



DFG

# Research-oriented standards on gender equality – Advancing Gender Equality in the DFG Funding System

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# What is the DFG?

Germany's largest research funding organisation

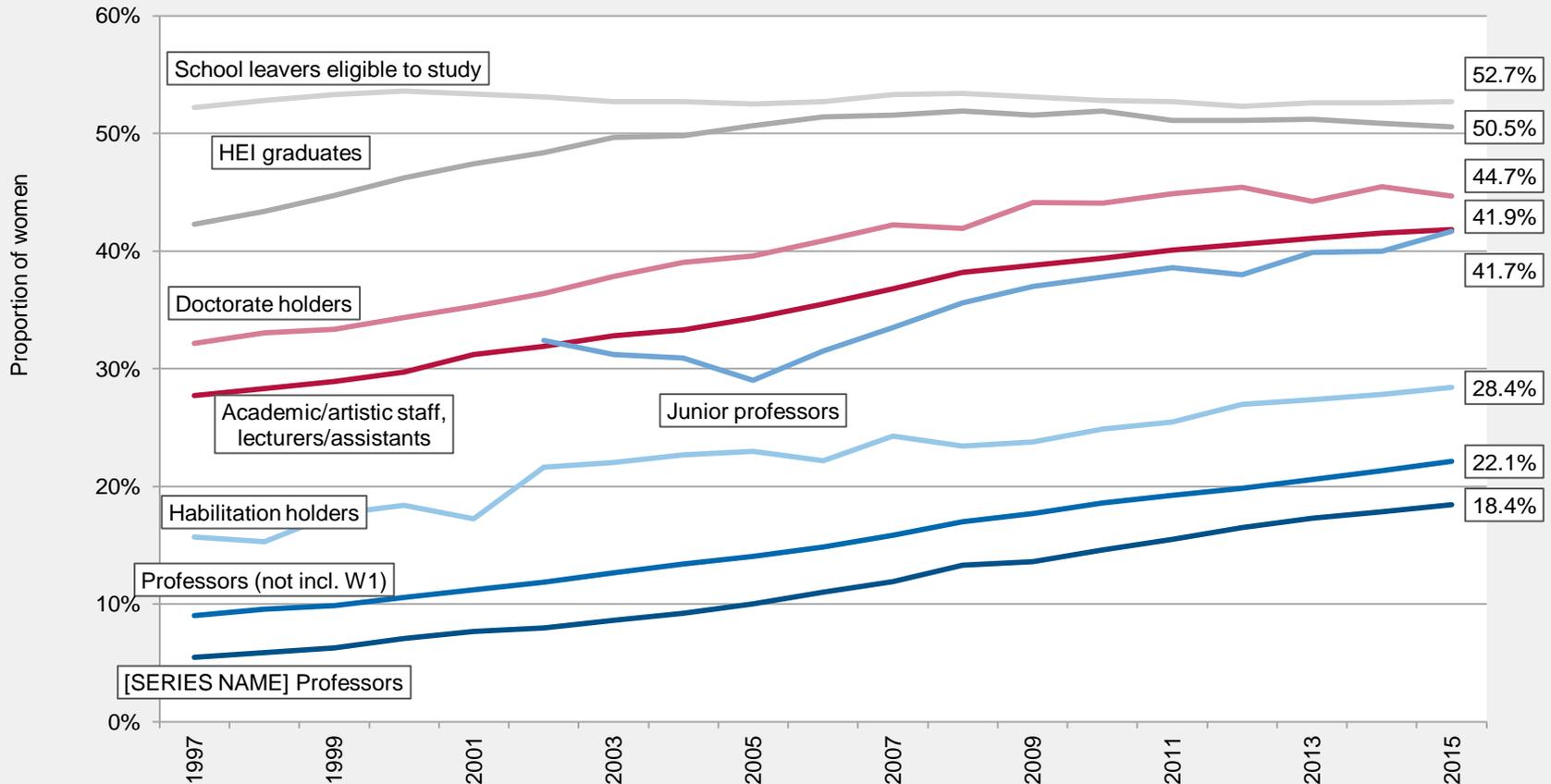
- ▶ over **30,000 projects** funded with almost **€3 billion** in 2016
- ▶ **association under private law** with 96 members
- ▶ serves **all branches of science and the humanities** by funding research **projects** and facilitating (international) **cooperation** among researchers
- ▶ **advises parliaments and public authorities** on scientific and academic matters
- ▶ supports the **advancement of early career researchers**
- ▶ fosters **relations between academic research and the private sector** and **between researchers and the public**
- ▶ promotes **gender equality** in the German research system



# Why does the DFG promote gender equality in research?

## Proportion of women at different academic career levels

Proportion of women at various career levels at universities (1997-2015)<sup>1)</sup>



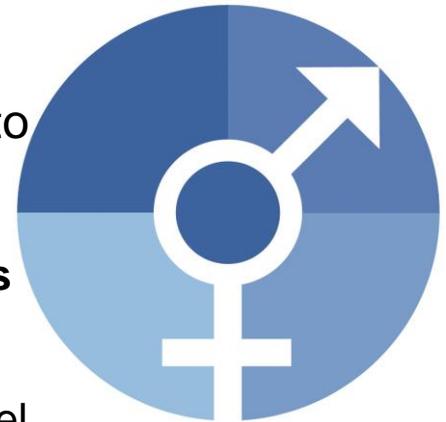
<sup>1)</sup> All German universities recorded in the relevant reporting year.

