Introduction of the DFG initiative “Research-Oriented Standards on Gender Equality” and Progress Report

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1. **Some background on the DFG**

2. Some facts and figures for Germany

3. The „Research-Oriented Standards on Gender Equality“

4. Progress report, results and next steps

5. The „Toolbox“

6. Some final remarks
Who is the DFG and how is it funded?
Germany’s largest research funding organisation

► It is Germany’s central, **self-governing** research funding organisation – with total budget of **€ 2.6 billion** (2013)

► The DFG serves **all branches of science and the humanities** by funding research projects and facilitating cooperation among researchers

► **Member institutions** include German universities, non-university research institutions, German academies of sciences and humanities

► Special attention is paid to **interdisciplinary** research, **early career** support, **international** collaboration and …

… **equal treatment** of men and women
The insufficient participation of women compromises efficiency and excellence.

The full potential for innovation in research cannot be leveraged without the input of female scientists.

A diversity of perspectives ensures the best possible outcome of research projects and enhances quality.

Women and men must be equally involved at all levels of the scientific process (§ 1 of the DFG statutes).
How does the DFG promote equality in its activities?
At the structural level by…

► …establishing the topic as a management-level priority in the Executive Committee of the DFG

► …increasing the percentage of women in the DFG’s statutory bodies

► …ensuring appropriate, subject-specific involvement of female scientists in review processes

► …assessing equality strategies in funding programmes aimed at universities

► …maintaining a permanent working group at the DFG Head Office
How does the DFG promote equality in its funding programmes?

In individual cases by...

- ...taking into account **personal circumstances** when evaluating scientific performance in proposals
- ...providing **financial support for project leaders** who work part-time for family reasons
- ...funding of **substitutes** for project team members in cases of absence or reduced working hours due to family reasons
- ...giving **allowances and arrangements** for **fellowship** recipients with children
How does the DFG promote equality in its funding programmes?
For collaborative projects by additional funding for…

► … career development measures, for example mentoring programmes, coaching, participation in networks, etc.

► … family-friendly measures, for example to set up a home office or a parent-child office, to support an “emergency childcare”

Measures to promote recruitment and participation of female project leaders
How is the situation currently in Germany?
Participation of women in science and academia on the rise

- Figures are on the rise, yet women still clearly lack behind
- While 51% of all graduates are female in 2011, the share of female professorship is only 20%
- Best change rate over the years is amongst doctorates

The German scientific system is **progressing but slowly**

Source: GWK 2013
But why is the picture not that positive? Because of the persisting male-female divide

- Well-known figure of the „scissors“
- Fairly balanced representation among graduates
- Clear gap at the top of the academic career ladder

**Clear gap between best paid status groups**
How can the situation of women be summed up? Especially top ranks of academia are still male-dominated

- At the level of **students and graduates** women participate more or less equally, in some cases clearly outnumber men – but there are subject-specific differences

- At **postdoc** level – often the “rush hour of life” and the phase in which many decide to start a family – the participation of women decreases

- At transition to **academic independence** – from doctorate to habilitation and first professorship there are far fewer women than there could be

- At the level of **professors** and **senior positions** within the university ranks women are still far away from equal participation

**Women do not participate equally** – especially at later career stages
What has been done about this in Germany? (I/II)
Interrelated initiatives across the German science system

► “Excellence Initiative“ (2005-2017) has given important impulse for further advances

► “Campaign for Gender Equality”
  - **Self commitment** of the German science organisation to significantly improve gender equality within five years (2006-2011)
  - Evaluation by the **German Science Council** in 2011 with recommendations for the future

► “Joint Initiative for Research and Innovation I + II” (2005-2015)
  - Designed to give science organisations **financial planning security**
  - Federal Government and Federal States (“Länder”) will increase the funding of science organisations by **5 percent every year**
  - One goal: raise number of excellent **female scientists** in Germany
“Programme for Women Professors”: first funding period 2008 to 2012 – second period started in 2013

- Programme of the German Federal Ministry of Education and Research in accordance with the Education Ministries of the States (“Länder”)
- Granted 150 million € to create at least 200 professorships for women
- Almost two thirds of the German universities participated – almost 80 % of them were successful
- Funding based on a positive appraisal of equality policies

Next to all this: DFG “Research-Oriented Standards on Gender Equality”
How has the DFG given impetus in the research system?
Via the “Research-Oriented Standards on Gender Equality” initiative

► Developed by a **scientific commission** in 2008
► Recognised as **voluntary commitment** by the overwhelming majority of DFG member institutions
► Defined **structural** and **personnel** standards to achieve and maintain gender equality
What have been the aims of the initiative?

