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Equality Plan Doctoral School NRW (2025–2030)

Informational Version



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Preamble, Mission, Term of Validity

Gender equality is a goal for the Doctoral School NRW that is enshrined in the Administrative Agreement. The current distribution of women and men roughly follows the pattern typical for the disciplines: there are significantly more men in the technical and natural sciences, the ratio is roughly balanced in the social sciences, and women predominate in the social and health sciences. Women also predominate in administration and science management at the PK NRW. Section 1 (1) of the State Equality Act (LGG) states:

"This Act serves to realize the fundamental right of equality between women and men. In accordance with this Act and other provisions on gender equality, women are promoted in order to reduce existing disadvantages. The aim of the Act is also to improve the compatibility of work and family life for women and men." (LGG, 1999)

The PK NRW's equality plan accordingly aims to reduce existing disadvantages for women and improve the compatibility of doctorate and family life for all. The PK NRW involves all members and Affiliated Members in this process. By reducing disadvantages, we also mean providing more and specific information, seminars, and counseling for women and people with care responsibilities.

The equality plan covers a period of five years and will come into effect on June 27, 2025, at the same time as the college development plan. It should be noted that the Doctoral School NRW will continue to be an organization in development in the coming years. As a learning organization, the Doctoral School NRW will respond dynamically to challenges in the area of equality. Together with the equality concept and the mission statement, this plan initially sets the direction.

1 Relationship to the Equality Concept, Mission Statement on Gender Equality and Family-Friendliness, and Doctoral School NRW Development Plan

The equality plan specifies some of the conceptual ideas of the Equality Concept adopted by the Doctoral School Senate on July 23, 2023. Both figures and measures are considered in light of the situation in autumn 2024 with a five-year perspective. It may well make sense to consider a partial or complete revision of the equality plan before then. The contributions of the departments in this document are to be understood as departmental equality plans within the meaning of the equality concept.

At the same time, the equality plan forms the equality-related parts of the Doctoral School NRW Development plan, which means that it is also subject to the same decision-making mechanisms as the Development Plan (statement by the Doctoral School Senate and approval by the Board of Supporters). Just like the other aspects of the Development Plan, the PK NRW's Equality Plan contains generally applicable and department-specific parts. These are developed by the departments with the support of the decentralized person in charge of Equal Opportunities Affairs.

The Mission Statement on Gender and Family-Friendliness is intended to serve as a guide for action at all levels of the PK NRW. In doing so, the mission statement may also go beyond the limits of the State Equality Act.

2 Central and Decentralized Person in Charge of Equal Opportunities Affairs

The central person in charge of Equal Opportunities Affairs advocates for the interests of women at the PK NRW, including the interests of female employees at the administrative office. She keeps an eye on the equality goals of the entire PK NRW and is in contact with the decentralized equal opportunities officers. She is elected from among the female members of the PK NRW. In December 2024, she was a Staff member. The central person in charge of Equal Opportunities Affairs has access to the PK NRW funds to an appropriate extent in order to achieve the goals of this plan. The Executive Board must decide on the appropriateness of this, if necessary. If she is a member of the staff, she is exempt from other tasks to the extent necessary to perform her equal opportunities duties. The options for relief are being examined in the event that the person in charge of Equal Opportunities Affairs is not a member of the staff.

Since the majority of research is carried out at the supporting universities, all doctoral candidates are enrolled at one of the universities, and the majority of professors belong to one of the supporting universities, the primary contact persons for gender equality issues arising at the universities are the gender equality officers of the universities. The person in charge of Equal Opportunities Affairs of the PK NRW is only responsible for the specific concerns of the doctorate and the bodies or committees or processes within the PK NRW.

The decentralized person in charge of Equal Opportunities Affairs of a department is elected by the Department board from among all female members. Her term of office is three years.

The (decentralized) equal opportunities officers of the departments perform the tasks specified in § 24 of the Higher Education Act with regard to the specific tasks of the PK NRW. They have access to the PK NRW funds to an appropriate extent in order to achieve the department's equal opportunities

goals. They participate in the meetings of the department board and the Recommendations Committee in an advisory capacity.

The person in charge of Equal Opportunities Affairs of the departments must be invited to all departmental events, in particular departmental committee meetings, or informed about them. In addition to departmental council and executive board meetings, this also includes meetings of the doctoral examining committee and the recommendations committee. They may choose to attend these meetings. In this context, they advise and support the department on issues of equality. In addition, they are in constant communication with each other and with the central person in charge of Equal Opportunities Affairs.

