

Gender Equality Program in CRC TR32:

Support for
postdoc leading to principal investigator positions

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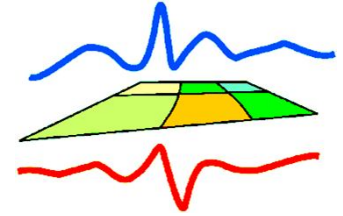
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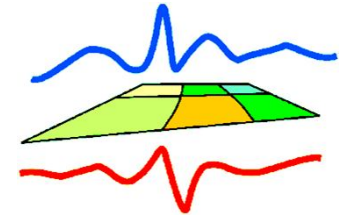
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Gender equality

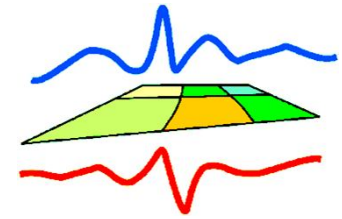


is the **absence of discrimination** on the **basis of person's sex** in opportunities and the **allocation of resources** or benefits or in access to services.

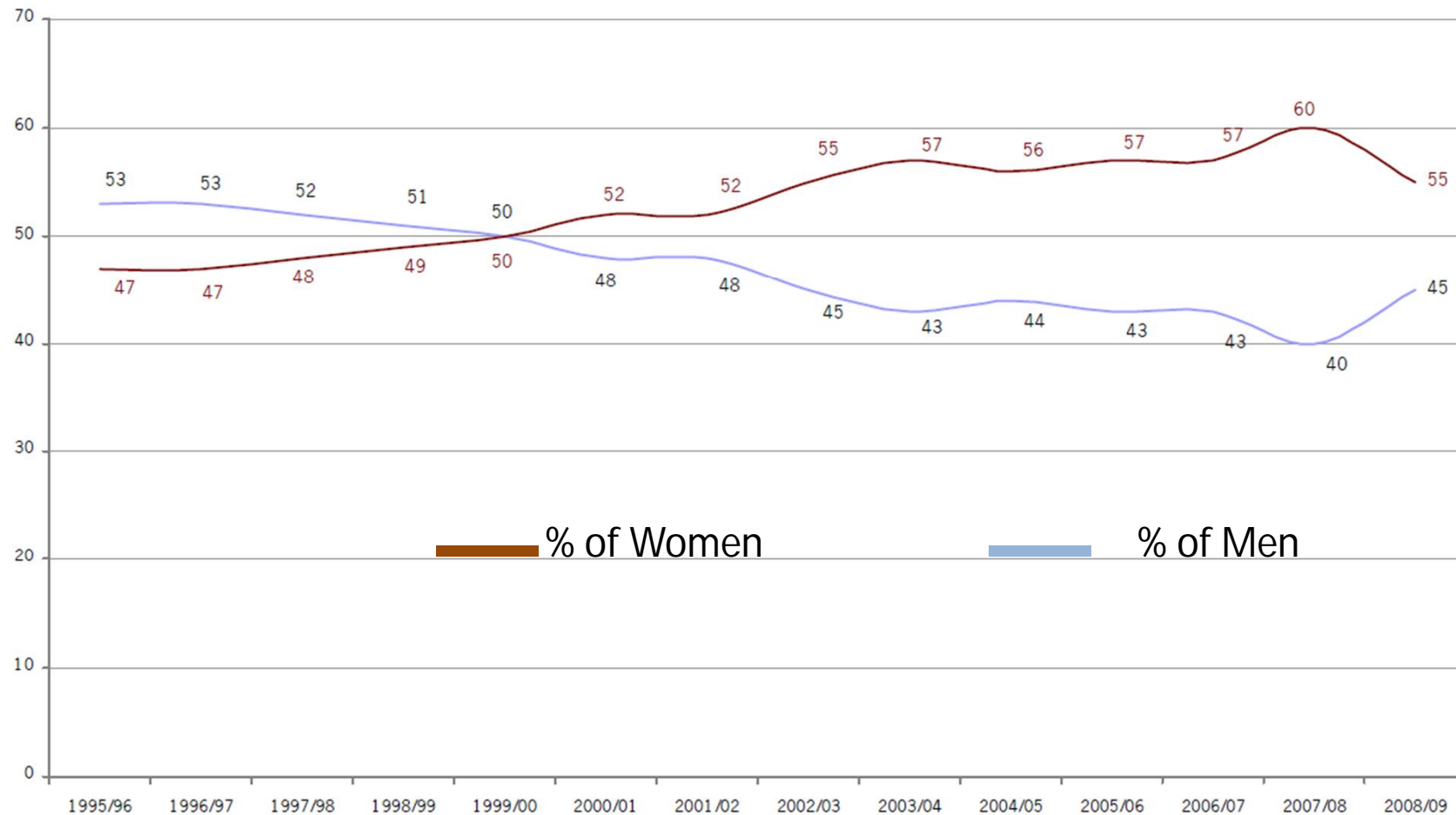
German Universities



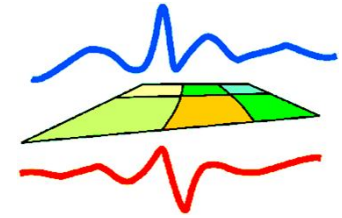
Good news !



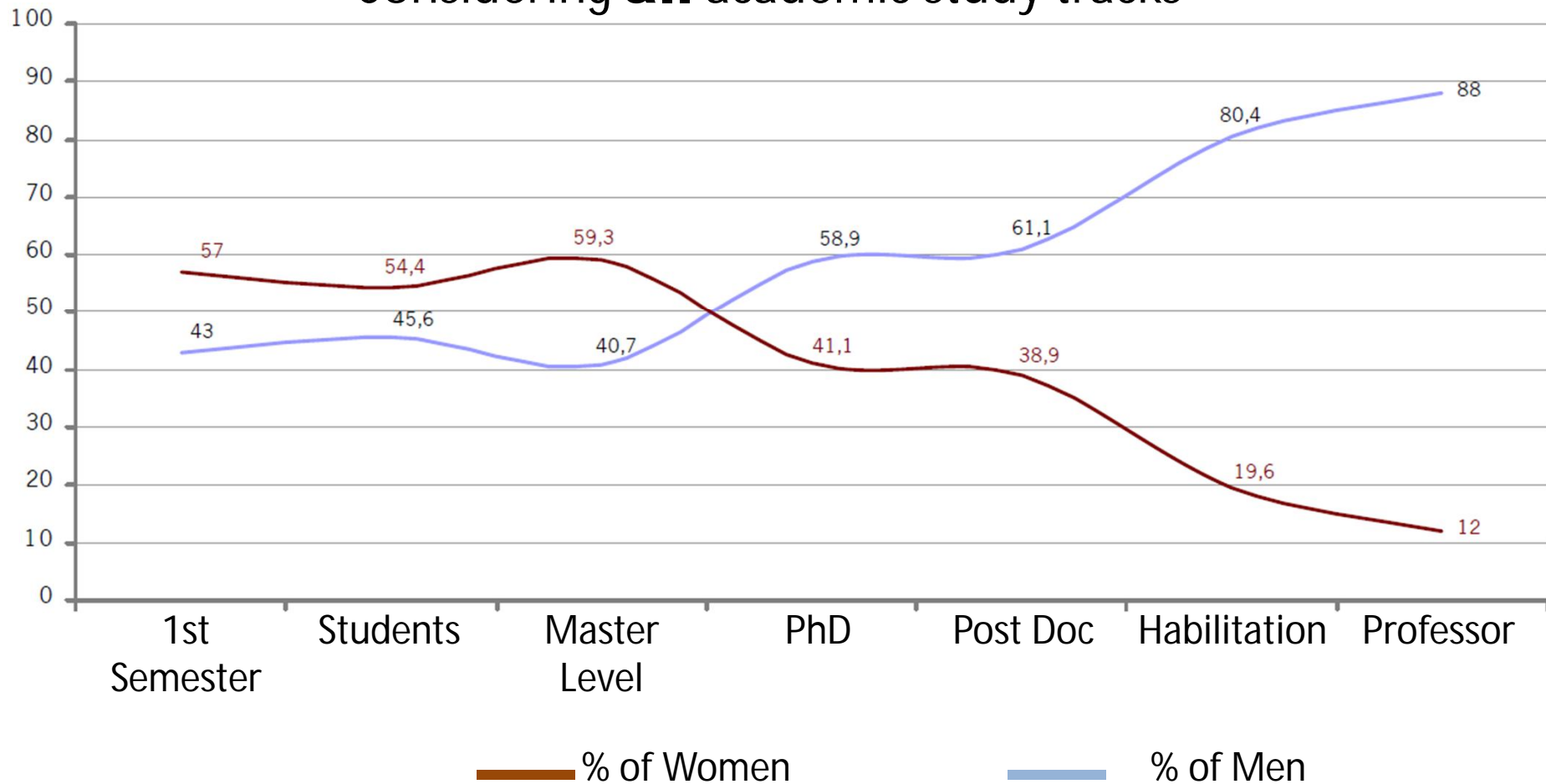
Woman and Man proportion- Master Level – 1995/2009



