

# **GENDER RATIO WORKFORCE**

**APPENDIX 3** TO THE EQUAL OPPORTUNITIES AND  
GENDER EQUALITY PLAN  
OF FILMAKADEMIE BADEN-WUERTTEMBERG GMBH  
2022-2027

# EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

## 3.2 GENDER RATIO OF THE WORKFORCE

Inventory and descriptive evaluation of the employee structure of its respective scope. Here it must be shown whether and in which areas and/or pay groups women are underrepresented.

### 3.2.1 Total number of employees 30 June 2022

Number of employees, in each case separated by gender and broken down by full-time and part-time as well as fixed-term and permanent employees (Table 1a):

Type of employment	Employees m/f	of which permanent (unlimited employment) m/f	of which with temporary contract (employed on a fixed- term basis) m/f
<b>Total employees</b>	158	132	26
Thereof women	86	67	19
Women in percent	54%	51%	73%
<b>Full-time employees</b>	72	64	8
Thereof women	28	23	5
Women in percent	39%	36%	63%
<b>Part-time employees TZ1 (min. 50%)</b>	44	38	6
Thereof women	32	28	4
Women in percent	72%	74%	67%
<b>Part-time employees TZ2 (less 50%)</b>	6	3	3
Thereof women	6	3	3
Women in percent	100%	100%	100%
<b>Marginally employed</b>	27	0	27
Thereof women	13	0	13
Women in percent	48%	0%	48%
<b>Voluntariate</b>	9	0	9
Thereof women	7	0	7
Women in percent	78%	0%	78%

**Overall**, slightly more women are employed at the Filmakademie than men (54%). This is reflected in the quota of women among permanent employees (51%). Among temporary employees, the quota of women is 73%.

39% of all **full-time employees** are women. This means that women are underrepresented among full-time employees (36%). Of the temporary full-time employees, 63% are women.

Among the part-time **employees TZ1 (at least 50%)**, women are overrepresented at 72%. The quota of women among the identified part-time employees TZ1 is 74%. Of the permanent part-time employees TZ1, 67% are women.

Among part-time **TZ2 employees (less than 50%)**, 100% of the employees are women. Accordingly, all part-time TZ2 employees in permanent positions and all part-time TZ2 employees in temporary positions are women (100%).

The percentage of women in **marginal employment** is 48%. All marginally employed persons are permanently employed.

The quota of women among the **trainees** is 78%. All traineeships are fixed-term contracts.

It would have to be examined whether there are reasons why fewer women are employed full-time at the Filmakademie or whether there are reasons why fewer men are employed part-time at the

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

Filmakademie. Furthermore, it should be examined why women are predominantly employed in temporary jobs. For example, the following measures could be taken: Part-time offers for men in full-time employment, creation of substitute relationships in management positions as well as offers for better compatibility for all employees.

### Number of employees, each separated by gender and divided into pay groups (Table 1b)

Remuneration groups	Total employees	Full-time	TZ1 at least 50%	TZ2 less 50%
<b>Remuneration group 7</b>	3	2	0	1
Thereof women	2	1	0	1
Women in percent	67%	50%	0%	100%
<b>Remuneration group 8</b>	9	2	6	1
Thereof women	6	0	5	1
Women in percent	67%	0%	83%	100%
<b>Remuneration group 9</b>	23	9	12	2
Thereof women	18	5	11	2
Women in percent	78%	56%	92%	100%
<b>Remuneration group 10</b>	17	13	3	1
Thereof women	9	6	2	1
Women in percent	53%	46%	67%	100%
<b>Remuneration group 11</b>	15	10	5	0
Thereof women	5	2	3	0
Women in percent	33%	20%	60%	0%
<b>Remuneration group 12</b>	18	11	7	0
Thereof women	12	7	5	0
Women in percent	67%	64%	71%	0%
<b>Remuneration group 13</b>	23	12	10	1
Thereof women	12	5	6	1
Women in percent	52%	42%	60%	100%
<b>Remuneration group 14</b>	5	5	0	0
Thereof women	0	0	0	0
Women in percent	0%	0%	0%	0%
<b>Remuneration group 15</b>	7	7	0	0
Thereof women	2	2	0	0
Women in percent	29%	29%	0%	0%
<b>Non-tariff contracts (AT)</b>	3	2	1	0
Thereof women	0	0	0	0
Women in percent	0%	0%	0%	0%

In pay groups 7, 8 and 9, 67% to 78% of the employees are women. Among part-time employees, mainly women are found in these pay groups.

Of the pay groups 10, 11 and 12, women are underrepresented in pay group 11 with 33%. In pay groups 10 to 12, women are more represented than men at 53% to 67%.

