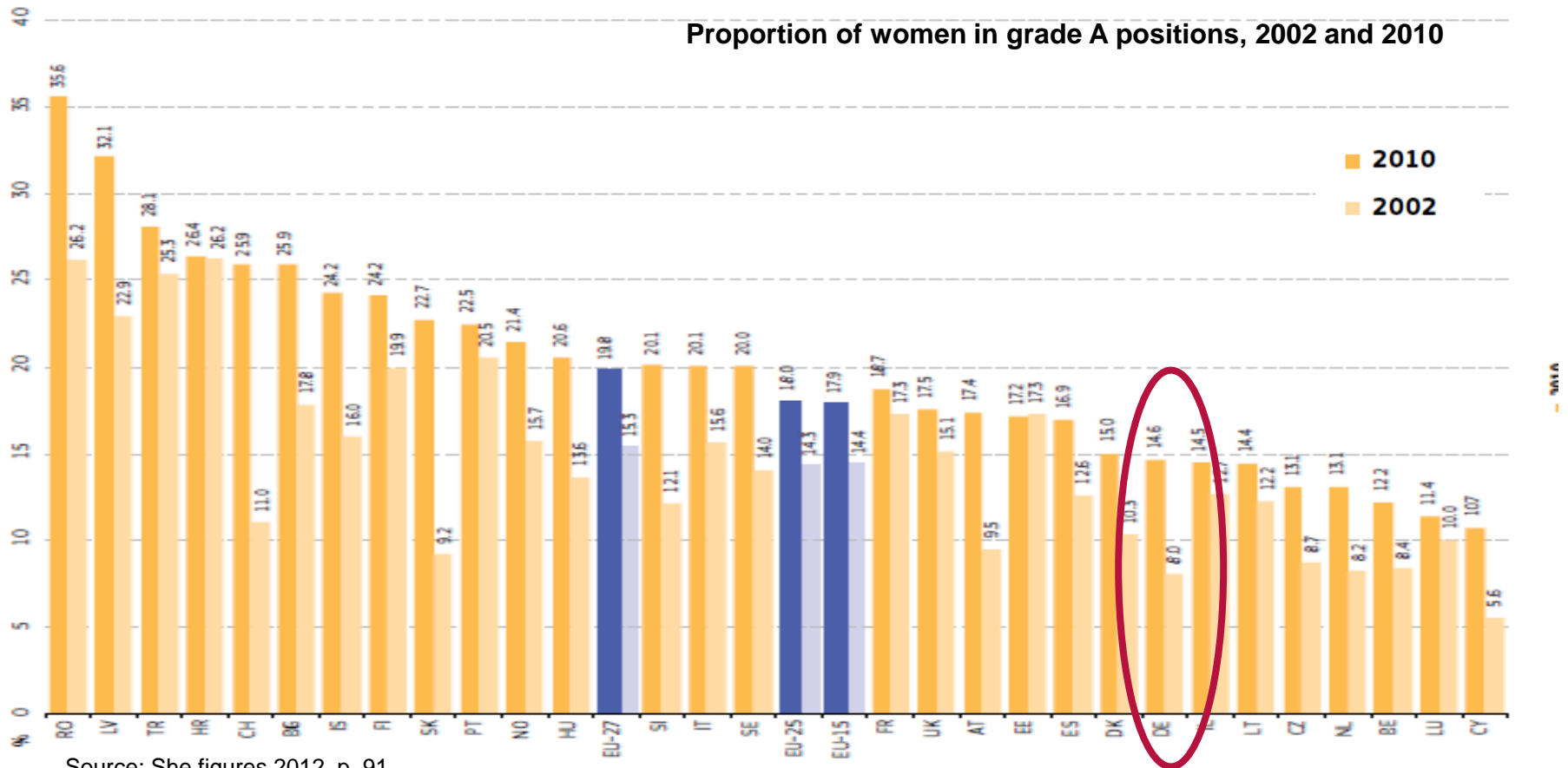


A blurred, 3D rendering of the letters 'DFG' in a light blue color, set against a background of soft, out-of-focus light rays and geometric shapes in various shades of blue.

