

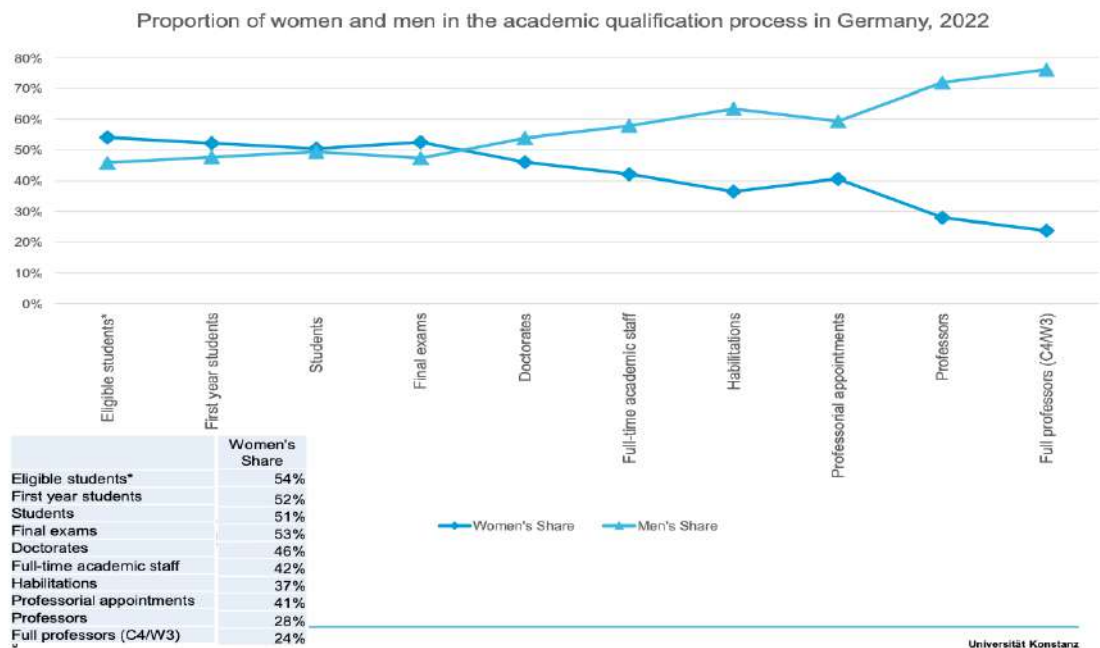
5. Про схвалення Стратегії впровадження гендерної рівності у сфері освіти до 2030 року та затвердження операційного плану заходів на 2022–2024 роки з її реалізації: Розпорядження Кабінету Міністрів України від 20 грудня 2022 року № 1163-р. URL: <https://zakon.rada.gov.ua/laws/show/1163-2022-p#Text> (дата звернення: 26.04.2024).

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GENDER GAP AND EQUAL OPPORTUNITIES MEASURES IN GERMANY – EXAMPLE UNIVERSITY OF KONSTANZ

1. Gender and Equal Opportunities in Germany: big gender gap between paid and care work; No «double income» model: female part-time work; being a mother has still a big impact on career; the country is still separated in East and West. New gender bashing against gender studies, equal opportunity measures, but there is a new feminism against sexism, for gender-inclusive family politics and quota for supervisory boards uprising.

2. Gender Gap in Academia - What is the problem? Big horizontal segregation: between the number of female students (nearly the half) and female professors (24%); High vertical segregation: big gap between natural sciences (more men) and humanities (more women). There are still traditional ways (like postdoctoral qualification – «Habilitation» with only around 30% female) and new career paths (Juniorprofessor with around 50% female) to obtain a full professorship. Germany has a problem in losing talents on the academic path through the Institutions like the following diagram with a huge «leaky pipeline» shows.



3. Why do women leave academia? Some Reasons: implicit gender bias; «Homosocial Cooptation»; the lack of a good balance of work/research and life/family; the lack of a perspective in academic career (german problem); the lack of a good feeling and well being in the scientific community and academic organizations.

«Gender discrimination is everywhere, but what makes the experience unique among scientists is their almost unflappable belief in objectivity and meritocracy.» (Christine Williams).