Of pay groups 13, 14 and 15, women are in pay group 13, women are slightly overrepresented at 52%. in pay groups 14 and 15, women are underrepresented or not represented at 0-29%.

In the case of non-tariff contracts (AT), the quota of women is 0%.

The Gender Equality Plan will be revised by January 2023 so that the definition of under-representation in Table 1b will be based on headcounts rather than headcounts.

### Analysis

This is followed by an examination of the areas in which men or women are underrepresented.

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

The following table **shows the remuneration and salary groups in which women are underrepresented**:

### Pay groups with underrepresentation of women (Table 1c)

Pay groups with underrepresentation	Share of women (rounded)
Special contract (AT)	0%
Professorships	0%
TVL EG 15	29%
TVL EG 14	0%
TVL EG 11	33%

The following table **shows the remuneration and salary groups in which women are not underrepresented**:

### Pay groups without underrepresentation of women (Table 1d)

Remuneration groups without underrepresentation	Share of women (rounded)
TVL EG 13	52%
TVL EG 12	67%
TVL EG 10	53%
TVL EG 09	78%
TVL EG 08	67%
TVL EG 07	67%

**Tables 1c to 1d show that women are underrepresented in the upper pay groups.** There is an accumulation of women in pay groups 7, 8, 9 and 12. Pay groups 10 and 13 are relatively balanced.

It would have to be examined whether there are reasons why women from the lower pay groups 7, 8, 9 and 10 (53-78%) are not promoted or represented in the middle pay group 11 (33%).

It would also have to be examined whether there are reasons why women in pay groups 12 and 13 (52-67%) cannot be promoted to the upper pay groups 14 and 15 (0-29%) or are not represented.

It would have to be examined whether there are reasons why no women are promoted from the upper pay groups to the area of non-tariff contracts or are represented there.

The low number of women in pay group 11 and in pay groups 14 and 15 could indicate that female-occupied posts in the same pay group area with the same function are rated lower than male-occupied posts in the same work area with the same function. The question arises whether it is more difficult for women to access a better job evaluation. The reasons for this are not known.

Consequently, it is necessary to investigate:

1. whether there are reasons that prevent women from advancing beyond pay groups 12 and 13,
2. whether female-occupied managerial positions are valued lower than male-occupied managerial positions,
3. whether it is more difficult for women to access better rated jobs,
4. whether women in equally staffed areas are valued less than men in the same areas in the same position,
5. Regarding the number of women in fixed-term employment, it should be further investigated whether there are reasons why 73% of fixed-term employment contracts concern women.

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

**Strategy:** Examine the upgrading of women and examine the grouping of women in the same areas with the same functions as men.

### 3.2.1.1 Employees broken down by gender in different areas (Table 2a), as of 30 June 2022:

		male	female	sum	male %	female %
Management	GK	1	0	1	1.10%	0.00%
Professorship	Prof.	1.5	0	1.5	1.64%	0.00%
Study coordination	SK	6.65	4.55	11.2	7.29%	4.99%
Central production management	HL	1	0	1	1.10%	0.00%
International Office	IB	1.5	1	2.5	1.64%	1.10%
Technology/IT Office	Technik/IT	15	2	17	16.44%	2.19%
Staff positions	Stab	5	6.75	11.75	5.48%	7.40%
Teaching administration	VW-Lehre	1	3.75	4.75	1.10%	4.11%
Commercial administration	VW-Kaufm	4	7.55	11.55	4.38%	8.27%
Animationsinstitut	AI	12.55	10.2	22.75	13.75%	11.18%
FMX	FMX	1	4.25	5.25	1.10%	4.66%
Atelier Ludwigsburg-Paris	ALP	0	1	1	0.00%	1.10%
Vacant positions				3		
Temporary employees	Befr.B	5	12	17	29.41%	70.59%
Traineeships	Volo	3	8	11	27.27%	72.73%
Project support	PB	16	9	25	64.00%	36.00%
<b>Sum - without Befr.B, Volo and PB</b>				<b>92.25</b>	<b>55.01%</b>	<b>44.99%</b>

The above overview suggests,

- that the areas of *management, professorship, central production management, technology/IT office and project support and study coordination* are **predominantly male**,
- that the areas of *teaching administration, commercial administration, FMX, Atelier Ludwigsburg-Paris, temporary employees and traineeships* are **predominantly staffed by women**,
- that there is a **higher proportion of men in the International Office, Animationsinstitut**,
- that there is a **higher proportion of women in the staff positions**.