Creating Bridges with European Funders – The German Experience

How is the European situation of women in science and academia? Germany with 15% share of women in grade A position at bottom end

Proportion of women in grade A positions, 2002 and 2010

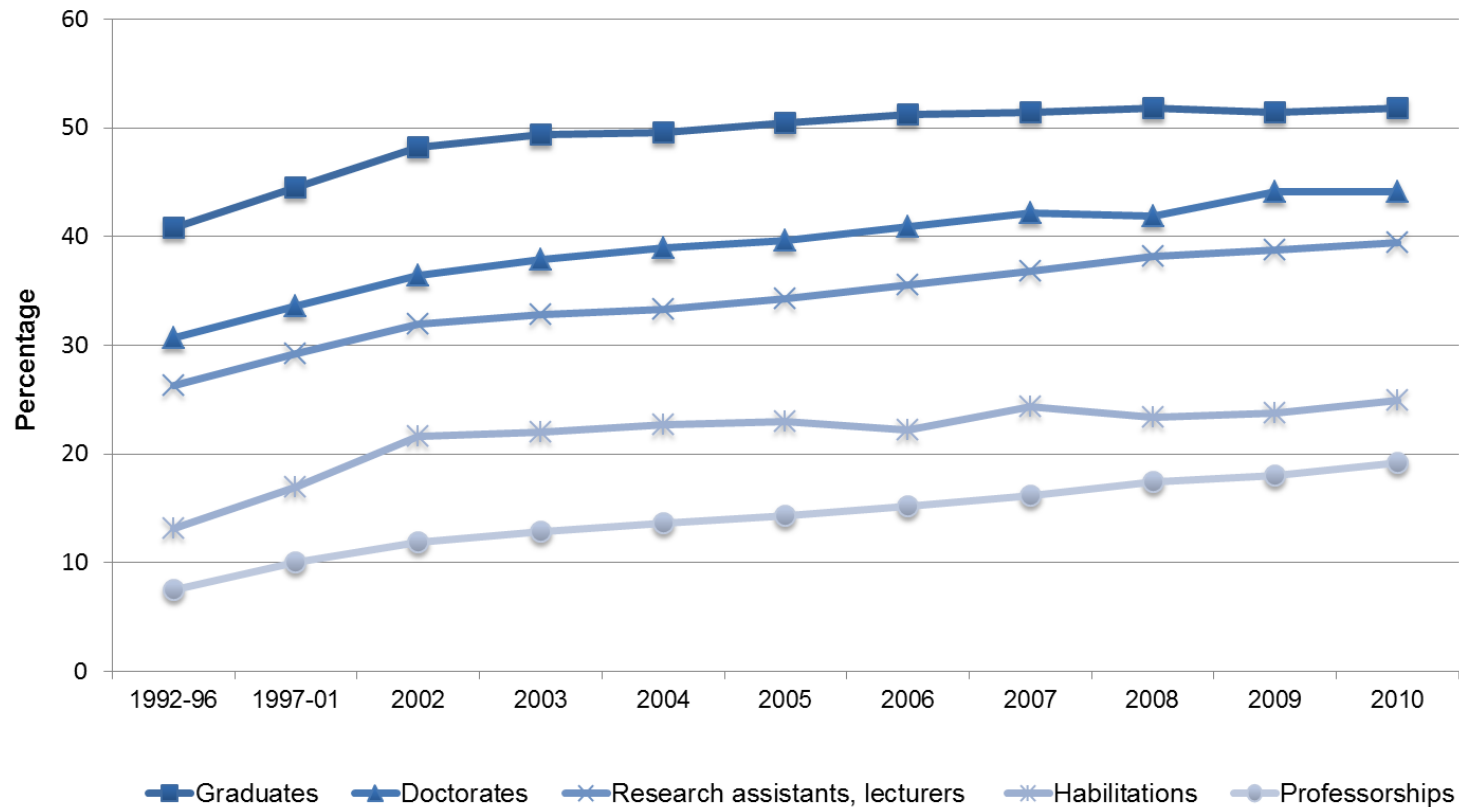


Source: She figures 2012, p. 91.

