



Integration of Gender Equality Policy in Research Funding

DFG Policies on Gender Equality
Research-Oriented Standards on Gender Equality
Qualitative Gender Equality Strategy

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What is the DFG's mandate in the field of gender equality?

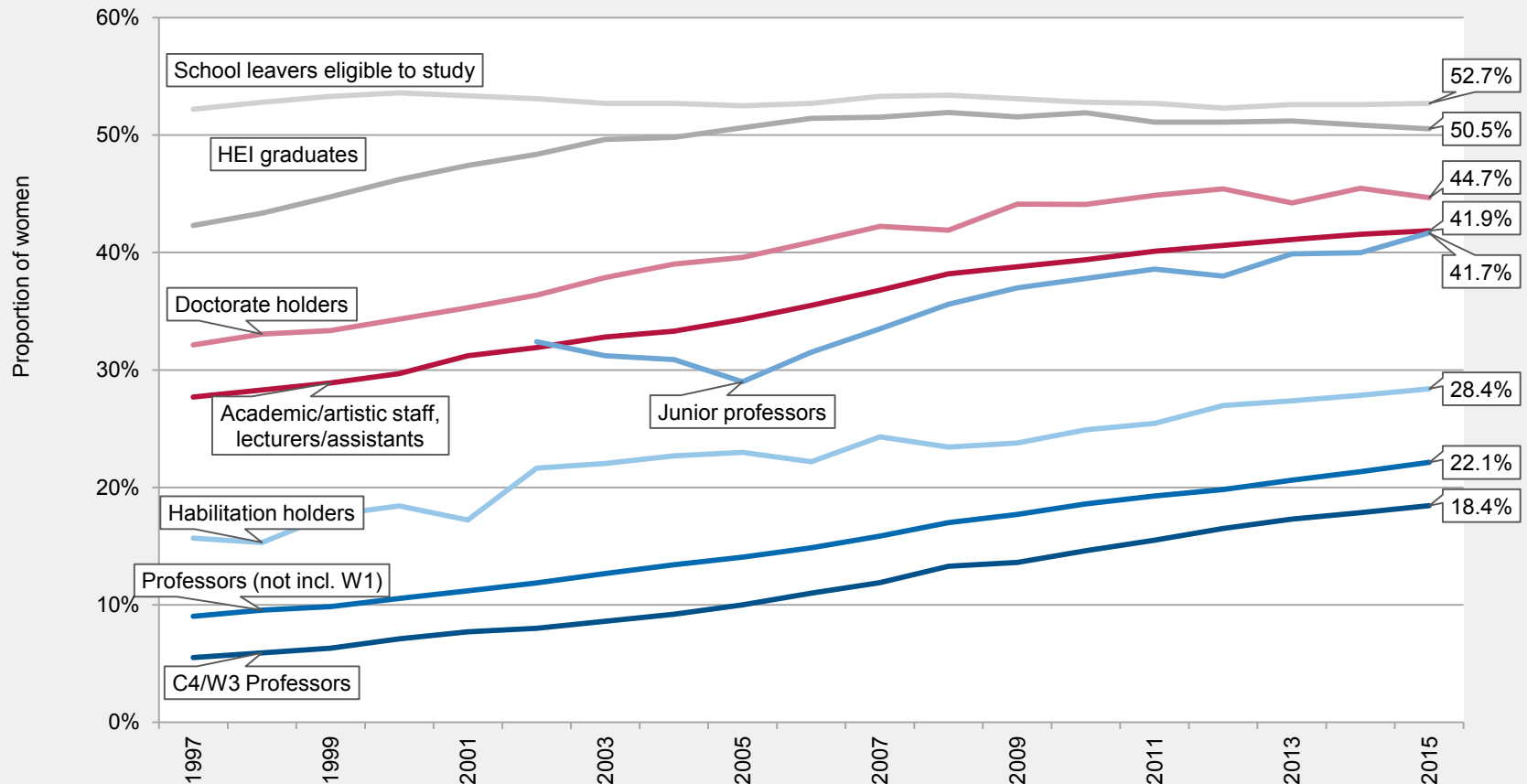
Promotion of gender equality is stipulated in the statutes

