



**Eberswalde University
for Sustainable
Development**

Evaluation and update of the gender equality concept 2019 - 2022

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Resolved in the Senate on 10.05.2019

EDIT: DÖRTE BEYER, DR. NADINE HEROLD, MIRELLA ZEIDLER

1 Aim of the gender equality concept 2019-2022

The aim of the equal opportunities concept is to evaluate the previous equal opportunities work at the university and to define new or modified measures for the continuation and improvement of equal opportunities in a binding manner for all university members. Disadvantages that persons may experience due to gender (female, diverse, male) are to be compensated or avoided. A gender balance shall be aimed at in all qualification levels. Special consideration shall be given to increasing the proportion of women in professorships and in leadership positions.

2 Structural anchoring of the concept and integration into profile and mission statement development

With around 2,100 students and 59 professors, the Eberswalde University for Sustainable Development (HNEE) is the smallest state university in Brandenburg. The topic of sustainability determines the profile of the university in all areas. Inter- and intragenerational justice, including gender justice, is a fundamental principle of sustainable development and therefore also a basic concern of the university management.

Gender equality and equal opportunities in education and career are binding requirements in the university's **mission statement** and **basic regulations**. The **Principles of sustainable Development**¹ developed participatively at the HNEE, in which equal opportunities play a role as a cross-sectional task in all fields of action, are profile-building and profile-strengthening. The HNEE set an example with the decision taken by the Executive Board in 2015 to use **gender-equitable language** in all official and public documents and media. The university is currently in the process of **developing a strategy** for the future orientation of the university. Here, too, equal opportunities and family orientation are an integral part of the discussion.

The first **gender equality concept** was adopted by the Senate in 2013. A critical reflection on the implementation of the goals formulated in the concept is provided in Chapter 3. The further development of the equality concept into a **diversity concept**² was adopted by the Executive Board and the Senate in 2017. The diversity concept specifies concrete measures, responsibilities and timeframes for the realisation of the projects.

In the current **university contract** 2019-2022, the topics of equal opportunities and family orientation are anchored in a separate chapter with a clear mandate and measurable targets for the next four years. In the **university development plan**, the advancement of women is explicitly described in the strategic field "Human resources development: advancing minds". The topic is also taken into account in other sections, e.g. on the promotion of young academics, the promotion of researchers or professors.

In the internal **funding distribution model**, the proportion of female professors in the departments is honoured.

¹ Here you can find the Principles of sustainable Development: <https://www.hnee.de/K3769.htm>

² The diversity concept can be viewed here: <https://www.hnee.de/E8481.htm>

3 Situation and deficit analysis - evaluation of own targets

In the first gender equality concept, seven goals were formulated after a situation and deficit analysis, which are evaluated and reflected on in the following:

Goal 1: Increase the proportion of female professors in all faculties, especially in the faculties of Forestry and Environment, Wood Technology [now Wood Engineering] and Sustainable Economy.

Success: The overall proportion of female professors has increased slightly from 17.8% (as of 2012) to 23.7% (as of 2019), including at the departments (Dept.) with traditionally male connotations - FACULTY OF Forest and Environment and FACULTY OF Wood Engineering (see Fig. 1). Since 2012, five women and seven men³ have been newly appointed at HNEE. The absolute number of female professors at the HNEE rose from ten to 14 in the same period. The current university contract stipulates the target of "25% female professors". The current number of female honorary professors is encouraging. In 2017, the **first female honorary professor** in the history of the university was appointed. By February 2019, the number of female honorary professors had already increased to three (two of them in the Faculty of Sustainable Business). In the new **appointment regulations** adopted in 2018, the role of the Equal Opportunities Officer in appointment procedures was strengthened.

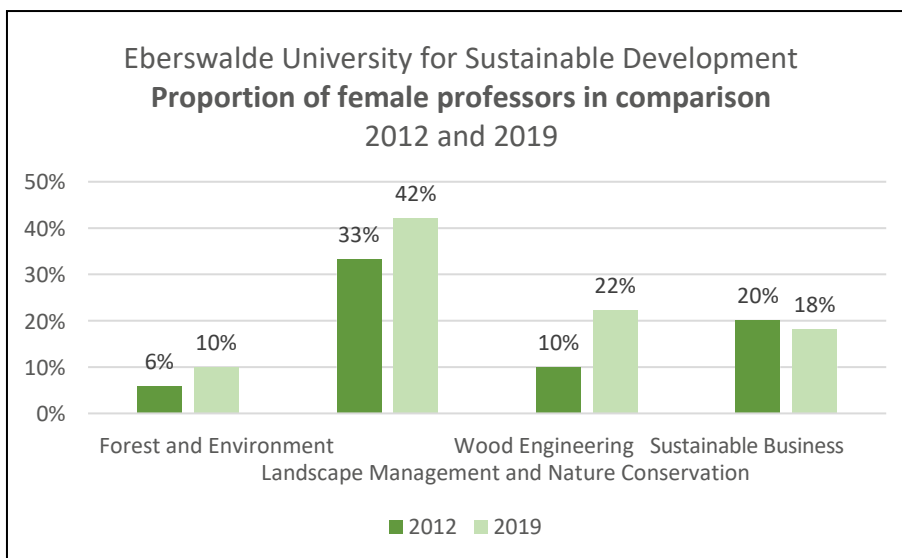


Figure 1: Comparison of the proportion of female professors in 2012 - 2019, own presentation, as of 04/2019

Not implemented: No percentage increase in the proportion of female professors was achieved in the Faculty of Sustainable Business, but there is a statistical artefact here because due to internal restructuring two professors moved from the Faculty of Landscape Use and Nature Conservation to the Faculty of Sustainable Business while the number of female professors remained constant.

Reflection: Goal 1 was achieved and will continue to be pursued. The programme for female professors has had a positive effect, as the financial incentive has encouraged the active search for suitable female applicants in appointment procedures. Therefore, the university will again submit an application to this programme. The active search for and approaching of suitable female applicants in appointment procedures via databases such as AcademiaNet or Femconsult has not been successful so far. In the long term, the promotion and qualification of female doctoral candidates has an influence on the

³ In accordance with the binary categorisation of official statistics, "men and women" are referred to. It must be taken into account that other genders or gender identities are possible.

number of potential female applicants in appointment procedures. A controversial measure is to refer to the possibility of part-time work in advertisements for professorships. The pros and cons of part-time work are explained under **Goal 6**.

