



Universität Hamburg

DER FORSCHUNG | DER LEHRE | DER BILDUNG

UNIVERSITY OF HAMBURG EQUAL OPPORTUNITY PLAN 2023–2027



CONTENTS

- 1. Preamble2
- 2. Objectives of gender-equitable participation and fields of action3
- 3. Equal Opportunity at the University of Hamburg: current status..... 4
 - 3.1 Equal Opportunity structures5
 - 3.2 Equal opportunity successes at the University of Hamburg.....7
- 4. Objectives and measures for gender-equitable participation in the fields of action 13
 - 4.1 Field of action professors 13
 - 4.2 Field of action female early career researchers 15
 - 4.3 Field of action students16
 - 4.4 Field of action compatibility..... 17
 - 4.5 Field of action women in management positions and committees19
 - 4.6 Field of action structural anchoring..... 20
- 5. Perspectives on equal opportunity work 21

1. PREAMBLE

As a University of Excellence, the University of Hamburg is one of the strongest research universities in Germany. As a flagship university in the greater Hamburg region, the University of Hamburg nurtures innovative, cooperative contacts to partners within and outside academia. It stands for education, knowledge, and knowledge exchange under the banner of sustainability.

For many years, the University of Hamburg has committed to a successful policy of equal opportunity, characterized by the consistent integration of equal opportunity in all areas of the University's strategic development and the provision of funds for equal opportunity measures. It is committed to the Research-Oriented Equity and Diversity Standards of the German Research Foundation (DFG)¹ and is among the top German universities with regard to implementing these standards. Achievements such as the high number of women professors (in national comparisons), especially W3/W4 professors, and the relatively high ratio of women who have been newly appointed are the result of, among other efforts, measures in the women professors program I–III and the institutional incorporation of the University of Hamburg's Equal Opportunity Directive and Equal Opportunity Plan. Nevertheless, the 2021 CEWS university ranking with regard to equal opportunity² shows that the University of Hamburg remains mid-field overall, due mainly to the minimal increase in W2 and W3 professorships for women.

As a flagship university, the University of Hamburg plays a leading role in the higher education landscape in Hamburg and beyond in terms of higher education policy, academia, and research. This means that the University of Hamburg can also serve as a beacon for the cross-cutting issue of equal opportunity. To successfully address current issues and future challenges in equal opportunity policy, the University of Hamburg defines equal opportunity as a triad of gender equity, compatibility, and diversity. Our certification and consolidation in the family-friendly university audit and the University's successful participation in the Designing Diversity audit in 2019 are decisive and innovative developments in our equal opportunity work. At the same time, the efforts of the diversity audit build upon the foundation of equality work, for example with the addition of diversity features to existent equal opportunity measures.

¹ German Research Foundation pledge 2022:

<https://www.dfg.de/en/basics-topics/basics-and-principles-of-funding/equal-opportunities/research-oriented>

² <https://www.gesis.org/cews/portfolio/publikationen/cewspublic> (in German)

Pursuant to Section 3 subsection 5 sentence 3 of the Hamburg higher education act (Hamburgisches Hochschulgesetz, HmbHG), Hamburg's universities are required to issue equal opportunity plans to increase the proportion of the underrepresented gender among academic and artistic staff. Universities must contribute to realizing equal opportunity for men and women, especially to counter the ongoing underrepresentation of women (Section 3 subsection 5 sentences 1 and 2 HmbHG).

The University of Hamburg has now extended its strategy process beyond gender equality to include the promotion of diversity, by pursuing the UN Sustainable Development Goals (SDGs) Gender Equality (Goal 5) and Reduced Inequalities (Goal 10). The Equal Opportunity Plan required pursuant to Section 3 subsection 5 sentence 3 HmbHG is supplemented by a concept for constructively handling diversity (diversity concept) prescribed in Section 3 subsection 4 sentence 2 HmbHG. The University of Hamburg is currently undergoing the Designing Diversity re-audit by the Stifterverband für die deutsche Wissenschaft.

The goal of equal opportunity at the University of Hamburg is to overcome gender boundaries, gender-related role models, and structural discrimination to achieve long-term equal opportunities for all genders. A binary understanding of gender does not apply for everyone. Transsexual and intersex individuals in particular often face discrimination. The University of Hamburg is therefore committed to the goal of intersectional gender equity.

2. OBJECTIVES OF GENDER-EQUITABLE PARTICIPATION AND FIELDS OF ACTION

We are focusing especially on professorships, female early career researchers, and female students. It is only by intensively fostering early career researchers that we can achieve gender parity when it comes to professorships. The measures in these 3 fields of action are a particular focus of our efforts.

