



DFG

The DFG's Gender Equality Policy in Research Funding

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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



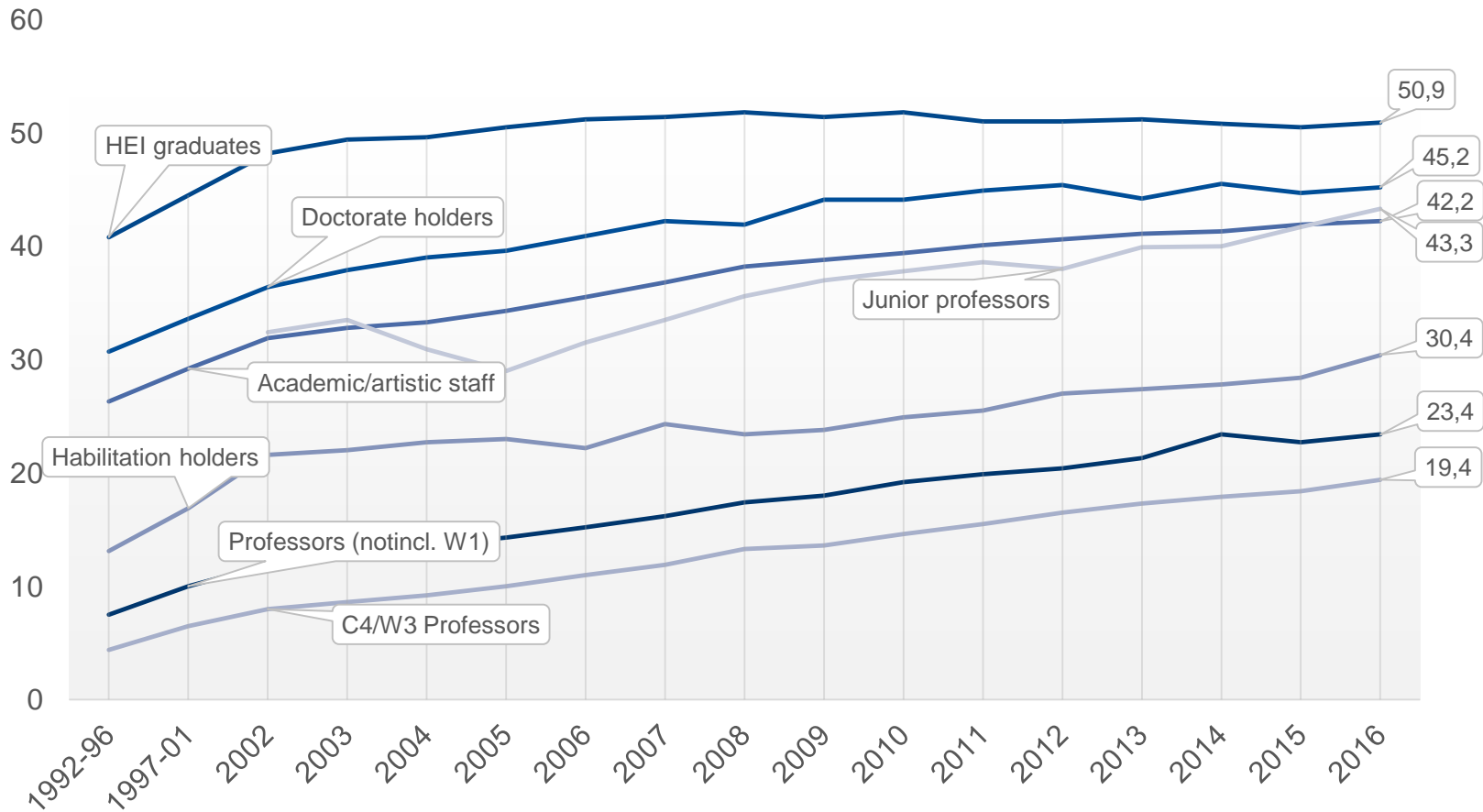
Why does the DFG promote gender equality in research? justice and quality

- the „**justice argument**“
 - A balanced distribution of women and men in research is a question of justice
- the „**quality argument**“
 - A balanced distribution of women and men in research leads to higher quality of the research output



Why does the DFG promote gender equality in research?

