



**Hochschule
Kaiserslautern**
University of
Applied Sciences



EQUALITY PLAN OF KAISERSLAUTERN UNIVERSITY OF APPLIED SCIENCES

2022 - 2027

...ue
that make a difference.

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1. Introduction

The State Equality Act of Rhineland-Palatinate of December 22, 2015, formulates two key objectives: (1) equality between women and men and (2) the reconciliation of work and family life in the public service.¹ With effect of October 6, 2020, the current Higher Education Act of Rhineland-Palatinate explicitly regulates the topics of equality, equality officers and equality plan for universities in the newly created § 4. According to § 4 paragraph (1) of the Higher Education Act (HochSchG): "Every university is obliged to promote the realization of equality between women and men. It must eliminate and avoid direct and indirect discrimination on the basis of gender and ensure the application of the principle of equal pay for women and men for the same or equivalent work. It shall actively promote an increase in the proportion of women at all levels and in all areas in which women are underrepresented. The realization of equality is in particular the responsibility of the executive committee and of persons in leading positions."²

According to § 4 sub-section 10 HochSchG the university is obliged to, "...draw up an equality plan (Section 14 LGG) every six years for a period of six years with the aim of increasing the proportion of women in all occupational groups and qualification positions in which they have hitherto been underrepresented, and in the awarding of scholarships and in other measures for the promotion of junior staff and young scientists, and to adopt measures against sexual harassment."³

For several years now, Kaiserslautern University of Applied Sciences has set itself the goal of achieving a greater representation of women both in terms of staff and students, especially in the STEM subjects. In accordance with the university's mission statement, the promotion of diversity with regard to both students and employees is a matter close to the university's heart, which is expressed not only in numerous projects⁴, but also in high-profile activities for International Women's Day or Diversity Day.

The Equality Plan is perceived at Kaiserslautern University of Applied Sciences as an important instrument for assessing the 'equality situation' in the organization. It offers the opportunity for a fact-based exchange between the relevant actors (central equal opportunities officer, presidium, faculty, staff council, representatives of staff units and departments) about the current status of equal opportunities at the university and the subsequent discussion about goals and measures as well as opportunities and challenges.

In this sense, the present Equality Plan, which covers a validity period from 2022 to 2027, also provides a starting point for constructive discussions and the realization of common objectives as well as personnel, organizational and further training measures at the university.

¹ compare Ministry for Women, Families, Culture and Integration (ed.): Handbook on the State Equality Act of Rhineland-Palatinate - text of the law with explanations, p.7vgl.

²<https://landesrecht.rlp.de/bsrp/document/jlr-HSchulGRP2020pP4> (retrieved on 31.08.2022)

³ Prime Minister of Rhineland-Palatinate Malu Dreyer: Higher Education Act of September 23, 2020, in: Law and Ordinance Gazette for the State of Rhineland-Palatinate, No. 36 of October 6, 2020, p.465-467, p. 466f

⁴ E.g. girls' technology congress, project days for schoolgirls, Composition MINT, 'Aim - refugee STEM academics into the German job market' and much more.

2. Kaiserslautern University of Applied Sciences

2.1 Kaiserslautern University of Applied Sciences as an organisation

Kaiserslautern University of Applied Sciences (UAS) focuses on technology, business, design and health as well as computer science as a cross-sectional competence. Around 6300 students from more than 80 nations and about 150 professors learn, teach and research in five departments at the study locations Kaiserslautern, Pirmasens, Zweibrücken as well as at the Neustadt Wine Campus.

With over 500 employees, Kaiserslautern University of Applied Sciences is an important employer in the region. The employees work in scientific and non-scientific areas in a wide variety of fields to ensure an environment for successful and stimulating studies. They work in teaching and research, administration, IT-support, technical services, workshops, laboratories, libraries as well as in service centres for teaching and research, schools and business.

Organizationally, the university is divided into five decentralized self-organized units (faculties), each headed by a dean:

- Applied Engineering,
- Applied Logistics and Polymer Sciences,
- Building and Design,
- Business Administration and
- Computer Sciences and Microsystems Technology

At the central level, the university is organized into departments, units and staff units, which are managed by the university administration.

With the 'Zukunftsvertrag Studium & Lehre stärken Rheinland-Pfalz' (Strengthening Studies & Teaching in Rhineland-Palatinate) and the associated planning security, the strategic and organizational further development of Kaiserslautern University of Applied Sciences was driven forward in 2021 and (new) priorities were set. At the central level, this has resulted in the Digital & Media and Student Life Cycle units, the Diversity and Strategic University Development staff units, as well as a complete restructuring of the Central Services department and a partial restructuring and renaming of the Public Relations and School Contacts unit to the University Communications unit. In addition, the structure of the university management was adapted in 2021 with a view to new challenges and, in addition to the Vice President for Internationalization

and the Vice President for Research & Transfer, a Vice President for Digitization was added.

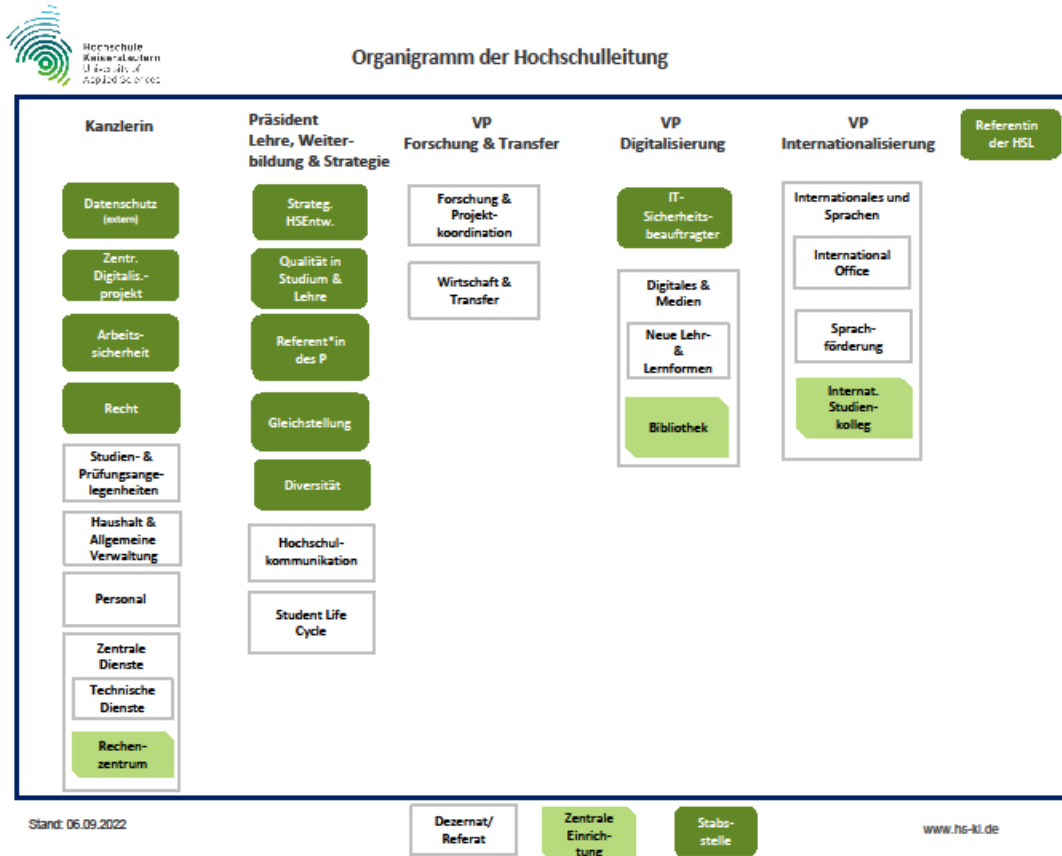


Figure 1: Organization chart of Kaiserslautern University of Applied Sciences - status 2022 (in German)

For all employees of the university, regardless of their place of employment, the ‘good employment conditions’⁵ at the Kaiserslautern University of Applied Sciences apply, in which numerous fields of action for a good working situation of employees are defined and described (e.g. on working hours, work organization, personnel development, fixed-term contracts, etc.)

2.2 Equality and Diversity at Kaiserslautern University of Applied Sciences

The areas of equality and diversity represent an indispensable cornerstone of the university: The academic society would be unthinkable without the equality of all genders, thus promoting diversity, respectful cooperation and the joint development of new ideas. Diversity is therefore valued and promoted at the university as a source and engine for creative new ideas.