3 Monitoring

Equality-related monitoring takes place at various levels:

- In the Doctoral School information and control system (KISS), all information on membership, association, enrollment, admission, and doctorate (restricted) is recorded in a gender-differentiated manner and prepared in report form. In the interest of meaningful gender monitoring, the gender assignment of professors is now also explicitly recorded.
- Participation in qualification events and evaluation results are also recorded in a gender-differentiated manner, provided this is compatible with anonymity.
- Further gender equality-related data may be collected by the departments.
- The composition of the bodies or boards or committees is recorded centrally by the PK NRW.

4 Inventory and Goals

All figures refer to the reporting date of October 16, 2024.

Professorial Members

The PK NRW has 302 professorial members, 76 of whom are women (25%) and 37 of whom have not specified their gender. The Doctoral School information and control system now also asks professors to specify their gender, but this was not systematically recorded from the outset. Therefore, the desired form of address is currently used as an indicator of gender. The options are "Ms.," "Mr.," "no title," or the field can be left blank. In this evaluation, persons without gender information were selected as those who either chose "no title" or left the field blank. This restriction also applies to the figures for the departments.

By the end of 2029, the number of professors, including associate professors, is expected to increase to between 600 and 800. The proportion of women should be increased to 40 percent.

Associate Professors

The PK NRW has 159 associate professors, 44 of whom are women (28%) and 30 of whom have not specified their gender. The same restrictions apply as those described for professorial members.

By the end of 2029, this number is expected to decline to around 80, half of whom will be women.

Doctoral Candidates

It should be noted that doctoral candidates have only been able to enroll since September 2023. The PK NRW has 248 enrolled doctoral candidates, 79 of whom are female (32%) according to their birth certificates.

By the end of 2029, this number is expected to rise to 1,000 doctoral candidates, 45 percent of whom will be women.

Unfortunately, due to the ongoing adjustment of figures during the transition to the new IT system, it is not possible to provide exact information on cooperative doctoral candidates.

Boards and Bodies

The Doctoral School Senate consists of 17 people, 6 of whom are women (35%). Women make up 10% of the professors (1 out of 10), 100% of the doctoral candidates (3 out of 3), and 67% of the staff members (2 out of 3).

The Department Boards consist of a total of 78 people, 34 of whom are women (44%).

The Academic Advisory Board consists of six people, four of whom are women (67%).

Staff Members and the Executive Board

There are 19 staff members, 13 of whom are women (68%). The Executive Board consists of five people, two of whom are women (40%). Further breakdowns can be found in the article below from the administrative office.

5 General Measures

All of the measures listed below require an awareness of gender equality issues and the ability to implement measures in a sensitive and appropriate manner. The PK NRW therefore offers training courses on gender sensitivity and competence in cooperation with universities and other providers.

Information and Advice on Professorial Membership

Counseling services (mostly virtual) are also offered specifically for women to provide information and advice on professorial membership, the criteria, and the process. In principle, these events do not differ from those for all interested parties, but they do offer a protected space for discussion and the opportunity to address specific issues in greater depth, such as the role of protection periods or questions of work-life balance and care. Together with the departments, the needs for specific (counseling) services for women are also assessed and adapted accordingly.

Information and Advice on Doctorate

All advisory services for prospective doctoral candidates, as well as the information on the website, are regularly reviewed to ensure that they take sufficient account of gender aspects. The need for specific advisory services for women prospective doctoral candidates is assessed and, if necessary, implemented. A mentoring program for female doctoral candidates is being set up. A low-threshold contact point is being created for cases of (sexualized) violence or discrimination against female doctoral candidates.

Bodies or Boards and Management Functions

One problem that arises in departments with few women is the heavy burden placed on women by committee work, usually already at the university level. This creates a dilemma for those affected, but also for the departments: either to do without women on bodies or to reduce the time resources available to women through additional bodies or committees to such an extent that they suffer losses in the area of Research. In this case, a reduction in teaching load, which the PK NRW cannot decide on but which must be clarified with the universities, could have a positive effect on Research performance and bodies or committees. In addition, strengthening women in this sense would be welcome, as it would also strengthen them in their role as role models. At the same time, women are already being increasingly approached and motivated to take on body or board or committee work and leadership roles. Women should be represented in bodies or boards or committees and leadership roles at least in proportion to their share of the respective group.

Equality in the Interdisciplinary Qualification Program of the PK NRW

Equality is taken into account as a cross-cutting issue in the interdisciplinary qualification program of the PK NRW with its continuing education offerings for doctoral candidates. The participation of all genders in the qualification measures is ensured, and a structural positioning of the topics of equal opportunity and equality in the event content is pursued wherever possible.

