

A stylized illustration of a diverse group of people shown in profile, facing right. The figures are rendered in various colors and patterns, including solid colors, polka dots, and abstract line art. The background is a mix of muted green, blue, and orange tones. In the top left corner, there is a blue square containing the GRS logo.

GRS

GENDER
EQUALITY
PLAN

2023 – 2025

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Achieving and sustainably ensuring gender equality is a key objective for GRS, both in terms of corporate development and as a contribution to society. The present Gender Equality Plan is of central importance in this context: It serves as a critical appraisal of the current situation as well as a guideline for the continuous formulation, pursuit and further development of relevant individual goals. The management is committed to this and supports the implementation of the plan.



Hans J. Steinhauer



Uwe Stoll

1. INTRODUCTION

To promote diversity and inclusion and counteract gender inequality, targeted measures are needed. Ensuring equal opportunities and a discrimination-free working environment regardless of gender, sexual orientation, ethnic or cultural origin and religion is not only a question of social justice for us, but also a key to promoting collegueship, motivation and innovation.

We are convinced that this applies all the more to GRS because research organisations must be part of an open and international research community in order to allow the necessary exchange and acquisition of knowledge. This can only be achieved in a sustainable manner if values such as gender equality, diversity and inclusion are practised both within the organisation and in dealings with people from other organisations, such as foreign research partners and customers.

“An essential aspect of sustainable corporate governance is to create working conditions and a corporate cultural environment in which employees can feel motivated because they feel they are treated fairly and are respected and valued as human beings with individual strengths, weaknesses and needs.” ([Chapter 3 GRS Sustainability Strategy](#))

Accordingly, this Gender Equality Plan should be seen as an instrument to transparently promote gender equality in our organisation and beyond. As a strategic roadmap, it aims to prevent discrimination and provide equal opportunities for people of all genders in our organisation in a working environment characterised by mutual respect and appreciation.

On this way, our focus is on the following fields of action:

- Work-life balance and organisational culture
- Gender equality in recruitment and career advancement
- Integration of the gender dimension in research and teaching contents.
- Measures against gender-based violence, including sexual harassment.

Even if a whole series of measures have already been implemented at GRS that bring about improvements in the above-mentioned fields of action, it is our aim to constantly examine further any potential optimisations and, if necessary, to develop and implement appropriate measures. In the individual chapters of this Gender Equality Plan, goals are therefore first defined for the respective field of action; then existing and planned measures are described. A final chapter discusses how we evaluate, review and, if necessary, further develop our efforts with regard to gender equality.

2. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

2.1 Definition and goal

The best-possible reconciliation of family and work is not only one of several factors that have an impact on gender and age-related equal opportunities; it is also a prerequisite for people who take care of raising children or caring for relatives to be able to remain professionally engaged in the long run without their physical or mental health or their satisfaction with their own jobs being damaged. In this context, it must be taken into account that women are still disproportionately burdened with raising children or caring for relatives.

Creating appropriate framework conditions is thus not only an expression of appreciation and care on the part of the employer, but also indispensable in order to attract and retain highly qualified employees as an attractive employer. We understand such framework conditions to mean that all people in our company can choose according to their individual needs to what extent they want to devote themselves to their children or relatives who need care, or to reduce the amount of work they do for other reasons.

2.2 Status quo

GRS already allows and promotes a modern work-life balance through a bundle of measures to make it easier for employees to react flexibly to changing demands, such as raising children or caring for relatives, and to be able to meet them.

This includes that the statutory right to part-time work is not only respected but also practised at both professional and management level. Currently, 27% of our employees work part-time.

In addition, we support the reconciliation of private and professional life through extensive flexibilisation of working hours. In addition to a flexitime account and the possibility to take 15 additional working days off per year based on overtime worked, the waiving of daily core hours also serves this purpose. Irrespective of specific reasons, it is also possible for employees, in consultation with their superiors, to work a significant proportion of their time (usually three days per week) on a mobile basis, i.e. without being present on the premises of GRS. Parents and carers in particular are thus able to organise their work with a high degree of flexibility in terms of time and place.