The measure of gender equality plans will be **further developed**. These are to take into account all employees in the form of **personnel development plans** and stipulate medium- to long-term qualifications for employees, naturally under the aspect of gender equality. Mentoring of female post-docs will be intensified. The targeted measures from the 2013 concept will be continued (see overview in chapter 7).

Goal 2: Increase the proportion of women in top positions; target: balanced ratio

If we look only at the number of women in top positions, we see a slight approximation to a balanced ratio of women and men (Tab. 1).

Table 1: Top positions at the HNEE, staffing by women and men

	2012		2019	
	Women	Men	Women	Men
President		x		x
1. Vice President		x		x
2. Vice President		x	x	
Chancellor		x	x	
Chair Senate		x	x	
Budget and Procurement Division	x			x
Human Resources Department	x		x	
Department of Student Services and International Office	x		x	
Property and Environmental Management Department		x		x
Library	x		x	
ITSZ		x		x
Deanery Faculty 1		x		x
Deanery Faculty 2		x		x
Deanery Faculty 3		x		x
Deanery Faculty 4	x			x
	5 Women	10 Men	6 Women	9 Men

Success: For the first time in the university's existence, a **female chancellor** heads the administration. A **female Vice-President** for Studies and Teaching has been appointed since 2018. The HNEE currently has a **female student vice-president**. The chancellor and both vice-presidents are important role models and encourage more women to aspire to top positions. The proportion of women in **middle and lower management positions** is high. For example, the Student Service and the International Office, University Communication, the Language Centre, the Transfer Centre and the technical area of the Forest Botanical Garden are headed by women.

Reflection: Goal 2 has been partially achieved. With the Chancellor, Vice-President and Senate Chair, outstanding positions are occupied by women. The proportion of women in middle management with their own personnel and budget responsibilities is high.

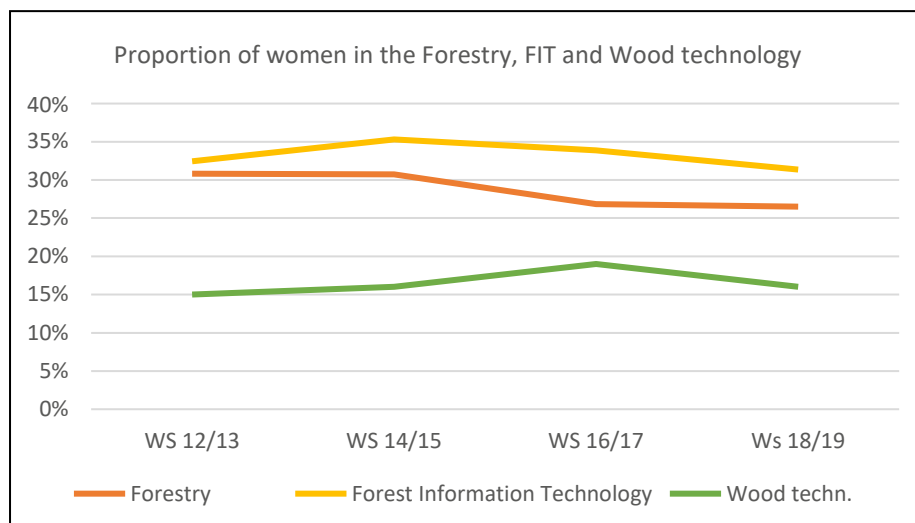
Forward Projection: The aim is to maintain a balanced ratio of men and women in top positions. Suitable junior staff can be qualified for management positions through targeted **personnel development planning**. The Gender Equality Officer participates in all selection interviews in procedures for management and top positions.

Goal 3: Increase the proportion of female students in the study programmes Wood Technology and Forestry or Forest IT, increase the proportion of male students in the Master's programmes Marketing Management and Sustainable Tourism Management.

Success: Overall, the gender ratio at the HNEE is balanced, with around 50 % of all students being female. In the Sustainable Tourism Management degree programme, the proportion of men rose from 15% (2012) to 22% (WS 2018/19). The Master's programme in Marketing Management was discontinued in 2013. At the Faculty of Wood Engineering, female "role models" were specifically shown in all advertising media. In the Bachelor's programme in Wood Engineering, there was an increase in the proportion of women in the winter semester 2016/17. The HNEE supports the national cooperation "Klischeefrei" (Cliché-free) on career and study choices.

Not implemented: As can be seen in Fig. 2, the percentage of women in the male connotated fields of forestry and forest information technology has not increased.

Figure 2: Proportion of women among all enrolled students in the degree programmes Forestry, Forest Information Technology and Wood Technology (Bachelor), as of 31.10.2018



Reflection: Goal 3 was partially achieved. In the Master's programme in Sustainable Tourism Management, the proportion of men increased after the abolition of the numerus clausus. Since there is no longer a ranking according to grade point average, more male applicants receive admission. The effect of role models can only be measured in the medium or long term. In the traditionally male disciplines such as forestry and wood technology, the proportion of female students did not increase, but the proportion of women in the three other forestry (international) degree programmes at the

Faculty of Forestry and Environment is between 40 % and 62 %. Presumably, the international, social and ecological points in the international degree programmes are more attractive to women than traditional forestry studies.

Forward Projection: The targeted advertising with male and female **role models** in the degree programmes with a gender imbalance will be continued. The increased proportion of women among the academic staff at the Faculty of Wood Technology (currently 30%) should also have a role model effect. A **survey** will be conducted among the female students of the international (female share 51%, winter semester 18/19) and traditional forestry degree programme (female share 27%, winter semester 18/19) in order to work out the reasons for the clearly different female share. The **Future Camp** project promotes the stereotype-free choice of degree programme, where prospective students get to know the degree programmes offered by the HNEE in Faculty h. The project participants and partners of the Future Camp are trained in cooperation with the GEM regarding diversity and stereotyping. The needs of people with **diverse genders** are increasingly taken into account, e.g. through accommodating regulations in the administration or sensitising university staff through events, readings and exhibitions.

