”

(Excerpt from the Guiding principles at the FZI – Leadership Principles)

Equal professional opportunities

Professional equality of opportunity for all genders is an objective anchored in the FZI's values to secure innovation, team intelligence, and scientific excellence in the long term. The principle of best selection applies when filling an open position, regardless of gender. We also strive to establish or maintain a gender balance in the various positions. The female gender is generally underrepresented in the MINT professions. By following the collective agreement for the public service of the Federal States (TV-L), the FZI ensures equal pay regardless of gender.

Compatibility of career and family

Through flexible working time arrangements, trust-based working hours, part-time options, and the provision of places in kindergartens and daycare centers, the FZI creates attractive conditions for its employees to combine work and private life. At the FZI, great importance is attached to offering all employees equal career opportunities and thus overcoming traditional role models. The option of taking time off in the form of parental leave to raise children is practiced at the FZI regardless of gender and is also expressly welcomed by the management level.

— Status Quo

Like similar institutions, the FZI faces several challenges in implementing the guidelines to ensure the greatest possible equality of opportunity and gender equality:

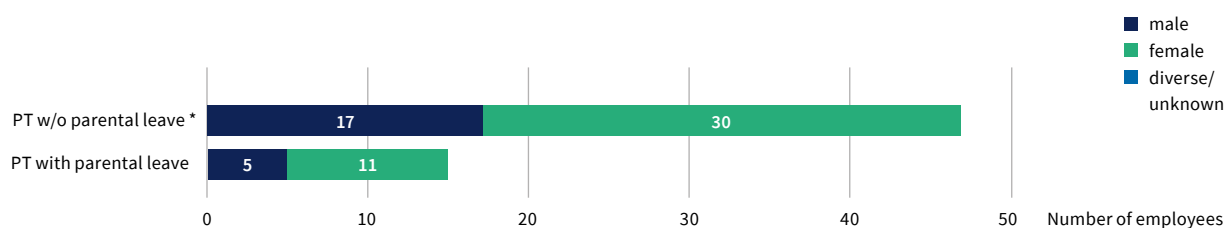
- The scientific workforce predominantly recruits graduates in computer science and related disciplines
Here, the quota of women has been stagnating for years.
- The "leaky pipeline" in science is also tangible in applied research – the higher the qualification and career level, the less diversity among the employees.
- A general shortage of IT specialists impedes the selection of those applicants from a large number of suitable candidates who meet additional criteria besides their technical qualifications.

Overall, the gender ratio of the FZI employees reflects the ratio of female to male graduates in the courses described. In the central divisions, female employees are overrepresented.

Breakdown by contract type 2023

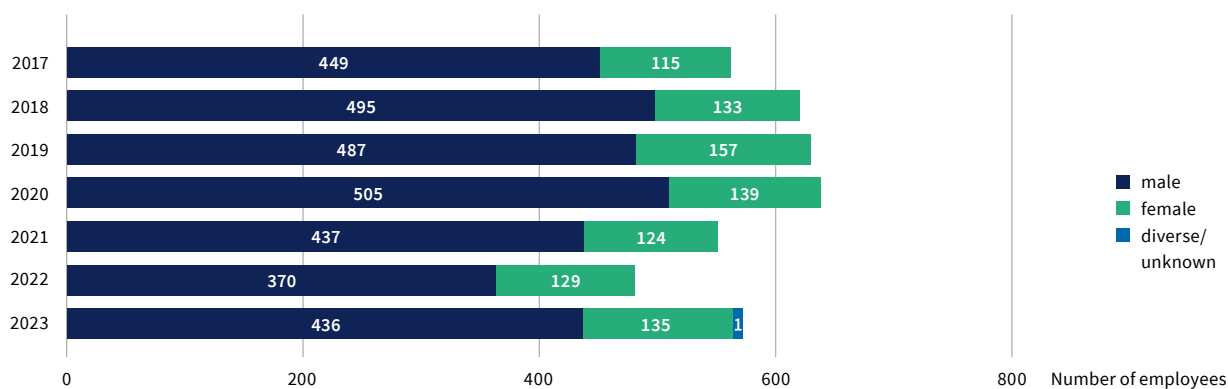
Position	male	female	diverse/unknown
Department Managers	22	4	0
Division Managers	8	6	0
Deputy Department Managers	13	3	0
Deputy Division Managers	4	0	0
Employees (FT + Research Scientists)	144	67	0
Research Scientists	122	33	0
FT Employees	22	34	0
Student/Scientific Assistants	134	27	1
Interns	5	1	0
Temporary Staff	2	4	0
Scholarship Holders	0	0	0
Executive Directors	3	0	0
Scientific Directors	18	1	0
Ass. Scientific Directors	4	2	0
Scientific Directors Emeritus	5	0	0

