

## Your contact persons

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# EQUAL OPPORTUNITIES.

Equal Opportunities Officer  
and Women's Representatives at DESY



### Deutsches Elektronen-Synchrotron A Research Centre of the Helmholtz Association

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RESEARCH FOR GRAND CHALLENGES

#### Editor:

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Equal Opportunities Officer and Women's Representatives

Deutsches Elektronen-Synchrotron  
A Research Centre of the Helmholtz Association



## Why equal opportunities?

A lot of progress has already been achieved in equal opportunities' matters, for example:

- Women and men apply for vacancies on the basis of equal rights
- Increasing number of female superiors
- An increasing number of men assume family work

There is still much to do:

- There is only a small percentage of women working as superiors or executives
- In the same positions, women earn up to 20 per cent less than men
- Men are less willing to take parental leave, do part time work or take leave because of family responsibilities
- Women are still extremely underrepresented in particular professional groups
- Very few men assume responsibilities in everyday life that are typical for women

Possible reasons:

- Intentionally or unintentionally, women are not selected for certain jobs or tasks
- There are no female role models
- Parental leave of part time work result in career setbacks
- Men and women stick to culturally grown rules for male and female role models

## Equal Opportunities Officer and Women's Representatives at DESY

The equal opportunities officer and all other women's representatives are elected for a four-year period and they meet every month. The equal opportunities officer is an administrative department of the directorate and works independently.

The DESY women's representation consists of a maximum of 12 women from the sectors equal opportunities, engineering, administration, science, DESY in Zeuthen and DESY guests.

Our goals are:

- Realisation of gender equality at DESY
- Improvement of work and family life reconciliation
- Reduction of discrimination
- Increase of the women's rate in sectors where they are underrepresented
- New working time and management models
- Creating a favourable working atmosphere for equal opportunities

We offer support, for example:

- Enforcement of your rights at work
- Promotion of women's networking
- General information and consulting
- Protection against sexual harassment

## Why do all employees benefit from equal opportunities?

Creating gender equality for women and men means eliminating existing job discrimination that often affects women. Not only women and men seeking advice benefit from the work of the equal opportunities' team; it is advantageous for all employees, including

- stronger motivation through greater transparency and fairness (e.g. in personnel selection procedures)
- flexible working time models
- better reconciliation of work and family life
- better working atmosphere

The goal is to recognise the potential of women and men and to use it alike.

*Equal opportunities are a joint task of all employees and executives bearing responsibility.*

## Measures and initiatives

The elected equal opportunities officer and the women's representatives' members are contact persons for all women and men at DESY. They are active in the following areas:

- Participation in recruitment processes
- Elaboration, development and implementation of the "personnel development plan for equal opportunities at DESY"
- Promotion of part time work possibilities
- Support of flexible working hours for mothers and fathers
- Further training programmes for women
- Events on particular topics
- External representation
- Assistance in conflict situations

In case you are interested in equal opportunities' matters and want to join in, please contact us:

## Contact

- Equal Opportunities Officer in Hamburg and women's representative in Zeuthen: [gb@desy.de](mailto:gb@desy.de)
- Equal Opportunities Office: [gb-buero@desy.de](mailto:gb-buero@desy.de)
- Women's representatives: [FVDesy@desy.de](mailto:FVDesy@desy.de)
- Our website: <http://equality.desy.de>
- Information can be found on our notice boards in Hamburg in building 1, 3, 9, 11, 25f, 30, 99 and Zeuthen laboratory building.