



fortiss GmbH | Guerickestraße 25 | 80805 München

Gender Equality Plan

1. Introduction

As a company that is predominantly publicly owned, fortiss GmbH is subject to the requirement to take into account the objectives of the [Bavarian Law on Equal Opportunities for Women and Men \(Bayerisches Gleichstellungsgesetz – BayGlG\)](#).¹

The supervisory board of fortiss GmbH therefore requested the company's management to draw up a concept in accordance with the [BayGlG](#) and to report in the bodies on the development of equal participation of men and women in management positions. This concept has now been extended to the [Gender Equality Plan \(GEP\)](#) according to the guidelines of the European Commission. Institutions seeking to participate in Horizon Europe, the European Union's key funding program for research and innovation, are required to present a [GEP](#) before signing any kind of agreement².

For fortiss GmbH as a research institution, equality of women and men is a central component of the claim of equal opportunities for people from a broad and diverse spectrum, regardless

¹ Art. 1 (1) sentence 2 BayGlG: Efforts shall be made to ensure that associations, institutions and enterprises whose shares are directly or indirectly wholly or predominantly in public ownership take account of the objectives of this Act.

² [information-for-applicants_he-erc-stg-cog_en.pdf \(europa.eu\)](#)

of physical appearance, ethnic origin, gender, religion or world view, (non-)disability, age or sexual identity ([Allgemeines Gleichbehandlungsgesetz – AGG](#)).³

People at fortiss are united by the conviction of the importance of informatics for the progress of knowledge and the rank of informatics as a significant driver of value creation and innovation in the economy and society. People at fortiss GmbH are committed to excellence in the development of technological potential for competitiveness and prosperity and see themselves as responsible for the interests of the common good.

In this motive, diversity in skills, backgrounds, experiences, mentalities and approaches is a key factor for successfully addressing open problem areas and mobilizing broad and diverse competencies for finding and elaborating solutions. The active acceptance of equality and diversity is therefore the other side of the intention of a comprehensive and consistent promotion of the intellectual, creative and human potentials that those working at fortiss GmbH bring with them, develop and use for the research and transfer goals of the institute.

For fortiss GmbH, an appropriate representation of men and women in all functional areas and at all levels of responsibility represents "an essential element of high-quality research".⁴

2. Measures to promote equality

In order to pursue the goal of achieving an appropriate representation of men and women in all functional areas and at all levels of responsibility, a significant increase in the proportion of women in the area of scientific staff is necessary.

2.1 Cascade Model

The so-called [Cascade Model](#)⁵ of the research-oriented equality standards of the [German Research Foundation \(DFG\)](#) serves as a guiding principle. According to this model, the targets for the proportion of women at each scientific career level are derived from the proportion of women at the qualification level directly below. Levels relevant for fortiss GmbH are

³ cf. § 1 General Equal Treatment Act (AGG)

⁴ see also DFG Research-Oriented Standards on Gender Equality; www.dfg.de/chancengleichheit (retrieved.09.01.2017)

⁵ cf. DFG Research-Oriented Gender Equality Standards, p. 3 f.; www.dfg.de/chancengleichheit (retrieved.09.01.2017).

- Working student or research assistant
- Collaboration as a research assistant in the research project
- Management of research projects or thematic groups
- Management of competence field, application field, laboratory
- Management position at company level: Chief Scientist, Research Fellow, Member of the Scientific Directorate, Member of the Executive Board, Member of the Supervisory Board

The basic reference benchmark is the proportion of female students at the [Faculty of Computer Science at the Technical University of Munich \(TUM\)](#).