The fields of action listed below, which had already been developed for the 2018–2022 Equal Opportunity Plan, cover all aspects of the participation of women, the underrepresented gender in academia at the upper career levels at universities, in the University's academic and administrative organization. They will be confirmed by the German Research Foundation's research-based equal opportunity and diversity standards; in turn, they are themselves based on those standards' aim of implementing consistent, transparent, competitive, forward-looking, and sound equal opportunity goals. Specifically, the measures involve the following:

Field of action female professors (see 4.1):

increasing the proportion of female academics with professorships at the University to achieve parity

Field of action female early career researchers (see 4.2):

career and HR development for female early career researchers to pave the way for women to pursue careers in science and academia

Field of action students (see 4.3):

gender-equitable recruitment of students to inspire young women in particular to study STEM subjects and to increase the number of men in the humanities and, in particular, educational science

Field of action compatibility (see 4.4):

promoting the compatibility of family and studies/career to help young parents continue with their education and/or careers

Field of action women in management positions and on committees (see 4.5):

striving for gender-equitable representation at all management levels and on all committees of the University to increase the participation of women

Field of action organizational incorporation (see 4.6):

further institutionalization and strengthening of equal opportunity work in all areas of the University for the sustainable establishment of equal opportunities throughout the University

3. EQUAL OPPORTUNITY AT THE UNIVERSITY OF HAMBURG: CURRENT STATUS

Among Hamburg's universities, the University of Hamburg is currently the largest educational institution with almost 44,000 students in 8 faculties and over 13,000 employees.³ In line with its guiding principle of "Innovating and cooperating for a sustainable future," sustainability in all of its facets and dimensions (content, critical and scientific reflection, didactic and institutional concerns) is closely connected to the pursuit of scientific excellence.

³ University of Hamburg Executive University Board Annual Report 2021

3.1 EQUAL OPPORTUNITY STRUCTURES

Gender equality work has been fixed element at the University of Hamburg for over 35 years and its integration at the institutional level has led to significant improvement in the representation of women at the University. At the University of Hamburg, equal opportunity encompasses the 3 areas of gender equality, diversity, and the compatibility of studies/career and family.

Equal opportunity structures are well-established at the University of Hamburg.

There has been a centralized office for this since 1986, initially focused on fostering opportunities for women. Since 2008, it has continued as the Equal Opportunity Unit, led by the University's equal opportunity commissioner. The University's equal opportunity commissioner, elected by the Academic Senate, is responsible for matters relating to academic staff at all levels and students. Pursuant to Section 87 (3) HmbHG, its tasks include

- involvement in organizational and HR decisions, in particular reviewing all HR decisions, especially opinions on all appointment decisions
- participation in development planning, in particular cooperation with all equal opportunity representatives and equal opportunity stakeholders of the faculties and centralized institutions
- involvement in the Equal Opportunity Directive and Equal Opportunity Plan

Equal opportunity is integrated into the target and performance agreements of the University of Hamburg.

The 2023/2024 target and performance agreements signed on 1 July 2022 between the Free and Hanseatic City of Hamburg, the BWFGB, and the University of Hamburg include:

- a quota of 35.5 percent for women professors
- a quota for female academic staff (excluding professors) of 43.5 percent
- maintaining certification as a family-friendly university through the family-friendly higher education audit and the designing diversity audit certificate

in addition to consistent pursuit of equal opportunity, in terms of gender equality, reconciliation of family and career/studies and diversity as well as “general action against any form of discrimination based on actual or ascribed characteristics of persons or groups”⁴

⁴ Target and performance agreement 2023/2024, p. 5f. and p. 10.

Equal opportunity issues are also anchored in the Executive University Board's target and performance agreements with the faculties and academic institutions. All faculties and other academic institutions in accordance with Section 92a and Section 93 HmbHG propose equality plans, which are adopted by the Academic Senate and updated regularly (usually after 5 years; see VI.1.1.2 Equal Opportunity Directive).

The equal opportunity objectives and the measures planned to achieve them are set out in the current version of the University's Equal Opportunity Directive.

There are centralized measures based on steering mechanisms and incentive systems, from raising awareness and changing attitudes to advising, e.g.:

- the Equal Opportunity Prize (before 2016 Women's Advancement Fund)⁵
- the Equal Opportunity Fund (since 2012);⁶ this has funded, for example, the Agathe Lasch Coaching Program for female early career researchers since 2013. It expanded in 2017 to include diversity aspects (and is now called Agathe-Lasch-Coaching plus divers)⁷.
- Women's Advancement Funds (since 1997)⁸
- Qualification Fund⁹
- funding of a staff position for one year when women are appointed to W2/3, which is usually filled by a female early career researcher and continued by the faculties for a further 2 years. According to the Hamburg Declaration on University Careers in Academia¹⁰, the University of Hamburg plans to base the scope of employment for female doctoral researchers on the subject-specific employment quotas established by the German Research Foundation.

There are numerous other centralized and equal opportunity measures in the faculties and University institutions in line with the best practices associated

⁵ <https://www.uni-hamburg.de/en/chancengerechtigkeit/foerderungen/gleichstellung-spreis.html>

⁶ <https://www.uni-hamburg.de/en/chancengerechtigkeit/foerderungen/gleichstellungsfonds.html>

⁷ <https://www.uni-hamburg.de/en/chancengerechtigkeit/foerderungen/agathe-lasch-coaching.html>

⁸ <https://www.uni-hamburg.de/en/chancengerechtigkeit/foerderungen/frauenfoerderungsfonds.html>

⁹ <https://www.uni-hamburg.de/en/chancengerechtigkeit/foerderungen/qualifizierungsfonds.html>

¹⁰ <https://www.uni-hamburg.de/forschung/karrierewege/postdocs/hamburger-erklaerung.pdf> (in German)

with the Research-Oriented Equity and Diversity Standards of the German Research Foundation are listed in the INKA database at GESIS Leibniz Institute for the Social Sciences¹¹, which has also been home to the University of Hamburg's Equity Database since March 2018¹².