Proportion of women at different academic career levels (1997 – 2016)

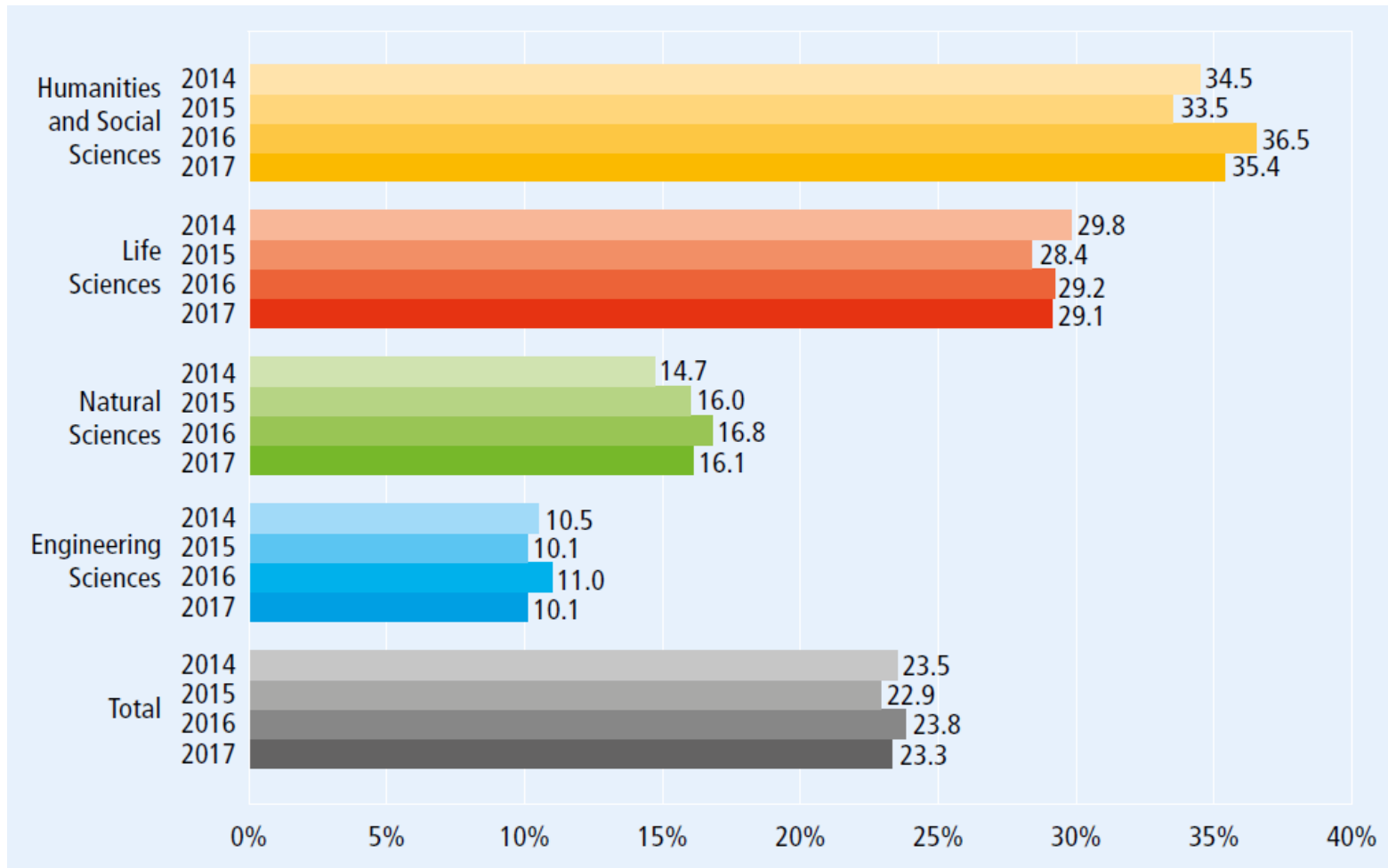


Data basis and sources: GWK: Chancengleichheit in Wissenschaft und Forschung, Bonn 2018.

