



European
Southern
Observatory

Diversity at the European Southern Observatory

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Diversity



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Diversity is about managing and valuing differences among people

Gender

Workstyle

Sexuality

Race

Background

Training/
Education

Personality

Age

Religion

Accent

Geographical
Roots

Disability

Work
Experience

Working
Pattern

Lifestyle

Differences Equal Opp. - Diversity



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Equal Opportunities

- ⊕ Driven by legislation
- ⊕ Piecemeal initiatives
- ⊕ Removing barriers
- ⊕ Focus on improving numbers
- ⊕ Make assumptions about certain groups

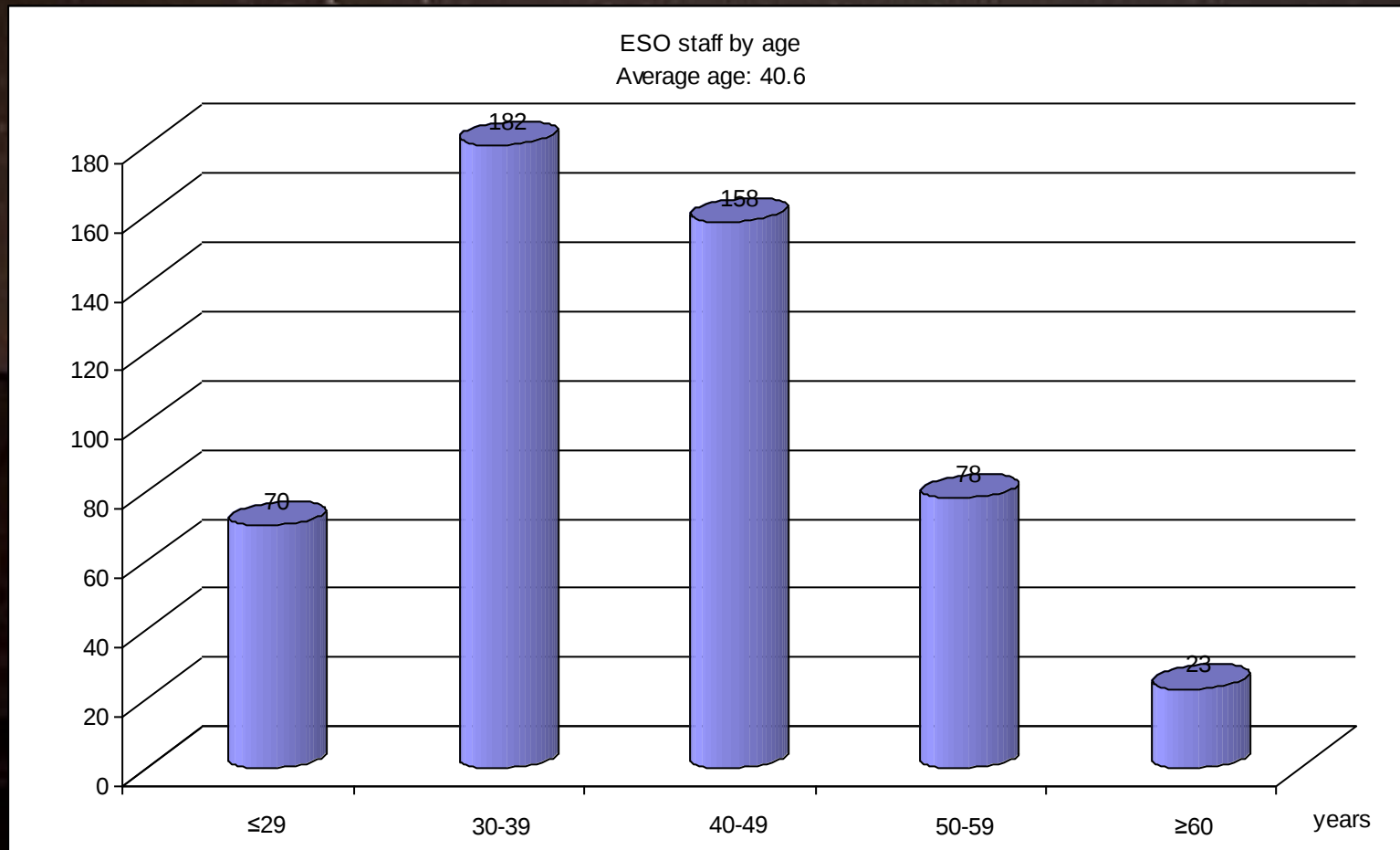
Diversity

- ⊕ Driven by business need
- ⊕ Holistic strategy
- ⊕ Nurturing potential
- ⊕ Focus on improving workplace environment
- ⊕ No assumptions – no judgments

Personnel by age



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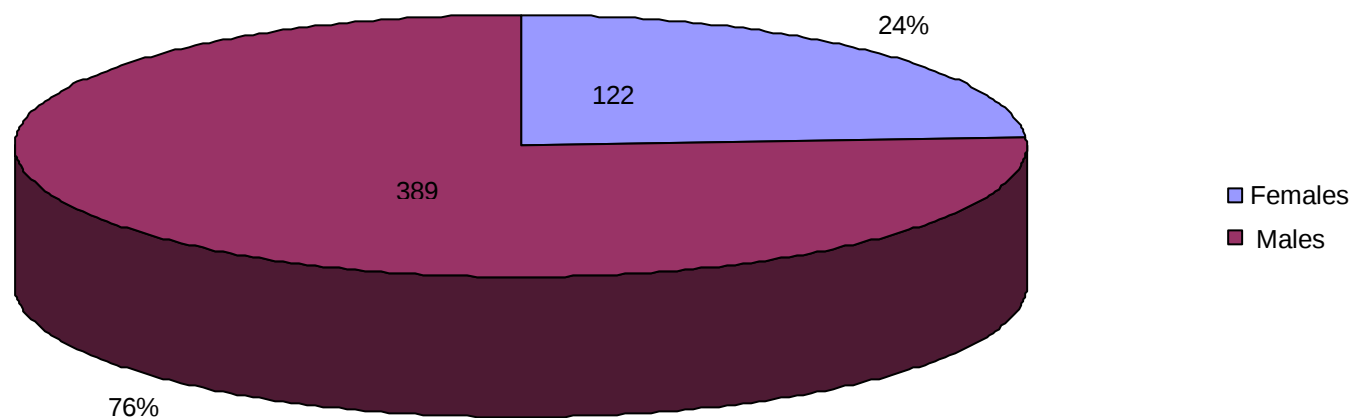


