

# Gender Equality in Academia and Research

## Cascade Model at Helmholtz Centre Potsdam (GFZ) (DE)

Considering that women and men are not equally represented in scientific careers, especially in senior positions, the Helmholtz Association decided to introduce flexible target ratios for the shares of female employees, following the cascade model. According to this model, the actual ratio of a career stage is regarded as the ideal ratio for the next career stage. A timeframe for reaching target ratios has been established, i.e. five years. Target ratios are a result of the ideal ratios which are then being weighted with the actual new vacancies on the respective career stage and other factors. Each Helmholtz Centre has its own target quotas. Currently, the GFZ committed itself on higher target ratios than the calculated target ratios. Meeting these target ratios can be challenging, as recognised by the organisation. However, this illustrates the organisation's motivation to promote equal opportunities through GFZ's human resources policy.

### FURTHER INFORMATION

- [Cascade Model at GFZ](#) (in English)