Gender Equality Policy in Research Funding – Dr Eva Reichwein

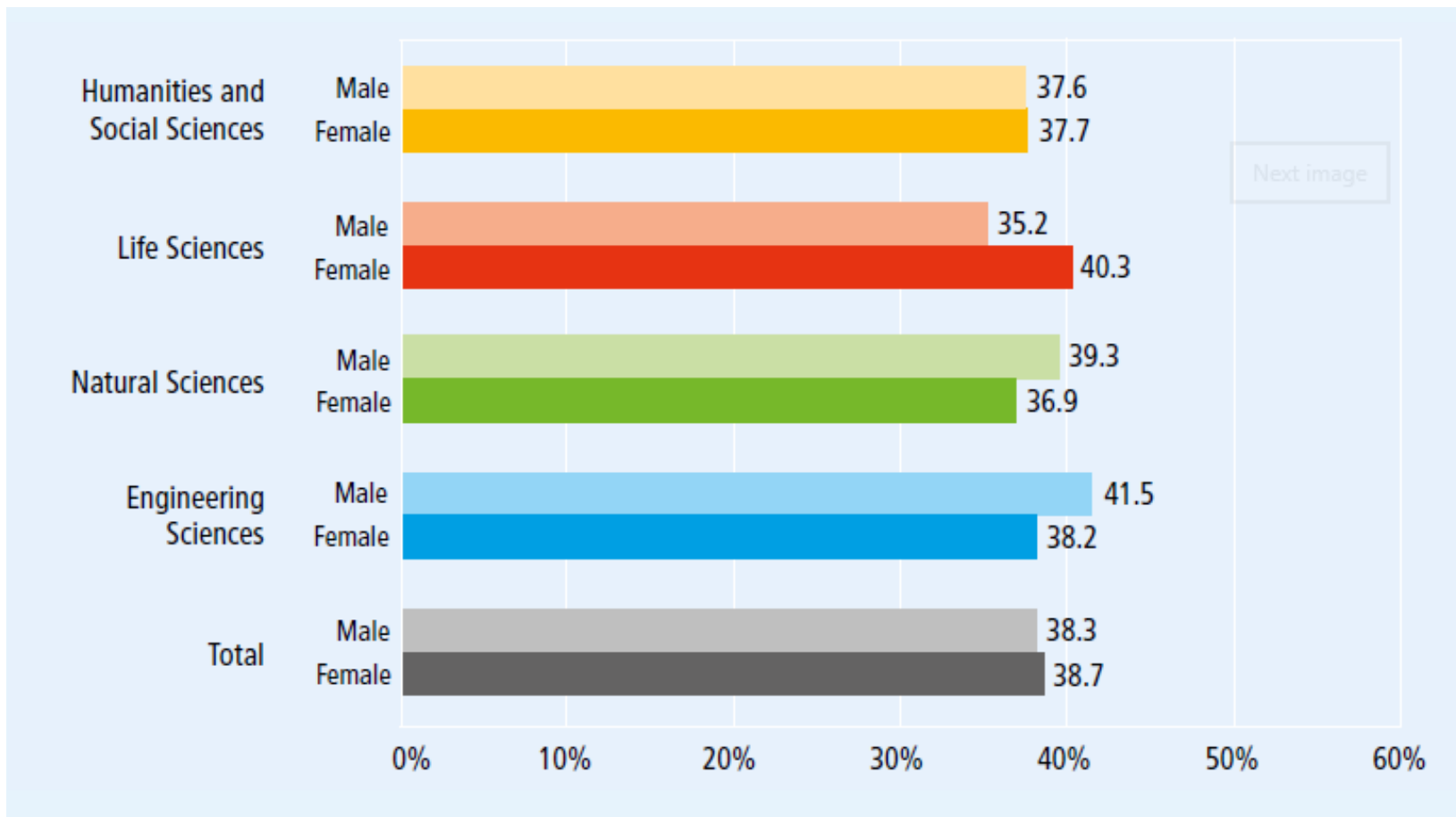
Why does the DFG promote gender equality in research?