To implement the Equal Opportunity Directive, the faculties' equal opportunity plans, and the University's Equal Opportunity Plan, the University's equal opportunity commissioner, the Data Management and Institutional Research Unit, and the Professorial Appointments Unit will be responsible for monitoring the measures and their efficacy. Equal opportunity is incorporated into management and steering at the University via the Equal Opportunity Unit, which is directly accountable to the vice president for knowledge exchange, academic careers, and equal opportunity. The equal opportunity commissioner is an advisory member of the Academic Senate and chairs the Academic Senate Committee for Equal Opportunity and the Equal Opportunity Representatives' Conference (passed by the equal opportunity representatives of the faculties, the institutions, and the equal opportunity representative for the technical, administrative, and library staff). Since 2017, equal opportunity stakeholders and people involved in the implementation of equal opportunity measures have been meeting regularly to network and discuss the subject-specific measures, such as collaborative research projects.

Gender and diversity research

The Center for Gender and Diversity is located at the University of Hamburg. It is a cross-university coordinating office for women's studies, research on women and gender, and gender and queer studies. Professorships focusing in full or part on gender have been established in almost all faculties.

3.2 EQUAL OPPORTUNITY SUCCESSES AT THE UNIVERSITY OF HAMBURG

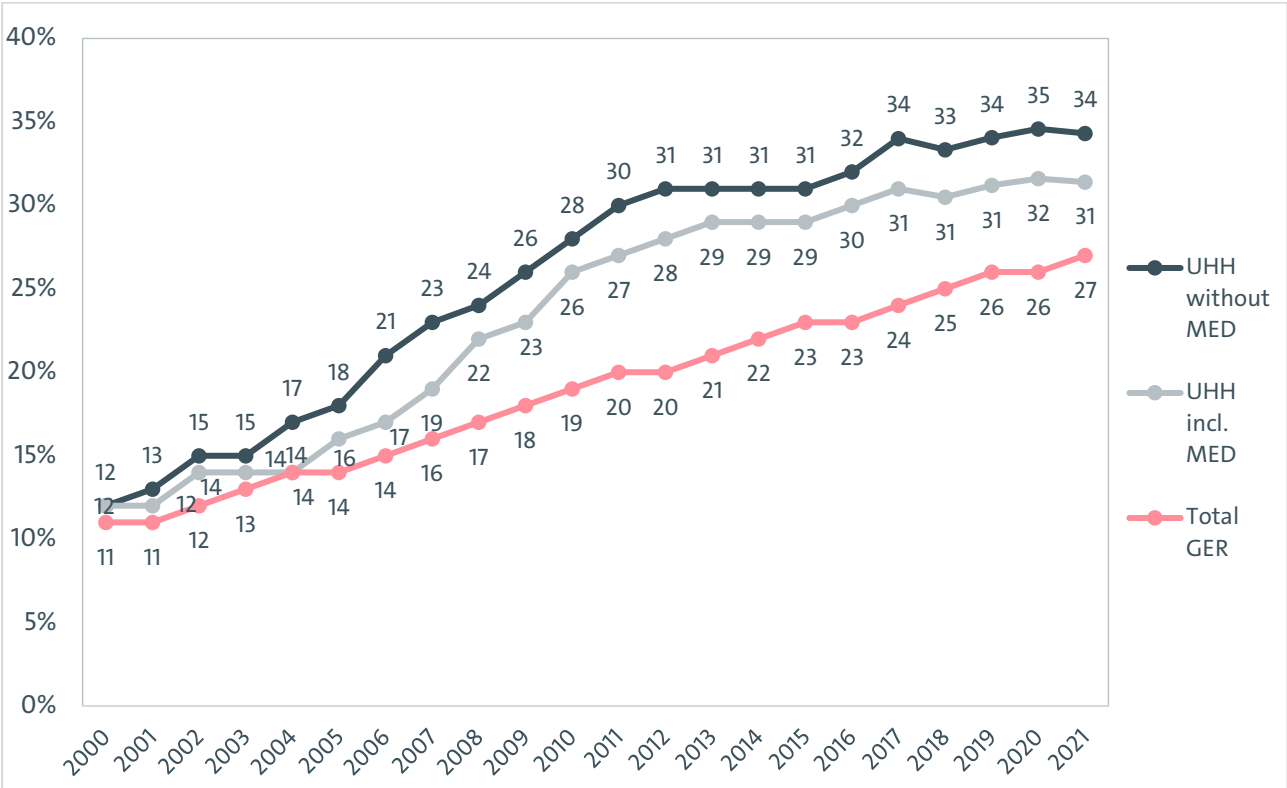
Currently, equal opportunity efforts in the 6 fields of activity (professorships; early career researchers; students; compatibility; leadership; and committee representation) and their organizational establishment (see 2 above) are as follows:

¹¹ <https://www.gesis.org/en/cews/search-and-consulting/search-tools/inka>

¹² <https://www.uni-hamburg.de/en/chancengerechtigkeit/ueber-uns/datenbank.html>

The University of Hamburg is a leader in the number of women in professorships.