How is the situation currently in Germany?

Participation of women in academia is changing incrementally

Female participation in higher education, Germany 1992-2010



Who is the DFG?

Germany's largest research funding organization

- ▶ Germany's central, **self-governing** research funding organization
- ▶ Promotes basic research in all fields of science
- ▶ **Annual budget** in 2012: 2.5 billion Euros (including 410 million euros for the excellence initiative)
- ▶ Pays special attention to:
 - *interdisciplinary research*
 - *early career support*
 - *international collaboration*
 - *equal treatment of men and women*



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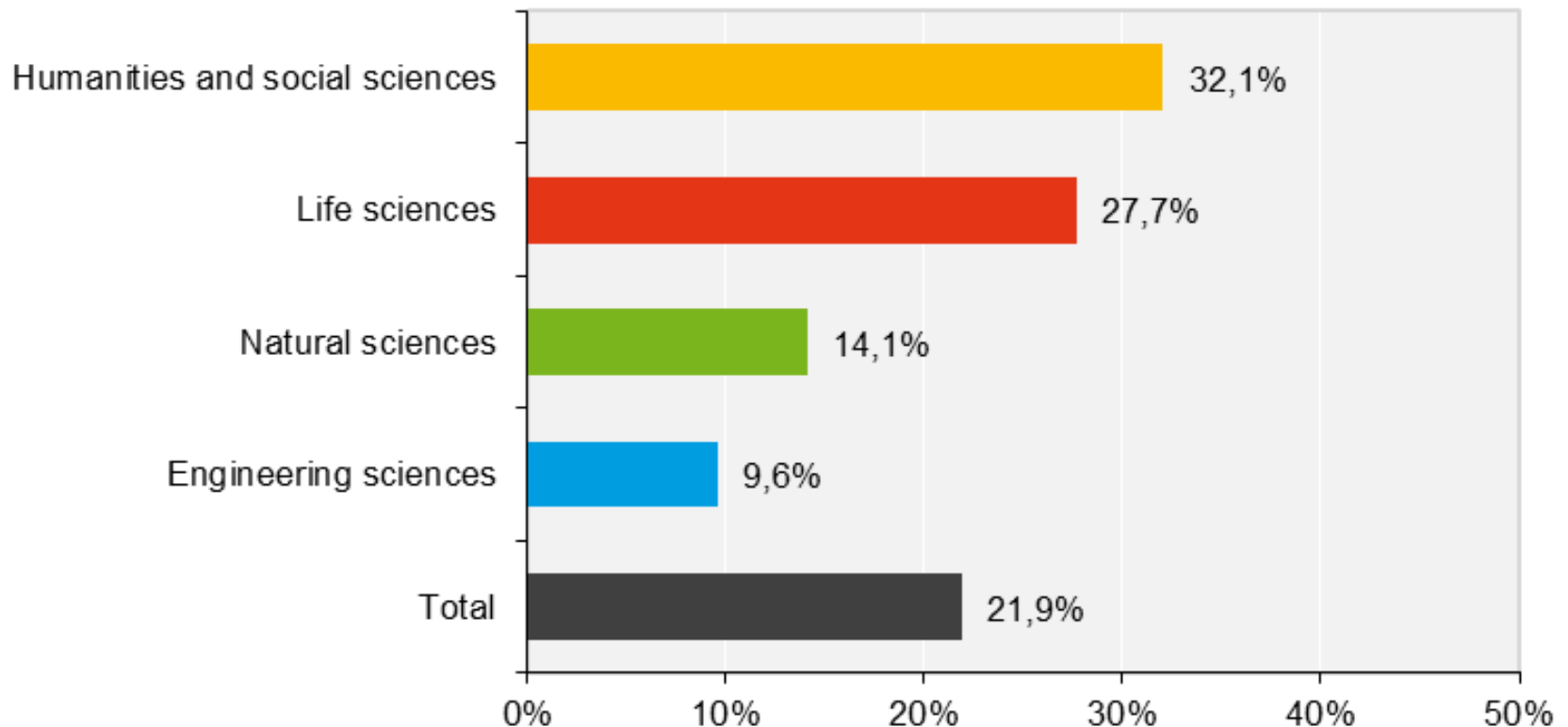
How is the current participation of women within the DFG?