Women involved in new proposals for individual grants (2014 to 2017)



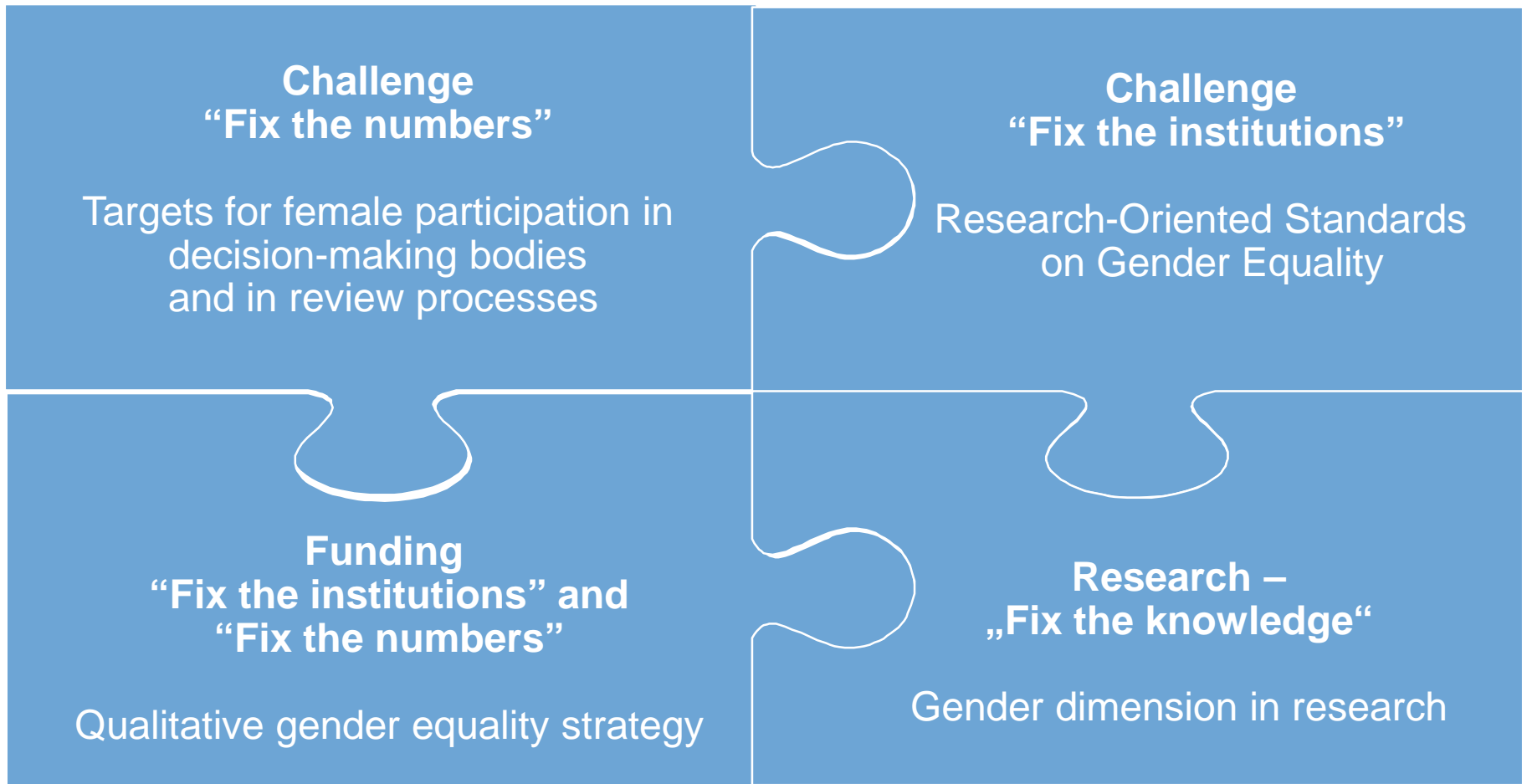
Why does the DFG promote gender equality in research?