Goal 4: Gender- and diversity-oriented promotion of young academics, in particular promotion of doctoral studies

Success: A large number of young female scientists work at the HNEE; the proportion of women among academic employees is 57 %. Currently, 16 people are doing their doctorates, including 12 women (as of 13.03.2019). Within the framework of the **female professors programme**, 18 **female doctoral candidates** were financially supported with additional funds. During the funding period, five women were able to successfully complete the doctorate or are about to do so (as of March 2019). Since 2013, ten women and seven men have successfully completed their doctorates. One of the female doctoral graduates participated in a **mentoring programme** of the Brandenburg universities in 2018. In March 2017, the statutes for the establishment and operation of the **Cooperative Doctoral College** were adopted. Since 2016, managers have been required to offer employees staff appraisals where their own development opportunities are discussed. The **qualification initiative for mid-level academic staff** was and has been continued since 2013. This makes it possible for teachers for special tasks to use a research sabbatical to conduct intensive research and/or prepare or complete a doctorate. In the new university contract, stronger thematic consideration of the gender aspect in the **further development of the research priorities** has been agreed for the first time.

Not sufficiently implemented: The HNEE does not have its own mentoring programme for young female academics. Mentoring offers that are located at the universities for Brandenburg's higher education institutions were regularly forwarded to the young female scientists at HNEE, but only one participant was found.

Reflection: Goal 4 was largely met. Particularly helpful were the additional funds for female doctoral candidates provided within the framework of the female professors programme, which resulted in a significant increase in the number of female doctoral candidates.

Forward Projection: A survey of doctoral researchers initiated by the GEMs in 2019 will highlight the needs of young researchers more clearly and enable the derivation and initiation of support offers and initiate support offers. Methodological training and exchange opportunities are to be offered as support. A **working group on "doctoral studies"** is working on improving the conditions for doctoral studies. The cooperation agreement with Leuphana University Lüneburg is also beneficial in this regard. In the area of **mentoring**, the offers of the Postdoc Academy of the State of Brandenburg, which was founded at the end of 2018, will be available in the future. Suitable young researchers will be referred to this directly. In the course of the programmes (e.g. UAS-Zukunft-BB) to increase the attractiveness of professorships at universities of applied sciences, the HNEE will award **doctoral positions**. Any additional funds available through the Female Professors Programme III will be used to promote doctoral studies.

Goal 5: Improve the personnel and financial framework conditions for gender equality tasks

Success: Compared to the situation of the Equal Opportunities Officer (EEO) in 2012/13, the framework conditions have improved significantly. The GEM currently has a half-time position to carry out her duties, as well as two deputies. For comparison: In 2013, the GEM had ten hours per week and a reduction in teaching duties of 6 SWS, as well as no deputy. A deputy GEM is funded for eight hours per week for the administration of additional equality policy measures. Since 2014, there has been an annual budget for equality and family friendliness of 30,000 EUR, which has been increased by 2,000 EUR from 2019 (2013: no fixed budget).

Reflection: Goal 5 has been fully met. More activities are possible due to the increase in resources of time and money as well as the regular exchange with the deputy GEMs.

Forward Projection: Staffing and budgets are maintained or, if necessary, adapted to new requirements.

Goal 6: Continue and further improve the compatibility of career and family for all university staff, especially with regard to working hours, childcare and care for relatives in need of care

Success: Flexible working hours (flexitime) enable all employees to start work at times that suit their own requirements. The semester periods (lecture and lecture-free periods) are coordinated with the coordinator for family-friendly universities five years in advance; the greatest possible overlap with school holidays is aimed for. Teachers with school-age children can also take leave outside the semester break after consultation with the department. Meeting dates are usually on Wednesday afternoons, when no courses are scheduled across the university from 2.00 p.m. onwards. It has been shown that for many items on the agenda, this start is too late to reach a conclusion in a "family-friendly" manner. Therefore, starting in April 2019, the start of meetings from 1.00 p.m. will be tested. **Day care** for small children was set up on the Waldcampus in 2015 in cooperation with a municipal day care centre. The university also subsidises childcare provided by two childminders. A nationwide regulation on the repatriation of subsidies from health insurance companies for **maternity leave** to third-party funded projects is applied. The project management can thus apply for a cost-neutral extension of the project with the third-party funding provider and, if necessary, continue to employ the employee after parental leave.

Not implemented: A **guideline for gender/family-oriented leadership competences** has not yet been written due to time and technical reasons.

Reflection: The introduction of a reference to the possibility of **part-time work** in all job advertisements within the framework of family friendliness was discussed. Part-time work has pros and cons. A study by the IAB⁴ and the first equality report⁵ by the BMFSFJ in 2011 show that many women would like to work more part-time. Although a part-time position makes it easier to reconcile family responsibilities, it is not enough to secure one's livelihood, inhibits one's career and consolidates the role (mostly of women) of "earning extra money". The problem with academic staff is rather too many part-time positions. Of the 19 academic positions advertised in 2018, 15 were part-time. At the HNEE, half of all female employees and one third of all male employees work part-time, the majority in the academic sector. 63 % of all part-time employees are women (as of December 2018). Part-time employees at HNEE often have "top-ups" or several part-time positions to finance their living expenses. At HNEE, male and female professors switched from part-time professorships to full-time professorships during the reporting period, but not vice versa. The possibility of a temporary reduction in hours for the family phase is more helpful, as it makes it easier to return to a full position and avoids the "part-time trap". If there is a desire for a temporary reduction in hours, an amicable arrangement is usually found at the HNEE. Nevertheless, the basic examination of part-time suitability of positions can be helpful in individual cases; it has not yet been carried out as standard in all advertisements for full positions. Further thought should be given to the possibility of **job sharing**, where two people voluntarily share a full-time position.

Forward Projection: The TzBfG § 7 (1) requires that jobs be advertised as part-time positions if the workplace is suitable for this. According to TzBfG § 6, this also applies to management positions. The fundamental examination of the suitability of a position for **part-time work** should therefore be applied more consistently. In addition to flexible working hours, a model of mobile workplaces is currently being discussed. **Mobile workplaces** make it easier for professionals with family responsibilities to work, for example, when daycare centres are closed or when caring for adults in need of care. Especially for the numerous commuters at the HNEE, a mobile work location represents a gain in time for the family, but also for health. The university management undertakes to consider sympathetically any request for a temporary reduction in hours due to family responsibilities. Students are enabled to **study part-time** through part-time curricula. The GEM and the coordinator "Family-friendly university" develop a **guideline** for gender/family-oriented leadership, which also includes advice on maternity protection regulations and re-entry after parental leave for third-party employees.

