The relevance of Gender Issues in the Excellence Initiative at German Universities

Changing research landscapes to make the most of human potential
10 years of EU activities in „Women and Science“ and BEYOND
Prague, Czech Republic – 14/15 May 2009
The gender issue reason:

“Germany is one of the countries with good policy but weak results, where there may be extensive and comprehensive gender equality legislation, even in research, but where the implementation is still weak and the results consequently modest. There is an obvious lack of gender equity on decisionmaking boards, and in appointments to higher positions. In these countries, there is only a limited availability of child care, and the taxation rules often discourage double-income families, encouraging even well-educated women to remain outside the labour market.”

(EU Commission 2008)
First Results:

- **Win women directly**: target agreements, active recruiting, scholarships especially for women
- **Alleviate reconcilability** of family and top research: childcare, Dual Career, part-time and other kinds of help for families
- **Make sciences more attractive for women**: role models, career options and other offers
- **Strengthen women**: mentoring, workshops, coaching etc.
Future concept: TUM. The Entrepreneurial University.

Goal: Germany's most attractive university for women and families:

Organisation:
The Gender Board coordinates implementation
1 scientific consultant Gender Consulting

Audit „family-friendly university“:
½ job Family Service

Dual Career Service Centre:
1 job for consultant

Clearance for top research
»Scholarly Community«

Unbureaucratic processes, Headhunting, promotion of young people

Conducive atmosphere for science

Substained funding for quality assurance

Granted:
56 Mio € (2006-2011)
Gender – Equity - Measures

**Funds:** Selection and allocation by the Gender Board
- Family support (Family Care Structural Fund; 100.000 € p.a.)
- Incentive Funds for Gender Issues (Gender Issues Incentive Fund; 150.000 € p.a.)
- Continuing education after parental leave (Vocational Training Fund; 30.000 € p.a.)
- Substitute employee during maternity leave (Parental Leave Compensation Fund; 150.000 € p.a.)

Special advancement of junior researchers

Integration of designated TOP-researchers (Emmy-Noether- and Marie-Curie Programmes)
Karl-Max von Bauernfeind-doctoral-candidate-scholarships for young researchers

Liesl-Beckmann-Symposium in cooperation with IAS

Work Life Balance
- Expansion of childcare at all locations, nursery schools, kindergartens
- Expansion and financial support of flexible working- and studying-models (flextime, part-time, teleworking; flexibility of study courses)
- Expansion of a consulting and support network
- Construction and bundling of family service institutions and cooperation with external partners
- Support by fundraising and beneficence
Further political strategies in Germany

- **Programm for women professors:**
  - BMBF and federal states allocate 150 millions Euro
  - Conditions for promotion: positive investigation of an equalization concept
  - Promoted are
    - Initial funding for five years for – particularly advanced – vocations of women to unlimited W2- and W3-Professorships
    - Financing of vocations to a free professorship
  - Result: applications by 113 universities, 79 successful, top-valuations: University of Bremen, College for applied sciences (Hamburg), University of Hamburg, University of Kassel, Technical University of Braunschweig, Advanced technical college for applied science and art Hildesheim/Holzminden/Göttingen, University of Trier

- **DFG - Equalization standards oriented to research:**
  - „The members of the DFG agree in the fact that it belongs today to the bases of the quality assurance in research to take care of equalization 1. generally, 2. clear, 3. competitively and future-oriented, 4. and competently.“
  - Relevant steps are: a. enrolment – final degree, b. graduating, scientific personnel on qualification jobs – doctorates, c. Junior professorships, management of promising teams or teams, qualifying as a professor, d. professorships, e. concerning function and/or equipment outstanding professorships, f. respectively separated captured management positions of middle level, e.g., deanships and management positions of the highest level
  - Gender specific data acquisition
  - „If the relation from men and women deviates on a career step significantly from that of the respectively underneath lying step, the member's equipment of the DFG will fix and publish about which interest this distance should be reduced within five years.”