Success rate for new proposals for individual grants, by gender (2017)



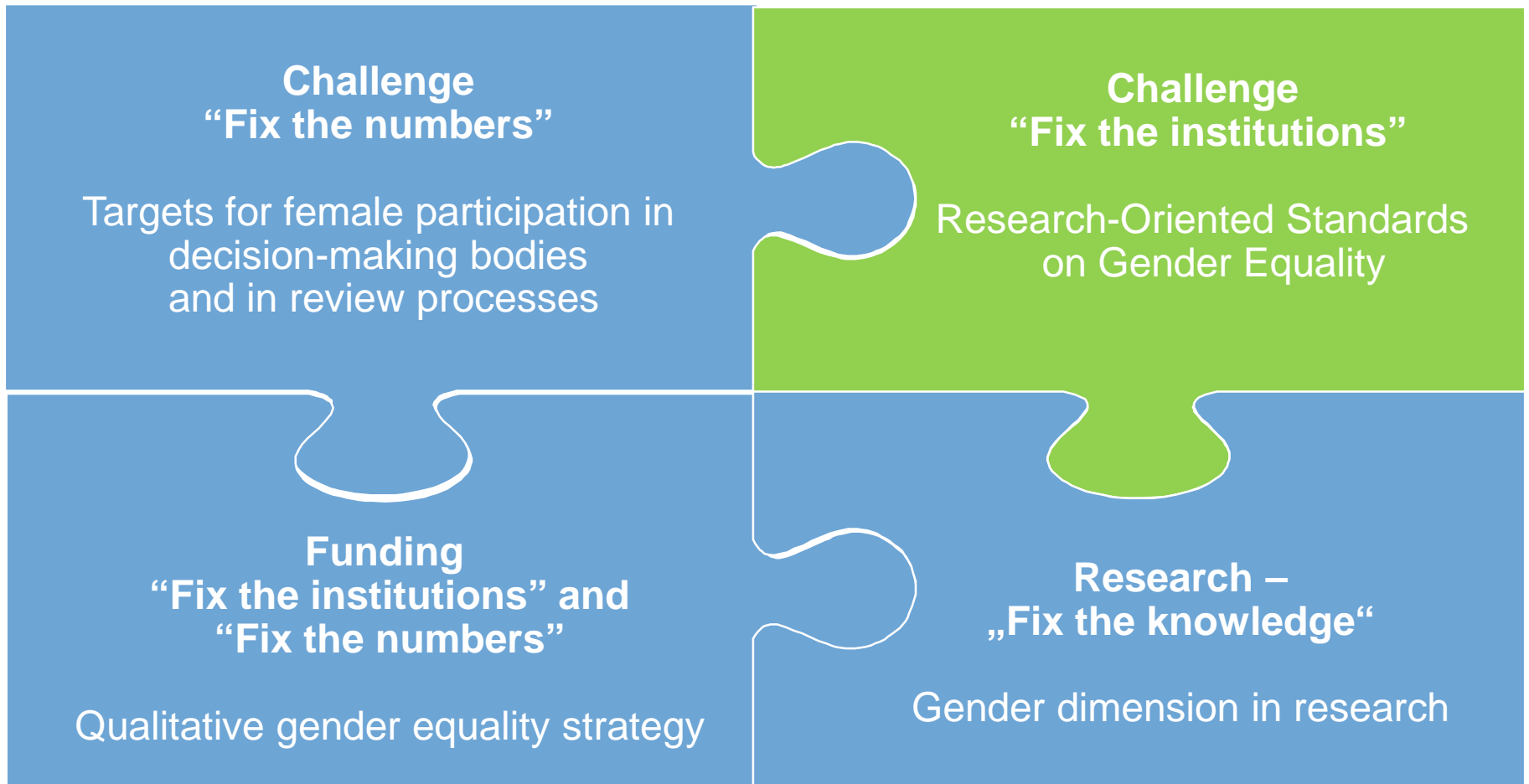
How does the DFG support gender equality in research funding?