In order to fulfil the mission of equality as defined in the Higher Education Act, Kaiserslautern University of Applied Sciences designates the following bodies or committees:

- ✓ Central Gender Equality Officer - elected for a 3-year term by the Senate based on the recommendation of the Senate Committee on Gender Equality.
- ✓ Deputy Equal Opportunity Officer - elected for 3 years by the Senate based on the recommendation of the Senate Committee on Gender Equality

⁵ Clearly defined employment conditions apply to all members of staff at KUAS, regardless of their place of employment, and provide a framework for best working practices (incl. working hours, ...).

- ✓ Senate Committee on Gender Equality Chair: Central Equal Opportunity Officer, Members: the Equal Opportunity Officers of the faculties; one Equal Opportunity Officer and one deputy from each faculty are represented

The Diversity Office, founded in the summer semester of 2021, is assigned to the area of responsibility of the President. Since the content-related work of the two areas of equality and diversity does not overlap, the actors of equality work very closely together with the actors of the Diversity Office.

The central Equal Opportunities Officer and her deputy support the Presidential Board, the other bodies of the university and the committees formed by them in the performance of tasks in the sense of equal opportunities.

The university's central Equal Opportunity Officer and her deputy are in turn supported in the performance of their duties by the voting and deputy members of the Senate Committee for Equal Opportunity. Examples of such tasks are the preparation of the university development plan (currently until 2027) for the areas of equality and diversity, the conception of the program for International Women's Day, support in appointment procedures in the various departments, and all other matters that affect the rights and duties of the Equal Opportunities Officer described above in accordance with §4 Higher Education Act of Rhineland-Palatinate.

The main tasks of the gender equality actors are the awarding of scholarships by Kaiserslautern University of Applied Sciences in the area of first-year students with the aim of increasing the proportion of women, especially in STEM courses. The scholarships enable female students to fully concentrate on their studies in the sensitive initial phase. The selection criteria are academic performance and social commitment. In addition, the Senate Committee for Gender Equality provides support in awarding scholarships from the Scholarship Foundation of Rhineland-Palatinate to single-parent students with the aim of alleviating the multiple burden and facilitating concentration on studies.

Other tasks within the framework of equal opportunities work include the development of guidelines for gender-appropriate language at the university and the development of anti-discrimination guidelines to protect against sexual harassment and all forms of discrimination. In addition, there is the processing of any requests made to the Equal Opportunity Officer by members of the university, e.g. provision of free hygiene articles for students, anonymization of examinations.

3. Analysis of employee structure

An analysis of the employee structure provides the starting point for deriving necessary goals and measures for an organization. In the following, in accordance with the specifications of the Rhineland-Palatinate Ministry for Family Affairs, Women, Youth, Integration and Consumer Protection in the corresponding administrative regulation of July 22, 2017⁶, data on full- and part-time equivalents, employment relationships, management functions and salary and

⁶ Administrative Regulation 'Equality Plans and Report on the Implementation of the State Equality Act ' (<https://www.landesrecht.rlp.de/bsrp/document/VVRP-VVRP000004028> retrieved on 08.11.2022)

remuneration groups are presented. According to § 3 (8) of the State Equal Opportunity Act, "Women are underrepresented within the meaning of this Act if their share of employment in an area is less than 50 percent and this is not due to task-specific deviations. In making this comparison, part-time employees shall be counted proportionately according to their individual working hours." Based on this, employees are presented as full-time equivalents (as distinguished from heads/persons). Furthermore, additional information on the functions of employees and the distribution of the employee structure across different organizational areas is analysed. An additional chapter examines the special target group of research assistants and students in general.

3.1 Distribution of employees according to gender

Kaiserslautern University of Applied Sciences currently (2021) employs 567 people.⁷ Compared to the previous two years, the number of employees has decreased by 30 and 34 persons, respectively. Professional services departments were most strongly affected by the departure of employees, with a decrease of 20 persons from 2020 to 2021.

The proportion of women among all employees measured in terms of full-time equivalents (FTEs) has remained constant at around 39% over the last four years (see Figure 2). An underrepresentation of women can therefore be observed across all staff.

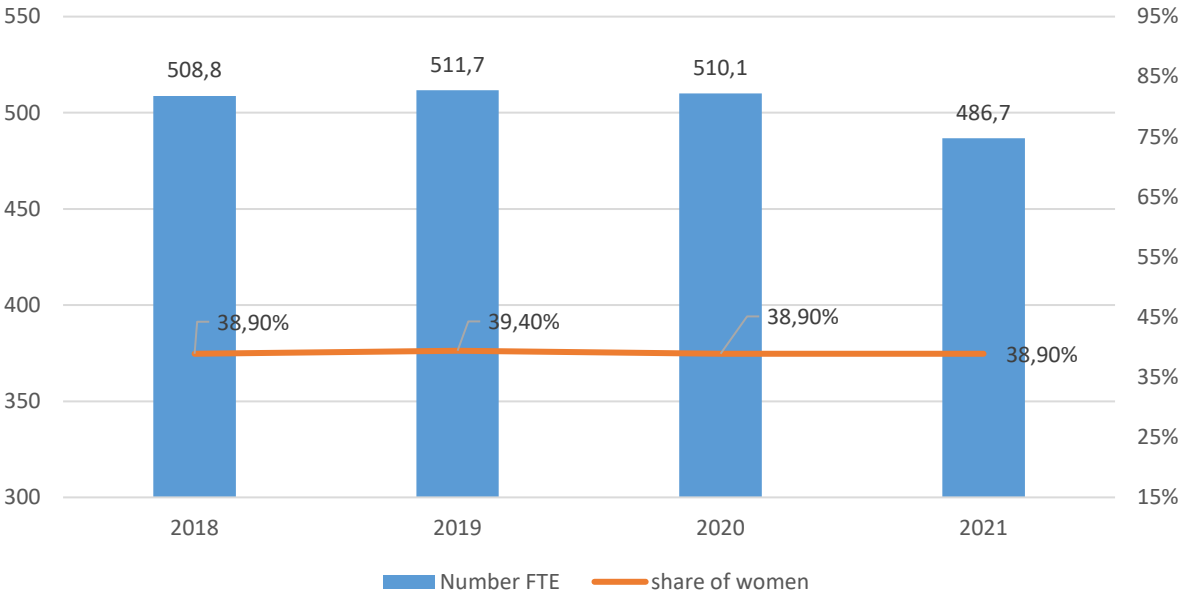


Figure 2: Development of FTEs and share of women

The percentage of female employees by head across the university was constant from 2018 to 2021, at approximately 41%. In 2021, a slight change in favour of female employees occurred (42.2%).

⁷ Excluding research assistants.

The variance between full-time equivalents and heads illustrates that a large number of employees at the university work part-time. Over the last four years, between 32% and 34% of employees worked in a position below 100% and thus part-time.

If the distribution of job share and gender is examined in a more differentiated manner (see Table 1), it is noticeable that the gender distribution of half-time positions (0.5 FTE), which account for approximately one-fifth of employees, has changed only slightly over the years (2018: 11.5% men; 11.7% women; 2021: 8.7% men and 11.1% women). It also shows that just over one-fifth of full-time positions are held by women (2021: 21.2%), while men hold at least 45% of full-time positions over the years (2021: 45.8%). The other characteristics of part-time positions show that female employees are consistently overrepresented in this cohort.

Table 1: Distribution of employees by gender and job share

		2018		2019		2020		2021	
Job Share	(Number/percentage by total employees)	m	f	m	f	m	f	m	f
	Less than 50%	2	7	3	4	2	6	1	3
		0,3%	1,2%	0,5%	0,7%	0,3%	1,0%	0,2%	0,5%
	50%	69	70	61	70	64	59	49	63
		11,5%	11,7%	10,2%	11,7%	10,7%	9,9%	8,7%	11,1%
	Between 51 and 74%	4	19	7	16	8	20	10	24
		0,7%	3,2%	1,2%	2,7%	1,3%	3,4%	1,8%	4,2%
	75%	6	11	6	13	5	16	4	15
		1,0%	1,8%	1,0%	2,2%	0,8%	2,7%	0,7%	2,7%
	Between 76 and 99%	2	14	3	14	2	12	5	13
		0,3%	2,3%	0,5%	2,3%	0,3%	2,0%	0,9%	2,3%
	100%	267	129	268	134	269	133	259	120
		44,5%	21,5%	44,7%	22,4%	45,1%	22,3%	45,8%	21,2%
	Total	350	250	348	251	350	246	328	238

A closer look at the two groups of men and women also shows that around a quarter of women (2021: 26.5%) have been employed on a half-time basis over the years, while the proportion of men (2021: 14.9%) is less than one-fifth (see Table 2). Approximately half of the women work full-time, compared with between three-quarters and four-fifths of the men (see Table 2). In terms of all full-time positions (N = 379), this means that 68.3% are held by men, while only 31.7% (2021) are held by women.