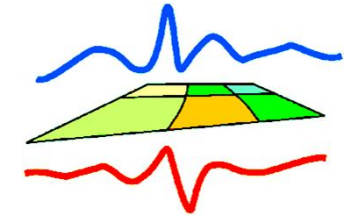
Qualification track 2009



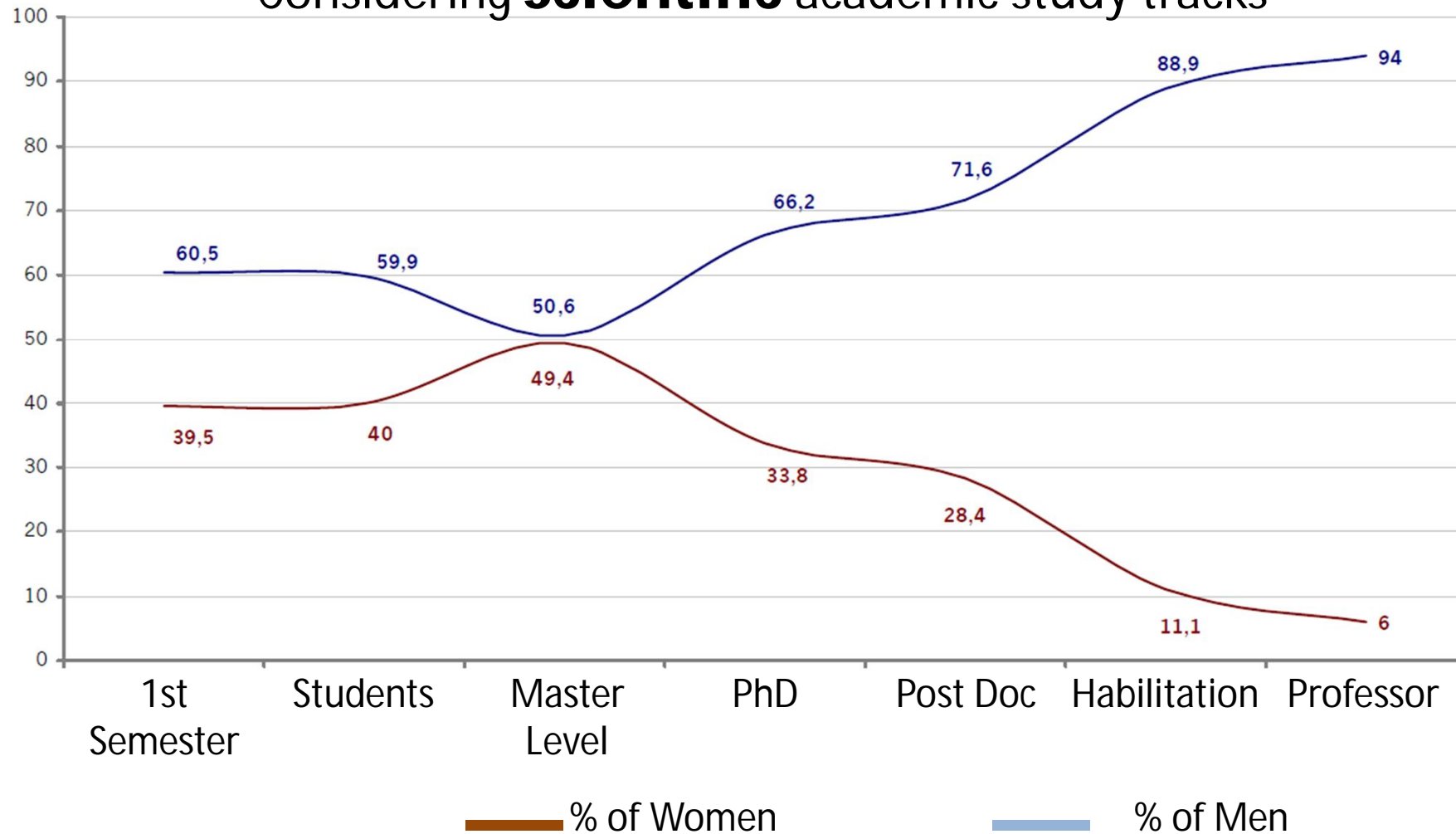
Considering **all** academic study tracks