A package of measures: Challenge – Funding – Research



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A package of measures: Challenge – Funding – Research

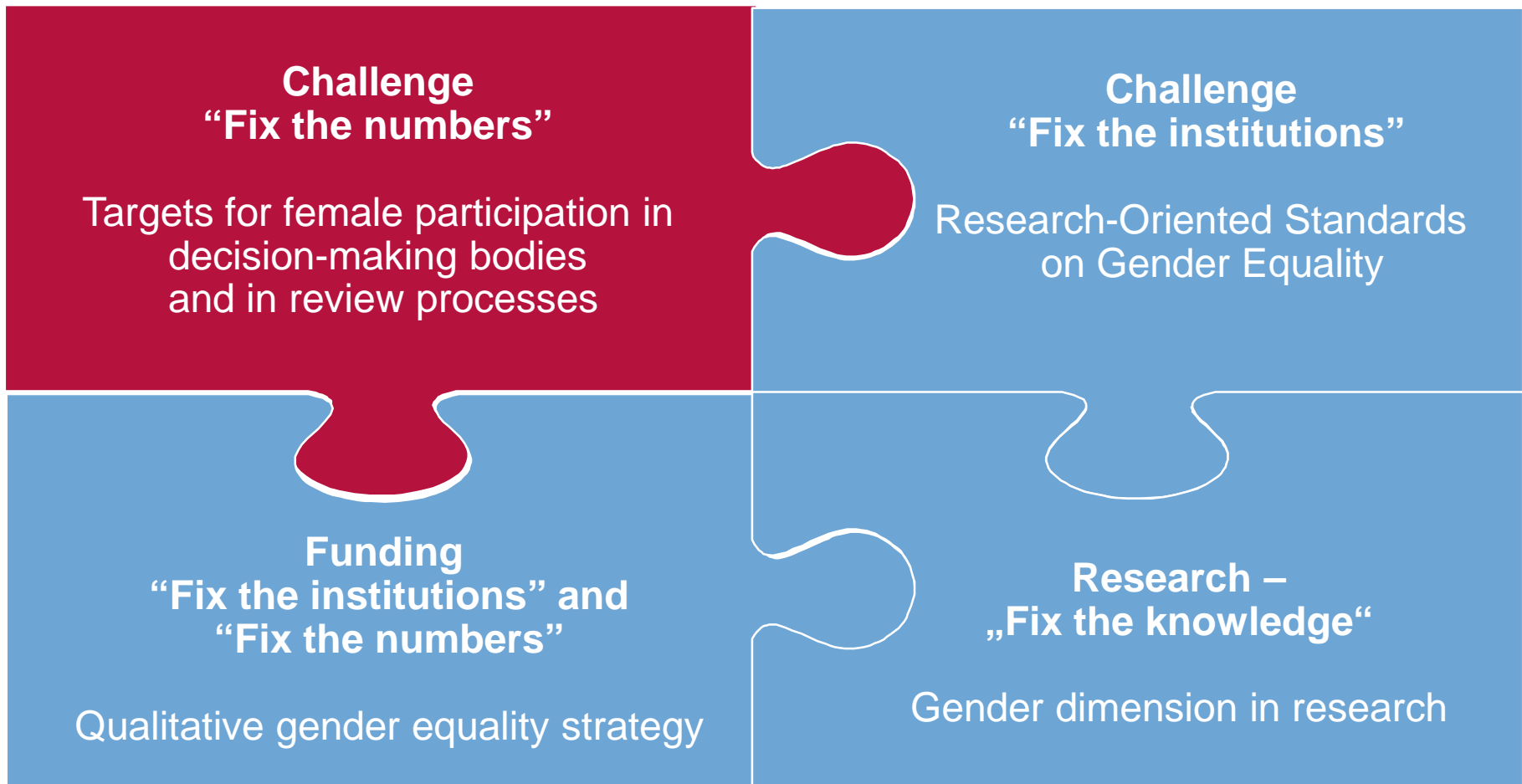


How does the DFG support gender equality in research funding? Through the initiative “Research-Oriented Standards on Gender Equality”