From 2018 to 2021, the University of Hamburg increased the proportion of women in professorships by one percentage point thanks to its equal opportunity work. The proportion of women in professorships (34 percent in 2021 excluding UKE) at the University of Hamburg is among the highest in Germany. We are especially happy about the increase in the proportion of women in W3/W4 professorships (to 28 percent) and W2/C3 professorships (to 37 percent). In 2021, women held 53 percent of the junior professorship introduced in 2003.



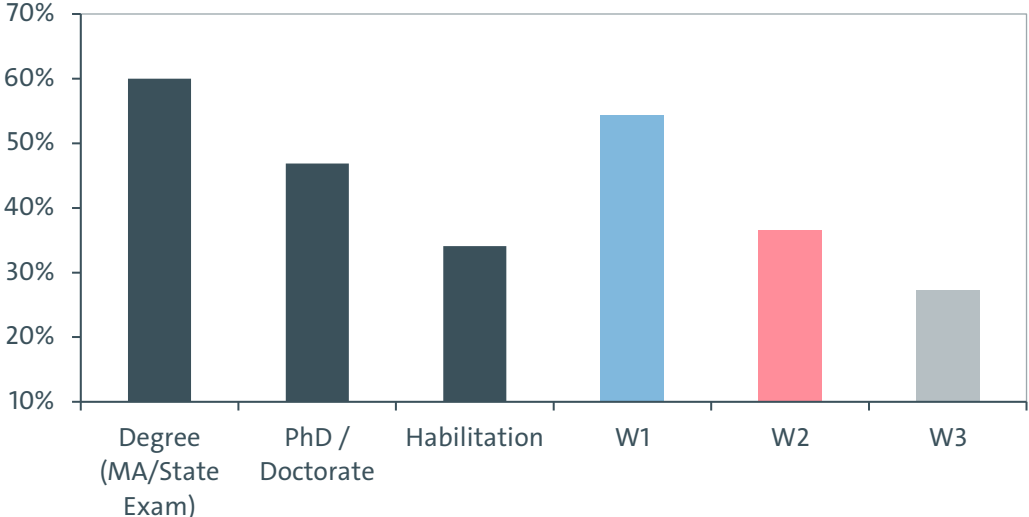
Proportion of women in professorships 2000 to 2021 at the University of Hamburg, including and excluding the Faculty of Medicine and in a nation-wide comparison (Source: Data Management and Institutional Research Unit, Executive University Board annual reports, Federal Statistical Office)

Overall, the proportion of female academic staff has risen continuously (from 43 to 45 percent between 2018 and 2021).¹³

¹³ University statistics 2018–2021 without the Faculty of Medicine/UKE

As a result of these successes, the University of Hamburg has also stabilized the increasing trend in the upper mid range (based on the cascade model for qualification levels). Between 2018 and 2021, women accounted for 35 percent of post-doctoral qualifications (*Habilitationen*), although this figure must be differentiated with regard to subject, institution, and the increasing proportion of women in junior professorships. There is near-parity when it comes to doctorates, with women making up 47 percent in a longitudinal profile.¹⁴

As at other universities, the proportion of women at the University of Hamburg decreases as the qualification level increases. While an average of 56 percent of students at the University of Hamburg were women from 2018 to 2021 and the proportion of doctorates awarded to women was 50 percent, the proportion of women in professorships fell to 34 percent, a shortfall regardless of faculty.



Average proportion of women gaining degrees (master’s degrees/state examinations), doctorates, postdoctoral degrees, and W1, W2 and W3 professorships from 2018 to 2021 in percentages, excluding MED
(Source: Data Management and Institutional Research Unit)

¹⁴ University statistics 2018–2021 without the Faculty of Medicine/UKF.

All faculties had a notable leaky pipeline of varying degrees, in which following the doctorate, at the latest, the academic careers of men and women took opposing paths (see illustration above). There is also an observable gender divide when it comes to fields:

in the Faculty of Law, for example, the proportion of female students is around 60 percent; and yet, only 24 percent of professorships are held by women¹⁵.

In the Faculty of Mathematics, Informatics and Natural Sciences, this shortfall is smaller, as the overall proportion of women (depending on the subject) among students and graduates is already smaller. The proportion of female professors here is 23 percent, with women making up 41 percent of students.¹⁶

The same holds at the University of Hamburg Business School: women make up 41 percent of students, the proportion of female professors is also 23 percent.¹⁷

In comparison, the proportion of female students in the Faculty of Education is around 67 percent, female professors 48 percent.¹⁸

This means women face vertical and status-related disadvantages. The higher the status level, the greater the vertical disadvantage in the staff structure. For equal opportunity to work, we need to continue filling professorships with top female scientists and scholars. One starting point for increasing the proportion of women in professorships is to foster equal opportunity measures for women at all levels including in management; to create incentive systems; and to ensure the quality of gender- and diversity-aware HR procedures, especially when it comes to academic searches and advising.