For the sake of completeness, freelancers (project supervisors) and temporary employees as well as volunteers are also shown. For reasons of the more difficult controllability of personnel policy measures and objectives in the employment group of project supervisors, they are treated separately in the plan. Nevertheless, they are part of the inventory and part of the statements on underrepresentation. Short-term employees such as student assistants and project staff are excluded.

### 3.2.1.2 Employees Animationsinstitut broken down into different areas (Table 2b), as of 30 June 2022

Employees AI (areas)	Permanent employee m/f	Temporary employee m/f
<b>Institute management</b>	1	0
Thereof women	0	0
Women in percent	0%	0%
<b>Commercial management</b>	1	0
Thereof women	1	0
Women in percent	100%	0%
<b>Study Management &amp; Study Coordination</b>	2	0
Thereof women	2	0
Women in percent	100%	0%
<b>Production (manufacturing)</b>	2	0
Thereof women	1	0
Women in percent	50%	0%

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

<b>Internationalisation</b>	1	0
Thereof women	1	0
Women in percent	100%	0%
<b>Technology/IT</b>	4	1
Thereof women	1	0
Women in percent	25%	0%
<b>Technology/PostPro</b>	2	0
Thereof women	0	0
Women in percent	0%	0%
<b>Staff positions</b>	3	0
Thereof women	2	0
Women in percent	67%	%
<b>Staff</b>	1	0
Thereof women	1	0
Women in percent	100%	0%
<b>Procurement</b>	1	0
Thereof women	1	0
Women in percent	100%	0%
<b>Finance</b>	2	0
Thereof women	1	0
Women in percent	50%	0%
<b>Communication</b>	2	0
Thereof women	2	0
Women in percent	100%	0%
<b>Voluntary service</b>	0	5
Thereof women	0	3
Women in percent	0%	60%
<b>Project support</b>	4	0
Thereof women	1	0
Women in percent	25%	0%
<b>Research and development</b>	3	0
Thereof women	0	0
Women in percent	0%	0%
<b>Number of employees AI total f/m</b>	28	6
Thereof women	14	3
Women in percent	50%	50%

**Women are underrepresented in the Animationsinstitut among permanent employees at 44%.**

Women are underrepresented in the Animationsinstitut among temporary employees at 30%.

### 3.2.1.3 Persons employed as project supervisors at the Filmakademie, broken down by gender, Table 2c (as of 30.06.2022)

Project supervisor	m/f	Note
<b>Project supervisors</b>	25	
Thereof women	9	
Women in percent	42,86%	

**Women are underrepresented among project supervisors at 42.86%.**

### 3.2.2 Employees in management, executive and key positions (as of 30.06.2022)

Inventory and descriptive evaluation of employees in managerial, executive, and key positions. Here it must be shown whether women are underrepresented in the positions mentioned.

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

### 3.2.2.1 Employees in key artistic and creative positions (as of 30.06.2022)

#### a) Employees in key artistic and creative positions with a management function (Table 3a)

Artistic design positions with a leadership function	Job size	Note
Managing Director Thereof women	1,0 0	
Head of AI Thereof women	1,0 0	
Director Studio Ludwigsburg-Paris Thereof women	1,0 0	Direction by lecturers
Head of Research and Development Thereof women	1,0 0	
Head of Studies Thereof women	2,5 2,5	
Head of Studies AI Thereof women	1,0 1,0	
Head of International Office Thereof women	1,0 0	
Head of Central Production Management Thereof women	1,0 0	
Head of Central Production Management Thereof women	1,0 1,0	
Professorship position Thereof women	0,5 0	
Management FMX Thereof women	1,0 0	Management by freelancers
total Thereof women Women in percent	12,0 4,5 37%	

Of 12 key artistic and creative positions with management functions, three positions (4.5 posts) are held by women.

**Women are underrepresented in key management positions that have a significant artistic and creative influence on the Filmakademie.**

#### b) Employees in the artistic and creative field who coordinate their own areas of study (study coordinators, project supervisors)<sup>1</sup> involved in teaching (mid-level staff), as of 30.06.2022

##### Film and Media degree programme (Table 3b): As of 30.06.2022

Film and Media Studies	Study coordinators	Project supervisors
Animation* AI Thereof women	1 1*	4 1*
Image design/camera Thereof women	1 0	
Script Thereof women	1 0	1 1
Assembly/cutting Thereof women	1 1	

<sup>1</sup> As this is, by definition, a survey of under-representation in supervisor and managerial positions, 3.3.1.1 does not include support staff or assistants.