- ▶ **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
- ▶ A **decision-relevant criterion** in the review of proposals for coordinated research programmes
- ▶ **Study** on implementation and effectiveness (2017) – significant impact
 - Widespread implementation by member organisations, gender equality has become a strategic leadership task
- ▶ **Member organisations reaffirmed their voluntary commitment in 2017**
 - Qualitative reports on key topics: active recruiting and support for committee work (2019)

How does the DFG support gender equality in research funding?

A package of measures: Challenge – Funding – Research



How does the DFG support gender equality in research funding?

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 ca. 23% 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
- ▶ **Regular equal opportunity monitoring report** and annual discussion in the DFG Senate



How does the DFG support gender equality in research funding?

A package of measures: Challenge – Funding – Research

Challenge “Fix the numbers”

Targets for female participation in decision-making bodies and in review processes

Challenge “Fix the institutions”

Research-Oriented Standards on Gender Equality

Funding “Fix the institutions” and “Fix the numbers”

Qualitative gender equality strategy

Research – „Fix the knowledge“

Gender dimension in research

How does the DFG support gender equality in research funding?

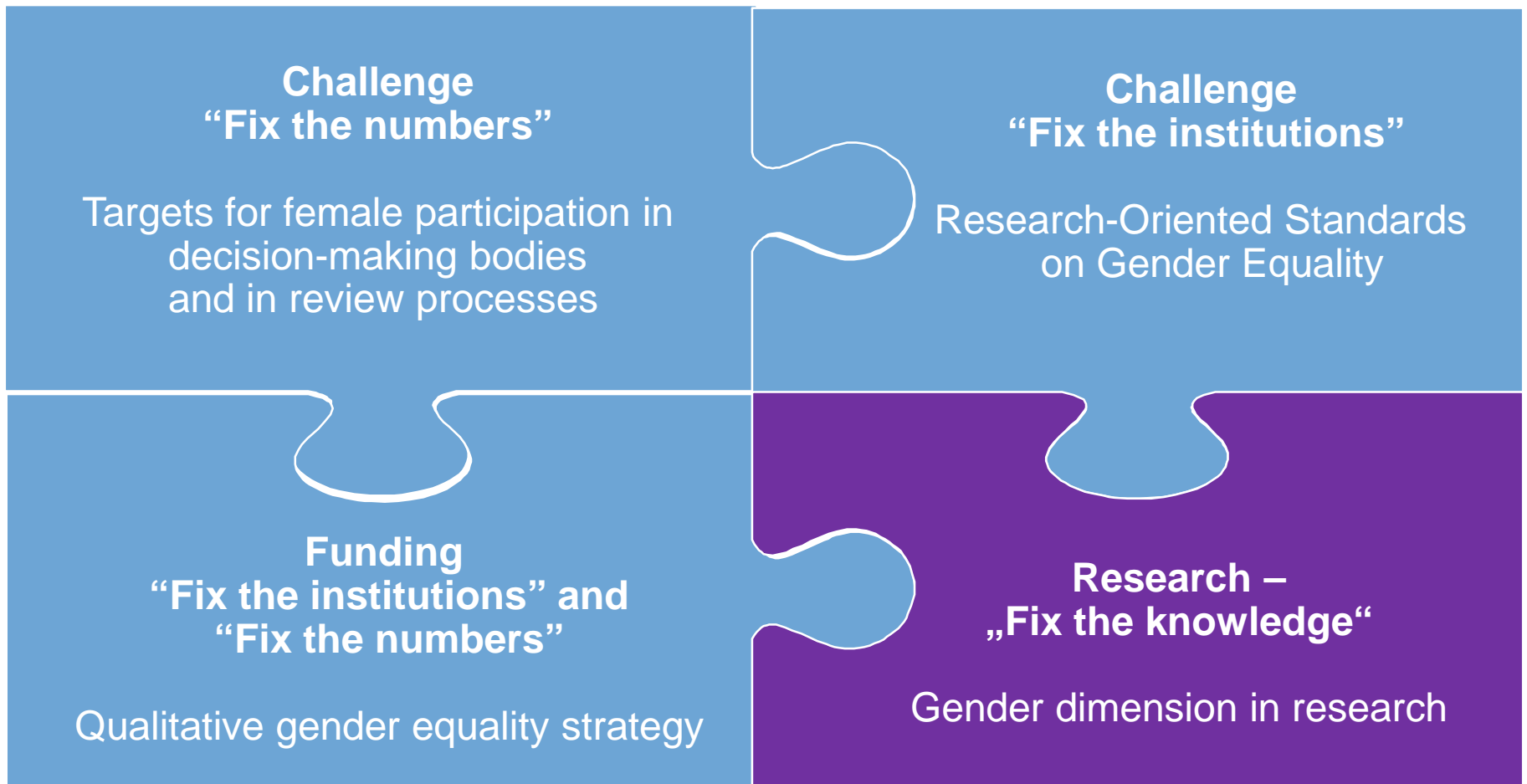
Through funding measures in DFG-funded projects