Within the committee structure women are (mostly) well represented

	# Members	# Women	Female share in %
Executive committee	9	4	44.4
Senate	39	17	43.6
Senate committee on collaborative research centres	38	5	13.2
Senate committee on research training groups	31	14	45.2
Review boards	606	126	20.8
Reviews	26.529	3.801	14.3

How is the application behavior of women for research funds?

Women have lower share of applications



How does the DFG promote equality?

At the structural level and in individual cases

- ▶ Topic as **management-level priority**
- ▶ Permanent **working group** at the DFG Head Office
- ▶ Taking **personal circumstances** into account during **evaluation**
- ▶ **Financial support** for project leaders and funding for substitutes for project team members
- ▶ Funding for **equal opportunities measures** in collaborative projects




How does the DFG promote equality?

Via the initiative “Research-Oriented Standards on Gender Equality”

- ▶ **Voluntary commitment (2009-2013)**
- ▶ Structural and personal standards
- ▶ Three reports on the progress of the implementation
- ▶ Evaluation of the reports
- ▶ Offers online **“toolbox”** with practical examples of equal opportunity measures
- ▶ Taken into account during evaluation process of collaborated programs

The DFG's Research-Oriented Standards on Gender Equality



The DFG's Research-Oriented Standards on Gender Equality

“Insufficient participation by women compromises efficiency and excellence in academia. The innovative potential of science and research can be fully leveraged only if outstanding talents, regardless of gender, work in large numbers in science and academia and do not drift off into other occupational areas even as they approach their peak performance. Men and women must be given equal opportunity to participate in all levels of scientific inquiry.”
(Recommendation by the German Rectors' Conference on promoting women, 14 Nov 2005)

A successful strategy for gender equality delivers significant added value. Gender equality

Personelle Gleichstellungsstandards / Zielvorgaben // Gesamtübersicht					
Wissenschaftliche Karriereufen	Ausgangslage am [Stand: erste Bewirt. 2009]		Aktuelle Situation am [Stand: Zwischenbericht 2011]		Zielvorgabe für 2013
	Anzahl	%	Anzahl	%	Alle Zielvorgabe <small>(nur falls abweichend)</small>
Studierende					
Anzahl der Promotionen im Jahr					
Falls Daten von Anzahl Promov. wies. Personal					
Anzahl der Habilitationen					
Falls Daten von Anzahl Habilitat. Leitung von Hab.					
Juniorprofessoren					
Professoren C1					
Professoren C2					
Leitungspositionen, z. B. Dekane /					

Leitfaden und Muster
für die Zwischenberichte zur Umsetzung der
Forschungsorientierten Gleichstellungsstandards

Formale Gestaltung:

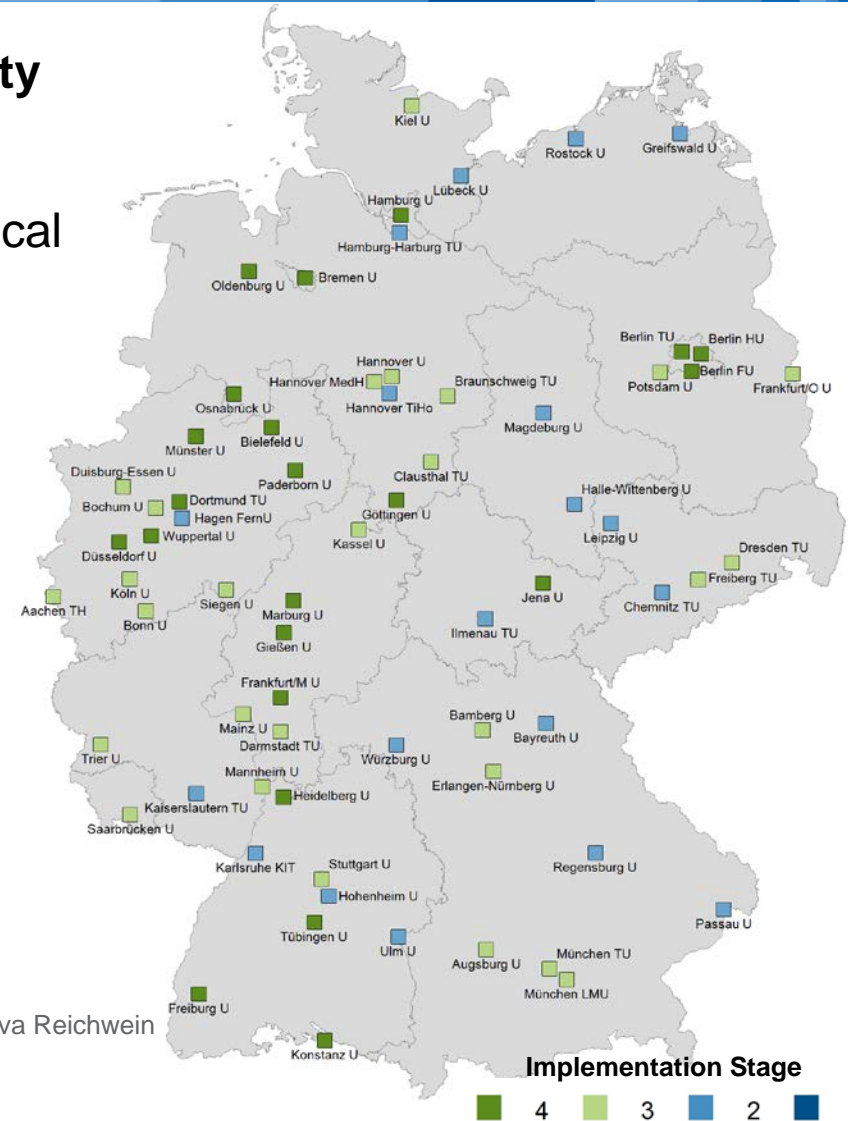
- ▶ Der Bericht sollte einen Umfang von 15 Seiten nicht überschreiten.
- ▶ Die Tabellen mit den Angaben zum Anteil von Frauen und Männern auf den relevanten Karriereufen und zu den angestrebten Steigerungsraten (siehe Formatvorlagen im Anhang zu diesem Dokument) werden als Anlage zum Bericht erbeten.
- ▶ Weitere Anlagen sind nicht erforderlich und werden bei der Bewertung nicht berücksichtigt.
- ▶ Bitte reichen Sie den Bericht zusätzlich zur Papierform (ein Exemplar genügt) auch als elektronische Datei auf CD ein.
- ▶ Bitte machen Sie zu Beginn des Berichts deutlich, durch welche Personen, Organe und Gremien innerhalb Ihrer Einrichtung der Bericht verabschiedet bzw. (zustimmend) zur Kenntnis genommen wurde.

Page 1 of 6

What was the outcome of this process?

The Standards continue to have high level of attention

- ▶ Topic established as a **management priority** across member institution and nationwide
- ▶ Higher **strategic relevance** of topic in political sphere
- ▶ **New measures** started or implemented between 2009 and 2011
- ▶ **Room for improvement** when it comes to the numbers



What will happen in the next few years?

The Standards will be continued after 2013

- ▶ Yearly survey on the number of women at the DFG's member universities
- ▶ Assessment of number of women in collaborative funding schemes
- ▶ Working group will continue to exist
- ▶ Re-Evaluation of situation in 2017





DFG

Thank you for your attention

For more information

- ▶ on the DFG: www.dfg.de
- ▶ on equal opportunities in science and academia: www.dfg.de/chancengleichheit
- ▶ on DFG-funded projects: www.dfg.de/gepris/
- ▶ on over 17,000 German research institutes: www.dfg.de/rex