**Data basis and sources:** Federal Statistical Office (DESTATIS): "Bildung, Kultur und Personal an Hochschulen, Fachserie 11, Reihe 4.4" and "Studierende an Hochschulen, Fachserie 11 Reihe 4.1", calculations by the DFG.

# How does the DFG support gender equality in research?

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

- ▶ The DFG is a catalyst in this area
- ▶ **Voluntary commitment of DFG member organisations to Research-Oriented Standards on Gender Equality in 2008**
  - Structural and staffing standards for **gender equality strategies at individual universities**
  - Increasing the proportion of female researchers – cascade model
- ▶ In 2009, 2011, 2013 three **reports** presented to DFG on implementation status → **classification** (levels 1 to 4)
- ▶ Since 2014, **annual quantitative reporting** on gender equality situation
- ▶ A **decision-relevant criterion in the review of proposals for coordinated research programmes**
- ▶ **Toolbox** of practical examples which serve as useful models [www.dfg.de/toolbox](http://www.dfg.de/toolbox)



# How does the DFG support gender equality in research?

## Through the initiative “Research-Oriented Standards on Gender Equality”

- ▶ **Current study on implementation and effectiveness;** publication scheduled for summer 2017
- ▶ **Results:** The “Research-Oriented Standards on Gender Equality” have had a significant impact on the German research system
  - Widespread implementation by member organisations
  - Gender equality has become a strategic leadership task
- ▶ Decision on the **future of the “Research-Oriented Standards on Gender Equality”** at the General Assembly in July 2017
  - Renewal of voluntary commitment of member organisations recommended
  - Qualitative reports on key topics (every 2 to 3 years) – peer learning
  - Other aspects of difference to be considered in the medium term



# How does the DFG promote gender equality in its area of activity?

## Through a qualitative gender equality strategy – four action levels

Principle of “challenge and support”; strategy to be drawn up by the end of 2017; decision by the responsible statutory bodies in July 2017

▶ **Instruments:** Modules for researchers with clear gender equality objective

▶ **Processes:** More women in the review process; awareness-raising on implicit bias effects; uniform review of relevant factors in coordinated programs

▶ **Career/staff development:** Workshops, mentoring, examples of best practice, individual career development

▶ **Work-life balance:** Workload reduction for serving on statutory bodies, allowances for childcare costs

# How does the DFG promote gender equality in its area of activity?

## Through targets for participation by female researchers

### ▶ **DFG decision-making bodies** and their sub-groups

- Commitment to participation of at least 30%, since March 2017
- Basis: currently 22% of professors in Germany are women

### ▶ **On-site/panel and written reviews**

- Programme- and subject-specific targets
- Oriented towards the average proportion of proposals submitted to the DFG by female researchers over the last three years → the aim is to achieve a balance in the peer review system between proposals submitted by and reviewed by women

### ▶ **Regular equal opportunity monitoring report** and annual discussion in the DFG Senate

### ▶ **Central responsibility for gender equality lies with the DFG Executive Board**



# How does the DFG promote gender equality in its area of activity?

## Through funding measures in DFG-funded projects

- ▶ **Making allowances for personal situations** when assessing academic achievements in proposals (periods of childcare, etc.)
- ▶ **Limitation of publication list** to a maximum of 10 items
- ▶ Support for **work-life balance**
- ▶ **Staff support for part-time work** by project leaders for family reasons (children, relatives in need of care)
- ▶ **Funding for temporary replacements** for project team members who take temporary leave or reduce working hours for family reasons
- ▶ **Career development measures** and **promotion of family-friendly structures** at funded institutions (remote working, additional childcare)



# Conclusion

## Gender equality in research and in the DFG funding system

- ▶ Gender equality in research as a **competitive advantage** and to a research system **fit for the future**
- ▶ **A wide range of measures** and initiatives has **already** been successfully **implemented**
- ▶ **Steady increase** observed in **participation by female researchers** including higher career levels
- ▶ Studies reveal **organisational development** and a **culture change towards a research system with greater equality of opportunity**
- ▶ However, gender equality **will not yet sustain itself**, so further efforts and appropriate monitoring will continue to be needed



# Thank you!

## Further Information

- ▶ about the DFG: [www.dfg.de/en](http://www.dfg.de/en)
- ▶ about the Funding Atlas: [www.dfg.de/fundingatlas](http://www.dfg.de/fundingatlas)
- ▶ about all funded projects: [gepris.dfg.de/en](http://gepris.dfg.de/en)
- ▶ on over 24,500 research institutions in Germany: [www.dfg.de/en/rex](http://www.dfg.de/en/rex)
- ▶ about promoting equal opportunity: [www.dfg.de/equal\\_opportunities](http://www.dfg.de/equal_opportunities)
- ▶ about the DFG toolbox: [www.dfg.de/toolbox](http://www.dfg.de/toolbox)