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

- Graduates
- Doctorates
- Research assistants, lecturers
- Habilitations
- Professorships
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.

<table>
<thead>
<tr>
<th>Committee Type</th>
<th># Members</th>
<th># Women</th>
<th>Female Share in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive committee</td>
<td>9</td>
<td>4</td>
<td>44.4</td>
</tr>
<tr>
<td>Senate</td>
<td>39</td>
<td>17</td>
<td>43.6</td>
</tr>
<tr>
<td>Senate committee on collaborative research centres</td>
<td>38</td>
<td>5</td>
<td>13.2</td>
</tr>
<tr>
<td>Senate committee on research training groups</td>
<td>31</td>
<td>14</td>
<td>45.2</td>
</tr>
<tr>
<td>Review boards</td>
<td>606</td>
<td>126</td>
<td>20.8</td>
</tr>
<tr>
<td>Reviews</td>
<td>26,529</td>
<td>3,801</td>
<td>14.3</td>
</tr>
</tbody>
</table>
How is the application behavior of women for research funds?

Women have lower share of applications

- Humanities and social sciences: 32.1%
- Life sciences: 27.7%
- Natural sciences: 14.1%
- Engineering sciences: 9.6%
- Total: 21.9%
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
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
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