Personnel by gender



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ESO staff by gender

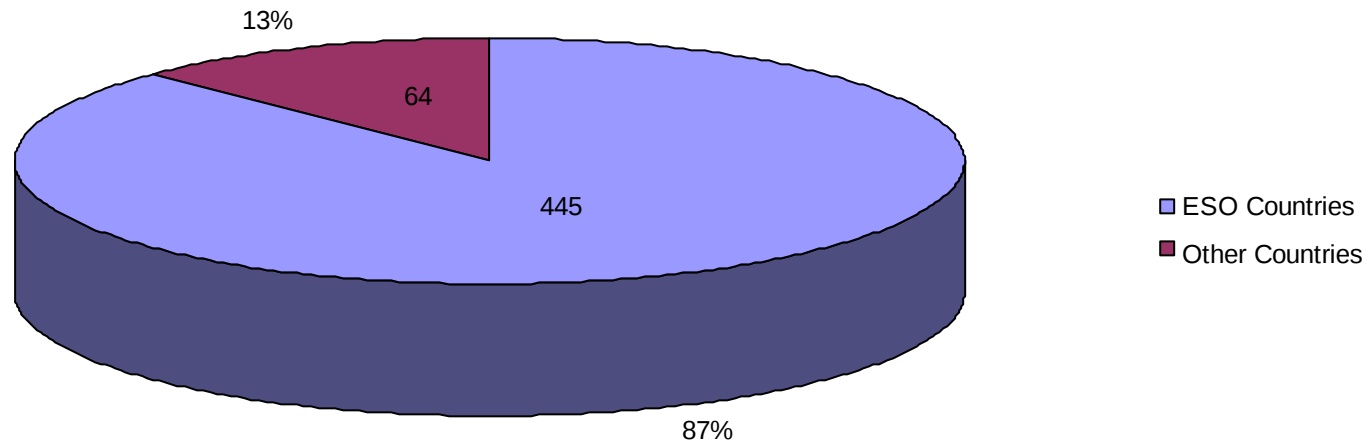


Personnel by nationality



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ESO staff by Country of origin



Of 288 International Staff members in Garching:

- ⊕ Physical ability : 1 disabled
- ⊕ Sexual orientation : ~ 5 non-straight
- ⊕ Ethnic Origin: ~ 20 non-Caucasian
- ⊕ Religion: unknown

Equality Matters - Gender

From 1999-2007 ESO had for the first time in history a female Director General (DG).

DG encouraged:

- ⊕ Part time working
- ⊕ Kinderkrippe (crèche)
- ⊕ Parental leave, maternity and paternity leave
- ⊕ Equality for recruitment

Road to Equality & Diversity

2002: Vacancy notices encourage female applications and all nationalities.

2006: Equal Opportunities Policy Statement: no discrimination regarding sex, race, religion.

2006: Women at ESO Working Group: systematic study of gender distribution.

2007: Recognition of same sex marriages and partnerships, parental leave.

Equal Opportunities Policy Statement

ESO affirms equal treatment of people. One of the basic principles of its personnel policy is that there shall be no discrimination regarding sex, race, or religion.

ESO is committed to the principle of equal opportunity in employment particularly with regard to the

- ⊕ promotion of equality in the treatment of members of its personnel regardless their sex, ethnic origin, physical handicap, sexual orientation or religion,
- ⊕ improvement of the gender distribution in all job categories and at all levels,
- ⊕ guarantee of a professional environment free from discrimination and harassment,
- ⊕ promise of opportunities for development and advancement.

This statement applies to all members of the personnel.

The Organisation endeavours to ensure that these aims apply to all persons working at all sites.

Equal Opportunities Statement cont.

In this context, ESO aims at

- ⊕ the guarantee of fair treatment in all recruitment and promotion actions,
- ⊕ the increase of women's participation at all levels, particularly in fields where they are currently under-represented,
- ⊕ support and maintenance of a positive attitude towards the needs of working parents,
- ⊕ facilitation of career development for all personnel through appropriate training and other actions,
- ⊕ disposability of a professional environment free of discrimination or harassment and the possibility for all members of the personnel to work in an atmosphere of safety, dignity and mutual respect,
- ⊕ promotion of policies and practices that encourage the equality of opportunity in all respects.

Recruitment policy document

From 1999-2006 at ESO no significant increase of ratio between female and male staff at all levels.

Recruitment policy first released in July 2006. Aims to:

- ⊕ provide equal opportunity for development and advancement.
- ⊕ improvement of gender distribution in all job categories and at all levels.

How things changed at ESO

Still a bit early to say, as many measures only implemented in January 2007, but:

- ⊕ Number of female applicants increased.
- ⊕ More pregnancies and families with children.
- ⊕ Female astronomers raised to 30% in 2007.
- ⊕ Parental leave much welcomed.
- ⊕ No paternity leave taken yet.
- ⊕ No changes in diversity of ESO's workforce.



Thank you for your attention