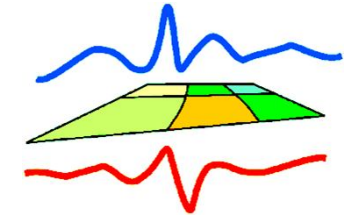
Qualification track 2009



Considering **scientific** academic study tracks



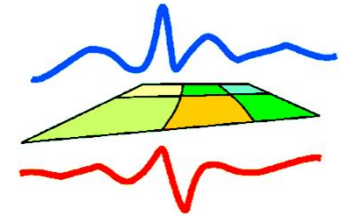
In CRC TR32 ?



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

Position	% CRC TR32	% Germany (2009)
27 PhD students	30% Women	39.8% Women
15 Post Docs	26% Women	-
38 PIs	5% Women	4% Women (new Habilitation) 1 female professor

TR32-Gender Equality Program



Goal:



Promote female post-doc to PI's level

How ?

2x

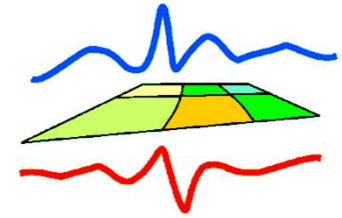


Additional female Post-Doc

+

Responsible of 1 PhD student
to establish her research group

TR32-Gender Equality Program

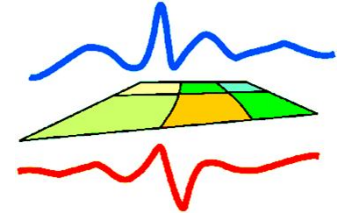


Budget: 30 k€ gender equality fund
30 k€ lump sum funds
61.5 k€ core support of 4 TR32-Institutions

More...

- Individual Career Coaching
 - Extended Stays at International Partner Institutions
 - ...
-

Example of good practice...



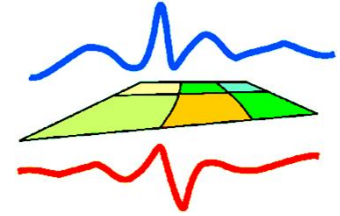
Marie Curie

(1867-1934)

Physic Nobel's Price (1903)

Chemistry Nobel's Price (1911)

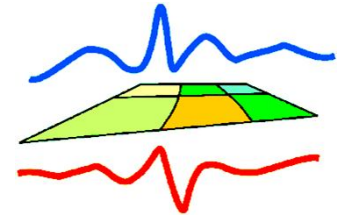
Role of Women's Network



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*)

Pierre Langevin
(*famous Physicist*)

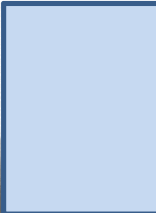
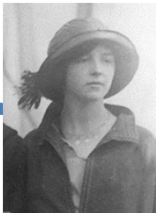


Irene Joliot-Curie (*2 Nobel's Prices*)

Pierre Joliot-Curie (*Researcher in Biologie*)

Helene Langevin-Joliot
(*Researcher in Physics*)

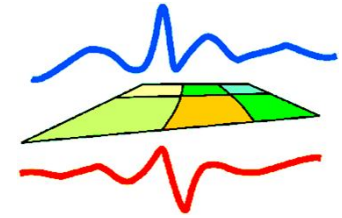
Michel Langevin
(*Researcher*)