Table 2: Job share and gender II

		2018		2019		2020		2021	
Job Share	(number/percent by gender)	m	w	m	w	m	w	m	w
	Less than 50%	2	7	3	4	2	6	1	3
		0,6%	2,8%	0,9%	1,6%	0,6%	2,4%	0,3%	1,3%
	50%	69	70	61	70	64	59	49	63
		19,7%	28,0%	17,5%	27,9%	18,3%	24,0%	14,9%	26,5%
	Between 51 and 74%	4	19	7	16	8	20	10	24
		1,1%	7,6%	2,0%	6,4%	2,3%	8,1%	3,0%	10,1%
	75%	6	11	6	13	5	16	4	15
		1,7%	4,4%	1,7%	5,2%	1,4%	6,5%	1,2%	6,3%
	Between 76 and 99%	2	14	3	14	2	12	5	13
		0,6%	5,6%	0,9%	5,6%	0,6%	4,9%	1,5%	5,5%
	100%	267	129	268	134	269	133	259	120
		76,3%	51,6%	77,0%	53,4%	76,9%	54,1%	79,0%	50,4%
	Total	350	250	348	251	350	246	328	238

In summary, women are overrepresented in part-time positions and significantly underrepresented in full-time positions.

3.2 Distribution of employees by function and department

The employees of Kaiserslautern University of Applied Sciences work in different departments, some of which are also located at different sites. Especially in the faculties, the share of women (by FTE) is comparatively low (see Table 3). The fewest women work in Applied Engineering (2021: 13.5%), while the proportion of women in Business Administration faculty is currently 36%, the highest among the faculties. Staff positions (Stabsstellen) have the highest percentage of women across all departments at the university, at over 90%. Units (Referate) are also characterized by a consistently high proportion of women over the years (2021: 65%). The other non-academic departments have a lower proportion of women (2021: 46%). The marked difference to units and staff positions units can probably be explained by the strong presence of technical professional groups in departments (IT-support, workshops, etc.) and the high proportion of part-time female employees in the corresponding departments.

An examination of the gender distribution among the various areas by head shows a similar picture. However, the proportion of women is slightly higher almost across the board, except in the Building and Design and Computer Science and Microsystems Technology faculties, which again underscores the higher proportion of part-time employment among female employees.

Table 3. Distribution of employees among departments (FTE)

Number FTE/ (Percentage)	2018		2019		2020		2021	
	m	w	m	w	m	w	m	w
Department	m	w	m	w	m	w	m	w
Applied Engineering	58,1	9,1 (13,5%)	56,1	8,4 (13%)	57,7	7,2 (11,1%)	55,47	8,65 (13,5%)
Applied Logistics and Polymer Sciences	33,2	14,6 (31%)	33,4	13,6 (29%)	33,2	13,9 (29,5%)	34,47	13,5 (28%)
Business and Administration	32,5	18,8 (37%)	34,6	17,3 (33,3%)	35	16,8 (32,4%)	33	18,7 (36,2%)
Building and Design	38	13,6 (26,4%)	38,6	14,5 (27,3%)	36,6	15 (29,1%)	35,02	15,7 (31%)
Computer Sciences and Microsystems Technology	67,5	27 (29%)	68	27 (28,4%)	69,7	29,5 (30%)	63,3	32,7 (34%)
Departments (Dezernate)	43	41 (48,8%)	41	42 (51%)	45,8	40 (46,7%)	47,6	39,9 (46%)
Units (Referate)	28,7	56,7 (66,4%)	28	59 (68%)	25	56 (69,1%)	22,6	42 (65%)
Staff positions (Stabsstellen)	1	15 (94%)	1	10 (90%)	1	13 (93%)	1	11,4 (92%)

The significant underrepresentation of women in the faculties is closely linked to the function of the employees. At Kaiserslautern University of Applied Sciences, there are different function groups to which employees are assigned (see Figure 3). The largest group (36.5%) in 2021 was made up of 'employees' (with technical or administrative tasks). The second largest group of

employees is professors, who make up more than a quarter of all employees (27%). Employees who work in projects that are mostly financed by third-party funds are the third largest group (16.8%), closely followed by assistants (14.8%), who are employed in the faculties to support teaching.

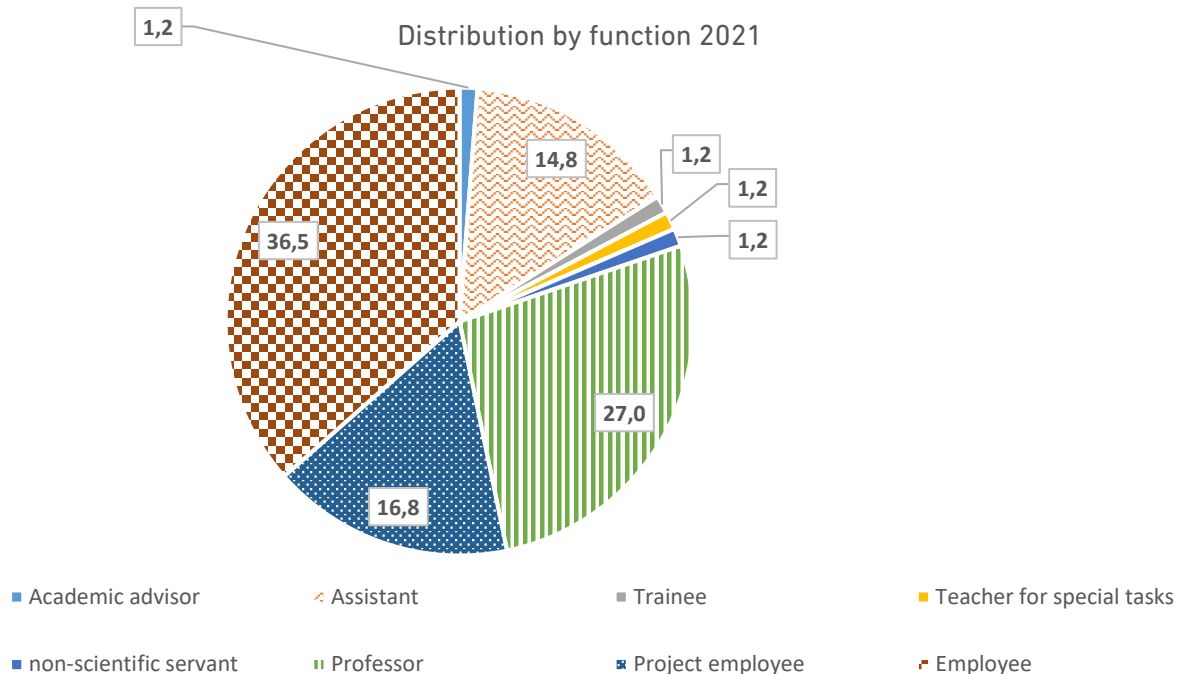


Figure 3: Employees by function (heads)

In the group of 'employees', women have been slightly overrepresented over the last few years at between 53% and 55% (see Table 4). A similar gender distribution can be seen among project staff (50-52% female share), although here the female share of full-time equivalents has declined and fallen below half in 2021. Female assistants, on the other hand, are consistently underrepresented compared to their male colleagues. On average over the last four years, the ratio here has been about 40 to 60, which is currently changing slightly in favour of women (42%). Female professors are consistently strongly underrepresented compared to their male colleagues. Less than one sixth (13-14%) of the professoriate is female.⁸ This gender-specific distribution can partly be explained by the technical orientation of the university: Professorships in STEM fields are less often held by women in Rhineland-Palatinate.⁹ Among the Rhineland-Palatinate HAW, three other universities have a similarly low proportion of female professors.

⁸ At Kaiserslautern University of Applied Sciences, the (gender-related) application situation is not currently documented, so that no statements can be made regarding applications from women.