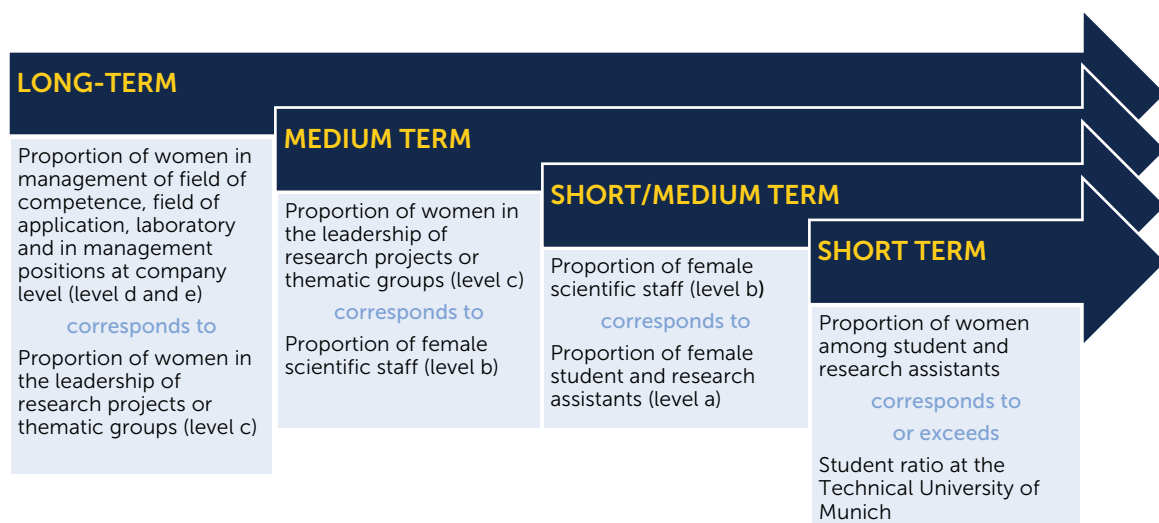
The claim is that fortiss achieves a female share in the employment relationships of student and academic assistants (level a) corresponding to or above the student quota at the TUM.

In the short or medium term, the aim is to bring the proportion of female academic staff in level b into line with the employment rate at level a. In principle, the proportion of female academic staff should not lag behind the proportion of female doctoral students at TUM.

In the medium term, positions at level c (management of research projects or thematic groups) should be filled in line with the proportion of women at level b.

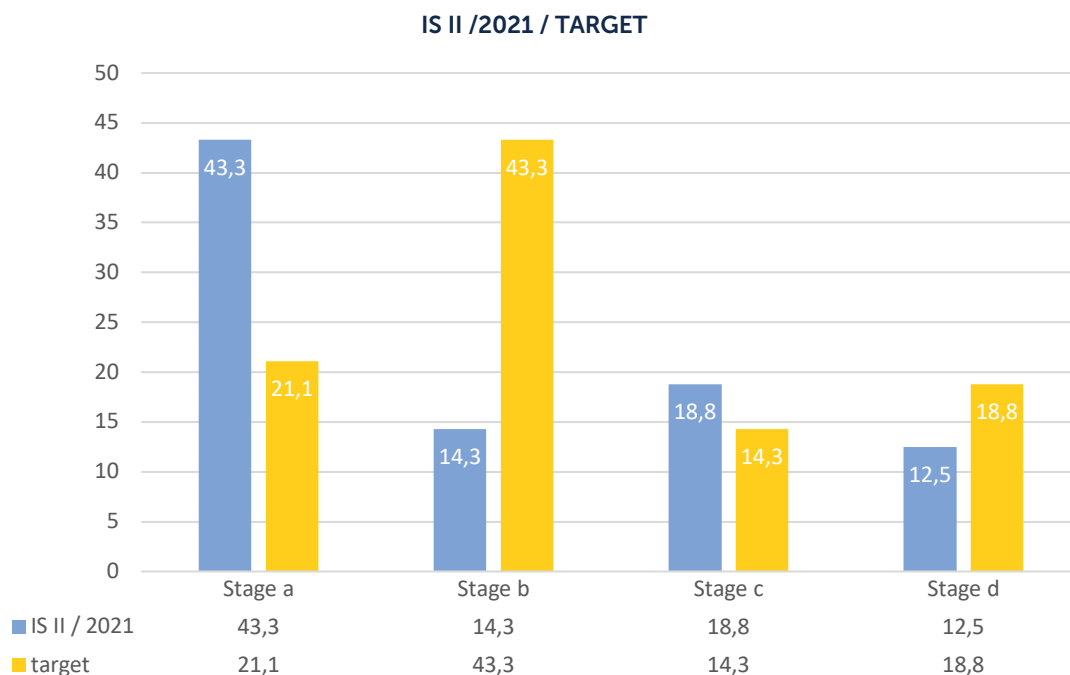
In the longer term, a corresponding representation of women will also be sought at levels d (management of competence field, application field, laboratory) and e (management position at company level).