Specifically, this is achieved by paying attention to the possible integration of these topics in the design of the event program and in the agreements with and commissioning of speakers for individual events. For example, in the thematic focus "Career Entry and Career Planning," the events "Career Step: Professorship at the UAS" and "Perspective: Management Position" pay particular attention to promoting and addressing women as the previously underrepresented gender, and topics related to work-life balance are specifically addressed, as well as gender and diversity content in the teaching of leadership skills (e.g., soft skills, gender bias training, gender aspects in Research). In addition, there will be programs exclusively for female doctoral candidates that take into account, for example, the structural disadvantages of women in academic careers or specifically prepare women for leadership roles. Together with the departments, the needs of female doctoral candidates will be assessed and programs adapted accordingly.

In addition, attention will be paid to achieving a balanced gender ratio when commissioning external speakers for events (both for the interdisciplinary qualification program and for large-scale events at the PK NRW level and in cooperation with the supporting universities).

6 Administrative Office

Inventory

The office employs 19 people, including coordinators, the managing director, and a temporary employee, 13 of whom are women (68%). The 19 employees account for 17.5 of full-time equivalents (FTEs), 11 of which are women (65%). Due to reductions in working hours in December 2024, only 14.4 FTEs are actually filled, 8.4 of which are held by women (58%).

While women make up 68% of the employees in the office with a planned share of 65% of full-time equivalents, they have reduced their working hours more often than men and account for only 58% of

full-time equivalents in December 2024. Both the position with the highest salary grade E 15 and the temporary position are held by women. There are no gender-specific differences in salary grades.

Goals and Supplementary Measures

The goal is therefore to enable women to work full-time at the PK NRW or to offer them part-time work that takes their life plans into account. Specific measures in this regard include:

- Health-promoting workplace design
- Family- and care-friendly working time arrangements
- Enabling mobile working
- Checking whether childcare is available in Bochum and, if necessary, taking appropriate measures via Akafö.

7 Contributions from the Departments

The following figures refer to the reporting date of October 16, 2024.

Department of Construction and Culture

BuK Inventory

Total number of professors

The Department of Construction and Culture has 31 professors (professorial members and associates), of whom 10 are women (32%) and 3 have not specified their gender.

Professorial members

, the Department of Construction and Culture has 19 professorial members, including 4 women (21%) and 1 person without specified gender.

Associates

The Department of Construction and Culture has 12 associate professors, including 6 women (50%) and 2 persons without gender information.

Doctoral candidates

The Department of Construction and Culture has 13 enrolled doctoral candidates, 4 of whom are female (31%) according to their birth certificates.

In addition, 7 people are currently pursuing doctoral degrees cooperatively in the Department of Construction and Culture (note: own figures).

Bodies or Boards or Committees

The Department board consists of 10 people, 4 of whom are women (40%).

With the number of female students in STEM courses increasing nationwide (in the 2023/24 academic year, 35.4 percent of first-year students in STEM subjects were female, Federal Statistical Office 2024), the number of female doctoral candidates in the department with their own Right to confer a doctorate according to the cascade model initially corresponds approximately to the expected percentage.

At the professor level, the situation is more complex: on average, women make up 30 percent of the department's professors. While 50 percent of associate professors are currently female, this proportion drops to less than 20 percent among professorial members, which is below the national average for female professors at universities (28.8 percent, Federal Statistical Office 2024). This means that the percentage difference between women and men is particularly striking among professorial members.

Among other things, this has an impact on the goal of gender equality in the composition of bodies or boards or committees, in accordance with the Higher Education Act, to which only professorial members, but not associate professors, are eligible for election: The current Department board has an almost equal gender balance, with only one female professorial member among the six professorial positions to be filled. Similarly, only two female professorial members are represented on the doctoral examining committee of the Department of Construction and Culture (compared to three male professors and two male deputies). The recommendations committee currently consists of four professorial members, one of whom is a woman. At the same time, it should be noted that the department's executive board currently consists of three female professorial members.

Challenges

Structural aspects that lead to the slow increase in the overall proportion of female professors are well known and have already been examined in detail elsewhere. One consequence of the challenge of attracting female professors, especially in the STEM disciplines, is that the proportion of women in the professorial staff in these disciplines is also only gradually increasing, which is also reflected in the department.

However, the gender ratio of men and women within the Department of Construction and Culture also proves to be complex and requires further differentiation according to the disciplines represented in the department in its two Key Research Areas. The disciplines that are primarily located in the "Construction and Infrastructure" Key Research Area (including structural engineering, hydraulic engineering and water management, mobility and transport, and construction economics) account for one-third of female students and two-thirds of male students, with the number of female students increasing. However, this ratio no longer applies in subsequent career stages; later on, male professors dominate, and similarly in the Department of Construction and Culture, male professorial members dominate.