Goal 7: Continuing education programmes specifically for female students and employees

Success: Individual further training courses for women were offered. Female doctoral candidates received financial support to attend (international) conferences and PhD courses. A handout was created to standardise certificates. The Equal Opportunities Officer continued her research on the career paths of women and men in the reporting period.

Not implemented: There is a lack of systematic further training offers for women, especially for career planning. The previous events were individual measures.

⁴ Wanger, Susanne (2011)

⁵ BMFSFJ (2011)

Reflection: Goal 7 has been partially achieved. Offers in which only women can participate are particularly recommended in areas that tend to have a male connotation (e.g. in the IT sector or leadership/career), as women tend to adapt to their ascribed gender role in the presence of supposedly more suitable male participants, i.e.: to leave the area to the men⁶.

Forward Projection: The aim is to offer conceptually well thought-out further training for all employees. In addition, more events against right-wing populism and other non-democratic, discriminatory and misogynist currents will be organised in line with social developments.

Ziel 8: Maßnahmen zur Qualitätskontrolle

Success: In 2016/17, the HNEE was one of eleven institutions to take part in a pilot project of the Federal Anti-Discrimination Agency and test the "**Equal Treatment Check**" (gb-check). The test phase was professionally accompanied by the Anti-Discrimination Agency and researchers from the Berlin School of Economics and Law. The feedback from the HNEE and the other institutions during the test phase helped to develop the "gb-check" in its final form. As a result of the "gb-check", the university was basically certified as having equal treatment of the sexes. In detail, potential for optimisation was discovered in individual measures, which will be incorporated into the new equality concept, e.g. in the statistical recording and evaluation of recruitment procedures (see appendix). Gender equality and family friendliness are an integral part of the university's reporting, which at the HNEE takes place every two years in the form of the sustainability report. The GEM is a member of the Executive Board and can thus participate directly in all discussions on planned measures or introduce its own agenda items.

Not implemented: The application for TOTAL E-Quality envisaged in the first concept was not implemented in favour of the equal treatment check described above, as this "gb-check" brought a comparable evaluation of the university "from outside".

Reflection: Goal 8 was achieved, albeit with a different instrument. Participation in the pilot project of the Federal Anti-Discrimination Agency was costly, but brought new impulses, especially through the scientific support of external institutions. The Chancellor, the Head of the Human Resources Department, representatives of the Staff Council, the Disability Representative, the Family Coordinator and the GEM took part in the "gb-check" workshops, which was very beneficial for the exchange between these actors.

Forward Projection: The HNEE is conducting a "gb-check" again in 2020.

⁶ e.g. Butler, J. (2013:9); Eckes, T. (2010:179 ff.); Steffens, M. & Ebert, I. (2016:129)

4 Personnel development and recruitment

Proven and further developed measures for young academics and professors have already been discussed in Chapter 3. The general measures aim, among other things, to make the university's employees feel valued and welcome.

Since 2013, a number of new **general measures** have been introduced to improve staff development and recruitment at the HNEE.

- **Handout on the job filling procedure:** In January 2018, a new handbook for job appointment procedures was issued, which objectifies the procedure and ensures the principle of equal opportunities.
- **Agreement on the integration of people with disabilities:** This agreement, adopted in 2016, regulates the inclusion and integration of disabled workers.
- **Training concept of the HNEE:** In this concept, adopted in 2017, the university defines its responsibility in the professional training of junior staff in the non-scientific field.
- **Guide to annual appraisals:** Since 2016, managers have been obliged to offer staff appraisals to employees at least once a year. The interview guidelines developed explicitly for this purpose include the topic of "staff development" as a focal point. Here, employees and supervisors can discuss qualification wishes and career perspectives.
- **Service agreement on "company integration management":** This includes regulations on how employees can return to work well after a longer period of illness. Regulations on returning to work after parental leave will be made in the new staff development concept.
- **Guide to appreciative communication:** Dealing with each other in an appreciative manner is a basic prerequisite for good cooperation at the university, where employees enjoy working.

Further development/continuation: Since 2019, the flexibilisation of the staffing schedule has offered completely new opportunities for staff development and staff retention. Taking these new framework conditions into account, a **staff development concept** is being developed that structures and bundles all measures already underway. Due to the months-long vacancy of the management position in the Human Resources Department, the completion of the concept will probably be delayed until August 2020.

At the HNEE, up to 20 % of the professorships can be awarded as research professorships. The GEM is a member of the selection committee. Research professorships increase the attractiveness of UAS professorships and enable professors to intensify their research work by reducing their teaching duties. Currently, three women and four men hold research professorships (as of February 2019).

5 Proportion of women in governing bodies and committees

The university aims to achieve a balanced ratio of women and men in all bodies and committees.

One of the most important bodies is the **Senate**. There are currently five women and six men in the Senate, including two female professors (corresponds to 45% female representation, as of April 2019). By comparison, in 2013 there were four women and seven men, including one female professor, in the Senate. The Senate is elected every two years, so the composition changes regularly. By actively encouraging women to stand for election to the Senate, the proportion of women can be indirectly influenced.

The proportion of women in the **presidium** is currently 40 % (in 2013 it was 20 %). The basic regulations of the HNEE regulate the membership of the presidium qua function (§20 (9) <https://www.hnee.de/de/E1942.htm>), including that of the GEM. The proportion of women on the Executive Board can therefore only be influenced indirectly by increasing the proportion of women in leadership positions or functions. The four **departments** of the university are currently led by four deans (as of March 2019). The proportion of women in the **departmental councils** is:

- Faculty of Forest and Environment: 30 %
- Faculty of Landscape Management and Nature Conservation: 50 %
- Faculty of Wood Engineering: 20 %,
- Faculty of Sustainable Business: 30 %.

In the **appointment committees**, the proportion of women required by BbgHG § 40 (2) of at least 40% (including at least one female university lecturer) is generally adhered to. As a result, in the departments with few female professors, they are more often tied up in the time-consuming procedures. Currently, all student representatives are female (as of April 2019).