- ▶ Accounting for **personal circumstances** when assessing academic achievements in proposals (periods of childcare, etc.)
- ▶ Support for **work-life balance**
 - Enabling family-related part time employment work for project leaders and staff support
 - Funding for temporary replacements for project team members who take temporary leave or reduce working hours for family reasons
 - Opportunity of contract extensions for academic project staff due to family reasons
- ▶ Providing **lump sum funds for equal opportunity measures** for career development measures and promotion of family-friendly structures at funded institutions
- ▶ Providing **conference-related family allowances** for **Emmy Noether** Independent Junior Research Group leaders
- ▶ Providing funds **to supplement childcare costs** for reviewers and members of DFG decision-making bodies



How does the DFG support gender equality in research funding?

A package of measures: Challenge – Funding – Research



How does the DFG support gender equality in research funding?

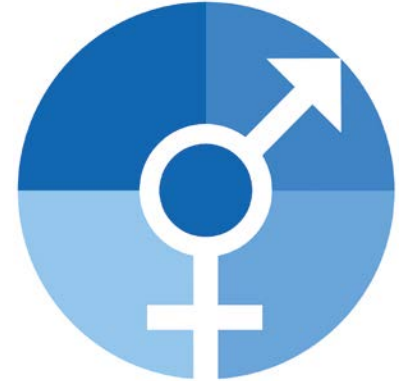
Research: Fix the knowledge – The Gender Dimension in Research

- ▶ Where applicable, applicants should describe the **relevance of sex, gender and/or diversity to the research project** in their proposal – beginning in early 2020
- ▶ In July 2019 the revised DFG **Code of Conduct “Guidelines for Safeguarding Good Scientific Practice”** was published
 - Description of appropriate standards for research work in **19 concrete guidelines**
 - With regard to the **processes of staff selection and development**, consideration is given to gender equality and diversity and the avoidance of implicit bias
 - With regard to the **project design**, researchers should reflect on the relevance of gender/diversity dimensions
 - To qualify for DFG funding, all universities and non-university research institutions must **implement the guidelines in a legally binding manner**
- ▶ **Diverse research teams** are welcomed by the DFG – statement in proposal preparation instructions

Conclusions for the German research landscape

Some recommendations

- ▶ 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 in the German landscape**
- ▶ Organisational development and a **culture change**
Involvement of all major stake holders is crucial
- ▶ **Multidimensional approach**
- ▶ Gender equality **will not yet sustain itself**, continuous efforts and appropriate monitoring are needed





Thank you for your attention!

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Further Information

- ▶ about the DFG: www.dfg.de/en
- ▶ 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