In disciplines that fall under the Key Research Area "Culture and Space" (including architecture, urban planning, art history, and historic preservation), however, female and male students are represented in roughly equal numbers. This gender distribution does not continue in subsequent career stages up to professorship, and here too the phenomenon of *the leaky pipeline* is evident. In the Department of Construction and Culture, female professors assigned to this research focus are more frequently represented as associate professors than is the case for female professors from the research focus "Construction and Infrastructure."

Goals and Supplementary Measures

Goals

The overarching goal of the Department of Construction and Culture's equality plan is to promote gender equality and diversity in the department.

In view of the complex initial situation in the department and the fact that the cascade model has already been achieved (when considering the entire professorial staff), the specific goals are, on the

one hand, to significantly increase the proportion of women among the professorial members and, on the other hand, to achieve gender parity in the bodies or boards or committees.

At the same time, particularly in the context of the Key Research Area "Construction and Infrastructure," the initial goal is to increase the proportion of women among professors overall in accordance with the cascade model. In the context of the Key Research Area "Culture and Space," there is also an explicit goal of increasing the number of female professorial members.

Measures

The timeframe for the measures outlined below is based on the duration of the equality plan (2025-2030).

The most important and efficient measure is the targeted and proactive approach to female professors by department members of all genders, combined with encouragement and invitation to apply for participation in the Doctoral School NRW if they meet the membership criteria.

At the departmental level, an information event is being planned specifically for female professors who are interested in participating in the Doctoral School NRW.

As part of the doctoral programs, especially the regular lecture series, female professors and female lecturers in particular will be asked to participate in order to achieve a long-term role model effect.

When appointing the doctoral supervision teams, the department's doctoral examining committee will pay particular attention to ensuring that female affiliated members of the department are taken into account so that they can acquire the supervisory experience necessary for professorial membership, if they do not already have it.

The fact that the goal of gender equality is achieved in particular through the establishment of family-friendly structures is due to the still prevailing gender-specific imbalance in the distribution of family care and nursing responsibilities. For this reason, too, the department strives to ensure family-friendly committee meeting times whenever possible, in line with its mission statement of being a gender- and family-friendly institution. If, in exceptional cases, committee meetings are scheduled outside family-friendly times, this is done with sufficient advance notice to allow for long-term planning and to create opportunities for participation.

The department's decentralized person in charge of Equal Opportunities Affairs is also available at any time for individual consultation.

Department of Computer and Data Science

luDS Inventory

The Department of Computer and Data Science has a total of 109 affiliated members, who are divided into the categories of professorial members, associate professors, and doctoral candidates in accordance with the Right to confer a doctorate of the PK NRW. This includes a total of 12 women (11%) and 14 people who did not specify their gender.

Professors

The Department of Computer and Data Science has a total of 66 professors (professorial members and associate professors), including 8 women (12%) and 14 individuals without specified gender.

The group of professorial members includes 43 individuals, of whom 4 are women (9%) and 8 have not specified their gender. The department has 23 associate professors, of whom 4 are women (17%) and 6 have not specified their gender.

Doctoral candidates

The Department of Computer and Data Science has 43 enrolled doctoral candidates, including 4 women (9%) according to their birth registration.

Bodies and bodies or Boards or Committees

The proportion of women in most of the department's bodies or boards or committees is particularly noteworthy. Women hold 7 of 9 seats on the department board (including the female coordination of the department), 2 of 7 seats on the doctoral examining committee, and 2 of the current 2 seats on the doctoral student council. Only the Recommendations Committee has no female representatives. Despite the low proportion of women within the department as a whole, women are disproportionately represented on the department board and in the doctoral student council.

Challenges

The data show a low representation of women in all three status groups. Although STEM degree programs in Germany are seeing an overall positive increase in female students and graduates, women are still underrepresented in this academic culture.¹ These results are also reflected in the gender distribution in the department and thus represent a fundamental problem.

Based on the figures explained above, the following section presents goals and measures to promote equality and diversity in the department in the long term.

Goals and Supplementary Measures

The overarching goals of the equality plan of the Department of Computer and Data Science include the following points to improve overall equal opportunities:

- a) Monitoring and regular discussion of initiatives and measures in Bodies or Boards or Committees and at departmental meetings to create transparency and awareness
- b) Election of a decentralized person in charge of Equal Opportunities Affairs for the department
- c) Special training opportunities for doctoral candidates, e.g., women in leadership positions, mentoring program, compatibility of family and doctorate
- d) Targeted outreach to female prospective doctoral candidates in order to increase the proportion of female doctoral candidates while they are still studying
- e) Targeted outreach and advertising to female professors at member universities
- f) Increased involvement of associate professors in supervisory teams
- g) Targeted approach to female department members to encourage participation in bodies or boards or committees.