⁹ <https://www.statistik.rlp.de/fileadmin/dokumente/monatshefte/2021/August/08-2021-585.pdf> (retrieved on 07.12.2022)

Table 4: Distribution of employees by function (FTE) over time

Function/FTE ¹⁰	2018		2019		2020		2021	
	m	w	m	w	m	w	m	w
Assistant	47,4	28,9	49,9	28	45,5	24,5	35	25
	62%	38%	64%	36,4%	65%	35%	58%	42%
Trainee	6	4	6	5	4	4	3	4
	60%	40%	54,5%	45,5%	50%	50%	42,9%	57,1%
Employee	70	79	63,3	77,3	67,6	79	83,7	93,8
	47%	53%	45%	55%	46%	54%	46,9%	53,1%
Professor	122	20,1	125	19,6	125	18,6	125,5	20,25
	86%	14%	86,4%	13,6%	87%	13%	86%	14%
Project Employee	55	58,9	54,9	61,3	56,5	62,6	38,6	36,6
	48,3%	51,7%	47,2%	52,8%	47,4%	52,6%	51,3%	48,7%

3.3 Salary of employees

The majority of employees at Kaiserslautern University of Applied Sciences are salaried employees (approx. 70%). About a quarter (between 25-27%) of the employees are civil servants. Most of them are professors, but there are also a few non-academic civil servants.

Salaried employees at Kaiserslautern University are paid according to the Rhineland-Palatinate public service pay scale (TV-L). Depending on the job description and level of education, they are placed in a pay group (E1 to E15), with the salary increasing with higher grouping. Trainees form a separate, specific group. Civil servants are paid according to the civil service pay scale - typically in grades A, W and C at a university.

The analysis of pay groups and gender at Kaiserslautern University of Applied Sciences (see Table 5¹¹) shows that the proportion of women is especially high in the lower pay groups (E 3-6), at between 66 and 70% (2021: 66%). In particular, employees who are entrusted with administrative tasks are classified in these groups. A surplus of women can also be observed in pay groups 7-9 (2021: 61.5%), although this is somewhat lower, since in addition to the predominantly female administrative staff with vocational training, technical employees in maintenance - still rather a 'male domain' - can also be found in this classification. By contrast, the proportion of men is slightly higher in pay groups 10-13, although the ratio is comparatively balanced here (2021: 53.2% men and 46.8% women). In the W and C pay groups, which, with a few exceptions, include professors, there is a considerable overrepresentation of male employees (over 80%).

¹⁰ This table only shows function groups consisting of at least five female and five male employees.

¹¹ In view of the small number of non-scientific employees, the non-scientific civil servants were grouped together with the salaried employees of the same level.

Table 5: Salary and gender

Remuneration group (E/A) Number (heads)/percentage from gender	2018		2019		2020		2021	
	m	w	m	w	m	w	m	w
Trainee	6	4	6	5	4	4	3	4
	60,0%	40,0%	54,5%	45,5%	50,0%	50,0%	42,9%	57,1%
3-6	16	34	14	33	15	32	17	33
	32,0%	68,0%	29,8%	70,2%	31,9%	68,1%	34,0%	66,0%
7-9	37	53	37	55	35	54	35	56
	41,1%	58,9%	40,2%	59,8%	39,3%	60,7%	38,5%	61,5%
10-11	107	86	102	84	100	82	80	73
	55,4%	44,6%	54,8%	45,2%	54,9%	45,1%	52,3%	47,7%
12-13	47	46	53	47	58	48	58	45
	50,5%	49,5%	53,0%	47,0%	54,7%	45,3%	56,3%	43,7%
More than 13	3	6	2	6	2	6	3	6
	33,3%	66,7%	25,0%	75,0%	25,0%	75,0%	33,3%	66,7%
W2 and W3	85	11	87	12	89	12	90	14
	88,5%	11,5%	87,9%	12,1%	88,1%	11,9%	86,5%	13,5%
C and C3	49	10	48	9	47	8	42	8
	83,1%	16,9%	84,2%	15,8%	85,5%	14,5%	84,0%	16,0%
Total	350	250	349	251	350	246	328	239

3.4 Contract types

Currently (2021), approximately one third of the contracts at Kaiserslautern University are fixed-term. In 2018, the share of fixed-term contracts was 43%. More than half of the fixed-term contracts (approx. 52% heads, approx. 54% FTE) are distributed among male colleagues (see Table 6).

Table 6: Contract type and gender (2018 and 2021)

Contract type	2018		2021	
	m	f	m	f
Heads				
Fixed term	140	124	95	87
% of contract type	53,0%	47,0%	52,2%	47,8%
Indefinite	211	126	233	152
% of contract type	62,6%	37,4%	60,5%	39,5%
FTE				
Fixed term	105,5	90	71,8	61,6
% of contract type	54%	46%	53,8%	46,2%
Indefinite	205,3	108	225,5	127,8
% of contract type	65,5%	34,5%	63,8%	36,2%

A large proportion of fixed-term contracts, over 80%, are in the middle salary grades (E10-13): In 2021, 44.5% of fixed-term contracts were distributed among grades 10 and 11, and 40.1% among grades 12 and 13. These salary groups include both assistants and project staff, whose employment contracts are usually fixed-term.

Permanent contracts are comparatively more often held by men (2021: 63.8% FTE; 60.5% heads), though a slight change in favour of women can be observed here (2018: 34.5%; 2021: 36.2%).

3.5 Leadership at Kaiserslautern University

The employees at Kaiserslautern University of Applied Sciences are distributed on the one hand among the five faculties Applied Engineering, Applied Logistics and Polymer Sciences, Business Administration, Building and Design and Computer Sciences and Microsystems Technology, the so-called decentralized units, and on the other hand among the central units, which include six units (including the library and the International Student College), eight staff units and three departments (including the Computer Centre).¹²

The overall management of the university is the responsibility of the university leadership, which currently consists of the president, the chancellor and the three vice presidents. The five faculties are currently headed by five deans and vice-deans¹³. As a result, senior management, with one exception, is staffed exclusively by male colleagues. This tends to correspond to the distribution in Rhineland-Palatinate, as statewide less than one third of the most influential positions in higher education institutions are occupied by women (see Statistisches Monatsheft RLP 2021)¹⁴. In middle management, at the level of departments, units and staff positions, the proportion of women in management functions has been very high for years, at at least 75% (see Table 7).

Table 7: Leadership at Kaiserslautern University of Applied Sciences 2018-2021

Management function /Number	2018		2019		2020		2021	
	m	f	m	f	m	f	m	f
Faculty Management (deans)	5	0	5	0	5	0	5	0
University Management	4	0	4	0	4	0	4	1
units/Staff positions/Departments	3	15	4	15	4	13	4	13
Workshops	1	1	1	1	1	1	1	1

This underscores the conviction and great commitment with which the university leadership in particular pursues the issue of equality, because these management positions in particular were awarded directly by the university leadership. Nevertheless, the proportion of women in the top positions of university administration at Kaiserslautern University of Applied Sciences is significantly low which is associated, among other things, with considerable salary differences from middle management to top management.

3.6 Committees

Committees play an important role as organs of self-administration at Kaiserslautern University of Applied Sciences. According to § 37 of the current University Act, an appropriate representation of women and men is to be strived for in these bodies. In equality plans, committees that meet specific criteria are given particular consideration¹⁵. At Kaiserslautern

¹² Status 2021

¹³ However in Applied Logistics and Polymer Sciences, there are two vice-deans.

¹⁴<https://www.statistik.rlp.de/fileadmin/dokumente/monatshefte/2021/August/08-2021-585.pdf> (retrieved on 28.9.2022)

¹⁵ The following criteria: Appointment of members is the responsibility of the department (the state, the municipality, etc.), the bodies are convened or appointed on the basis of regulations, the bodies are

University of Applied Sciences, this applies to two committees, at least in part: The Board of Trustees of Kaiserslautern University of Applied Sciences and the University Council.¹⁶

3.6.1 The Board of Trustees of Kaiserslautern University of Applied Sciences

The Board of Trustees consists of 13 members appointed by the Minister of State, who do not belong to the university and are often representatives from politics and society. The appointment is valid for a period of five years. Their participation is honorary. Since the beginning of 2022, the Board of Trustees of Kaiserslautern University has had a new composition: Eight men and five women are currently members of the board. The aim is to have parity of male and female members and this is also stipulated in the current basic regulations of the university. Despite intensive efforts, it has not yet been possible to implement this rule. The position of vice chairperson, however, is already filled with equal numbers of men and women.

3.6.2 The University Council of Kaiserslautern University of Applied Sciences

The University Council advises and supports the university in all important matters. It is composed of ten members, five of whom are appointed by the Ministry of Science, Further Education and Culture and five of whom are elected by the University Senate with two-thirds of its votes. The term of office is five years. Service as a member is on an honorary basis. Four of the five external members are women (80%) and the five elected internal members include one woman (20%). In addition, the University Council is headed by a female/woman chairperson. Overall, the university council has equal representation, which far exceeds both the 39% share of women on university councils in Rhineland-Palatinate and the national average of women on university councils in Germany (36%).¹⁷

3.7 Students

Over the period under consideration, approximately 6200 students have been enrolled annually in the five faculties at Kaiserslautern University of Applied Sciences. As can be seen in Figure 4, most students are enrolled in the faculties Applied engineering and Business Administration. The fewest students study in the faculty of Applied Logistics and Polymer Sciences.

established on a permanent basis or at least for a longer period of time (at least for one year), the members of the bodies are not determined within the framework of an election.