Offers for female early career researchers

At the University of Hamburg, there are various support programs to promote qualification of female early career researchers across and within faculties. All measures are documented in a database at the University of Hamburg modeled on the best practices toolkit for the Research-Oriented Equity and Diversity Standards of the German Research Foundation¹⁹, now presented in the INKA database from the GESIS Leibniz Institute for the Social Sciences. The database can be viewed on the homepage of the Equal Opportunity Unit.

¹⁵ University statistics for 2021 and Winter Semester 2021/2022.

¹⁶ University statistics for 2021 and Winter Semester 2021/2022.

¹⁷ University statistics for 2021 and Winter Semester 2021/2022.

¹⁸ University statistics for 2021 and Winter Semester 2021/2022.

¹⁹ <https://www.gesis.org/en/cews/search-and-consulting/search-tools/inka>

The Hamburg Research Academy (HRA) has been informing, advising, qualifying, and connecting female early career researchers since 2017.²⁰ Equal opportunity also plays a role here, whether with regard to gender equity, compatibility, or diversity. There are numerous HR development training opportunities for employees.

The University of Hamburg supports female students and alumni.

The faculties carry out various measures to attract students. They focus on recruiting the underrepresented gender in the respective subject, and design the content of the Girls' and Boys' Day offers accordingly. In the STEM subjects, services and approaches are mainly made to attract women; in the educational sciences, efforts are made to attract men. Individual measures to attract students of the underrepresented gender in each subject are listed in the University of Hamburg's Equity Database.

The Career Center²¹, which has been explicitly gender-oriented since 2007, offers students a range of opportunities related to professional orientation, career planning and development, and key qualifications. The Career Center, is gender-oriented to promote the employability of students and graduates from all faculties in gender-oriented seminars/workshops, advice/coaching, and a virtual information pool. The Equal Opportunity Unit helps with funding from the Qualification Fund, making it possible to offer workshops especially for women and on issues related to compatibility and diversity.

There are also specific offers for female students in the faculties, e.g., the Anna Logica program at the Faculty of Mathematics, Informatics and Natural Sciences²².

The University of Hamburg supports compatibility.

The first family-friendly higher education audit took place in 2010. The audit systematizes the existing regulations, activities, and services related to compatibility and develops them further to address specific needs. It also forms a long-term framework that fosters reliability while allowing for individual adaptations. In 2020, the family-friendly higher education audit quality seal was awarded to the University of Hamburg on a permanent basis and a plan of action was signed for the next 3 years. A dialogue procedure is planned every 3 years to ensure quality. The next dialogue procedure will be completed in Spring 2023.

²⁰ <https://www.hra-hamburg.de/en.html>

<https://www.uni-hamburg.de/en/career-center.html>

²² <https://www.inf.uni-hamburg.de/de/home/gender/anna-logica> (in German)

One result of the first audit is the Family Office, established in 2012 in the Equal Opportunity Unit as a centralized service for all questions relating to the compatibility of studies or work and family. The Family Office is responsible for all members of the University. It consolidates all information on the topic of compatibility at the University of Hamburg; communicates this in publications, at events, and on its own homepage; offers ideas for the further development of support measures; and has established a broad university and non-university network to provide optimal support for those seeking advice.

Signing the Family at the University Charter in 2017 was another milestone for the University of Hamburg.

In 2019, the University of Hamburg was the first university in Hamburg to be awarded the Designing Diversity certificate for implementing diversity management to promote diversity at the University. As part of the audit process, the University has developed a diversity concept. This defines central measures with the aim of creating non-discriminatory study and working conditions and promoting equal opportunity. It forms the basis for both the development of structural diversity work and for raising awareness. Diversity work at the University of Hamburg has continued consistently since it was updated in 2023. The re-audit process for the Designing Diversity certificate will be completed by Spring 2025.

Women in leadership positions and committees at the University of Hamburg.

In 2021, 2 out of 5 positions on the University's Executive University Board were held by women; 32 percent of the positions in the Academic Senate are held by women. If the committees are also taken into account, the proportion of women was 34 percent in 2021. The composition of the individual committees is based on parity only in exceptional cases. In 2021, the proportion of women ranged from 71 percent on the Equal Opportunity Committee to 0 percent each in the Planning and Budget Committee, the Election Committee, and the Election Audit Committee.

As of 2021, 3 of 8 faculties were headed by female deans. Overall, however, the proportion of women in all of the dean's offices is only around 32 percent, so that here, too, various measures must be taken to increase the proportion of women.