- ▶ 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 (1997 – 2015)

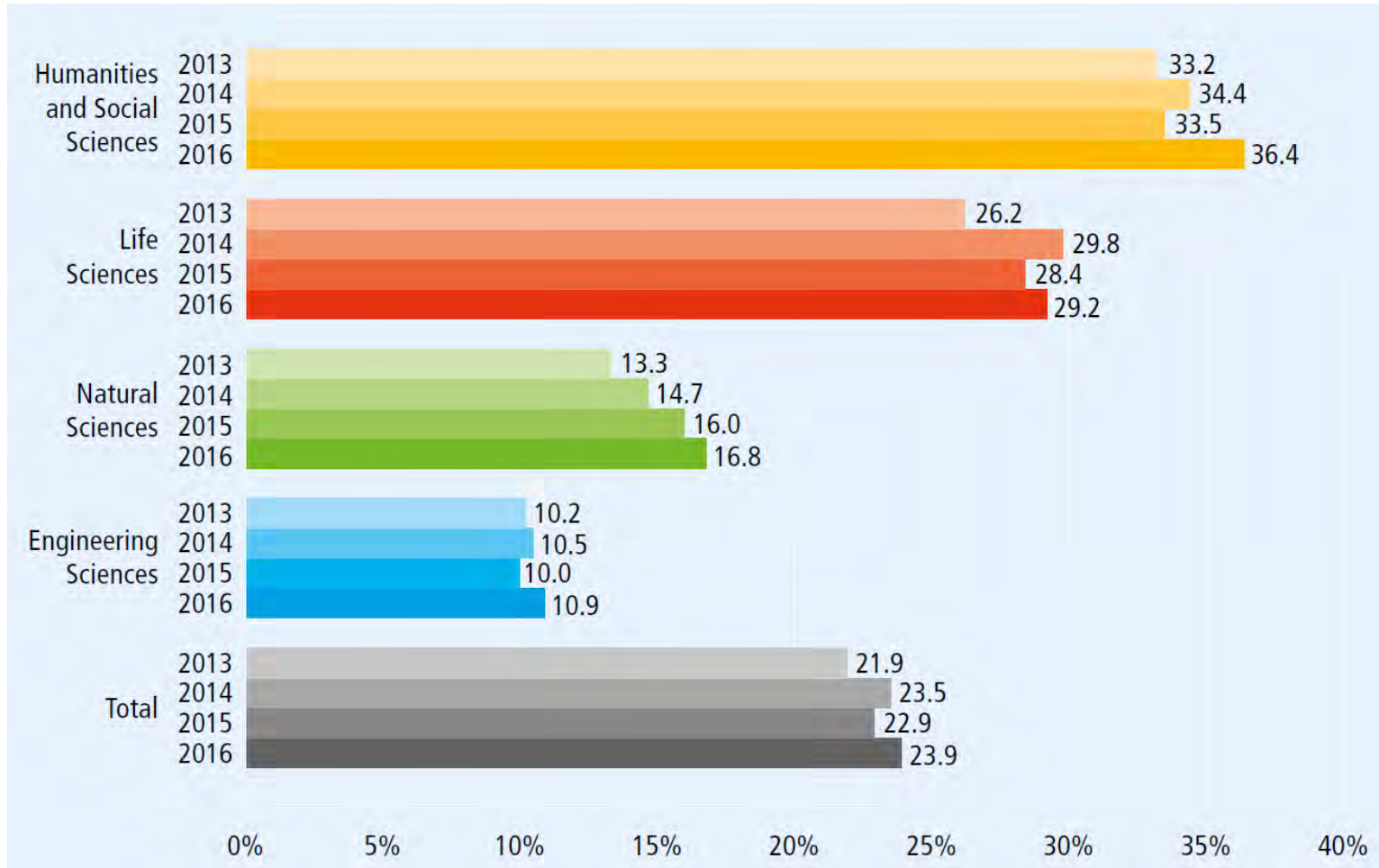


¹⁾ All German universities recorded in the relevant reporting year.