Finally, specific offers for parents include a subsidy for day-care places at various cooperation partners of GRS, nationwide emergency care with cost coverage by GRS as well as special offices with play areas for parents who have to bring their children with them into work unplanned for want of other short-term available care options.

2.3 Planned measures

We will make the measures outlined in the previous section more widely known, especially in the onboarding of new employees, and also evaluate whether our employees are sufficiently aware of them. If it turns out that there is potential for optimisation, this will be implemented, for example, by raising the awareness of managers in the form of training - a corresponding management training is currently being prepared.

In addition, we want to take greater care to ensure that those taking parental leave or care leave do not lose their connection to the company and to their colleagues, or do not lose touch with their field of work or feel excluded in some other way. To this end, managers should be made more aware of corresponding problems and possible countermeasures. For example, those taking parental leave or care leave should be actively offered the opportunity to take part in corporate events and departmental meetings if and to the extent that they wish to do so. It is also conceivable to use the phase of parental leave/caregiver leave for professional development if and to the extent that the person on parental leave/caregiver leave wishes to do so.

3. GENDER EQUALITY IN RECRUITMENT _____ AND CAREER ADVANCEMENT

3.1 Definition and goal

Equal opportunities are a kind of indicator of gender equality in companies, both in recruitment and in promotion and appropriate representation at the relevant (management) levels. Furthermore, gender equality is essential for us to attract and retain highly qualified employees in the long run.

Professional equality of opportunity can already be derived (not only for gender) from Section 1 of the German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz - AGG):

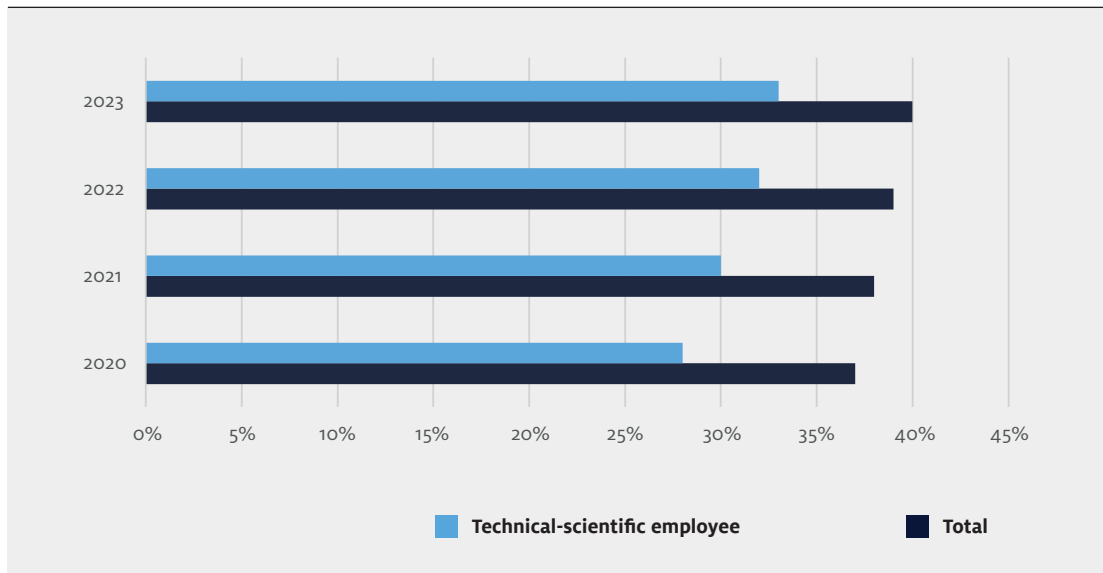
“The aim of the Act is to prevent or eliminate discrimination on grounds of racial or ethnic origin, gender, religion or belief, disability, age or sexual identity.” (§ 1 AGG)

Accordingly, we are actively working to fill management positions with equal numbers of women with equal qualifications. At the specialist level, we aim for a quota of women that is five percentage points higher than the average proportion of women graduating in STEM subjects. According to Press Release no. No04 of 23 January 2023 of the Federal Statistical Office of Germany, in 2020 women accounted for 34% of master’s degrees and equivalent degrees in STEM fields in this country.