To attract women to management positions, the University of Hamburg attaches great importance to establishing gender and diversity awareness as a basic expectation for decision-makers and administrators. To change attitudes, decision-making and administrative processes should be set up to foster gender awareness in standardized evaluation procedures. Equal opportunity is a consistent part of training offered by HR to (prospective) managers. Quality assurance processes, such as the audits, also place special emphasis on sensitizing managers to equal opportunity issues.

The sustainability of equal opportunity work is ensured.

With the adoption of the University of Hamburg's Equal Opportunity Directive²³ in 2016 (updated in 2019), which replaced the previous guidelines on women's advancement that had been in force since 1997, the University of Hamburg established the structures and processes for equal opportunity efforts.

The equal opportunity commissioner ensures the University's legal obligation to incorporate equal opportunity in decision-making structures; equal opportunity representatives in the faculties and/or departments assume analogous responsibility. The faculties provide various HR and other resources to support their respective representatives. In addition to relieving representatives of up to 3 teaching hours per week, faculties provide at least €3,000 for materials and equipment per annum and HR support through research or teaching associates, or a set share of front office services. The conference of equal opportunity representatives ensures that activities are connected and consolidated.

Additional funding is also increasingly available in the individual central, cross-faculty, and faculty areas for equality opportunity measures, especially in the clusters of excellence and other research alliances. Everyone directly involved in implementing equality opportunity measures has met regularly since 2017 for collegial exchange and further networking.

4. OBJECTIVES AND MEASURES FOR GENDER-EQUITABLE PARTICIPATION IN THE FIELDS OF ACTION

At the University of Hamburg, awareness-raising measures as well as consistent information and training will be offered for everyone directly involved in equal opportunity work and all other University members.

The measures described below focus on increasing the proportion of women in professorships and among early career researchers and students.

4.1 FIELD OF ACTION PROFESSORS

Status:

In 2021 women hold 34 percent of all professorships (excluding MED/UKE)²⁴. The University's appointment and academic search procedures are subject to quality assurance measures and consistently consider equal opportunity at all phases of the selection and hiring process. Women now regularly account for almost 50 percent of newly appointed professors. The 2014 academic search regulations

²³ <https://www.fid.uni-hamburg.de/gleichstellung-wissenschaft-uhh-en.pdf>

²⁴ University Statistics 2021

consistently enshrine equal opportunity measures to shape gender-equitable academic search procedures.

Objectives:

- Increasing the proportion of women in professorships to at least 40 percent, with 33 percent in permanent W3 professorships and 42 percent in W2 professorships, and ensuring equal representation in W1 professorships and W1TT positions.

Indicators:

- In the faculties and departments, the aim is to achieve gender parity in professorships. In specific subjects, however, the goal is an increase of at least 5 percent.

Measures:

- Measures to attract excellent female academics and increase the number of newly appointed female professors are linked to financial incentives.
- As an incentive to appoint women to professorships, faculties are allocated funds (65 percent TV-L E 13) to co-finance a post for a qualified female early career researcher assigned to the professorship. The respective faculty will continue financing this position for a further 2 years.
- For every female professor recruited by a faculty using funding through the women professors program, additional funding is made available to create a preliminary professorship for a woman.
- Further measures to attract female professors will be integrated, such as strategic academic searches for established female professors. Section 14 subsection 6 No. 4 HmbHG is applied especially to conduct extraordinary academic searches for female professors.
- Measures are being put into place to retain women at the University (by providing centralized resources).
- Academic search procedures are also being further developed with a view to equal opportunity. Pre-employment assessment related to gender and diversity awareness should be established in all academic search procedures.
- To increase the application rate of qualified women for professorships, guidelines for active recruitment are being developed and the scouting process is being evaluated and expanded.
- The possibility of tandem academic searches is being examined for vacant professorships.
- Strategic measures are being implemented with a view to recruiting women to W1 TT positions.

- We are ensuring the consistent integration of our goals in consultation with the faculties and development programs such as the Excellence Strategy.

All academic search procedures are continually monitored for **quality assurance** in terms of equal opportunity.

4.2 FIELD OF ACTION FEMALE EARLY CAREER RESEARCHERS

Status:

- There are various measures to promote female early career researchers at central, cross-faculty, and faculty levels, including the University coaching program Agathe-Lasch plus divers and faculty mentoring programs, such as dynaMENT at Science City Hamburg-Bahrenfeld or Magdalena-Schoch mentoring in law, as well as a wide range of workshops, such as the Women's Career Day. The University of Hamburg's Equity Database provides an overview of these measures and in which subject area they can be found. In addition, the Hamburg Research Academy (HRA) consolidates all information and further measures for early career researchers and HR.

Objectives:

- Increase the proportion of female early career researchers from the doctoral level onwards to 50 percent in subjects where women are underrepresented; increase the proportion of women in permanent academic positions by 5 percent.

Indicators:

- 2023: Concepts for programs for centralized, interdisciplinary mentoring, visiting scholar, and return-to-work were developed. Mentoring is offered at different career levels.
- The proportion of female early career researchers in subjects in which women are underrepresented will increase by at least 5 percent per year from 2023.