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

Directing Documentary Film/Scenic Film (Project Studies)	1	3
Thereof women	0	2
Direction Television Journalism		1
Thereof women		0
Director commercial	1	
Thereof women	1	
Direction 1 (1st year)	1	
Thereof women	1	
Directing 2 (2nd year) / Documentary Film / Scenic Film / Commercial Film	1	
Thereof women	1	
Film Design 1 (Year 1)		1
Thereof women		0
Film Design 2 (2nd year)		2
Thereof women		1
<b>Total Core Area</b>	7	8
<b>Study Coordinators</b>	4	4
<b>Total project supervisors</b>	57%	50%
Thereof women		
Women in percent		
<b>Animationsinstitut*</b>		
* At the Animationsinstitut there are 4 project supervisors, 1 of whom is a woman, for the Animation major and for the Interactive Media and Animation and Effects diploma postgraduate programmes. The Animationsinstitut has a permanent study coordinator. Therefore, the supervisors of the Animation major are not included in the overall ranking.		

There is no under-representation in the Film and Media degree programme. The proportion of women among the study coordinators at the Animationsinstitut is 100%. The proportion of women among the project supervisors at the Animationsinstitut is 25% (underrepresentation).

### **Programme Production and Specialisation Series Producing (Table 3c): Status 30.06.2022**

Production and study deepening	Study coordinators	Project supervisors
<b>Production</b>	1	
Thereof <i>women</i>	0	
<b>Production Series Producing</b>	0,75	
Thereof women	0	
<b>total</b>	1,75	
Thereof women	0	
Women in percent	0%	

**Women are underrepresented in the degree programme Production and Specialisation in Series Producing at 0%.**

### **Diploma postgraduate programme (Table 3d): Status 30.06.2022**

Diploma Postgraduate Course	Study coordinators	Project supervisors
<b>Interactive Media AI</b>	1	4*
Thereof <i>women</i>	1*	1*
<b>Production Animation and Effects AI</b>	1	4*
Thereof women	1*	1*
<b>Technical Director AI</b>	1	4*
Thereof women	1*	1*
<b>Television journalism</b>		1



## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

Thereof women		0
<b>Film music</b>		1
Thereof women		0
<b>Film sound/sound design</b>	1	
Thereof women	0	
<b>Motion Design</b>	2	
Thereof women	1	
<b>Production design</b>		2
Thereof women		1
<b>Total core area</b>	3	4
Thereof women	1	1
Women in percent	33%	25%
<b>Animationsinstitut*</b> * At the Animationsinstitut, there are 4 project supervisors, 1 of whom is a woman, for the Animation degree programme as well as for the diploma postgraduate programmes Interactive Media and Production Animation and Effects. The Animationsinstitut has a permanent study coordinator. Therefore, the supervisors of the Animation degree programme are not included in the overall ranking.		

**Women are underrepresented in the diploma postgraduate programmes in the core area with 33% and 25%.**

The proportion of women among the study coordinators at the Animationsinstitut is 100%. The proportion of women project supervisors at the Animationsinstitut is 25% (underrepresentation).

**Target:** The aim is to increase the proportion of women in the Film and Media and Production degree programmes as well as in the diploma postgraduate programmes. The means is to give preference to women with equal aptitude in new appointments or to actively recruit talented women.

### **Atelier Ludwigsburg-Paris (Table 3e):**

Further education programme	Programme Coordinators	Project supervisors
<b>Studio Ludwigsburg-Paris</b>	1	1
Thereof women	1	0
Women in percent	100%	0%

Women are not underrepresented in the artistic-creative programme coordination at Atelier Ludwigsburg-Paris.

### **3.2.2.2 Employees separated by gender in management positions in administration and technology**

#### **1. a) Management positions so-called internal management; partly with procuracy (Table 3f)**

Management positions internal GF	Job size	Note
<b>Commercial* Managing Director</b> of which women (procuracy)	1,0 0	In personal union with the artistic director

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

Head of AI of which women (procuration)	1,0 0	
Management Administration of which women (procuration)	1,0 1,0	In personal union with the Head of Financial Accounting
Head of Personnel of which women (procuration)	1,0 0	
Commercial Management AI Thereof women	1,0 1,0	
total Thereof women Women in percent	5,0 2,0 40%	

**Women are underrepresented (40%) in management positions (so-called internal management).**

### 1. b) Other management positions / heads of department: Core and AI (Table 3g):

Management positions / heads of department Core area	Job size	Note
General Administration Manager Thereof women	1,5 1,5	
Head of Financial Accounting Thereof women	0 0	In personal union with the Head of Administration
Head of IT Office Thereof women	1,0 0	
Head of Mobile Technology Thereof women	1,0 0	
Head of Technology / IT Office AI Thereof women	1,0 0	
Department of Studies Thereof women	1,0 1,0	
total Thereof women Women in percent	5,5 2,5 45%	

**Women are underrepresented in the other management positions / department heads (45%).**

**Target: The** aim is to increase the proportion of women in departmental management. In the case of new appointments, women with equal qualifications are to be given preference or specifically invited to apply.