¹ See: < <https://de.statista.com/statistik/daten/studie/732331/umfrage/studierende-im-fach-informatik-in-deutschland-nach-geschlecht/> > and < <https://de.statista.com/infografik/27761/anzahl-eingeschriebener-mint-studentinnen-an-deutschen-universitaeten-nach-jahr/>>;

Department of Life Sciences and Health Technologies

LuG Inventory

A total of 42 professors and doctoral candidates are active in the Department of Life Sciences and Health Technologies, 13 of whom are women and 3 of whom have not specified their gender (proportion of women: 30%).

Professors

The Department of Life Sciences and Health Technologies has a total of 30 professors, including 7 women and 3 persons who did not specify their gender (proportion of women: 23%). The group of professorial members consists of 21 persons, 6 of whom are women and 1 person did not specify their gender (proportion of women: 29%). The group of associate professors consists of 9 professors, including 2 women (proportion of women: 22%).

Doctoral candidates

The Department of Life Sciences and Health Technologies has 12 enrolled doctoral candidates, 6 of whom are female according to their birth registration (proportion of women: 50%).

Goals and Supplementary Measures

The overarching goals of the Department of Life Sciences and Health Technologies' equality plan comprise three key points:

1. Promoting gender equality and diversity in the department.
2. Increasing the visibility and participation of groups that are underrepresented in science (Research/teaching/transfer).
3. Raising awareness of issues of social inequality based on gender and other diversity characteristics.

Due to traditional gender-related access opportunities and barriers, special measures are being taken to promote equal opportunities in the department:

- a) Statistical recording of the proportion of women in the status groups of professors and doctoral candidates, as well as analysis of the current status (professorial members/associate professors) within the department. On this basis, further support measures are being developed, such as targeted support for associate professors in obtaining professorial membership and presentation of the department-related gender distribution to create transparency and awareness within the department.
- b) We expressly support applications from women, both professors and doctoral candidates. We make use of the instrument of direct contact.
- c) The equal representation of women and men on departmental committees has been and will continue to be pursued in every new election by directly approaching female departmental members.

Department of Media and Interactions

Mul Inventory

A total of 67 professors and doctoral candidates are active in the Department of Media and Interactions, 26 of whom are women and three of whom have not specified their gender (proportion of women: 39%).

Professors

The Department of Media and Interactions has a total of 47 professors, 15 of whom are women and three of whom have not specified their gender (proportion of women: 32%). The group of professorial members consists of 27 people, six of whom are women and one of whom has not specified their gender (proportion of women: 22%). The group of associate professors consists of 20 professors, nine of whom are women and two of whom have not specified their gender (proportion of women: 45%).

Doctoral candidates

The Department of Media and Interactions has 20 enrolled doctoral candidates, eleven of whom are female according to their birth registration (proportion of women: 55%).

Bodies and bodies or Boards or Committees

The executive board of the Department of Media and Interactions consists of three professorial members, one of whom is a woman (proportion of women: 33%). The department board has nine voting members, three of whom are women (proportion of women: 33%). The department's doctoral examining committee has six voting members, one of whom is a woman (proportion of women: 17%). Five professorial members are active in the Recommendations Committee, one of whom is a woman (proportion of women: 20%).

Challenges

Three main challenges can be identified with regard to gender equality in the department:

1. While the proportion of women in the group of doctoral candidates is still relatively balanced, it drops significantly in the group of professors. The target quota according to the cascade model has not been achieved.
2. The proportion of women in the group of professorial members is very low at 22%, but significantly higher in the group of associate professors at 45%. This means that significantly more men than women meet the criteria for membership. Women are underrepresented in bodies or boards or committees; it should be noted, however, that they often already do a disproportionate amount of committee work at their home universities, which already places an additional burden on them.

Goals and Supplementary Measures

The department has set itself the following equality goals:

1. Increasing the proportion of women among professors in accordance with the cascade model
2. Increasing the proportion of women among professorial members in accordance with the cascade model.
3. Increasing the proportion of women on Bodies or Boards or Committees with the aim of achieving equal representation.

To achieve the gender equality goals, the following measures are to be taken during the term of this gender equality plan (2025-2030):

- a) Consulting services for female professors submitting applications.
- b) Consulting services for associate female professors to help them meet the membership criteria.
- c) Annual (tabular) overview of the Recommendations Committee, in which the fulfillment or non-fulfillment of the criteria for membership and the final decision are recorded for each applicant.
- d) Annual analysis and interpretation of this overview. On this basis, identification of obstacles and adjustment of measures to support female professors in the application process.