Measures:

- Equal opportunity measures documented in the database are updated, quality-assured, and expanded.
- The Hamburg Research Academy, HR Development, the Career Center, and faculty initiatives are cooperating to establish central mentoring for female early career researchers at different qualification levels.
- A centralized, long-term visiting scholar program will be set up.
- A back-to-work program for anyone who has not been active in academia for a longer period is also being set up on a long-term basis.

- The positions created from the incentive system for newly appointed female professors will continue to be filled primarily with a female early career researchers.
- The faculties verify whether funds sufficient for one position can be made available from their equal opportunity budget for 3 years as an incentive to hire another female researcher for each researcher who has completed their *Habilitation* or post doc who has successfully published. This measure is in line with the Hamburg Declaration on University Careers in Academia published on 1 November 2023, which stipulates contract terms of 3 years for early career researchers.
- There are information events on acquiring external funding specifically for female early career researchers, especially at the post-doc level.

Quality assurance is based on the measures documented in the database, which the Equal Opportunity Unit regularly documents with regard to uniform quality assurance factors. Suggestions for further development were made and new measures were developed.

The equal opportunity report, which is published every 3 years, monitors the development of the number of female early career researchers by qualification level (cascade model) and subject.

4.3 FIELD OF ACTION STUDENTS

Status:

- The University already offers extensive programs to recruit students in a gender-equitable manner. For subjects in the Faculty of Mathematics, Informatics and Natural Sciences, for example, these include various holiday courses and programs specifically aimed at girls, such as Girls go Math, or participation in the Hamburg-wide mint:pink program.
- The Equal Opportunity Unit is responsible for coordinating the ever-expanding Girls' and Boys' Day offers.

Objectives:

- gender-equitable recruitment of students, i.e., more female students for math and science subjects and industrial engineering, more male students for subjects in the humanities and education The aim is to achieve respective gender representation of at least 30 percent in all degree programs.
- This includes raising awareness among teachers, examiners, academic office staff, and students when it comes to equal opportunity in university study as well as university and non-university professional life

Indicators:

- regular increase in Girls' and Boys' Day opportunities at the University of Hamburg; by 2023 at the latest, every faculty will be providing opportunities
- decrease by one percentage point per annum of the overrepresented gender in degree programs with notable gender discrepancies
- The annual expansion of the range of University courses that include gender issues and/or incorporate gender topics is made available in every faculty.

Measures:

- The measures for gender-equitable student recruitment documented in the database are being updated and expanded.
- A concept for gender-equitable recruitment at the central level (Campus Center) is being developed and integrated.
- All faculties offer gender-specific events to attract students. This includes, for example, the expansion of Girls' and Boys' Day activities and further cooperation with the Komm mach MINT initiative, which introduces girls and women to degree programs in STEM.
- There will continue to be summer school programs and trial courses at the University, especially for high school girls.

As future experts and leaders, students should gain fundamental understanding of gender issues during their studies.

Quality assurance proceeds in the form of regular reporting, reviewing relevant data, and providing qualified feedback to the faculties in the equal opportunity report.

4.4 FIELD OF ACTION COMPATIBILITY**Status:**

- In 2012, the Family Office was set up at the University of Hamburg to pool and disseminate information and establish measures for family-friendly study and careers. In 2010, the University of Hamburg began the family-friendly higher education audit process. In 2020, the family-friendly higher education audit quality seal was awarded to the University of Hamburg on a permanent basis and a plan of action was signed for the next 3 years. The audit calls for quality assurance by means of a dialogue procedure every 3 years. The next dialogue procedure will be completed in Spring 2023.
- The University has been an active member of the Familie in der Hochschule association since 2017.

Objectives:

- rendering current opportunities sufficiently flexible for compatibility and expansion of infrastructural conditions, for example, ability to bring children to work, parent-child rooms (possibly as multifunctional spaces)
- improvement of services for student parents, in particular sufficient parent-child rooms for all University members, breastfeeding rooms, and baby-changing rooms as well as individual, flexible short-term and emergency childcare
- cross-university creation of an extension for statutory maternity leave and parental leave for students with state graduate school scholarships leaflet for managers and teaching staff on how to support staff and students reconcile job or studies with family obligations (including roles) and seminars and support for putting measures into practice
- fostering mobility with plans for regulating travel cost subsidies, including taking on the costs of childcare for work-related travel, conferences, longer research stays (also abroad), or semesters abroad
- appropriately flexible working hours and locations for all employees (in connection with New Work concept)

Indicators:

- 2023 regulations on financial support in case of compatibility issues for work-related travel and stay abroad
- 2023 expansion of flexible childcare services
- 2023 expansion of University-wide services and equipment for parent-child rooms, breastfeeding rooms, and baby changing rooms
- 2023 Compatibility is a cross-cutting topic in managerial training at the University of Hamburg.

Measures:

- Flexible childcare services and University-wide services for parent-child rooms, breastfeeding rooms, and baby-changing rooms are provided and expanded.
- Measures are implemented to support the work-life balance of scholarship holders and those who qualify.
- Managers and teachers receive support for handling, for example, staff or students leaving or returning to work due to family obligations.
- Compatibility is an integral topic in the University of Hamburg's managerial training offers.

