

## DFG “Research-Oriented Standards on Gender Equality”

To effectively and sustainably promote the goal of gender equality in research, optimally leverage the full potential of female researchers in the research system and achieve universal gender equality within this system, the member organisations of the DFG continue to uphold the “Research-Oriented Standards on Gender Equality” and take suitable measures to implement these standards and make them viable for the long term. Each institution voluntarily commits itself to this objective and to ensuring an appropriate ratio of women and men at all academic career levels. Compliance with the “Research-Oriented Standards on Gender Equality” remains a decision-making criterion in the approval of DFG-funded coordinated programmes, in which universities and equivalent institutions with the right to confer doctorates are applicants.

The structural and personnel-related gender equality standards correspond to the following criteria: **consistency, transparency, competitiveness and forward-looking orientation, and competence.**

### **A. Structural equality standards**

1. Gender equality is pursued **consistently** and visibly at all levels of the organisation and is embedded as a strategic management task. All structural and management measures within the institution are systematically geared towards gender equality. The aim is to explicitly take gender equality into consideration in all staff- and resource-related decisions within the institution and integrate it in the quality assurance process.
2. **Transparency** of gender equality requires the collection and publication of continuous, differentiated data on gender equality at all academic career levels.
3. The institutions adopt a **competitive and forward-looking** approach to gender equality by empowering individuals to combine family and career, countering gender stereotypes and accommodating individual life plans.
4. Procedures in the member organisations must be transparent, structured and formalised with respect to gender equality. This includes consistently countering personal dependencies and verifiably ensuring the **competence** to review and assess individuals, (academic) achievements and research projects in an unprejudiced way both in terms of the people involved and of any gender or diversity aspects in research.

### **B. Personnel-related equality standards**

1. Gender equality should be ensured **consistently** in all phases of staff recruitment and hiring and in resource-related decisions.
2. Setting and publishing targets for the participation of women at all academic career levels (including employment terms and conditions) creates **transparency** for the attainment of equality. This is accomplished on the basis of gender-differentiated data on the number of people who obtain degrees and doctorates, become junior professors, lead independent junior research groups, and attain professorships and management positions in the institution’s own administration. For the purposes of data collection and reporting, institutions are referred to the

recommendations set out in the Research Core Data Set (KDSF) and the definitions in the Higher Education Statistics Act.

3. To ensure gender equality in a way that is **competitive and forward-looking**, staffing decisions must be based strictly on track record and performance and not on gender or other factors such as age, disability or illness, origin, sexual identity or orientation, religion or ideology. This includes visibly increasing the participation of structurally underrepresented individuals in funding programmes, especially those offered by the DFG.
4. To ensure a **competent** assessment of individuals, procedures should be designed to raise awareness of, identify and counter biases.

The member organisations of the DFG adopted the “Research-Oriented Standards on Gender Equality” on 2 July 2008. This voluntary commitment was confirmed by the member organisations on 5 July 2017.