IMPLEMENTATION of PROMOTION EQUAL OPPORTUNITY



The quota of female students in computer science at the TUM as a reference benchmark fell to 21.1 percent in 2020 (previous year: 25.7 percent). Unfortunately, the fact that the Faculty of Computer Science does not differentiate between major and minor students and does not show a quota for individual courses does not allow a more differentiated assessment.

Among the graduates (Bachelor, Master), the proportion of women reached 21.5 percent (previous year: 16.4 percent), but women only achieved a successful doctorate degree with a proportion of 13.2 percent – which was further reduced compared to the previous year. The proportion of women among the academic staff is 16.0 percent, also at the professorship level.



Achievement of goals Proportion of female academic staff (proportion in percent)

The situation at fortiss GmbH is basically similar to the situation at TUM. The initial approach to female students to work at fortiss has proven to be disproportionately successful, particularly attractive as a starting point for students is the offer of application-oriented internships, which – provided there are no pandemic conditions such as in the previous and current year – are mostly carried out directly on the fortiss GmbH premises.

However, it is still only inadequately possible to reliably identify scientific talents among the female student assistants, to sustainably promote them during studies and to win them over as scientific employees for a long-term work at the institute.

The quota of female academic staff in level b has thus far not been able to fully exploit the potential that can generally be achieved in-house.

When women take on the first management positions (level c), 18.8 percent hold their position (previous year: 18.6 percent), but they cannot expand it any further. It is noticeable that over a quarter of the scientific projects at fortiss are now the responsibility of women scientists; these also perform disproportionately successfully in the acquisition of third-party funds.

It is still difficult to fill positions in middle management (level d: the level of competence field and laboratory management) with female scientists. With the existing narrow base, their representation decreased from 16.7 percent to 12.5 percent last year.

This means that a model at this level is a matter of course and, in principle, the same, gender independent career options are inadequately specified. The proven existing willingness of young women scientists to get involved in specialist areas and project responsibility does not yet continue in the next steps of more comprehensive management responsibility. The personnel and qualification development for young executives – which was recently hampered by the corona pandemic – will have to be even more specific and intensive in the future.

[Prof. Dr. B. Glimm](#) and [Prof. Dr. U. Schmid](#), two university professors who have been appointed Research Fellows of the institute for the first time in 2020 and who, despite the restrictions of the last two years, have made visible contributions to the thematic-scientific discussion of the institute, may as a further, necessary step in the natural presence of women scientists at all hierarchical levels be understood by fortiss GmbH.

2.2 Personnel development measures

2.2.1 Job postings

All positions to be filled will be advertised in a gender-neutral manner.

When part-time positions are advertised, reference must be made to the possibility of part-time employment.

In job advertisements for areas in which women are underrepresented, female applicants can be specifically addressed with the note: "[fortiss GmbH aims to increase the proportion of women in this area. Women are therefore particularly encouraged to apply](#)".

2.2.2 Attitudes and career advancement

In those areas in which women are underrepresented, they are promoted in accordance with the priority of aptitude, ability and professional performance. Insofar as the objectives of the [Cascade Model](#) have not been implemented at the respective levels, women will be given preference in hiring or in filling higher-ranking positions if their suitability, qualifications and professional performance are otherwise equal.

At least two interview partners from fortiss GmbH are involved in each job interview. Care must be taken to ensure that interviews are conducted in a non-discriminatory manner. Recruitment decisions are to be documented in a non-discriminatory manner in compliance with data protection regulations.