¹⁶ For these two bodies in particular, equal representation is also required under § 37(3) of the HochSchG.

¹⁷ <https://www.statistik.rlp.de/fileadmin/dokumente/monatshefte/2021/August/08-2021-585.pdf>
(retrieved on 28.09.2022)

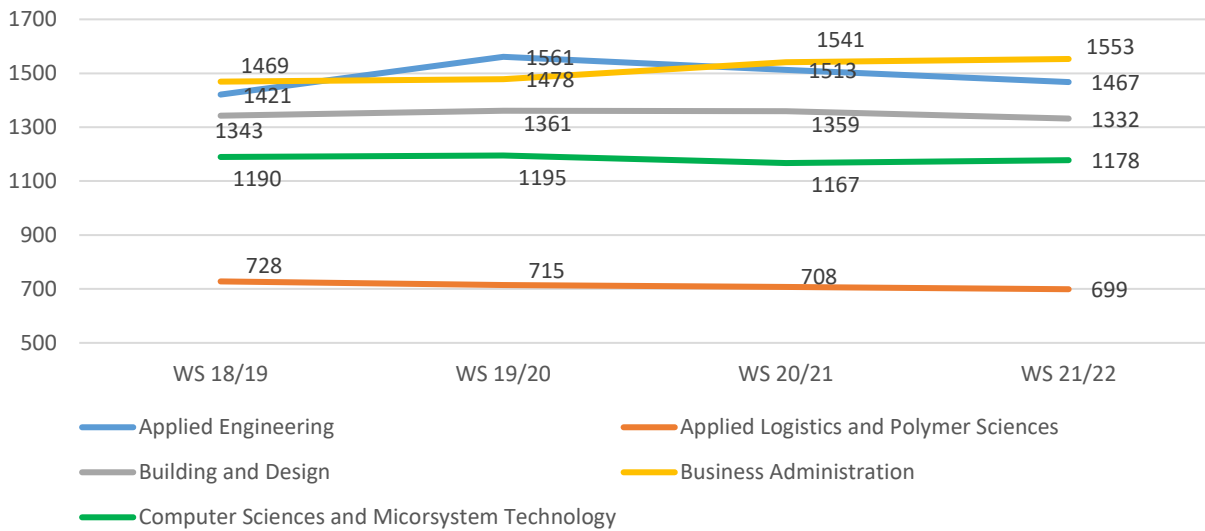


Figure 4: Development of the numbers of students (excluding Studienkolleg)

Across all faculties, women make up approximately 35% of the student body: Female students are in the minority in each of the five departments, though their representation varies. As Figure 5 illustrates, the Building and Design and Applied Logistics and Polymer Sciences faculties currently have the highest percentage of female students (nearly 45% in 2021). In Business Administration, which has the highest number of women students in absolute terms, the proportion of female students has remained constant at around 39% in recent years, and in IMST it has remained constant at between 36 and 37%. In the AING department, the proportion of female students is much lower and fluctuates between 12 and 13%.

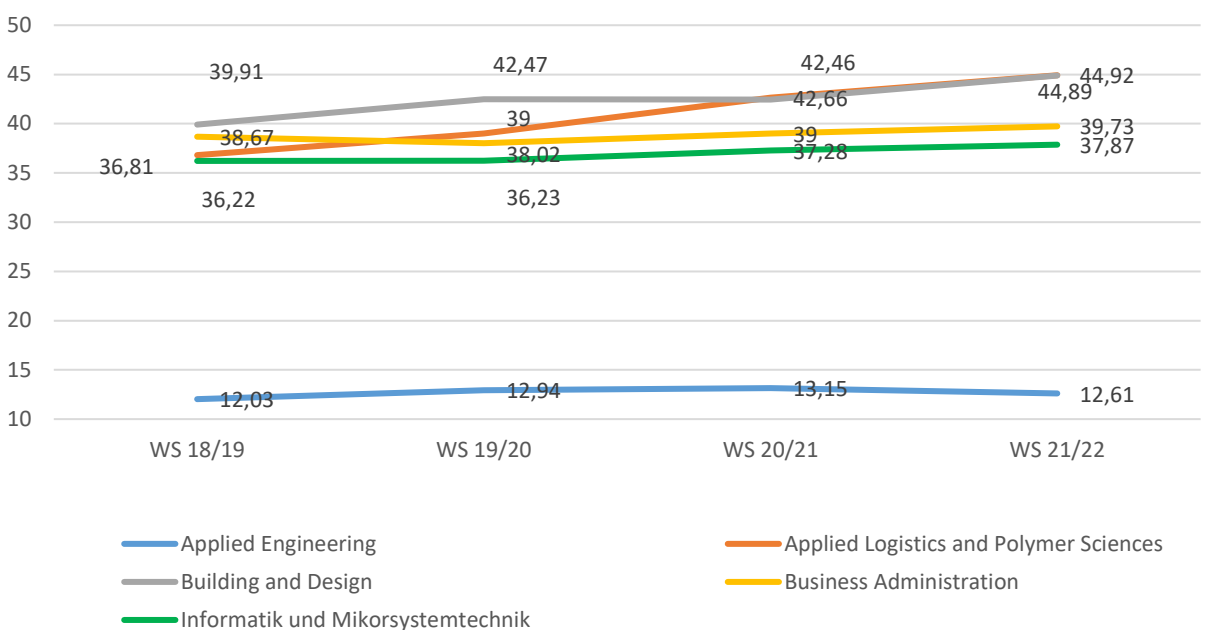


Figure 5: Proportion of female students in the faculties (excluding Studienkolleg)

This distribution also continues with new enrolments (see Figure 6). However, it can be observed that especially in the departments of Applied Logistics and Polymer Sciences and Building and Design the proportion of female first-year students has increased, even if this is not always reflected in an actually higher number of women among the first-year students (see Table 8). These small positive trends give hope that these departments will become somewhat more female in the future.

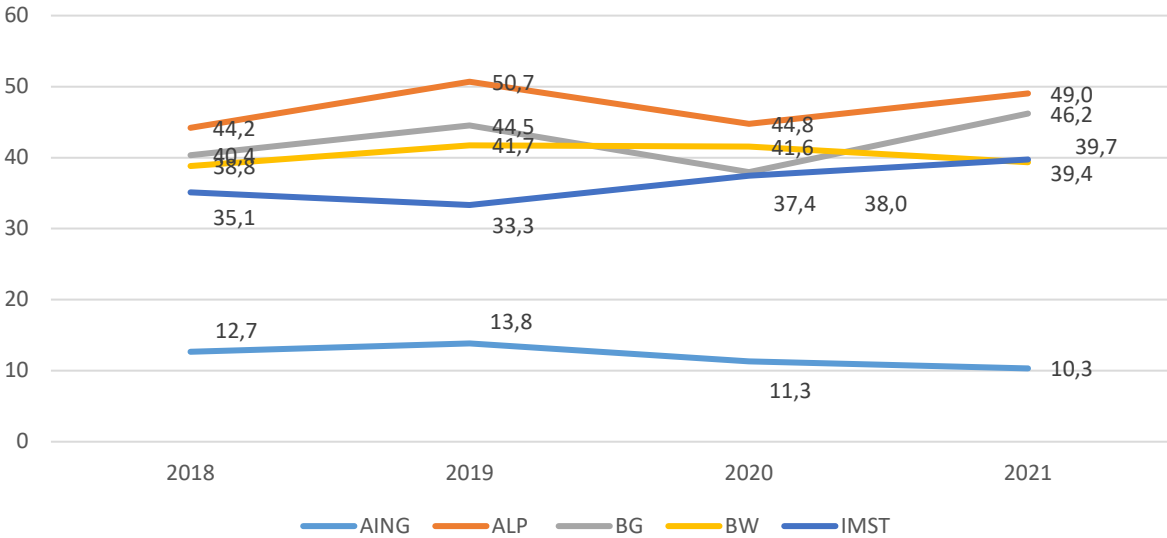


Figure 6: Distribution of female first-year students among faculties (relative values)

In the Applied Engineering faculty, both the number and the proportion of female first-year students have been declining and will account for just over one-tenth in 2021. In view of these figures, it cannot be assumed that the student body in this department will become significantly more female in the next few years.