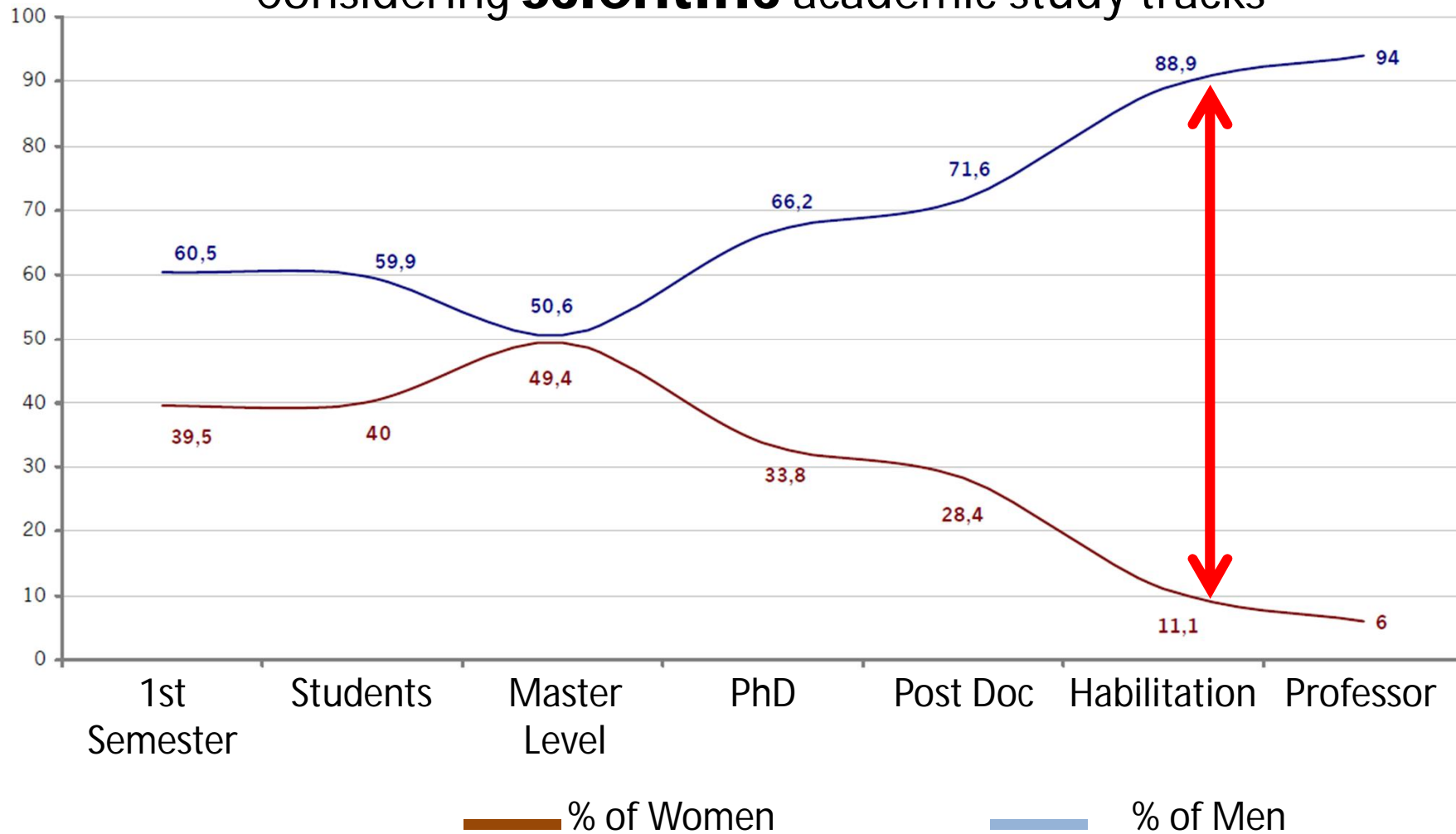
Eve Curie & Henry Labouisse (*Peace Nobel Price for UNICEF*)



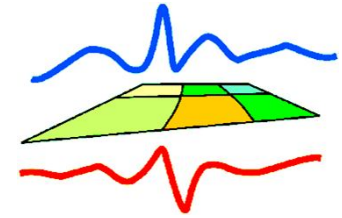
Remaining Problems



Considering **scientific** academic study tracks

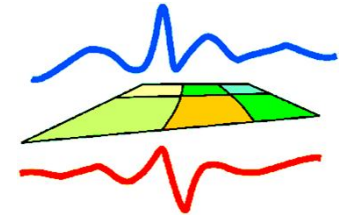


Source of inequality



- 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

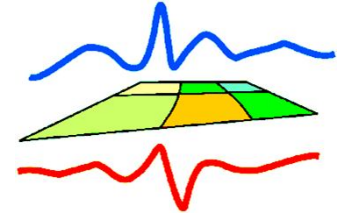
Under development...



Universities' Scale

- **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
-

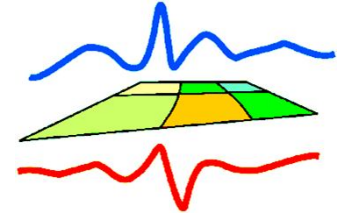
future developments



EU Scale

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

In progress...



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...



