Gender Equality Program in CRC TR32:

Support for postdoc leading to principal investigator positions

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Gender equality is the absence of discrimination on the basis of person’s sex in opportunities and the allocation of ressources or benefits or in access to services.
German Universities

Source pictures: EU Report Strategy for equality between women and men 2010-2015
Good news!


% of Women
% of Men

Source: University of Bonn - Dept 5.5
Qualification track 2009

Considering all academic study tracks

Source: University of Bonn- Dept 5.5
Qualification track 2009

Considering **scientific** academic study tracks

- **1st Semester**: 59.9% of Women, 39.5% of Men
- **Students**: 60.5% of Women, 40% of Men
- **Master Level**: 49.4% of Women, 40% of Men
- **PhD**: 50.6% of Women, 33.8% of Men
- **Post Doc**: 66.2% of Women, 28.4% of Men
- **Habilitation**: 71.6% of Women, 11.1% of Men
- **Professor**: 88.9% of Women, 94% of Men

Source: University of Bonn- Dept 5.5
In CRC TR32?

- 2011-2014
- About **100 Researchers** in **Geosciences**
- **5 Institutions:** Aachen, Bonn, Braunschweig, Cologne Universities & Research Center Jülich

<table>
<thead>
<tr>
<th>Position</th>
<th>% CRC TR32</th>
<th>% Germany (2009)</th>
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<tbody>
<tr>
<td>27 PhD students</td>
<td>30% Women</td>
<td>39.8% Women</td>
</tr>
<tr>
<td>15 Post Docs</td>
<td>26% Women</td>
<td>-</td>
</tr>
<tr>
<td>38 PIs</td>
<td>5% Women</td>
<td>14% Women (new Habilitation)</td>
</tr>
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Source statistics: GWK-Heft 22-"Chancengleichheit in Wissenschaft und Forschung"
TR32-Gender Equality Program

Goal:
Promote female post-doc to PI‘s level

How?

2x
Additional female Post-Doc

+ 
Responsible of 1 PhD student to establish her research group
**TR32-Gender Equality Program**

**Budget:** 30 k€ gender equality fund  
30 k€ lump sum funds  
61.5 k€ core support of 4 TR32-Institutions

**More...**  
• Individual Career Coaching  
• Extended Stays at International Partner Institutions  
• ...
Example of good practice...

Marie Curie
(1867-1934)
Physic Nobel‘s Price (1903)
Chemistry Nobel‘s Price (1911)
Role of Women‘s Network

During an Interview with an American Journalist, Marie Meloney, what Marie Curie wanted most at this point in her life was some additional radium, so that she could continue her laboratory research.

On 20th May 1921 she can buy 1g radium, following a collection of 100,000 U.S. dollars from the American women, organized by Marie Meloney.
...and Networking

Marie & Pierre Curie (3 Nobel’s Prices)

Irene Jolliot-Curie (2 Nobel’s Prices)

Pierre Jolliot-Curie (Researcher in Biologie)

Helene Langevin-Jolliot (Researcher in Physics)

Michel Langevin (Researcher)

Eve Curie & Henry Labouisse (Peace Nobel Price for UNICEF)

Pierre Langevin (famous Physicist)
Remaining Problems

Considering **scientific** academic study tracks

Source: University of Bonn- Dept 5.5
Source of inequality

• Social Standard
  – „mother image“: career or children
  – 20% fathers shoulder responsibilities involved in running a family

• Work-Life balance
  – Secure & early Job perspective
  – Availability of affordable high-quality child-care
  – Flexible work time

• **Gender mainstreaming** in 5 Institutions of CRC TR32
• „Dual Career“ Center
• **Own child-care:**
  – „child-care hostel“ in case of business trip
  – reserved places in Kindergarten
• „**head hunting**“ policy for female candidates
future developments

**EU Scale**

• **25% Women** at leading positions in public research in 2015.
• Working with Member States on affordable high-quality **child-care**

Source: EU Report Strategy for equality between women and men 2010-2015
64% of European believe there has been progress in the gender equality in the past decade.

Source: EU Report Strategy for equality between women and men 2010-2015

But still a lot of work...