Table 8: Absolute distribution of enrolments among faculties

	2018	2019	2020	2021
Applied Engineering	403	448	398	378
Proportion of women	51 (12,7%)	62 (13,8%)	45 (11,3%)	39 (10,3%)
Applied Logistics and Polymer Sciences	181	217	230	208
Proportion of women	80 (44,2%)	110 (50,7%)	103 (44,8%)	102 (49%)
Building and Design	389	438	382	383
Proportion of women	157 (40,4%)	195 (44,5%)	145 (38%)	177 (46,2%)
Business Administration	510	544	551	437
Proportion of women	198 (38,8%)	227 (41,7%)	229 (41,6%)	172 (39,4%)
Computer Sciences and Microsystems Technology	410	408	398	390
Proportion of women	144 (35,1%)	136 (33,3%)	149 (37,4%)	155 (39,7%)
Total	1893	2055	1959	1796
Proportion of women overall	630 (33%)	730 (36,2%)	671 (34,3%)	645 (36,1%)

If we look at the gender distribution in the professoriate, we notice that it does not correspond to the gender ratio in the student body (see Table 9). Overall, 14% of the teaching staff are female. However, there are also significant differences across the faculties, with only one female professor in the AING department and between four and six in the other departments. If a gender distribution according to the cascade model¹⁸ is aimed at, this is an aspect that requires discussion against the background of equality policy objectives.

¹⁸ „The cascade model is based on the idea that target values at each career level should be based on the actual values of the career level below.“ (p.15: https://www.dfg.de/download/pdf/dfg_im_profil/geschaeftsstelle/publikationen/studien/studie_gleichstellungsstandards.pdf); retrieved on 28.09.2022

Table 9: Gender distribution of professors in 2021 (absolute values)

Faculty	Male professors	Female professors
Applied Engineering	30	1
Applied Logistics and Polymer Sciences	18	4
Building and Design	25	5
Business Administration	25	5
Computer Sciences and Microsystem Technology	29	6
Total	127	21

3.8 Employment of students as student and research assistants

The number of students employed as student and research assistants at Kaiserslautern University of Applied Sciences has decreased significantly over time. In 2018, 287 students received at least one contract as student or research assistants; in 2021, the number was 183 (see Table 10)¹⁹. This decline can probably be explained, on the one hand, by the expiration of the Higher Education Pact funds (e.g., due to the expiration of projects), through which many students were employed. On the other hand, the legal requirement that taking on a position as a student or research assistant can, under certain conditions, prevent you from taking on an assistant position, has a negative impact on the attractiveness of such positions.

Table 10: Employment of student and research assistants (heads)

	2018	2019	2020	2021
Male research assistants	150	165	130	113
Female research assistants	137 (47,7%)	108 (39,6%)	83 (39%)	69 (37,9%)
Total	287	273	213	182

In addition to the absolute number of student and research assistants, the percentage of women has also steadily declined from 2018 to 2021.

¹⁹ The figures refer to heads and not to contracts. A person may have received several contracts in the corresponding year.

4. Perspective development of employee structure

In addition to an analysis of the existing employee structure, equality plans should also include a forecast of the employee structure, providing information on how the structure is expected to develop over the following six years.²⁰ This can be based on plans for hiring, promotions and upgrades, civil servant appointments, the beginning and end of leaves of absence, changes in job shares, for example a change from part-time to full-time, or retirement.

Promotions at Kaiserslautern University are only possible for civil servants. In principle, in a few cases a change from the C- to the W-salary is possible, or in the case of the few non academic civil servants, promotions may be pending in individual cases. Since a presentation of these key figures would allow conclusions to be drawn about individual persons, the topic of promotion is not presented prospectively in this plan.

4.1 Transition of personnel, continued employment, and terminations of employment contracts

Universities have a fixed staffing plan and, as a result, little flexibility in personnel planning. This means that the university may not be able to provide continuous employment to some members of staff, irrespective of suitability.

In order to give trainees a certain amount of work experience, all trainees at Kaiserslautern University of Applied Sciences are taken on for one year. Depending on the staff/employment plan, the contracts may then be made permanent or extended. The options for continued employment differ depending on the subject area. In view of the total number of trainees, this group of employees holds a limited opportunity to increase the proportion of women at the university.

4.2 Retirements

Employees (salaried and non-academic civil servants)

Over the next six years, 28 employees will be taking age-related retirement. Eleven of these are women. As a result, there is an opportunity to pay greater attention to gender equality in new hires, which represent just under seven percent of the total number of employees²¹,

Professors

Over the next six years, 40 professors are expected to retire across the five faculties. A certain inaccuracy arises here from the possibility of extending the period of service despite reaching retirement age. In each department, between five and ten professors will leave the university (see Table 11).

²⁰

https://mffki.rlp.de/fileadmin/MFFJIV/Frauen/Frauen_in_der_Wirtschaft_und_dem_Oeffentlichen_Dienst/Oeffentlicher_Dienst/LGG_Handbuch_25_10_2021.pdf (retrieved on 02.09.2022)

²¹ Measured by the number of employees excluding professors.

Table 11: Age-related retirements of professors in the next six years

	2022	2023	2024	2025	2026	20207	Total
Applied Engineering	1	1	2 (1 teacher)	1	0	3	8
Applied Logistics and Polymer Sciences	1	1	0	0	2	1	5
Building and Design	2	3	3	2	0	0	10
Business Administration	0	2	1	1	1	4	9
Computer Science and Microsystem Technology	1	1	1	3	1	1	8
Total	5	8	7	7	4	9	40

The 40 persons correspond to about a quarter of the professors. In this respect, there is a great opportunity to focus on gender equality when filling these positions.

5. The results at a glance

Kaiserslautern University of Applied Sciences currently employs a total of 567 people, with men outnumbering women (as of 2021). Currently, the proportion of women by headcount is just under approx. 42%, though this represents a slight increase over the course of the last few years. The share of women in full-time equivalents is slightly lower and has remained constant at around 39% since 2018. The proportion of women is lowest in the faculties (max. 40% heads, max. 36% FTEs), with the highest in the Business Administration faculty and the lowest in the Applied Engineering faculty. In the staff positions and units, on the other hand, it is high (approx. 70% heads, 65% FTEs) or very high (over 90% of heads and FTEs). In the departments, the proportion of women is significantly lower, below 50% in terms of FTEs.

This underrepresentation can be explained by the functions and tasks of the employees, because in the faculties employ mainly assistants (share of women in terms of full-time equivalents currently at about 42%) and professors (share of women at about 14%), and women are especially underrepresented in these function groups. In the departments, there are some manual and technical jobs that are more likely to be filled by men, and many female employees tend to work part-time. The functional group of employees, which according to the university's internal definition includes employees with technical and administrative tasks, is the largest functional group and also has the highest proportion of women, at a level that has remained constant over the years (2021, approx. 53%). Among project staff, women have also been slightly overrepresented over the years (2018-2020: approx. 52%), although there is a slight decline here (2021, 48%).

About half of female employees at the university work part-time, which is in line with the average in Rhineland-Palatinate.²² About a quarter of all female employees have a part-time position up to a maximum of 50%; among male employees, this proportion is 15%.

The proportion of women is overrepresented in part-time positions overall at 63%.²³ For full-time positions, on the other hand, male colleagues are visibly overrepresented at 68%, meaning that almost 80% of male colleagues had full-time positions in 2021.

The proportion of fixed-term contracts overall has decreased over the observed period. Fixed-term positions are proportionately slightly more occupied by men (currently about 54% of FTEs). Permanent positions, however, are disproportionately filled by men (2021: 63.8% FTE; 60.5%

²² See: Bundesministerium für Familien, Senioren, Frauen und Jugend: 4. Atlas zur Gleichstellung von Frauen und Männern in Deutschland, (2020), p. 58;

<https://www.bmfsfj.de/resource/blob/160308/73cf50519fdd0b72be8bce59a041079b/4-atlas-zur-gleichstellung-von-frauen-und-maennern-in-deutschland-broschuere-data.pdf>

²³ Many part-time women find it "super" not to work full-time, according to a survey. Although most of them are sure that their pensions will not be enough later on. See also the chapter on working time flexibilization: o.V.: Frauen in Teilzeit sind laut Umfrage sehr zufrieden, in: Zeit online, KNA, sög, 12. Dezember 2018; https://www.zeit.de/arbeit/2018-12/gleichberechtigung-frauen-teilzeitarbeit-zufriedenheit-umfrage-delta-institut?utm_referrer=https%3A%2F%2Fwww.google.com%2F

heads). Compared to 2018, a slight change in favour of women can be observed here (2018: 34.5%, 2021: 36.2%).