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.

Why does the DFG promote gender equality in research?

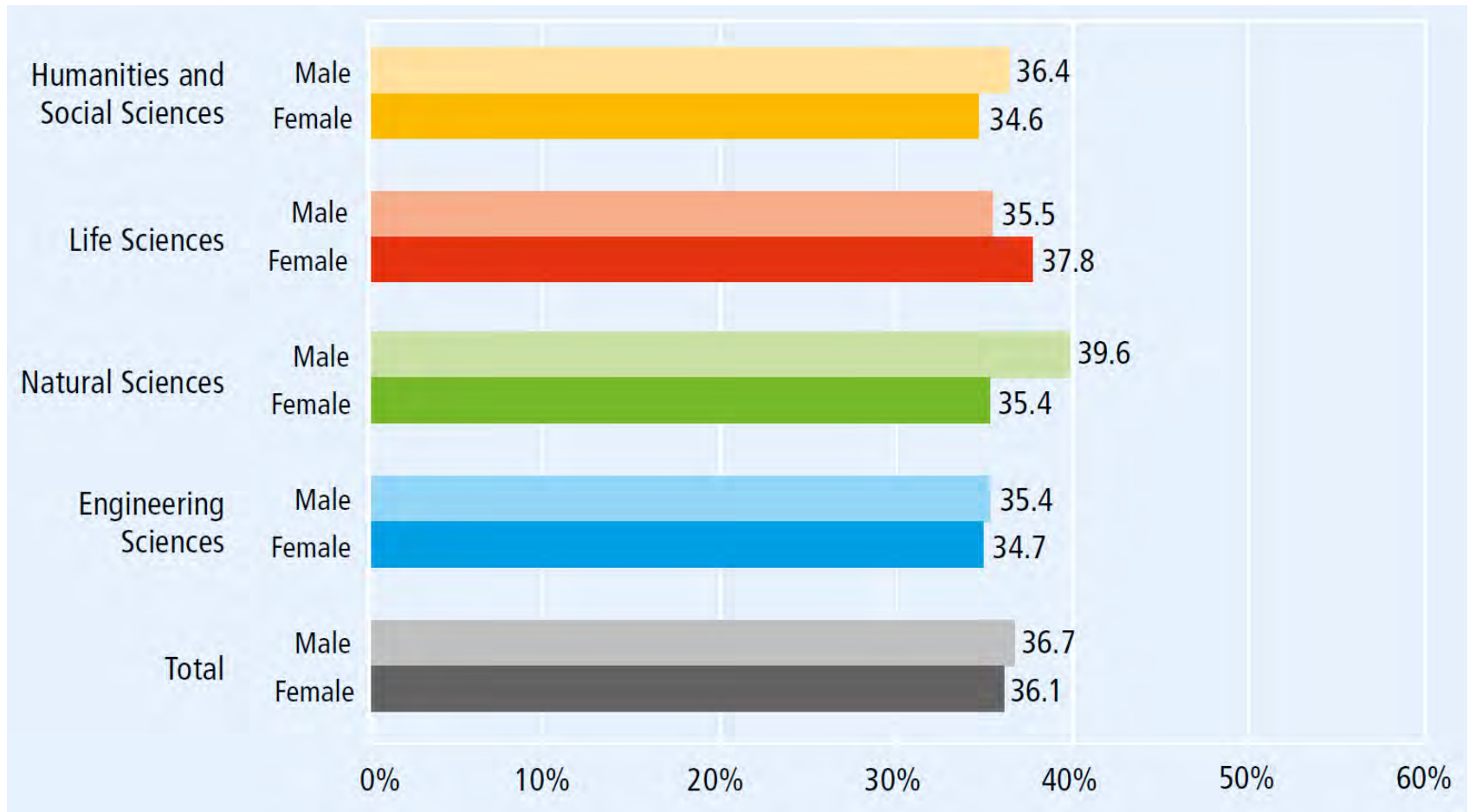
Women involved in new proposals for individual grants (2013 to 2016)



