

Explanation of Target Quotas for 2030 to Increase the Proportion of Women in Science and Research in the Leibniz Association

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1. Background

The promotion of gender equality is anchored as a statutory purpose in the Leibniz Association. Gender equality is not only a social necessity but also contributes to the quality of research. Ensuring equality enhancing structures and processes, combined with the promotion of career development in science as well as cooperation and internationalisation, forms a central component of the strategy to attract excellent scientists. Target quotas regarding the proportion of women in science and research are a key tool¹ used in the Leibniz Association to eliminate structural disadvantage.

Increasing the proportion of women in science and research is a research policy goal of the 2019 updated Pact for Research and Innovation for the years 2021 to 2030 (Pact IV), agreed on by the federal and state governments. By setting organisation-specific target quotas a tool is introduced that makes the achievement of this goal binding, realistic, and verifiable. As part of the annual Pact monitoring, detailed reports are provided on the development of women's representation in the scientific sector, target quotas, and measures to promote gender equality.

2. Setting Target Quotas for the Leibniz Association

For reporting purposes within the Pact IV, the Leibniz Association collects women's proportions differentiated by management levels and salary groups. These actual quotas are updated annually in the Pact reports. The Leibniz Association sets fixed target quotas for the respective Pact periods for all levels of analysis.

For formulating Association-wide target quotas for 2030, a calculation model was used that contains the following elements:

- Projected increase in positions and number of positions to be newly filled overall,
- target proportions of women in new hires.

The Leibniz Association aims to achieve parity between women and men in new hires on average across all member institutes. Accordingly, the Leibniz Association sets the following ambitious target quotas at the Association level:

¹ A listing of all measures can be found on the website of the Leibniz Association: <https://www.leibniz-gemeinschaft.de/en/about-us/equal-opportunities-and-gender-equality>

Table 1: Proportion of Women 2024 and Target Quotas 2030 by Salary Groups and Management Levels

	Actual Quota 2024	Target Quota 2030
	By Salary Groups	
Group 5: W3/C4	30 %	38 %
Group 4: W2/C3	40 %	45 %
Group 3: E15/A15/E15Ü/A16/W1	32 %	37 %
Group 2: E14/A14	37 %	42 %
Group 1: E12/E13/A13	49 %	50 %
	By Management Levels	
Level 1: Institute Directors	29 %	34 %
Level 2: Department Heads	32 %	40 %
Level 3: Heads of Research Groups/ Early Career Groups	40 %	45 %

The target quotas of all Pact organisations are stipulated in target agreements for Pact IV. It can be assumed that progress regarding this objective will be relevant in negotiations for the continuation of the Pact after 2030.

3. Recommendations for Setting Target Quotas in Leibniz Institutes

Individual Leibniz institutes should set specific target quotas for academic staff for the proposed salary groups and management levels. These target quotas are typically also outlined as part of the evaluation procedure and in the program budget.

The Leibniz Association recommends to its member institutes that they forecast their potential for increasing the proportion of women over the relevant period based on expected staff turnover and anticipated increases or decreases in the number of positions. When setting their target quotas within the scope of this forecasted potential, the proportion of women among new hires should be set ambitiously, aiming for parity. The proportion of women at the respective lower level can serve as a reference point. Additionally, other institute-specific circumstances may be taken into account, such as structural or discipline-specific characteristics. Particular attention should generally be paid to increasing the proportion of women in senior academic leadership positions.

Target quotas should be set for the end of the second half of the Pact IV period, i.e., for the year 2030, and enshrined in writing in a binding document of the respective Leibniz institute, typically the program budget or gender equality plan. Once set, target quotas should be retained as the benchmark for 2030 and should not be adjusted to developments within the time period. The respective equality officer should be involved in setting the target quotas.

In order to achieve the targeted proportion of women in new appointments and to retain women who have joined the institutes, effective gender equality measures² should be implemented and the opportunities available within the Leibniz Competition³ should be utilised.

² Proven gender equality measures and examples of their implementation can be found in the reports on the implementation of the Leibniz Gender Equality Standards (in German only).

³ The funding programs of the Leibniz Competition, as well as explanations and documents regarding the application and selection process, can be found at <https://www.leibniz-gemeinschaft.de/en/research/leibniz-competition>.