Further development/continuation: A gender balance in all decision-making bodies is aimed for. A generally earlier start of meetings can facilitate the participation of employees with family responsibilities. However, due to the different proportions of women and men in the individual status groups, committee work must not lead to an above-average additional workload for individuals in those groups where one gender is significantly underrepresented.

6 Summary: Further need for action/ deficits

Despite some improvements, there are still deficits:

- Not a balanced proportion of women in professorships
- Not a balanced proportion of women in top positions and committees
- Not a balanced proportion of women in the study programmes Forestry, Forest Information Technology and Wood Technology
- Too few mentoring opportunities for young academics
- Lack of a personnel development concept, systematic personnel development incl. further training concept
- Lack of consideration for the needs of LGBTTIQ* persons
- No consistent examination of partial suitability in every job advertisement
- Guidelines/handouts for managers on gender/family orientation

The following chapter 7 lists the continued and further developed or new measures.

7 Comparison of TARGET and ACTUAL situation and further development of the gender equality concept 2012-2016 at a glance

successfully/ predominantly implemented	partly/partially implemented	not (yet) implemented	new measures/ further development
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(All target-oriented measures assessed as target-oriented and/or only partially implemented are continued.)

1. Measures to increase the proportion of female professors in all faculties, especially in the faculties of Forestry and Environment, Wood Technology and Sustainable Business.

Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
GEM participates in all appointment meetings, standardised check sheet (on equality-relevant aspects).	The GEM took part in all meetings. A standardised checklist on all aspects relevant to gender equality in appointment procedures is available and is an integral part of the guidance for AC chairs. and is an integral part of the instructions for the AC chairpersons.	With personal participation in all meetings, the GEM was able to exert direct influence. The check sheet developed together with all GEMs of the Brandenburg LaKOG is a great help in this regard.
Proportion of women in the appointment committee at least 40%.	This regulation was generally complied with.	Women in the AC bring their perspective and experience to the table. However, for the few female professors at the FACULTY OFs, this regulation also means that they participate more frequently in appointment procedures.
Actively approaching suitable female scientists, in relevant databases such as AcademiaNet or Femconsult, researching professional societies, women's scientific associations, etc.	In each appointment procedure, suitable academics were actively sought and approached via the networks.	Especially in the traditionally male connotated fields of activity such as wood technology or forestry, the number of female scientists with doctorates is low. This makes the targeted search for and approaching of women all the more important. Of the few women scientists approached directly via Femconsult or AcademiaNet, none applied during the reporting period. More successful were personal informal networks or subject area networks were more successful.
Check the possibility of part-time work in all advertisements and offer it if necessary.	The possibility of part-time work is not consistently offered in all job advertisements. In the context of the decision on the diversity concept 2017, the topic was again discussed in all committees.	Part-time work has pros and cons. On the one hand, it makes it easier to reconcile family and work, but on the other hand it is not enough to secure one's livelihood and reinforces the role - usually that of the woman - as an "additional earner". as an "additional earner". Moreover, one can quickly fall into the "part-time trap".
Second call for applications if too few women apply or extension of the call for applications deadline.	In appeal procedures, the call deadline was usually extended (example 2018: in 3 of 4 procedures).	The deadline extension is a good opportunity to intensify the active approach of female scientists.

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Incentive-compatible internal allocation of funds according to the proportion of women.	The proportion of female professors in the departments is taken into account in the internal funding allocation model.	The incentive effect is limited, as the proportion of female professors can only be increased through new or subsequent appointments to professorships. On average, there are 2-3 appointment procedures per year at the entire HNEE. In 5-10 years there will be a "generational change" in the number of professors.
	Attractive, competitive (stay) offers for qualified women.	During the reporting period, female professors were retained with attractive offers to stay.	No female professor has left the university because of more attractive offers. Compared to offers from industry, however, a university has only limited scope for competitive offers.
	Application for participation in the Programme for Women Professors II.	The HNEE had successfully applied to the Professorinnen-Programm II and was able to claim a funded professorship.	The prospect of PP funds has increased the AC's attention to suitable female applicants. Even if the best selection is the rule, the programme motivates the AC to intensify the active suitable candidates more intensively.
	Equality plans are drawn up in each department and the administration.	Equality plans were only prepared once in the reporting period. This measure will not be continued. Instead, staff development plans are being sought.	The personnel development planning with consideration of gender aspects covers this task, so that the gender equality plan did not provide any new information in parallel. The retirement of professors and executives, which can be planned and is usually due to age, is recorded in good time via personnel planning.
	Application for participation in the Programme for Women Professors III	Goal: Increase the proportion of female professors, additional funds for the promotion of young academics	Responsible: GEM, Deadline: May 2019, Cost: 0
	Create staff development plans	Goal: systematic and plannable personnel development taking gender equality into account (m,f,d) Qualification of women* for top positions	Responsible: Head of Human Resources, University Management, GEM, Staff Council if applicable, Deadline: 2021, Costs: 0
	Strengthening the position of the GEM in appointment procedures	Goal: earlier involvement of GEM in appointment procedures	A corresponding change was made in the new appointment regulations (2018) and in the handbook for AC chairs.
	Regulations for the consideration of the interests of LGBTTIQ* persons can be found at	Goal: Eliminate discrimination on the basis of trans or inter* gender or sexual orientation.	How to deal with affected persons in appointment procedures (e.g. in stalemate situations regarding the place on the list) is completely unclear in the BbgHG.

2. Increase the proportion of women* in top positions; goal: balanced ratio.

A gender balance in top positions will continue to be strived for. Here, too, the main focus is on systematic personnel development and directly addressing suitable female candidates.

3. Increasing the proportion of female students in the departments of Wood Technology (now Wood Engineering) and Forestry and Environment, increasing the proportion of male students in the degree programmes Marketing Management and Sustainable Tourism Management.