Gender Equality Policy in Research Funding – Dr Sonja Ochsenfeld-Repp

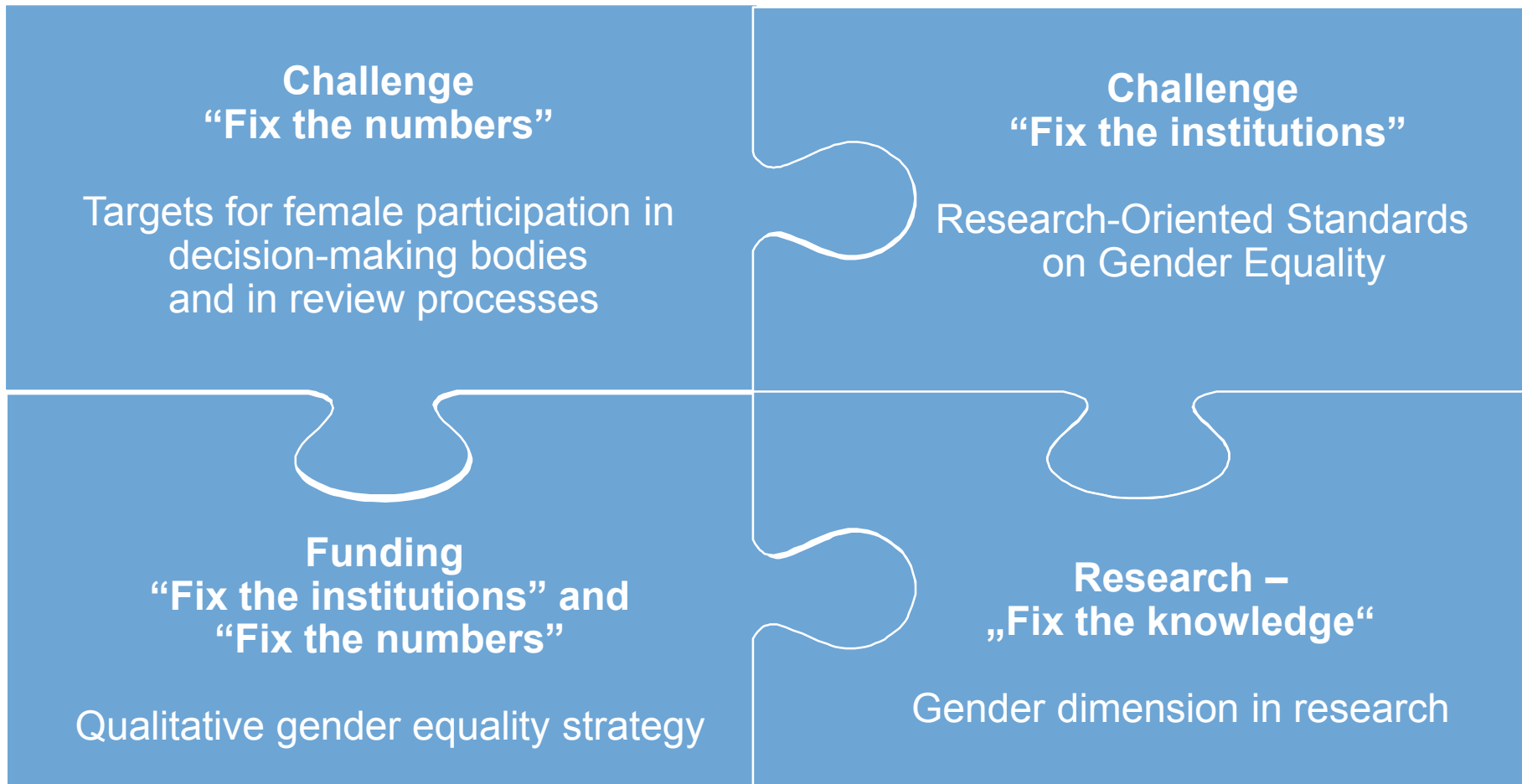
Why does the DFG promote gender equality in research?