An analysis of salary levels shows that women are particularly overrepresented at the lower salary levels. In the middle pay grades, the proportion is relatively balanced, with a slight overrepresentation of men. At the higher pay grades, women are severely underrepresented: In the W and C grade group, which includes mainly professors, there is a significant overrepresentation of male employees (over 80%).

The senior management of the organisation, i.e. university leadership and faculty heads, are mainly male. Middle management, the management levels of units, departments and staff positions, on the other hand, are predominantly held by female managers (at least 75%). On the one hand, this underlines the fact that the university leadership, which allocates the positions in middle management, also realizes equality policy goals while selecting the best candidates. On the other hand, however, it also shows that the top of the organization, which is clearly different from the second management level in terms of salary, among other things, still has room for improvement in terms of a higher proportion of women.

Over the next six years, 28 employees, just under seven percent of the current workforce, will be taking age-related retirement, which offers limited leeway in terms of new appointments that can be planned. The group of professors represents a better opportunity: 40 people, or about a quarter of the current professoriate, will retire by 2027, and the requisite new appointments offer the opportunity to award more professorships to women.

The university strives to ensure that committees in particular have equal distribution of appointed members. The university council already has equal representation and thus exceeds the average composition of this body, both nationally and in Rhineland-Palatinate. In the case of the university board of trustees, this situation has almost been reached.

The proportion of female students is approximately 35% across all five faculties: Female students are in the minority in each of the five faculties; however, the percentage of females varies widely across faculties, with Building and Design and Applied Logistics and Polymer Sciences (approximately 45%) and Applied Engineering (approximately 13%) at opposite ends of the spectrum. The highest number of female students is achieved in the Business Administration department, where the percentage of female students has remained constant at about 39% in recent years. These general trends continue in terms of enrolments.

Regardless of gender, the number of students employed as student and research assistants at Kaiserslautern University of Applied Sciences has visibly decreased over time. Reasons for this may be the expiration of the Higher Education Pact funds as well as legal requirements in connection with the subsequent adoption of assistant positions. The proportion of women in this group is currently (2021) around 37%.

6. Underrepresentation

6.1. Reasons for the underrepresentation of female students and first-year students

Kaiserslautern University of Applied Sciences is a predominantly STEM-oriented university and this is reflected in the gender distribution of students. The proportion of female first-year students in STEM subjects nationwide was 32% in 2019, which is lower than the proportion of female students at Kaiserslautern University in the same year. This phenomenon is reinforced by business administration courses and courses that combine technical with non-technical aspects (e.g. media informatics), but also by courses related to biology, chemistry, and pharmacy, which classically tend to attract female students. The low number of female students in the AING department corresponds roughly to the average proportion of female students in traditional engineering courses in Germany.²⁴

In general, the total number of first-time enrolments in 2021 in the departments of Kaiserslautern University of Applied Sciences declined slightly. This corresponds to the general trend in the state of Rhineland-Palatinate, though it is noticeable that more students with university entrance qualifications choose to study in other states than vice versa (negative balance). Possible reasons for this include the abolition of tuition fees in other states, the lack of a university of excellence in Rhineland-Palatinate, underfunding of Rhineland-Palatinate's universities and a backlog of renovations.^{25, 26}

Attracting new students in general is an essential goal that is the focus of Kaiserslautern University of Applied Sciences and that must be further advanced with measures and activities. Special attention should also be paid to attracting female students.

6.2 Goals and measures to increase the proportion of female students

The goals and measures formulated in the Equal Opportunity Plan for all target groups as well as goals in the area of work-life balance are in essence also formulated in the 2022-2027 University Development Plan of the university.

One focus is on increasing the proportion of female students across all departments, but especially in the STEM departments. The aim is to increase the proportion of female students to 38% in the next six years.

²⁴ <https://www.iab-forum.de/ingenieur-und-naturwissenschaften-in-manchen-mint-faechern-dominieren-frauen/> (retrieved on 28.09.22)

²⁵ See Rodenkirch, Dirk: "Warum immer mehr Menschen RLP für das Studium verlassen", in: <https://www.swr.de/swraktuell/rheinland-pfalz/abwanderung-von-studenten-aus-rlp-cdu-bemaengelt-unterfinanzierung-der-unis-100.html>; 12.12.2021. The negative balance for Rhineland-Palatinate in the winter semester 21/22 was 14,300 students out of 70,000 students who chose to study in other states, an increase of 4%.

²⁶ The number of university entrants has declined slightly since 2019, although the proportion in Rhineland-Palatinate, at around 36%, is higher than the national average of around 35%. Cf. Statistical Yearbook Rhineland-Palatinate 2020: Chapter 4, Education, T4, T9.

Measures for attracting female first-year students

To support this goal, the various services of the Student Life Cycle unit are particularly suitable.

- ✓ Development of a concept with various activities to motivate and promote female students, especially in courses of study in which women are underrepresented
- ✓ In order to increase the attractiveness of the university and to make things easier for female students in their first semester or for single-parent female students, scholarships are awarded annually
- ✓ "Business Women meet Academics" programme for female students and staff, consisting of mentoring and coaching, with the goal of encouraging women to strive for leadership positions by learning from others and also building a trusted future-oriented network
- ✓ Participation in the Ada Lovelace Project

Establishment, expansion and maintenance of gender- and diversity-appropriate teaching

- ✓ Development of a guideline (as a result of workshops and an awareness-raising process) for gender-appropriate didactics
- ✓ Sensitization and advice on the assignment of gender-related topics in scientific theses in the various departments
- ✓ Motivation of students to work on gender topics in final theses/projects

Goals and measures concerning young scientists

A major goal is the promotion of female scientists and young female scientists with the help of state-funded programmes, cooperative programmes with other colleges and universities, and strengthening participation in cooperative doctoral programmes.

- ✓ Active use of state funding opportunities, e.g., state re-entry programme, Mary Somerville teaching assistantship, Klara Fassbinder visiting professorship
- ✓ Active participation in the RLP programme cooperative doctorates between universities and colleges in Rhineland-Palatinate

6.3 Reasons for the underrepresentation of female employees at the university

Overall, fewer women are employed at Kaiserslautern University of Applied Sciences than men. However, the degree of underrepresentation varies greatly, especially with regard to function and salary level. This may, in part, be explained by the technical orientation of the university, which in turn requires the technical training of professors, assistants and project staff; this training is generally more likely to be offered by male than female applicants. The low percentage of female professors at Kaiserslautern University of Applied Sciences is similar to that of other universities in Rhineland-Palatinate with a comparable technical orientation.

Women work more often part-time at Kaiserslautern University of Applied Sciences than their male colleagues. It can be assumed that the high proportion of part-time positions is due to the fact that women generally (still) take on the main responsibility for childcare and caring for dependents and are more likely to take advantage of the work-life balance services offered by the university.

The significant decline in student and research assistants is striking. A major reason for this is the German Act on Temporary Scientific Contracts (Wissenschaftszeitvertragsgesetz)²⁷. For students who would like to apply for an assistantship at the university, taking on a position as a student or research assistant may be disadvantageous in the long run due to legal circumstances. The legal requirements here paint an extremely complex picture that must be considered on a case-by-case basis, and thus allow little (planning) certainty.

6.4 Goals and measures against underrepresentation of female employees

Reducing underrepresentation is not a simple matter, since Kaiserslautern University of Applied Sciences has only limited financial resources at its disposal and can only take advantage of existing funding opportunities. Furthermore, there are not always enough female applicants to enable personnel decisions in the sense of selecting the best candidates. In addition, female employees often expressly wish to work part-time and deliberately choose a low workload.

Of the 567 positions, approximately 70% are permanent, so that the options for increasing the proportion of women are rather limited. However, there is a perspective for doing so when awarding new professorships. The aim is to increase the proportion of women among professors to 20% in the next six years.

Another goal is to achieve a gender balance in the function groups of assistants and project staff and to increase the proportion of female employees to 50%.

Even if not all framework conditions can be controlled, or can only be controlled to a small extent fulfilling the formulated goals is aimed for with the help of measures that have a beneficial effect on the advancement of women at the university.