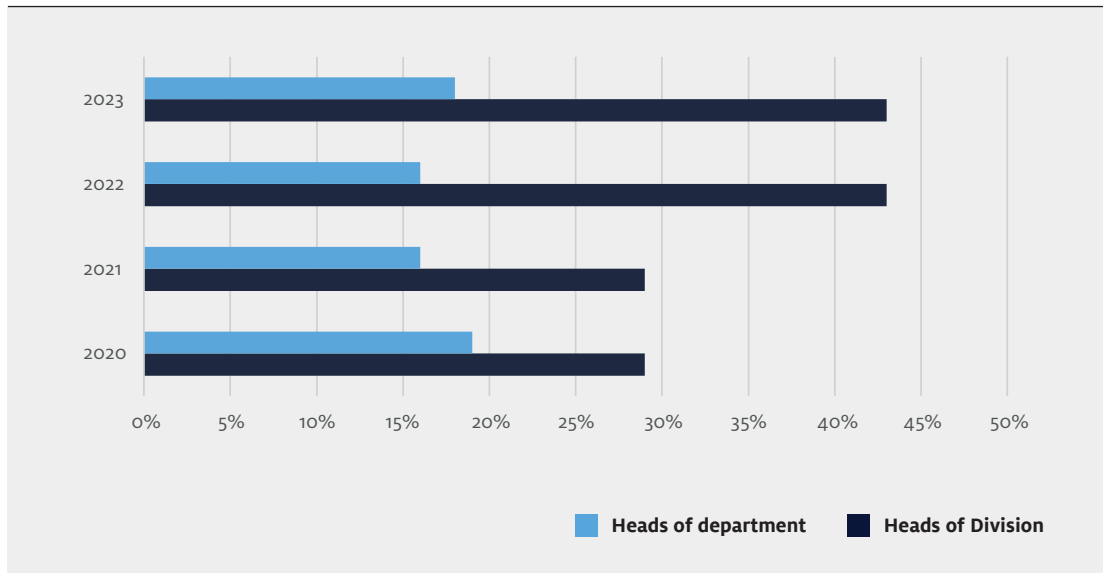
3.2 Status quo

Of the total of 384 employees (as at 01 September 2023), 152 are women. This corresponds to a share of 40 %. Of the 152 female employees, 105 are technical and scientific staff and 47 are administrative staff. Compared to their male colleagues, the technical-scientific female employees make up 33 % so far.

PROPORTION OF FEMALE EMPLOYEES



The two management positions in the general management are occupied by men. Of the four staff unit positions, two are occupied by women (International Relations; Internal Auditing). Among the seven Heads of Division, three are women, among the 17 Heads of Department, three are women (excluding acting Head of Department positions). In our works councils, the legal provisions regarding gender balance are of course observed. There is a disproportionate representation of women in the general works council and in the chair positions of the respective works councils at our different company locations.

PROPORTION OF FEMALE EMPLOYEES IN MANAGEMENT POSITIONS

In line with the above, the equal participation of women and men and non-discriminatory interaction with each other are formulated as goals in our “Principles for Leadership and Cooperation”. Gender-equitable remuneration for comparable activities has always been guaranteed by our connection to the collective bargaining system of the German Technical Inspection Association (TÜVe).

One of the essential prerequisites for increasing the proportion of women in specialist and management positions is that more women decide to pursue a career in our subject areas and ideally also to work at GRS. This is one of the reasons why GRS has been involved in the OECD/NEA initiative for more gender equality in the nuclear sector within the scope of a project of the Federal Ministry for the Environment. To be specific, a female Head of Division of GRS participated in the report “Gender Balance in the Nuclear Sector” and a mentoring event of the OECD/NEA. In order to make the technical work of women at GRS more visible, three female colleagues (including two female managers) were specifically trained for media work and established as technical contacts for media representatives. In addition, female experts are increasingly highlighted in our own content (e.g. in interviews for the GRS website).

