

## Gender Equality Plan – Reporting II 31.12.2023

PMOD/WRC strives to be a safe, diverse, and inclusive working environment for all staff, students and visitors. To overcome current gender gaps, the institute is concerned about equal treatment regarding:

- Employment
- assignment of tasks
- structuring of working conditions
- remuneration
- training and further education as well as
- promotion and dismissal.
- Prohibition of discrimination through sexual harassment and bullying

*Our goals and commitments are summarized in our Gender Equality plan, published January 2023.*

### Data collection and monitoring 2023

The indicators according to the Gender Equality Plan for 2023 are:

		<b>2023</b>		
		Female	Male	Non-binary
1	Staff numbers by gender	13	31	0
2	Numbers of women, men and non-binary in academic decision-making position	1	4	0
2b	Numbers of women, men, and non-binary in administrative decision-making position	2	4	0
3	Numbers of women, men and non-binary who have left PMOD/WRC in the last 5 years	13	26	0
4	The share of women, men, and non-binary among employed researchers	35%	65%	0%