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Inclusion of female students and graduates in information events on study programmes (analogous to students, where they are underrepresented).	In all information media (information events, brochures, posters, website), the visual material is deliberately selected (female and male students are pictured). There is a PR team of 15-20 students who represent the students at trade fairs, school visits, etc. to present the degree programmes.	Role models have a model effect and promote a stereotype-free choice of studies. When it comes to images, it is easy to consciously pay attention to a gender balance or to depict female students on a technical course of study. For trade fairs and school visits, the composition of the PR team also depends on the availability of students.
	Events for the "Future Day for Girls and Boys" within the framework of the nationwide "Girls' Day.	School classes visited HNEE every year, e.g. the Faculty of Wood Engineering and the Faculty of Sustainable Business. The HNEE took part in this day every year HNEE took part in this day every year and will continue to do so.	As with the Children's University, the success of this measure cannot be measured in the short term. In any case, however, this day should be remembered by the pupils and basically lower the "threshold fear" of studying or the STEM subjects.
	Continuation of the Children's University and establishment of the Youth University.	The Children's University has been and will be continued. Every year, the number of registrations increases, so that the number of lectures has been increased. The GEM held two lectures on the topic of "Diversity". The Youth University was established.	The increasing numbers show that the offer is very well received by the target group. As with the Future Day, measuring the impact is difficult. The measure is very beneficial for the awareness of the university in the region and for arousing interest in science.
	BriSaNT "Brandenburg Initiative School and University on the Way to Science and Technology". e.g. participation in regular lectures in the MINT area.	In the BriSaNT project there was a cooperation agreement with the University of Potsdam, in the framework of which several events had been held by 2010.	After 2010, however, there were no further events due to problems with coordination because of the distance to Potsdam. The project ended in 2015 and will not be continued in this form.
	Projects for a stereotype-free choice of studies: 1. survey of female students in the technical degree programmes, 2. project Future Camp for applicants.	Goal: Support stereotype-free choice of studies, thus increasing the proportion of women among students in technical degree programmes.	Responsible for survey: GEM, deadline 2020, costs: 0 Responsible Future Camp: project team, GEM, costs: third-party funds and overhead costs (administration, infrastructure). HNEE supports the national initiative Cliché Free
	Reduction of bureaucratic hurdles for intersex and transsexual or transgender students in the Administration.	Goal: To enable people to live according to a diverse gender or gender identity with dignity and respect.	Responsible: Student Service, GEM, Academic Affairs Faculty .

4. Gender-oriented promotion of young academics, especially promotion of doctorates

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Regular staff development meetings with (female) academic staff members.	A new guideline (2016) on conducting staff appraisals supports managers. It stipulates the duty of managers to offer employees a staff appraisal on a regular basis, at least once a year. With the scientific staff. As a rule, the deans have conducted the interviews with the academic staff who are employed in teaching.	The scientific staff members decide for themselves whether they want to take part in the annual staff appraisal. The academic staff members decide for themselves whether they want to take part in the annual staff appraisal. An active personal invitation by the deans to the talks was beneficial in every case. The majority of the research assistants are on fixed-term contracts. The majority of academic staff are employed on a temporary basis via third-party funding, and the uncertainty is correspondingly high. These talks therefore have an important function in discussing perspectives and expressing appreciation for the work done.
	Involving good female students and graduates in research projects.	Good students and alumni are involved - either as part of their studies (e.g. in the Sustainable Tourism Management course in the project internship) or after graduation in third-party funded projects. The best are selected.	The research project leaders have their own interest in recruiting very good project staff. If they are involved during their studies, the students can prove their worth and, if necessary, distinguish themselves for later project positions. The proportion of women in academia was 57% in 2018.
	Quality initiative for academic staff: Leave of absence from teaching for a research sabbatical.	The quality initiative for female academics ("Qualitätsinitiative The quality initiative for female academic staff ("Quality Initiative for Mid-level Staff") has been continued since 2012. It is laid down in the University Development Plan 2015-2020. Since 2012, all academic staff with teaching duties have Since 2012, all academic staff with teaching research sabbatical.	The academic staff with teaching duties hardly have any time. Due to the high teaching load (24 teaching hours per semester), academic staff with teaching duties hardly have any time to further qualify themselves. The research semester is a good opportunity for doctoral graduates to develop further in their subject area, to participate in conferences or to produce publications; non-doctoral graduates could prepare a doctorate (exposé).
	Use of surplus material resources for the financial support of doctoral students, awarding of scholarships.	Within the framework of the Women Professors Programme II, the funds that have become available to finance doctorates in the amount of 350,000 EUR have been allocated (period 2014-2019). 18 women were funded (material funds and/or personnel funds or scholarships).	The financial support made it possible for most of the female doctoral candidates to obtain their doctorates. Women who were unable to take advantage of other doctoral funding due to their age were also funded. This meant that women with atypical careers due to family responsibilities were able to do a doctorate. Any funding from the Professorinnen-Programm III would be used to support be used to support female doctoral candidates.

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Mentoring of qualified women, use of relevant support programmes.	Through the Professor Programme II, women were encouraged to pursue doctoral studies and their implementation was made possible. The mentoring of women at the HNEE is carried out rather informally by committed university lecturers. There is no university mentoring programme does not exist. One female doctoral student has used the ESF-funded PostDoc Mentoring Programme in Brandenburg. In the future, the PostDoc Academy in Bbg. can be used.	The state of Brandenburg and the EU support mentoring programmes at Brandenburg's universities. Here, the HNEE worked together with the European University Viadrina in Frankfurt/Oder, where the project coordination is located. Calls for mentoring are regularly forwarded to suitable female academics at the HNEE. The doctoral student who has already participated in the mentoring programme found the mentoring extremely helpful. helpful. In the state of Brandenburg, a statewide PostDoc Academy is currently being academy is currently being established.
	Recording and networking of doctoral researchers and doctoral candidates.	Since 2017, the HNEE has had a statute for the establishment and operation of the Cooperative Doctoral Programme, so that doctoral candidates can enrol at the HNEE. Every year, all university teachers are asked about current or planned doctoral supervision.	Most doctoral researchers are employed at the HNEE (usually in a third-party funded project) and therefore do not register. The number of doctoral students at HNEE is manageable, so that the annual survey covers all doctoral students. As an incentive for professors to register doctoral candidates, they are financially rewarded for the supervision of successfully completed doctorates.
	Further development of mentoring offers.	Goal: Qualification of women for professorships and/or top positions.	Responsible: for advertising/encouragement: GEM use of the nationwide PostDoc Academy.
	Establishment of doctoral coaching for doctoral candidates.	Goal: more doctoral students, especially more women with doctorates as a prerequisite for UAS professorships.	Survey among doctoral students on support needs for the development of suitable offers (responsible GEM). In the process of developing the university strategy, a doctoral working group has been established.
	Doctoral positions and scholarships for young researchers.	Goal: concrete support for the doctorate by securing livelihoods.	Application submitted for joint doctoral college with Babelsberg Film University and cooperation with Leuphana University Lüneburg. Funds from funding guideline 1 in the UAS-Zukunft-BB Programme will be used for this purpose.