3.3 Planned measures

Through the ongoing review and optimisation of recruitment and promotion practices, we want to ensure that all employees have equal opportunities for recruitment or career advancement, regardless of their gender. In addition, we want to examine how potential female applicants can be encouraged by explicitly addressing them in future advertisements. To this end, we also want to focus more on initiatives and events that focus on the professional orientation of women in our working environment.

Another measure is to further raise awareness of our goals in this regard at the management levels. This will be done, among other things, with the help of the trainings mentioned in 2.3.

4. INTEGRATING THE GENDER DIMENSION _____ INTO RESEARCH AND TEACHING CONTENTS

Both in society as a whole and in individual companies, it is of great importance to treat gender equality not only as an isolated issue, but to anchor it as a cross-sectional issue in all areas of life. Especially for good scientific practice, gender-specific aspects should be taken into account as an integral part, as far as they are relevant to the respective issues. As regards our fields of work, this applies in particular to the area of radiation protection and emergency preparedness.

The relevant (professional) standards in Germany as well as internationally have already been developed based on the insight that the gender neutrality of scientific research and the political measures derived from it often have unintended, but momentous and not infrequently negative effects on the gender relations of a society as well as on women and men. This alone gives rise to the imperative for research to think about and take into account relevant gender-specific aspects.

„Organ equivalent dose values shall be calculated for an idealised person (reference person) and shall be determined separately for the male and the female reference person on the basis of their different characteristics“. (Appendix 18 Part B Radiation Protection Ordinance)

We actively cooperate with universities in the regions where we are located. In this context, we support our scientific staff in carrying out teaching assignments in order to train young academics.

5. MEASURES AGAINST GENDER-BASED _____ VIOLENCE, INCLUDING SEXUAL HARASSMENT

5.1 Definition and goal

Sexual violence and harassment are widespread problems that occur in all areas of society, including academia. Unfortunately, they are sometimes taboo and underestimated, even though they can affect people of any gender, with women being by far the most affected according to research.

In Germany, the German General Act on Equal Treatment (AGG) created the legal framework back in 2006 already to take necessary and appropriate measures to protect employees in companies regardless of their gender.

Like other science organisations, GRS has a hierarchical structure. Therefore, it is also important here to protect all employees, to prevent sexual violence and harassment through preventive measures and to actively and resolutely counter it. This protection is to be achieved through critical reflection and raising awareness of all employees and the corporate culture as well as through easily accessible support options.

5.2 Status quo

At GRS, there is an internal reporting office in accordance with the Whistleblower Protection Act (Hinweisgeberschutzgesetz - HinSchG), which is the responsibility of the Compliance Officer of GRS and can be contacted confidentially and, if necessary, anonymously in the event of any gender-based violence. In addition, the Human Resources Department has also been designated as a complaints office in accordance with Section 13 (1) AGG.

5.3 Planned measures

It is important that in the event of sexualised violence and harassment, counselling and support as well as complaint options are easily accessible. On our intranet, we will therefore increasingly refer to the internal opportunities offered by GRS in order to provide our employees with information on this topic and to offer an overview of the support and counselling available at GRS.

In this area, too, the managers of GRS are to be made more aware through the management training mentioned in 2.3.

In addition, the position of an Equal Opportunities Officer is to be created as an interface between the management, the HR department, the works council and the employees. This person will be in charge of coordinating and reviewing the measures and ensuring that they have a sustainable effect and are transparent.

6. QUALITY ASSURANCE

The present Gender Equality Plan will be in effect until 31 December 2025. At the end of this period, the Gender Equality Plan will be subjected to a comprehensive evaluation. This evaluation aims to assess progress in the various fields of action, to analyse the current status, and to identify possible new fields of action.

This quality assurance will take place on two levels: Firstly, the Gender Equality Plan itself, its strategic goals and fields of action will be evaluated. On the next level, we will be looking at the individual measures that are to contribute to achieving the goals defined in the fields of action. We will collect and evaluate the corresponding data annually and make it known within the company.

By establishing the gender equality officer mentioned in the previous section, we also want to ensure that the implementation of the measures can be monitored efficiently and that the targeted improvements in the area of gender equality are measurable.

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