Success rate for new proposals for individual grants, by gender (2016)



What approaches does the DFG use to promote gender equality?

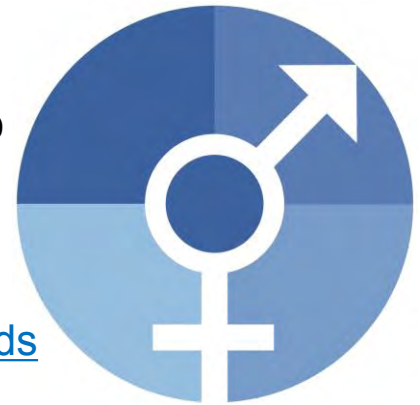
A package of measures: Challenge – Funding – Research



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**, www.dfg.de/gender_equality_standards
 - 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



How does the DFG support gender equality in research?

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

► **Recent study on implementation and effectiveness**

► **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



► **According to the recommendations based on this study the member organisations reaffirmed their voluntary commitment at the General Assembly in July 2017 and agreed on qualitative reports on key topics**

- Exchange of experiences (Workshops), case studies; initiation of peer learning
- In the medium term: other aspects of diversity are to receive greater attention
- Decision on the design of the qualitative reports at the General Assembly in July 2018

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 a qualitative gender equality strategy – four action levels

► Underlying principle of “challenge and support”; strategy will be fully drawn up and implemented by 2019.

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

► **Processes:** More women in the review process; awareness-raising on implicit bias effects; uniformity in taking relevant factors into consideration; Model-CV

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

► **Work-life balance:** Flat-rate allowance for childcare costs for all researchers who participate in DFG statutory bodies or serve as reviewers

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.)
- ▶ **Reference letters are no longer accepted**
- ▶ **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
- ▶ **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 for the German research landscape

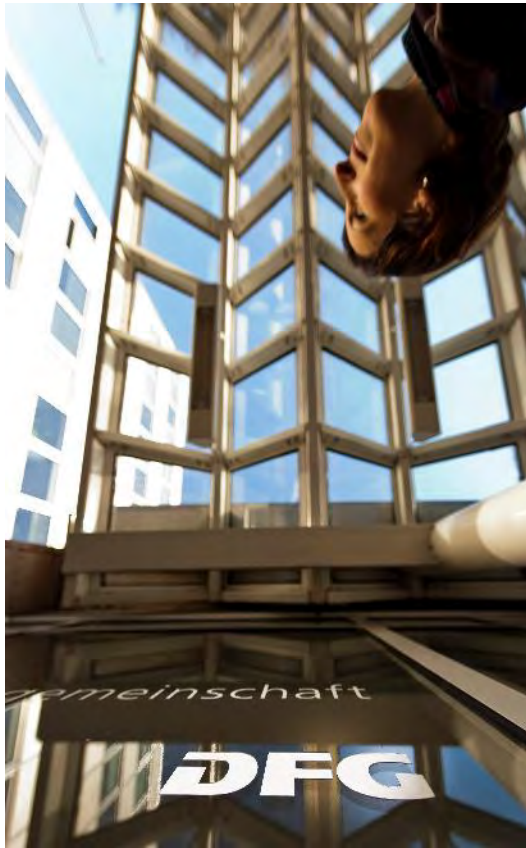
Gender equality in the DFG funding system

- ▶ Gender equality in research leads to 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



Links and Resources

Helpful addresses



- ▶ Regular equal opportunity monitoring: www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/monitoring_equal_opportunity
- ▶ Informative webpages: www.dfg.de/equal_opportunities
- ▶ Programme information: www.dfg.de/en/research_funding/programmes
- ▶ DFG contacts: www.dfg.de/en/dfg_profile/head_office
- ▶ DFG facts and figures: www.dfg.de/facts-figures



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For more information

- ▶ on the DFG: **www.dfg.de/en**
- ▶ on DFG-funded projects: **gepris.dfg.de/en**
- ▶ on over 23,000 German research institutes: **www.dfg.de/en/rex**