²⁷ See Bundesministerium der Justiz, Wissenschaftszeitvertragsgesetz vom 12. April 2007 (BGBl. I S. 506), das zuletzt durch Artikel 1 des Gesetzes vom 25. Mai 2020 (BGBl. I S. 1073) geändert worden ist; <https://www.gesetze-im-internet.de/wisszeitvg/BJNR050610007.html>; retrieved on 28.09.22

Female professors

- ✓ Close involvement of equal opportunity officers from denomination to conclusion of procedure
- ✓ Sensitization of appointment committees with regard to gender equality
- ✓ Integration of gender monitoring in appointment procedures
- ✓ If possible, continuation of the university's internal programme for female professors (until the end of 2023)
- ✓ Support for female professors in developing their own research profiles
- ✓ Activities to attract female professors

Female employees

- ✓ Increasing the representation of women on corporate bodies
- ✓ Recording the current situation with regard to equality and diversity, which will serve to derive further concrete needs for improving the situation in the next 3 to 6 years. In this context, special attention should be paid to the situation of female employees at the university.
- ✓ The aspect of equality is to be taken into account when filling new positions, especially when permanent positions are awarded.

In addition, the following concrete measures have already been implemented or are planned to increase the ***universities attractiveness as an employer*** and, in particular, as an employer for women:

- ✓ Development and expansion of gender and diversity competence through seminars and workshops by experts.
- ✓ Development of a marketing concept for the internal and external positioning of the university, which also includes the topics gender equality and work-life balance
- ✓ Offering executive positions for women on a part-time basis or job sharing for women on a part-time basis

7. Compatibility of career and family

7.1 Goals of Kaiserslautern University of Applied Sciences

According to the Ministry for Family, Women, Culture and Integration in Rhineland-Palatinate, the compatibility of family and career is a major social challenge for all genders. Children and young people learn skills in the family that are formative for their development and enable them to contribute to society and the economy. For example, they learn to take responsibility, develop empathy, solidarity and other core competencies. There is often too little time for family togetherness. This creates areas of tension between professional and family expectations.²⁸

Kaiserslautern University of Applied Sciences strives to create working conditions that enable employees and students to reconcile the demands of work and study with their life situation, family and/or health challenges. In doing so, it fulfils its mission according to § 2 section (3) HochschG § 4 section (3) HochschG of October 6, 2020^{29 30}.

7.2 Measures for improving compatibility of work and family life

The university in general and the unit for Equality in particular support the advancement of women and men through goal-oriented activities and the establishment and expansion of structures that allow for a better compatibility of work, study and family.³¹ Kaiserslautern University of Applied Sciences pursues an extensive service programme to ensure a women-friendly, but also family-friendly university, especially with regard to facilitations for students and employees of all genders who care for children or dependents, and constantly strives to expand existing measures within the scope of personnel and financial possibilities.

- ✓ The **Family Service of Kaiserslautern University of Applied Sciences**³² is an information, counselling and contact point for students and employees as well as for future students and employees with regard to the compatibility of studies, career and family.
- ✓ In order to reconcile family and study/work, sufficient and high-quality **childcare** is essential in most cases. Kaiserslautern University of Applied Sciences offers ten places in the daycare centre Turnerstraße at the Kaiserslautern location and its own daycare centre for members of the university at the Zweibrücken location.
- ✓ In addition, Kaiserslautern University of Applied Sciences offers week-long, stimulating **vacation camps** during the summer and autumn vacations for children of university employees between the ages of six and twelve.

²⁸ See <https://mffki.rlp.de/de/themen/familie/vereinbarkeit-familie-und-beruf/> (retrieved on 28.09.2022)

²⁹ Ministerpräsidentin Malu Dreyer: HochSchG vom 23. September 2020, in: Gesetz und Verordnungsblatt für das Land Rheinland-Pfalz, Nr. 36 vom 6. Oktober 2020, S.464

³⁰ Ministerpräsidentin Malu Dreyer: HochSchG vom 23. September 2020, in: Gesetz und Verordnungsblatt für das Land Rheinland-Pfalz, Nr. 36 vom 6. Oktober 2020, S.465-467, S. 465

³¹ See: <https://mffki.rlp.de/de/themen/familie/vereinbarkeit-familie-und-beruf/>, retrieved on 08.12.22

³² <https://www.hs-kl.de/hochschule/referate-stabsstellen/diversitaetsmanagement/familienservice> , retrieved on 28.09.2022

- ✓ Another frequent challenge of students or employees with children is organizing and managing care bottlenecks, e.g. when the childminder is ill or the daycare centre is closed. For these cases, the university offers a **parent-child workroom** at all three locations - Kaiserslautern, Zweibrücken and Pirmasens. These workrooms are also available to pregnant women or nursing mothers as a temporary retreat. In addition, these rooms can also be used temporarily by students with disabilities if required.

In order for childcare to succeed, many parents rely on flexible working hours or the possibility to reduce their working hours. Kaiserslautern University of Applied Sciences is a public employer that actively supports employees and good employee conditions and offers various options within the framework of **flexible working hours**.

- ✓ A key factor here is the **organization of working hours**. Insofar as it does not conflict with the service concept of the university, the employees concerned are granted extensive flexibility in the organization of daily working hours via an additional service agreement.
- ✓ Based on the law regarding part-time work and fixed-term employment contracts, employees can **apply for part-time work**.
- ✓ In order to better reconcile family and career, there is also the option of **mobile working**. Here, up to 40% of the working hours can be completed at another location outside the university, provided that university concerns permit this.³³

In order to make studying and working at the university even more attractive with regard to the compatibility of studies, career and family, the Equality and Diversity departments in particular are constantly working on further offers. Many activities are currently underway, particularly on the part of the International Office, with regard to the integration of Ukrainian female academics who have fled the war in their country. In addition, the topic of "dual careers" is being discussed with regard to its implementation at the university.

Furthermore, the university is planning additional services for university employees in the area of health management and health promotion, such as health days with eye, muscle tone and bone density measurements, as well as measurements by hearing care providers, but also offers for maintaining mental health such as resilience training, mindfulness training, etc.

7.3 Measures against sexual harassment

According to § 4 HochSchG section 5: The Equal Opportunity Officer "...has the right to participate in all social, organizational and personnel measures that...concern the protection of members and associates of the university against harassment and sexual harassment at the workplace or place of study, and can propose measures in these areas to the Presidential Board. In order to perform these duties, she shall be informed in a timely and comprehensive manner of all measures in which she may participate...It shall also receive complaints from members and

³³See: <https://www.hs-kl.de/hochschule/referate-stabsstellen/diversitaetsmanagement/info-beratung/eltern-kind/teilzeitbeschaeftigung>; see also the declaration on "Good Employment Conditions at Kaiserslautern University of Applied Sciences" („Gute Beschäftigungsbedingungen an der Hochschule Kaiserslautern“). (retrieved on 28.09.22)

employees of the university about harassment and sexual harassment at the workplace or place of study in accordance with Section 3 (3) and (4) of the General Equal Treatment Act (AGG) of August 14, 2006 (BGBl. I p. 1897), as last amended by Article 8 of the Act of April 2, 2013 (BGBl. I p. 610).“³⁴

Kaiserslautern University of Applied Sciences does not tolerate harassment and sexual harassment as well as violence in the workplace or at the place of study. For the protection of all university members, the Equal Opportunity Department together with university management have developed a guideline against discrimination and sexualized violence at the university.

Seminars and workshops as well as guest lectures are planned to raise awareness and to actively address all forms of harassment, discrimination and violence. The central and decentralized equal opportunity officers also deal intensively with conflict management in order to be able to act professionally in the respective cases. It is also important to network with the relevant organizations and associations, in order to refer to or have recourse to external help. These measures are enshrined in the area of equality of the university development plan.

Comprehensive consultation documentation and surveys are to provide key data on the frequency and nature of harassments at the university.

8. Conclusion and outlook

Considered in isolation and in comparison to other STEM universities, the results of the analysis of the status quo of equality at Kaiserslautern University of Applied Sciences are satisfactory, which may be attributed to the pro-women and family-friendly mentality of the university management. The cooperation between the university management, the management of the faculties, and the equal opportunity officers in matters of women's advancement can be described as cooperative, constructive and supportive of women.

Nevertheless, gender equality has not yet been achieved in all areas/departments at the university, and the goal is to continue to work consistently to fulfil this condition.

Continuous monitoring of the situation and implementation of the planned measures are designed to achieve the goal. Regular reporting (once a year) should be the starting point for constructive discussions as well as for the identification of possible requirements.

As in the preparation of this plan, relevant committees of the university need to be involved in the discussion.

³⁴ <https://landesrecht.rlp.de/bsrp/document/jlr-HSchulGRP2020pP4> (retrieved on 28.09.22)