- e) Presentation of the decentralized persons in charge of Equal Opportunities Affairs at internal departmental events to increase their visibility.
- f) Identification of support needs at internal departmental meetings (e.g., childcare).
- g) Sufficient provision of virtual meetings at internal departmental events to allow for greater flexibility in terms of time and location.
- h) Annual evaluation and, if necessary, adjustment of the planned measures.

Department of Resources and Sustainability

RuN Inventory

A total of 168 professors and doctoral candidates are active in the Department of Resources and Sustainability, 34 of whom are women and 15 of whom have not specified their gender (proportion of women: 20%).

Professors

The Department of Resources and Sustainability has a total of 100 professors, 19 of whom are women and 15 of whom have not specified their gender (proportion of women: 19%). The group of professorial members consists of 75 people, 12 of whom are women and 8 of whom have not specified their gender (proportion of women: 16%). The group of associate professors consists of 25 professors, 7 of whom are women and 7 of whom have not specified their gender (proportion of women: 28%).

Doctoral candidates

The Department of Resources and Sustainability has 68 enrolled doctoral candidates, 15 of whom are female according to their birth registration (proportion of women: 22%).

Bodies and bodies or Boards or Committees

The executive board of the Department of Resources and Sustainability consists of three professorial members, none of whom are women (proportion of women: 0%). The Department board has 10 voting members, 4 of whom are women (proportion of women: 40%). The department's doctoral examining committee has 8 voting members, 3 of whom are women (proportion of women: 38%). The recommendations committee has five professorial members, none of whom are women (proportion of women: 0%).

Challenges

There are two main challenges to gender equality in the department:

1. The proportion of women in the department is too low, both among doctoral candidates and among professors. However, there is no significant difference between the groups.
2. Women are only represented on the department board; there are no women on the Recommendations Committee or the executive board.

Goals and Supplementary Measures

The department has set itself the following equality goals:

1. Increasing the proportion of women among the professorial members.
2. Increase the proportion of female doctoral candidates.
3. Increasing the proportion of women in Bodies or Boards or Committees with the aim of achieving equal representation.

To achieve these equality goals, the following measures will be taken during the term of this equality plan (2025-2030):

- a) Consulting services for female professors applying for positions will be offered by the members of the Department board or the department's decentralized person in charge of Equal Opportunities Affairs.
- b) Consulting services for female associate professors on fulfilling the membership criteria by members of the Department board or the department's decentralized person in charge of Equal Opportunities Affairs.
- c) Annual (tabular) overview by the Recommendations Committee, recording the fulfillment or non-fulfillment of the membership criteria for each applicant and the final decision.
- d) Annual analysis and interpretation of this overview. On this basis, identification of obstacles and adjustment of measures to support female professors in their applications.
- e) Presentation of the department's decentralized person in charge of Equal Opportunities Affairs at internal PK-NRW events to increase their visibility.
- f) Facilitation of virtual meetings at family-friendly times for greater flexibility and location-independent participation.
- g) Work to ensure that the PK NRW-wide workshops on the same topics are offered at different times, both in person and digitally.
- h) For in-person events, such as the doctoral candidate colloquium, the department supports doctoral candidates with supervisory responsibilities and welcomes them to bring their children.
- i) Professorial members actively approach suitable women (especially female master's students) to encourage them to pursue a doctorate.
- j) The department and the respective supervisory team support specific preparatory measures during the doctorate, such as training courses, workshops, and continuing education programs. In addition, the requirements for a teaching position or later professorship are outlined.
- k) Professor department members actively approach female colleagues and new appointees to join the PK NRW and, in particular, the RuN department, and support them in quickly fulfilling the necessary requirements.
- l) Annual evaluation and, if necessary, adjustment of the planned measures.

Department of Social and Health Affairs

SuG Inventory

The Department of Social and Health Affairs has a total of 124 members, who are divided into the categories of professors, associate professors, and doctoral candidates in accordance with the PK NRW's right to confer a doctorate (). This includes a total of 71 women (57% of the total) and 13 people who did not specify their gender.

Professors

The Department of Social and Health Affairs has a total of 88 professors, 45 of whom are women (51% women) and 13 of whom have not specified their gender. The group of professorial members consists of 56 people, 32 of whom are women (57% women) and 8 of whom have not specified their gender. The group of associate professors consists of 32 professors, 13 of whom are women (41% women) and 5 of whom did not specify their gender.

Doctoral candidates

The Department of Social and Health Affairs has 36 enrolled doctoral candidates, 26 of whom are female according to their birth registration (proportion of women: 72%).