- In the case of work-related travel, stays abroad, or semesters abroad, compatibility is taken into account on a regular basis, particularly with regard to financing.

Quality assurance is handled through regular, annual reports issued by the Executive University Board and the equal opportunity reports. The family-friendly higher education audit dialog process takes place every 3 years.

4.5 FIELD OF ACTION WOMEN IN MANAGEMENT POSITIONS AND COMMITTEES

Status:

- Gender participation in the committees varies greatly. We have not consistently achieved the quota of 40 percent for each gender as stipulated in Section 96 subsection 2 HmbHG. In the 2017 amendment to the election regulations, a provision was included to ensure that election proposals are prepared as to be as gender-equitable as possible (Section 11 subsection 5 of the election regulations).
- Women are also significantly underrepresented in academic leadership positions at the University.
- In 2021, 2 out of 5 positions on the University's Executive University Board were held by women; 34 percent of the positions in the Academic Senate were held by women. If the committees are also taken into account, the proportion of women was 32 percent in 2021.

Objectives:

- The goal of gender-equitable participation is to have at least 40 percent of women on University committees and in management positions.

Indicators:

- The proportion of women increases regularly in committees where there has been significant underrepresentation to date. As early as 2023, there will no longer be a committee in which only one gender is represented. In 2023, a concept for the possible compensation and recognition of committee work will be developed and established. From 2024, the aim is to achieve 30 percent participation of each gender in all committees, and 40 percent from 2025.
- More leadership positions (e.g., in the offices of the dean) and management positions in central institutions will be filled by women.

Measures:

- To achieve this, all member groups of the University must consistently strive to fill lists for the election of the various committees of the University with an appropriate proportion of women.
- Accordingly, the Equal Opportunity Unit is developing a campaign for gender-equitable appointments to offices/committees, which should also contribute to the overall recognition of committee activities. Ideas for compensation in teaching or support in research with a relatively high level of commitment, in particular due to the need for gender-specific appointments, are being developed and implemented on a subject-specific basis where necessary.
- Opportunities to cultivate leadership skills are being developed with further institutions such as HR Development. Conditions such as appropriate resources are being created to specifically recruit women.

Quality assurance is handled through regular, annual reports issued by the Executive University Board and the equal opportunity reports. At least once annually, all of the stakeholders meet for the sake of exchange.

4.6 FIELD OF ACTION STRUCTURAL ANCHORING**Status**

- The denomination “equal opportunity” was adopted by the Executive University Board.
- The Equal Opportunity Unit coordinates structural integration and cooperation with regard to equal opportunity in the faculties. It does this through the equal opportunity representatives conference and by networking all equal opportunity stakeholders.

Objectives:

- Responsibility for equal opportunity is clearly defined within the Executive University Board and the offices of the dean and is visible to the outside world. The “equal opportunity” denomination facilitates this.
- We will include equal opportunity as a goal in future strategy papers, guidelines, and regulations to facilitate its implementation throughout the University while continuing to offer advice if desired.
- All faculties and central institutions regularly update equal opportunity plans.
- Equal opportunity is an integral part of University development and quality management.

Indicators:

- 2023 equal opportunity plans valid in all faculties and central institutions

Measures:

- Equal opportunity forms a regular part of structural discussions on the target and performance agreement with the offices of the deans.
- The Executive University Board submits a report on the gender pay gap to the University Council and the Academic Senate every 3 years. This lists the average salary differences (management salaries) for professors in the respective salary group of each faculty and the central institutions individually. At the same time, the University and University management are committed to investigating the causes of the (gender) pay gap and addressing them in the long term.
- Equal opportunity issues are taken into account consistently and visibly, including in decisions on resources, and anchored at management level.
- A trial gender-impact assessment tool or equal-opportunity review for committee proposals will be introduced for examining planned projects in advance for possible gender-related consequences.
- PR and media language as well as the formal use of language will more strongly reflect gender and diversity awareness. The University-wide recommendation on gender-equitable language will continue to be implemented.
- All equal opportunity representatives are regularly given the opportunity to take part in training and further education opportunities as well as to gain further qualifications.
- The Hamburg Center for University Teaching and Learning (HUL) is developing a central, interdisciplinary concept to establish and apply gender and diversity-oriented education in teaching to support the faculties in the further development of degree programs, courses, and teaching formats.

Quality assurance involves regular reporting and monitoring of implementation status with regard to effectiveness and applicability. It is regularly discussed and adapted in various participatory formats, also against the backdrop of University development.

5. PERSPECTIVES ON EQUAL OPPORTUNITY WORK

With its focus on the fields of action above and its consistent consideration for equal opportunity in strategic University decisions, the University of Hamburg will continue to prioritize the goals set forth in the Research-Oriented Equity

and Diversity Standards of the German Research Foundation and to maintain its standing as a leader.

Last updated: 2023

The University of Hamburg's Equal Opportunity Plan passed in the 756th session of the Academic Senate on 26 April 2018 will remain valid from 2023 to 2027 thanks to the Academic Senate resolution of 16 November 2023.