5. Improving the personnel and financial framework conditions for gender equality tasks

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
5.1	Job increase by 10 h (GEM ½ job LFaculty ofA).	The GEM has a half-time position as GEM (20 h/week), according to BbgHG § 68 (9)	More time and a fixed budget have made the GEM's work much easier. The coordination with the "family-friendly university" department went smoothly, many measures of the GEM and the family-friendly university coordinator were planned and implemented together. The cooperation and professional exchange with two other deputy GEMs is helpful and motivating. One deputy GEM is released from her actual duties for 8 hours per week for gender equality work.
5.2	Reduction of teaching load for GEM by 5 SWS.		
5.3	Set budget (material resources) for gender equality work.	A joint budget of EUR 30,000 (from 2018 - EUR 32,000) has been set for equality and family friendliness since 2014.	
5.4	Active search for a deputy GEM.	One deputy GEM has been elected and appointed since 2015, and two deputy GEMs have been elected and appointed since 2017.	

6. Continuing and further improving the compatibility of career and family for all university staff, especially with regard to working hours, childcare and care for relatives in need of care

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Family-friendly university audit.	Re-auditing was not planned for cost reasons. However, the HNEE was one of the first signatories of the charter "Family in Higher Education" in 2014.	The measures that have been initiated in the area of family-friendly higher education have proven successful and will be continued. There is an exchange of information in the Best Practice Club "Family in Higher Education" and in the Brandenburg network of family coordinators.
	Flexible working hours, flexitime.	At the HNEE, all employees have the option of flexitime.	The flexible start of work is advantageous for all employees. It relieves the burden on working parents in particular.
	Enable part-time positions or part-time professorships as needed.	When there was a request for a reduction in hours due to family commitments, an individual solution was always found.	This option was only used very sporadically. In individual cases, the possibility of reducing hours helps in special life situations.
	Adjustment of work tasks to the contractually agreed working time.	An adjustment of work tasks to working hours is basically aimed for in every job description. Nevertheless, in reality there are extra hours. Since 2017, academic staff with teaching obligations have had the option of reducing their teaching load if they also carry out research or administrative tasks in addition to teaching.	Some of the overtime accrued is due to sick leave, unfilled positions or peaks in the course of the year and can be "paid off" later. Research professorships make it possible to reduce teaching obligations at universities of applied sciences in favour of research work. Research professorships are awarded in a transparent selection process in which the GEM participates.
	Do not schedule meetings and compulsory lectures in the evening hours.	This resolution is not always respected. From April 2019, the start of the Presidium meeting will be brought forward to 13.00.	It is difficult to find appointments for teachers, as they are usually tied up in courses. The start of the meeting at 2.00 p.m. is too late with a full agenda.
	Observing the school holiday dates when setting the semester dates.	The leave of teachers outside the semester break is already possible, if after the teaching is secured after consultation with the department.	Since the period of the school holidays varies annually, but the semester periods have to follow a relatively fixed pattern to ensure 20-week semester, the leeway is limited.
	Sports activities for female staff during the lunch break.	"Active break" and massages are offered weekly. Equipment with height-adjustable desks.	This cross-departmental and cross-status group offer is also an important contribution to team building and health. The female employees in the administration benefit most from this.
	Guide for gender-/family-oriented leadership competences.	A separate guideline has not yet been produced. This measure will continue to be pursued.	Numerous handouts for managers, which were created by gender experts, are available (on the internet, in bookshops). A separate handout can better address the circumstances of the HNEE, which is why this project is being pursued further.

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Homework supervision for children of employees by students.	This offer, financed from the budget for the "Family-friendly University", was often but not consistently implemented.	This offer relieves parents with older, school-age children. The availability of the offer is always dependent on demand and the demand and the availability of suitable students.
	Expansion of childcare facilities close to the campus.	A branch of a municipal day-care centre was opened on the Waldcampus in 2015 in cooperation with the Eberswalde municipality. One-off care, e.g. at events, was made possible by "Kinderwelt GmbH". For individually organised childcare students can apply for a subsidy for individually organised childcare.	The daycare centre directly on the Wald-Campus is ideal for student parents of very young children (under 3 years). There is a lack of spontaneous, temporary childcare, as the "Kinderwelt GmbH" can only be used after prior, lengthy registration. The childcare workers then travel from Potsdam for this. In Eberswalde there is comparable service in Eberswalde, which is also legally secure.
	Regulation on mobile workplaces.	Goal: To facilitate the reconciliation of family and work, e.g. when the day care centre is closed and when caring for relatives in need of care.	Responsible: university management in cooperation with GEM and staff council; deadline 2020, costs: for loan laptops, if necessary.
	"Fit in the Square"	Goal: Daily light sports activities for all staff (10 min.)	All employees with sedentary jobs (the majority of whom are women) benefit from this.
	Self-commitment of the university management to enable reduction of hours and sabbaticals in special life situations.	Goal: Facilitating the reconciliation of family and work, especially in the case of caregiving tasks	Responsible: university management in cooperation with GEM and staff council, Deadline: as of now, Costs: administrative expenses, possibly for auxiliary staff