The data shows a positive and high participation of female members in all three status groups. Particularly noteworthy is the proportion of female doctoral candidates (72%), which indicates a strong participation of women in Research and doctoral work. The SuG is guided by the cascade model in implementing its measures. The aim is to reflect the gender distribution in BA and MA degrees in social work and health sciences in the subsequent career stages. The figures point to the effect of the "leaky pipeline," in which the proportion of women in the higher career stages becomes increasingly smaller. This initial situation is continuously monitored in order to systematically compare and analyze the gender distribution at all levels.

On this basis, goals and measures are developed below to maintain the existing high proportion of women in the long term or, following the cascade model, to increase it further and promote diversity in the department. In addition, measures to promote gender equality were included, taking into account feedback from doctoral candidates from onboarding events.

Goals and Supplementary Measures

The overarching goals of the Department of Social and Health Affairs' equality plan comprise three key points:

1. Promoting gender equality and diversity in the department.
2. Increasing the visibility and participation of groups that are underrepresented in science (Research/teaching/transfer).
3. Raising awareness of issues of social inequality based on gender and other diversity characteristics.

Instruments for enforcing gender equality

Due to traditional gender-related access opportunities and barriers, special measures are being taken to further promote equal opportunities in our department:

- a) Statistical recording of the proportion of women in the status groups of professors and Doctoral candidates, as well as analysis of the current status (members/associate professors) within the department. On this basis, further support measures are being developed, e.g., support for associate professors in obtaining full membership, Presentation of the department-related gender distribution to create transparency and awareness within the department.
- b) Reconciling family and care responsibilities with work and doctorate
 - a. Provision of childcare during departmental meetings such as doctoral candidate meetings, Research afternoons, or departmental meetings, provided that the financial resources are available.
 - b. Enabling virtual meetings for greater time flexibility and location-independent participation.
 - c. Implementation of exchange formats and peer networking.
- c) Financing the doctorate: Providing information about programs that offer targeted gender equality support, such as gender equality scholarships.
- d) Research funding: Targeted funding for research projects that address gender-specific and diversity-sensitive issues in the social and health sectors, e.g., through a special call for papers.
- e) Regular review and expansion of the necessary gender equality measures to ensure their effectiveness and make adjustments as necessary.
- f) Support during the transition after the doctorate: Career counseling and/or transition and mentoring programs.

The equality plan can be continuously adapted and expanded as needed to meet changing needs and situation-specific circumstances.

Department of Technology and Systems

TuS Inventory

Doctoral candidates

As of the reporting date (October 16, 2024), the Department of Technology and Systems has 41 doctoral candidates. The KISS database does not provide a precise breakdown by gender, as around a quarter of the members have not provided any information on their gender in accordance with the birth register. Four doctoral candidates have identified themselves as female, which corresponds to a quota of 10%.

Professors

At the above-mentioned date, the department had a total of 51 active professors, including 37 full professors (5 women and 5 persons without gender information, corresponding to a female share of 14%) and 14 associate professors (0 women and 2 persons without gender information).

Bodies or Boards or Committees

One particular challenge is achieving gender equality in the composition of bodies or boards or committees. The executive board consists of two male professorial members. The department coordinator is also male. The three doctoral candidate representatives are all male. The Recommendations Committee is also composed entirely of men. At this point, it should be noted that the department coordinator is constantly striving to recruit women for committee work. Nevertheless, there is only one female professorial member, in both the department board and the doctoral examining committee, and she is the same person in both cases.

This highlights a familiar structural dilemma, namely that voluntary work in bodies or boards or committees in university departments with a low proportion of women is distributed unevenly between the sexes. This is because women are underrepresented in such bodies or boards or committees, but when you count the number of committee positions per capita, they often have multiple responsibilities. Consequently, despite intensive efforts, the Department of Technology and Systems has not succeeded in recruiting a Person in charge of Equal Opportunities Affairs. For the reasons mentioned above, this goal is no longer being actively pursued. Nor is the goal of achieving gender parity in the department's bodies or boards or committees being pursued, not even in the sense of a cascade model, as this does little to change the aforementioned dilemma. The cascade model seems more appropriate for the general increase in female members of the department.

Goals and Supplementary Measures

Based on the figures and framework conditions mentioned above, the following measures are being pursued to achieve equality goals within the term of the equality plan:

- a) Invitation of the central person in charge of Equal Opportunities Affairs of the PK NRW to the Department board to report on current developments, methodological approaches, and offers in the context of equality goals.
- b) Compilation of all equality-related figures for the department for the annual general meeting, as well as discussion and adjustment of measures to achieve the goals.

