

- Female students: 52% of 20.957 persons in total (incl. PhD students)
- Female professors: 24,60% of 252 persons in total
- Female academic staff: 35,4% of 740 persons in total

The position of a gender equality officer exists already since ?. A staff unit for gender and diversity of the rectorate was established in ?.

Initial Action Plan

The initial Gender Equality Action Plan (GEAP) for BUW included besides the implementation and organisation of new measures also the evaluation of existing ones with focus on a target group analysis. Therefore interviews and focus groups as well as quantitative surveys were realized to gain a better understanding about the work situation of female and partly also male staff members.

The **areas of action** included: Review and monitor of employment situation, review and monitor of career possibilities, specific career support for female research staff, improvement and assessment of work-life-balance issues, and dissemination of gender knowledge inside and outside the organisation.



Left: GenderTime meeting at the University of Wuppertal

Right: GenderTime members together with organizers of Ochanomizu Summer University in Tokyo (Japan)



Networking meeting with Victoria Budson at WAPP Harvard University (USA)



On-site visit of BUW GenderTime members at IFZ in Austria

Challenges

- Overcoming lacks in the availability of gender-segregated data that still exist → own calculations necessary
- Gender equality perceived as omnipresent topic
- Re-definition of planned measures
- Creation of new actions, after first assessment of needs → initial planning only as starting point

- Third party funding increases the visibility and recognition of gender equality as issue
- Inclusion of people who are committed and know the organisation
- Nearly one quarter response rate of staff members for a quantitative survey on gender equality in the organisation

Success Factors

Below: Book on 'Social Gender Equality in Science and Research' edited by Jennifer Dahmen (BUW) and Anita Thaler (IFZ). Release 2017.



Achievements and Reflection

- Analysis of salary and employment duration of scientific staff members led to a discussion about gender and precarity, since women are over-represented in non-permanent contracts with lower number hours and shorter overall duration
- Staff survey results offered insight into perception and acceptance of gender equality at BUW
- BUW's attainment of the next and final level of the Research-Oriented Standards on Gender Equality set up by DFG (German Research Association)
- A project like GenderTime can be an impetus for change but the real process is much more long-winded and complicated for being tackled



Left: Poster advertising the lunch meeting seminar series



Right: Poster advertising the GenderTime talk at Ochanomizu University in Tokyo (Japan)

Lessons Learned

- Communication and exchange is key for bringing the topic forward and also for reaching the people!
- Being persistent is necessary!
- Do not underestimate the time needed for organizing and implementing!
- Do not put your expectations too high otherwise the frustration will be too big!

Right: Meeting of GT members Jennifer Dahmen and Dr. Susanne Achterberg with EGERA member Dr. Sabine Bohne and BUW transfer agent Dr. Christel Hornstein



Organisation of a lunch meeting

During the summer semester 2016 a so-called brown bag meeting or lunch seminar was organized. The event brought together gender researchers from different disciplines and other interested researchers, academics and students. Every two weeks the participants could hear about the latest research findings from a colleague while enjoying a simple lunch, which was sponsored by the GenderTime project.

Besides the exchange on a content level, the opportunity for networking with other researchers was appreciated by the participants. Further it helped to enhance the visibility of gender research at the institution.



Left: Steffi Grundmann presenting her PhD research on „Women with beards“ during the lunch meeting

Good Practice Example