Key elements include...

► …to establish this topic as management priority at the DFG member institutions

► …to integrate the goal of equality into all strategic processes

► … to create family-friendly academic workplaces for men and women

► …to set targets on female participation (“cascade model“)

…and to report on the progress
What have been the central criteria within review process?
Working group evaluated reports in comparative panel sessions

» Gender equality as **overall strategy** and institutionalisation at management-level

» Integration of **decentralised units**, faculties and departments

» Implementation stage of original gender concept and **planned measures**

» Sustainable gender equality-oriented **resource allocation**

» Convincing **targets** for female participation and notable **quota** increase

**Working group** appointed by DFG General Assembly and chaired by Vice President
How is the dynamic of the evaluation rounds? Incremental progress can clearly be seen.

"Some promising measures are already established, others are still in planning."

"First steps towards implementation taken."

"A convincing overall concept is already implemented."

"Successful and established concept taken further and expanded through additional innovative approaches."

[Bar chart showing progress across stadiums and report types, with labels and values for each stadium and report stage.]
What was the outcome of this process?
The DFG-Standards continue to have high level of attention

- **22 of 68** participating institutions grouped in **highest** implementation in final rounds of reports

- Results show clear **progress**:
  - **Basic standards** to promote gender equality established at all universities
  - Topic established as a **management priority** across member institution and nationwide
  - Support at crucial transition to **academic independence** in need of improvement
  - **Disappointment** when it comes to the numbers – proportion of women in **senior positions** still low
Is there light at the end of the tunnel?
There is a positive development over recent years

» Over a period of 10 years (2002-2011) share of female professors has risen from 11.9% to 19.9% – female junior professors with share of 38.6%

» 1.011 women were nominated for professorship in 2012 (female share of 29.2%) – while women still under-represented in applications, their success rate is higher

» 21.9% female share in university top management positions in 2012 – increase by 13.6 percentage points from 1996 (8.3%)


Some achievements with respect to relatively fix number of available positions
How does the process continue?
The development will be monitored further

► No more concepts – but annual reporting on female shares at the different career levels

► Gender equality concepts already taken into account in the funding decisions in selected programmes

► Furthermore assessment of number of women in collaborative funding schemes

► Gender equality will be put on top of the agenda for the General Assembly in 2017

► The DFG Working Group will continue to exist in a “stand-by mode”

► The “Toolbox” will continue to be maintained and staffed with further innovative examples
What is the idea behind the „Toolbox“?
Hands-on support for implementation of DFG-Standards

- “Toolbox” developed in the context of implementation of DFG “Research-Oriented Standards for Gender Equality”

- Freely accessible online database with quality-assured, good-practice gender equality measures (so far only available in German language)

- Practical help for all those that engage with gender equality within the university system

- Online since 2009 – site relaunch in 2014 with new intuitive features, extended functionalities, increased user-friendliness and updated content

Database run by “Center of Excellence Women and Science” (CEWS)
What does the database offer?
Some facts and figures

- Currently 230 good-practice measures
- 31 of these measures flagged as “innovative”
- Further 65 “reference examples”
- 58 institutions represented in database

- First source for selection of good-practice examples:
  » High implementation stage of DFG Standards
  » Successful within Programme for Women Professors
- All universities and research institutions invited to propose measures (online proposal form)

- Underlines high commitment of DFG
- Positive feedback from community
- Click figures confirm popularity

Since relaunch **20 new measures** added to the database
How does the database work?  
A look inside the “Instrumentenkasten”

Search by categories of interest

Free text search

View of results (also detailed view)

Further filter options

Sort alphabetically (title, institution or recency)
What are the main observations for Germany?
Some final remarks

- Universities, research institutions, funding agencies and the research community are all part of the game.

- **Timing** and **sequencing** of gender equality initiatives are critical factors of success – at national and supranational level.

- **Basic standards** for equal opportunities are in place – gender equality instituted as management-level responsibility.

- It will still take **time** before equal participation of women at **all stages of the academic career** will be realised.
Where does the DFG provide information about gender equality?
For example on the internet at www.dfg.de/equal_opportunities for ...

► … detailed information on measures in the different funding programmes.

► … programme-specific contact information for individual advice.

► … extensive data material in DFG equal opportunities monitoring report.

► … guidelines on diversity and equal opportunities in German research for the written review.

► … the complete text of the research-oriented standards on gender equality.

► … link to the DFG toolbox „Instrumentenkasten“ with practical examples of equal opportunity measures.
Thank you for your attention

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