7. Further education offers especially for female students and staff members

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Competence trainings especially for female university members only (e.g. rhetoric, application trainings ...).	Individual events were offered during the reporting period, and corresponding offers were also advertised outside the HNEE. A student initiative against sexism, which organises workshops, is supported financially and organisationally.	Offers specifically for women, especially on topics with male connotations (such as IT, leadership, rhetoric) have the advantage that women are more unbiased "among themselves" and give in less to the pressure of their gender role. In the future be offered in the future.
	Gender research on women's career paths.	The GEM is expected to complete its doctorate on women's career paths in the second half of 2019. In the new university contract for 2019-2022, the gender aspect is anchored as a cross-cutting issue in the further development of the research priorities.	Through intensive research in the field, the work of the GEM can be continued on the basis of scientific findings. The work of the GEM can be continued on the basis of scientific findings. After completion of the doctorate, continuation of research in the subject area is desired.
	GEM lectures on gender-equitable language in courses	Goal: To dispel reservations and misunderstandings about this. Gender-sensitive language reflects changes in society. It can change stereotypical role stereotypical roles.	Responsible: GEM, Costs: 0
	Actions against right-wing populism and other non-democratic, discriminatory and anti-women currents	Goal: Information and education, measures against these currents, prevention of discrimination.	Responsible: Coordinator for Anti-racism Work: Costs: Personnel costs TVL 11, 50% as well as material resources (4,000 EUR/year) for lecture series and workshops for all university members, especially for teaching staff and students as multipliers. multipliers.

8. Quality control measures

	Measure 2013 (TARGET)	Implementation 2019 (ACTUAL)	Reflection
	Application for TOTAL E-Quality	Instead of applying for TOTAL E-Quality, the HNEE applied as a "pilot" in the project of the Federal Anti-Discrimination Agency for the development of equal treatment checks. As one of eleven selected institutions, the HNEE tested the Equal Treatment Check in a pilot phase in 2016/17 and thus contributed to its development (see certificate in the appendix).	Participation in the pilot project has triggered a special motivation among the university's stakeholders for this evaluation. Within the framework of the test phase, internal procedures for filling positions could be optimised. The exchange with other "pilot companies" outside the university context has brought new ideas.
	Reporting in the Higher Education Report	In every university report/sustainability report of the HNEE, "Equality" is presented in a separate chapter. There are also regular articles in the university's own magazine "Seitenwind". The GEM reports to the Presidential Board and the Senate.	Reporting is always an occasion to evaluate what has been achieved and to plan and implement open points or projects. In addition, reporting serves to inform and make measures transparent.
	Keeping application statistics	Goal: Statistical data provide indications of possible disadvantages, an exemplary evaluation can be found in the appendix.	Responsible: GEM, Deadline: ongoing since 2017, Costs: 0

Reference:

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List of abbreviations

Bbg	Brandenburg
BbgHG	Brandenburg Higher Education Act
AC	Appeals Commission
ESF	European Social Fund
UAS	University of Applied Sciences
GEM	Gender Equality Manager
HNEE	Eberswalde University for Sustainable Development
ITSZ	IT-Service-Centrum
LaKoG	Brandenburg State Conference of Equal Opportunities Officers
LSBTIQ*	Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersexual, Queer
MINT	Mathematics, computer science, natural science and technology



GL-EICH

BEHANDLUNGS-CHECK

Die Antidiskriminierungsstelle des Bundes
verleiht dieses Zertifikat an die

Hochschule für nachhaltige Entwicklung Eberswalde

für die Durchführung des Projekts gb-check zur
Überprüfung der Gleichbehandlung der
Geschlechter im Arbeitsleben.

Berlin, den 3. Mai 2017

Christine Lüders

Leiterin der
Antidiskriminierungsstelle des Bundes

Einstellungsverfahren Statistik 2018

Aus Datenschutzgründen werden die Eintragungen zu den Ausschreibungen nicht mit dem Konzept veröffentlicht, sondern nur der Kopf der Tabelle gezeigt.

Beispielhaft ist eine Zeile fiktiv ausgefüllt.

(MA: Mitarbeiter*in, VZ/TZ: Vollzeit/Teilzeit)

KZ	Name der Stelle, Funktion	TVL	Dauer	TZ/VZ	Bewerbungen					Einladungen					Stellenbesetzung			Stelleninhaber/in davor?*	
					Bewerbungen insgesamt	davon Frauen	Anteil in %	davon Männer	divers	Anzahl Einladungen	davon Frauen	Anteil Frauen v. allen Bewerberinnen	davon Männer	Anteil Männer von allen Bewerbern	divers	Männer	Frauen		divers
OX_18	akad. MA Projekt XY	13	24 Mon.	75%	16	8	50%	8	0	6	4	50%	2	25%	0		1		Frau

Gesamtauswertung 2018:

45 Ausschreibungen, davon 19 akad. Stellen, 24 nicht-akad. Stellen und 2 Azubi-Stellen, insgesamt waren 491 Bewerbungen eingegangen

Von 491 Bewerbungen waren 319 von Frauen (entspricht 65%)

Es wurden 25 Frauen und 9 Männer neu eingestellt (entspricht 73% Frauenanteil), sowie je ein weibl. und ein männl. Azubi, bei 9 Verfahren war die Stelle bis Jahresende noch nicht besetzt

176 Personen waren eingeladen worden, davon 123 Frauen (entspricht 70%)

Von den 19 akad. MA-Stellen waren nur 4 in Vollzeit.

Von den 19 akad. MA-Stellen war nur eine unbefristet.

Von 19 akad. MA-Stellen sind 16 bis Jahresende besetzt worden, davon 11 mit Frauen (entspricht 69%). Es hatten sich darauf 156 Personen, darunter 93 Frauen beworben (entspricht 60%)

Leitungsstellen: 3 Ausschreibungen, alle 3 Stellen mit Frauen besetzt, 2 der Stellen waren zuvor auch von Frauen besetzt

Verwaltung: 24 Stellen, davon 6 Stellen nicht besetzt, von den 18 Einstellungen waren 15 Frauen und 3 Männer

Männer in TZ: von den 9 eingestellten Männern arbeiten 3 in TZ (davon 3 akad. MA) (33%)

Frauen in TZ: von den 25 eingestellten Frauen arbeiten 12 in TZ (davon 9 akad. MA) (48%)

* bei Nachbesetzungen ist ein Vergleich der Geschlechter der vorhergehenden Stelleninhaber*in und der eingestellten Person interessant.

Bei 8 Nachbesetzungen war das Geschlecht bei 4 Verfahren gleich. Bei 3 Verfahren folgte eine Frau auf eine Stelle, die zuvor von einem Mann besetzt worden war. Bei einer Stelle folgte ein Mann auf eine zuvor von einer Frau besetzten Stelle.