Breakdown by part-time/parental leave 2023



* Due to the accommodating practice of reducing working hours at the FZI, it cannot be ruled out that part-time occupation without an official parental leave application is used as parental leave, especially when child benefit is no longer granted/applied for.

Employees 2017 to 2023



* Employees are all persons who have a contract with the FZI with or without remuneration.

— Measures for Equal Opportunities

As part of implementing the FZI Strategy 2025, the FZI has developed a target system and initial measures to achieve a more balanced gender ratio.

Completed measures

Measures	Year
Initiation of the complaints office for social disputes and discrimination under the German General Equal Treatment Act (AGG)	2017
Update of the FZI Foundation Statutes in terms of gender-equitable language	2017-2018
Mandatory introduction of gender-equitable language and figurative language in the form of a gender-equitable language guide	2018
Update of various templates, contracts, and samples as well as of intranet, internal newsletter, and FZI homepage with regard to gender-equitable language	2018-2021
Initiation of the equal opportunities project team	2020
Query of m/f/d on recruitment applications for auxiliary staff	2020
Start of project activities of the Equal Opportunities team: monthly meetings on various topics, such as “Identification of gender-specific inequalities and biases”	2020-2023
Gender-appropriate address and corresponding implementation of the FZI career portal as part of Employer Branding	2021-2022
Drafting and communication of the Gender Equality Plan	2022
Initial training of all current managers on the topic of “unconscious bias”	2022-2023
Transfer of the activities of the Equal Opportunities project team to day-to-day operations	2023
Profiles and images of female role models in the context of Employer Branding, e.g. in the informatics study guide, on social media, etc.	Ongoing/ continuous
The intention is to achieve equal representation at specialist events such as the FZI Open House in terms of speakers, panelists, and moderation	Ongoing/ continuous

Current measures

Measures	Year
Employees are all persons who have a contract with the FZI with or without remuneration	Since 2015
The objective is to create a gender balance on the Board of Scientific Directors	Since 2015
Annual participation in Girls Day and/or MINT Festival / Science Camp Informatik for girls	Since 2016
Demand-oriented counseling on social conflicts and discrimination in accordance with the German General Equal Treatment Act (AGG) by the complaints office.	Since 2017
Regular report by the complaints office in accordance with the German General Equal Treatment Act (AGG), raising employee awareness through recommendations and annual reviews, report to the Board of Executive Directors	Since 2017
Making role models visible via various media channels	Since 2018
Anchoring measurable objectives for equal opportunities in the FZI Strategy 2025	Since 2018
Continuous review and optimization of the guidelines for gender-sensitive language	Since 2018
Continuous review of any existing gender imbalance	Since 2018
Introduction and continuous optimization of gender-equitable visual language	Since 2018
Gender-equitable measures in recruiting and Employer Branding	Since 2020
Query of m/f/d on recruitment applications for employees	Since 2023

Planned measures

Measures	Year
Review of the Gender Equality Plan to ensure validity for 2024	2024
Introduction of “Representative for gender-independent communication and equal opportunities”	End of 2023, 2024
Monitoring between complaints office, representatives, and Board of Executive Directors	2024

— Budget 2023

The following expenses are estimated for 2023:

Complaints office

Four persons, 2 hours/month on average
→ 8 hours/month
2023: $12 \times 8 = 96$ hours/year (12 person-days)

Equal Opportunities team

Six persons, approx. 1 hour/month
→ 6 hours/month
2023: $2 \times 6 = 12$ hours/year (1,5 person-days)

Change-Team

Four persons, approx. 1 hour/month
→ 4 hours/month
2023: $12 \times 4 = 48$ hours/year (6 person-days)

Central Divisions, such as COM and HR

Expenses integrated into day-to-day business, therefore not quantifiable

Photo shoots with gender-sensitive work scenes at the FZI

2023: 2,500 €

Overall budget 2023 **approx. 16,000 €**