



Equal Opportunities in Research and Academia – Advancing Gender Equality in the DFG Funding System Overview: Gender Equality in Horizon 2020

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What is the DFG?

Germany's largest research funding organisation

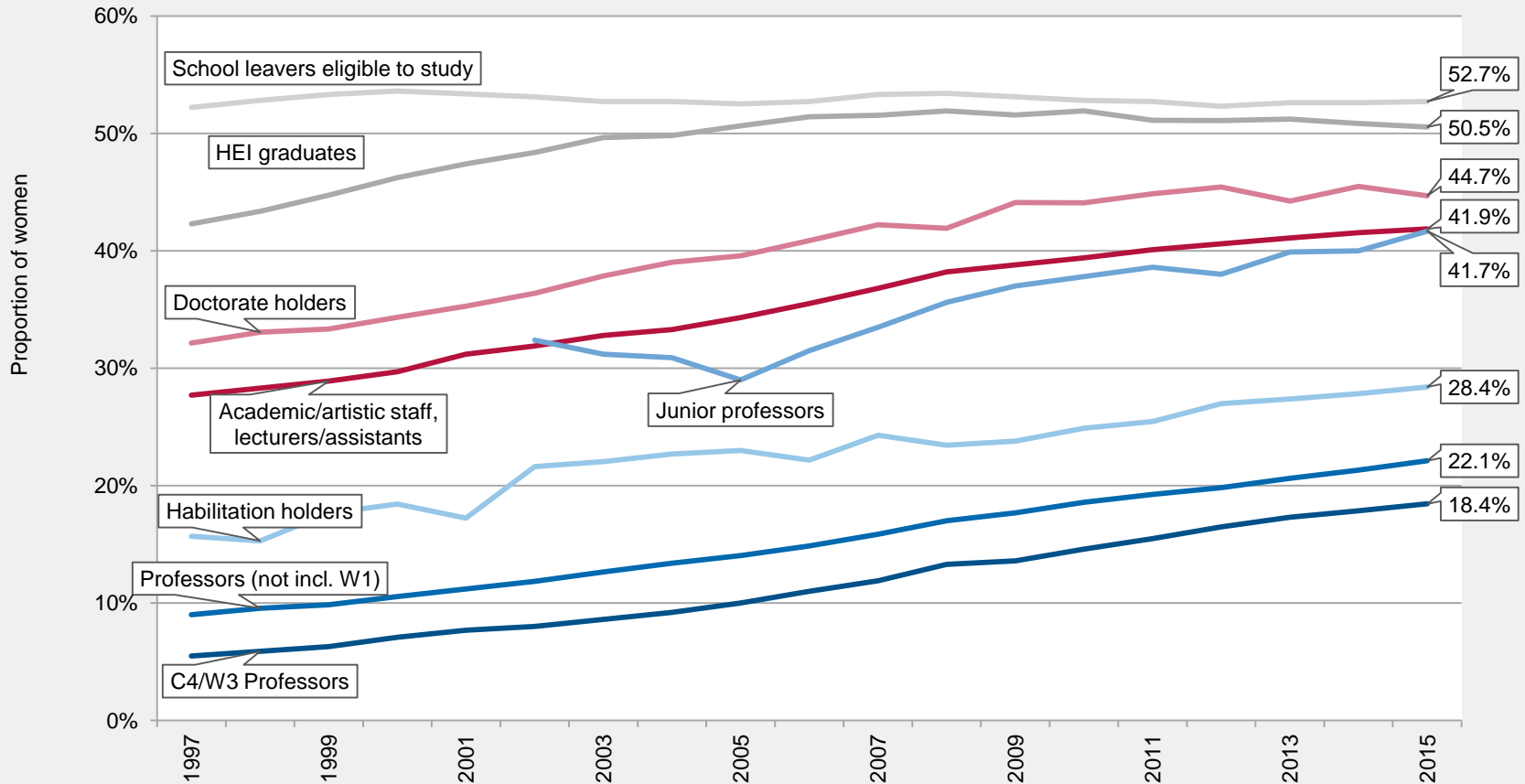
- ▶ over **30,000 projects** funded with almost **€3 billion** in 2016
- ▶ **association under private law** with 96 members
- ▶ serves **all branches of science and the humanities** by funding research **projects** and facilitating (international) **cooperation** among researchers
- ▶ **advises parliaments 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)¹⁾

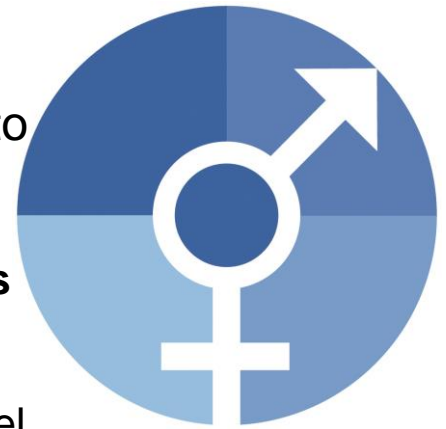


¹⁾ All German universities recorded in the relevant reporting year. **Data basis and sources:** Federal Statistical Office (DESTATIS): "Bildung, Kultur und Personal an Hochschulen Fachserie 11, Reihe 4.4" and "Studierende an Hochschulen, Fachserie 11 Reihe 4.1", calculations by the DFG.

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



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 (1/3)

- ▶ 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; uniformity in taking relevant factors into consideration
- ▶ **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 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



EU: Gender Equality in Horizon 2020 – Overview

Three objectives

- ▶ **8th EU Framework Programm for Research and Innovation, 2014 – 2020, 80 billion € funding**
- ▶ **Gender Equality** is introduced as **cross-cutting issue in the Work Programme**
 - integrating gender equality issues **at each stage of the research cycle** from programming through implementation, monitoring and programme evaluation
- ▶ **Three objectives:**
 - **Balanced Participation at all levels in research teams and management structures**
 - **Gender Balance in decision making processes**, in evaluation panels, advisory or expert groups
 - **Gender Dimension in research and innovation content**



European Commission



<http://ec.europa.eu/programmes/horizon2020/en>

EU: Gender Equality in Horizon 2020 – Overview

At each stage of the research cycle

▶ Proposal

- **Balanced participation in research teams/management structures**
- **Gender Dimension in research and innovation content**
“Where relevant, describe how sex and / or gender analysis is taken into account in the project's content.”
- optional: **Gender Trainings** as eligible costs to develop gender expertise in relation to the funded project

▶ Evaluation: **If same scores, gender balance in teams is one among several ranking factors.**

▶ Grant Agreement: **Obligation** to aim for equal opportunities and gender equality

▶ Monitoring Gender Equality: **Indicators in Annual Reports**

- Percentage of women participants and female project coordinators in funded projects
- Percentage of women in advisory, expert and evaluation groups and panels
- Percentage of projects taking into account the gender dimension

EU: Gender Equality in Horizon 2020 – Overview

Best Practice

- ▶ GEAR tool – Making a **Gender Equality Plan** in Academia and Research: <http://eige.europa.eu/gender-mainstreaming/toolkits/gear>
- ▶ **Gender Dimension** Toolkit: https://yellowwindow.com/genderinresearch/index_downloads.html
- ▶ Stanford University and EU-co-funded **Gendered Innovations** Project: Methods for Research Design and Case Studies (Science, Health & Medicine, Engineering, Environment): http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home

Thank you!

Further Information

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