- c) Scheduling of internal departmental video conferences with consideration for daycare and school core hours.
- d) Survey of childcare needs for internal face-to-face meetings of the department (mostly concerning the strategic departmental meeting) and exploration of possibilities for on-site childcare.
- e) Raising awareness of gender equality issues in science (e.g., gender bias, gender pay gap, glass ceiling model, gender-neutral language, expanding traditional gender distinctions to include diversity) and integrating these topics into subject-specific and interdisciplinary training programs.

Department of Business and Markets

UuM Inventory

The gender distribution in the Department of Business and Markets (UuM) shows clear differences between the various qualification levels:

- Associate professors: A total of 24 associates, of whom 4 are women (17%), 16 are men (67%), and 4 do not specify their gender
- Professorial members: A total of 24 professorial members, of whom 7 are women (29%), 12 are men (50%), and 5 do not specify their gender
- Doctoral candidates under the PK NRW Right to confer a doctorate: 9 women (60%) and 6 men (40%)

A comparison of the professorial level with that of doctoral candidates reveals a clear discrepancy: while women make up the majority of doctoral candidates (60%), their proportion among professors drops significantly. This imbalance contradicts the cascade model, according to which the gender distribution at one qualification level should form the target for the next higher level. This highlights the urgent need for action to increase the proportion of women, particularly in professorial positions and bodies or boards or committees.

Bodies or Boards or Committees

The distribution of membership numbers continues in the bodies or boards or committees: in the department board, 2 out of 3 doctoral candidates are female, but only 2 out of 6 professors. The doctoral examining committee has one female professor among a total of four members, as well as one female deputy. The executive board consists of one woman and one male deputy, while the recommendations committee is entirely female (3 out of 3 members).

With women accounting for 29% of professorial memberships, the department is above the national average of around 27.2% of professors at UAS in Germany (as of 2024, Federal Statistical Office). At the same time, the proportion is lower than the average proportion of women in economics, law, and social sciences (34.5%) and significantly higher than in engineering disciplines (15.9%). Since the department represents both economics- and technology-oriented Research, this mixed subject orientation is an important factor influencing the figures.

At 17%, the proportion of women among associate professors in the Department of Business and Markets is significantly lower than the proportion of women among professorial members. Looking at the overall distribution of all female professors in the department (associate and full), the proportion of women is 23%. Possible reasons for this discrepancy could point to differences in qualifications: Female professors seeking admission to the PK NRW may, on average, have a higher research output, which means they are more likely to be accepted directly as professorial members. On the other hand, a psychological factor could also play a role: women may underestimate their suitability for association

due to systemic or personal insecurities, especially if they believe they do not meet all the criteria. This development and other possible explanations should be monitored.

Goals and Supplementary Measures

The department aims to systematically increase the proportion of women in professorial positions and Bodies or Boards or Committees in order to meet the requirements of the cascade model in the long term. At the same time, the high proportion of female doctoral candidates should be maintained in order to create a sustainable basis for gender parity at the upper qualification levels. However, it should be noted that the distribution of members is also dependent to a certain extent on developments at the supporting universities.

The compatibility of research, doctorate, and family obligations is a central component of the department's gender equality strategy. To facilitate care work, the times of committee meetings and events are set so that it is usually possible to pick up children from daycare centers. This family-friendly arrangement relieves the burden on women in particular, who continue to take on a disproportionately high share of family responsibilities.

In joint research projects and networks, greater attention is paid to the capacities and needs of those involved. Flexible task allocation is intended to enable doctoral candidates and professors to balance family commitments with professional demands.

In order to increase the proportion of women among professors, a targeted approach to potential members at the supporting universities is being promoted. Women in particular are encouraged to get involved in the department, even if they do not currently meet all the membership criteria. This early involvement in networks, publications, and projects creates long-term prospects for membership in the department.

When appointing members to Bodies or Boards or Committees, explicit attention is paid to involving women more strongly and actively promoting their participation. At the same time, consideration is given to individual workloads in order to avoid overburdening.

Even before the centrally conducted election of the person in charge of Equal Opportunities Affairs at the PK NRW 2025, the position of decentralized person in charge of Equal Opportunities Affairs was filled. The incumbent will play a key role in the implementation and further development of equal opportunities measures. In the future, a deputy will also be appointed to ensure the continuity of the measures.

The progress of the measures is regularly reviewed through gender equality monitoring. This involves analyzing the gender distribution in the various groups and Bodies or Committees in order to evaluate the effectiveness of the measures and make adjustments where necessary. Continuous dialogue with members ensures that individual needs are taken into account.

Adopted following a resolution by the Doctoral School Senate on May 5, 2025, and a resolution by the Board of Supporters on June 26, 2025.

Bochum, June 26, 2025

The Chairman of the Executive Board

signed *Sternberg*

(Prof. Dr. Martin Sternberg)

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