### 3.2.3.3 OTHER PERMANENT EMPLOYEES IN KEY POSITIONS

**Other areas that are organised by individuals or in departments and report directly to the management or institute management<sup>2</sup> :**

<sup>2</sup> As this is, by definition, a survey of under-representation in supervisor and managerial positions, 3.3.1.3 does not include support staff or assistants.

## EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

### a) Artistic field (Table 4a)

Artistic field	Job size	Note
<b>Third-party funding</b> Thereof women	1,0 0	
<b>Library</b> Thereof women	2,0 1,0	
<b>Festivals</b> Thereof women	1,5 1,5	
<b>Press and public relations</b> Thereof women	2,0 1,0	
<b>Distribution and licences</b> Thereof women	1,0 1,0	
<b>total</b> Thereof women Women in percent	7,5 4,5 60%	

Women are not underrepresented in the above-mentioned key artistic positions.

### b) Commercial area (Table 4b)

Commercial area	Job size	Note
<b>Controlling</b> Thereof women	1,0 0	
<b>Legal Adviser</b> Thereof women	1,0 0	
<b>Officer of the Executive Board</b> Thereof women	1,0 0	
<b>total</b> Thereof women Women in percent	3,0 0 0%	

**Women are severely underrepresented (0%) when it comes to filling the above-mentioned key commercial positions.**

**Target:** The aim is to increase the proportion of women in departmental management. In the case of new appointments, women with equal qualifications are to be given preference or specifically invited to apply.

### c) Animationsinstitut (Table 4c)

Animationsinstitut	Job size	Note
<b>International Network AI</b> Thereof women	1,0 1,0	
<b>Communication AI</b> Thereof women	2,0 2,0	
<b>Third-party funds AI</b> Thereof women	1,0 0	
<b>Head of Postproduction AI</b> Thereof women	1,0 0	
<b>Head of IT Medianet AI</b> Thereof women	1,0 0	
<b>total</b> Thereof women Women in percent	6,0 3,0 50%	

Women are not underrepresented (50%) in filling the above-mentioned key positions in the Animationsinstitut.

# **EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF THE FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027**

## **3.2.3 SUMMARY - UNDERREPRESENTATION OF WOMEN IN KEY AND MANAGEMENT POSITIONS**

### **Summary:**

In summary, it is noted that women are strongly underrepresented in some of the following areas:

- in key artistic and creative positions with management functions,
- in the artistic-creative field, who coordinate their own areas of study (study coordinators, project supervisors) in the production degree programmes and, in the diploma, postgraduate programmes
- in other management positions / departmental management
- in key commercial positions

### **Target:**

The aim is to increase the proportion of women in management positions and key positions in the above-mentioned areas. In the case of new appointments, women are to be given preference if they are equally qualified and/or women are to be actively encouraged to apply.

## **3.2.4 ACTION GOALS WORKFORCE**

### **Fluctuation investigation**

A fluctuation study is to be conducted to determine how many new positions are expected to be filled during the period of validity of the equal opportunities plan until 2027. In this context, not only age-related departures, but also the departure of employees for other reasons should be taken into consideration, based on the average fluctuation in the past:

2. Vacancies due to age-related retirements and permanent departures, e.g. through dismissal, termination agreement,
3. Temporary vacancy due to leave of absence, maternity leave, parental leave,
4. Job changes (additions and departures),
5. Job creation due to changed requirements.

### **Evaluation of the total number of positions to be filled**

Realistic assessment of the following goals:

6. Use of higher-ranking positions for the underrepresented gender (promotion/ upgrading)
7. Filling vacancies by rehiring the underrepresented gender.

Particularly in areas where the proportion of women is low, vacant positions are to be filled by women. This applies to key and management positions and to positions in pay groups E 10, 11, 14, 15 and AT.

**Goal:** The HR department prepares an attrition plan with new positions to be filled until the end of March 2023.

In the case of measures to increase the proportion of women in underrepresented areas, individual measures are listed with which the goal of equal representation is to be achieved. The planned measures to achieve the goal should be presented in a concrete and verifiable manner.

The equality plan is binding in reducing under-representation. It must be considered in recruitment, promotion and transfer to higher-level positions and guides the selection process. Further training should contribute to qualifying female employees for higher-ranking positions.