

What is the DFG?



The Deutsche Forschungsgemeinschaft (DFG, German Research Foundation) is the central, self-governing research funding organisation in Germany. It promotes the advancement of science and the humanities by funding research projects, research centres and networks, and facilitating cooperation among researchers, both at home and abroad.

The DFG's mandate particularly includes encouraging the advancement of early career researchers and promoting gender equality in research, as well as providing scientific policy advice.

In organisational terms, the DFG is an association under private law. Its member organisations include German universities and non-university research institutions, scientific associations, and the academies of sciences and humanities.

The DFG is funded primarily by Germany's federal and state governments. The DFG's annual budget of over €2 billion is used to fund more than 30,000 individual and coordinated research projects that are selected during a rigorous peer-review process.

Further information

Gender equality and equal opportunities in DFG funding programmes:

► www.dfg.de/equal_opportunities

Background information about the DFG's Research-Oriented Standards on Gender Equality:

► www.dfg.de/gender_equality_standards

Diversity in DFG funding programmes:

► www.dfg.de/diversity/en

Toolbox for Research-Oriented Standards on Gender Equality:

► www.dfg.de/instrumentenkasten

DFG annual report containing an overview of DFG-funded projects:

► www.dfg.de/en/annual_report

German Project Information System (GEPRIIS) – an online database on DFG-funded research projects:

► www.dfg.de/en/gepris

Research Explorer – The German Research Directory – an information system covering over 19,000 research institutes in Germany:

► www.dfg.de/en/rex

Contact

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Contact details:

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Deutsche Forschungsgemeinschaft Equal Opportunities in Research and Academia

Advancing Gender Equality
in the DFG Funding System

DFG

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Design, Illustration: Tim Wibben, DFG;

Gender equality anchored in the DFG statutes

Article 1 defines the promotion of gender equality in research as one of the central responsibilities of the DFG.

The underrepresentation of women in German research and higher education means a loss of talent; excellent research thrives on the innovation potential of both women and men. The DFG is therefore committed to promoting gender equality in all of its funding programmes.

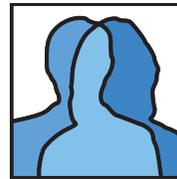
“Gender equality enhances research quality because it enlarges the talent pool, promotes a diversity of research perspectives, and eliminates blind spots regarding the significance of gender in research contents and methods.”

(The DFG's Research-Oriented Standards on Gender Equality, 2008)



The DFG gives the highest priority to the adequate representation of women in its review and decision-making bodies. It also advances gender equality in the design of its funding programmes and through a wide range of additional measures.

Equal participation



The DFG's equality measures are designed to ensure that women and men researchers participate equally in all areas of the research system.

At the same time these measures promote equal opportunity within the DFG funding system.

Our equality measures include:

- ▶ Making allowance for the personal situation of applicants in the evaluation of their academic achievements, for example periods spent raising children
- ▶ Helping funding recipients achieve a balance between research work and family commitments, for example through additional staff funding for part-time project leader posts
- ▶ Providing funding for temporary replacements for research staff during maternity or paternity leave
- ▶ Providing allowances and arrangements for fellowship recipients with children
- ▶ Providing additional funds for equality measures in DFG coordinated programmes, for example to support family-friendly measures or to fund career development measures (mentoring programmes, coaching, participation in networks, etc.)

Voluntary commitment by member organisations



In 2008 the DFG and its member organisations initiated the Research-Oriented Standards on Gender Equality. With this voluntary commitment, the institutions agree to define and implement structural and personnel standards aimed at ensuring a sustainable gender equality policy in research and higher education.

The common goal of the equality standards is to significantly increase the proportion of women at all academic career levels on the basis of the “cascade model”, which sets out targets for the proportion of women at each career level based on the proportion of women at the next lower level.

Between 2009 and 2013, DFG member organisations were asked to report on their institutions' efforts to implement gender equality standards and measures; these reports were evaluated by a working group appointed by the DFG's General Assembly. As part of this process, the DFG developed a “toolbox” of practical equal opportunity measures. This freely accessible, quality-assured information system provides best-practice examples for implementing gender equality policies and strategies. The DFG will continue to promote advancements in this area, and further steps have already been taken. In the future, trends in the number of women will be given even closer consideration in reviewing DFG coordinated programmes.