2.2.3 Advanced training

Access to training events and qualification measures is open to all employees according to suitability and professional requirements. In this context, the access of all fortiss employees to the internal employee development program [TUM horizons](#)⁶ must be particularly emphasized. This program offers special training courses on diversity⁷.

In case of qualification measures that serve to assume extended responsibilities and prepare for management tasks, women, insofar as they have been underrepresented in the respective areas to date, are to be promoted in particular and, if necessary, also separately.

As far as possible, the needs of part-time employees shall be taken into account when conducting training events and qualification measures. Training events and qualification measures shall, as far as possible, also be open to employees on parental leave and during periods of leave granted for taking care of children or other relatives.

Appropriate attention shall be paid to the issues of equal treatment and equality in the context of further training for employees in human resources and for employees with management functions.

⁶ [TUM horizons im Institute for LifeLong Learning - TUM horizons - TUM Wiki](#)

⁷ [Diversity@TUM - TUM horizons - TUM Wiki](#)

2.3 Part-time employment and working time arrangements

The ability of a position to be filled on a part-time basis must be examined. If necessary, employees shall be informed of the possibilities of reducing working hours in accordance with Section 8 of the Part-Time and Fixed-term Employment Act (TzBfG)⁸, and in particular of the possibility of fixed-term part-time employment for the care of children or other dependents in accordance with Section 11 (1) of the TV-L. Information must be provided on the options for part-time employment during parental leave in accordance with Section 15 (5) of the [Federal Parental Allowance and Parental Leave Act \(Gesetz zum Elterngeld und zur Elternzeit – BEEG\)](#)⁹.

Flexible working time arrangements are possible at any time on the employee's own responsibility – taking into account the framework of the core working hours. In order to improve the compatibility of family and career, extended individual agreements on working hours are offered, insofar as this is compatible with the professional requirements, which allow deviating daily, weekly or monthly working hours.

Full- and part-time jobs can be combined with the offer of partial service provision at the home office, as far as this is compatible with the professional requirements.

2.4 Other measures to ensure equal opportunities

2.4.1 General equal treatment

The text of the [AGG](#) and the [BayGIG](#) can be found in the [fortiss DokuWiki](#) and at the Human Resources Administration. The applicable principles of the Institute for compliance with legal norms and internal rules explicitly refer to the prohibition of discrimination in the aforementioned legal texts.

Regular training courses on the [AGG](#) are offered for those responsible for personnel management, personnel evaluation and personnel selection. Instructions and rules of conduct on the topics of equal treatment and equality are available in German and English for all employees.

In-house publications and forms observe the principles of gender-sensitive language.

⁸ <https://www.arbeitsrecht.org/gesetze/tzbfkg/>

⁹ <https://www.gesetze-im-internet.de/beeg/>

2.4.2 Right of appeal

In the event of suspected discrimination, those affected have the right to complain directly to the management.

In the event of suspected violations of the [AGG](#), the [BayGlG](#), this [GEP](#) or other equal treatment regulations, all employees are requested to bring these to the attention of the management.

No employee may be discriminated for exercising the right of complaint.

2.4.3 Participation in extra-company measures to ensure equal opportunities

fortiss GmbH supports and enables the participation of employees in external measures to realize and secure equal opportunities, especially within the framework of corresponding programs of the Bavarian universities.

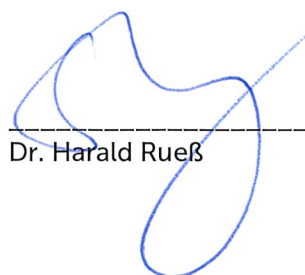
3. Implementation and entry into force

All employees at fortiss will be informed about this [GEP](#) in an appropriate form. This [GEP](#) is published on the fortiss homepage and can be viewed in the [fortiss DokuWiki](#) as well as at the personnel administration.

Reports on the implementation of this [GEP](#) are submitted regularly as part of the management's reporting on the course of business and the situation of the company, and at least once a year as of June 30.

This [GEP](#) came into force on 01.01.2022. If there are any changes, the other contents remain unaffected.

Signed and approved by Managing Directors, January 2022



Dr. Harald Rueß



Thomas Vallon