Gender Bias and... Conscious and unconscious bias within perception of performance; many studies show, that performance and potentials of female researcher are valued lower (than males); bias is effective in self-assessment (of women): modesty (underestimating the own potential), low readiness to assume risk, assumed fitting accuracy.

...Homosocial Cooptation. The phenomenon that applicants who are perceived as similar to oneself are overrated, influences decisions: accounts for men, who promote men; young men are favored (unconsciously) by older men in hiring and promoting processes; «old boys networks»; forms the base of a «androcentric principle» (Pierre Bourdieu) and a «law of masculine domination» in science.

4. What do we do in Konstanz: General Strategy of Equal Opportunities.

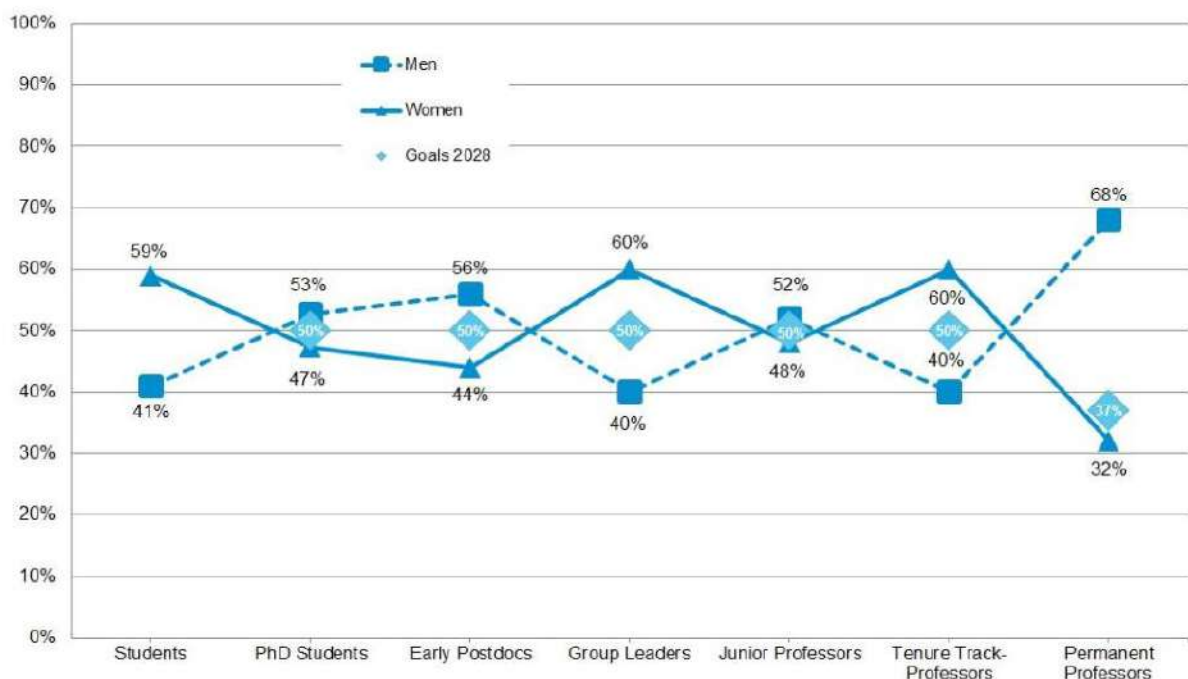
Objectives:

- Increase the proportion of women at all qualification levels
- Create a gender-fair and family-friendly university structure, including a corresponding organisational and scientific culture

The University:

- institutionalized responsibilities at executive (vice rector) & management level;
 - developed the «Code of Practice on Gender Equality» and a «Code of Diversity»;
 - implement gender mainstreaming in all processes;
 - actively recruits female professors (rules) and provided them with additional resources and staff;
 - offers Gender Consulting for research initiatives
- organize events to promote gender & diversity awareness.

The Konstanz leaky pipeline 2023 and the goals 2028



4.1. Office for Equal Opportunities, Family Affairs and Diversity (RGFD)

Equal Opportunities for Women: Konstanzia Fellowship for female postdocs; Mentoring programmes for female (PhD-)students; Activities to foster structural changes; Tasks of the Representative for Equal Opportunities.

Family Support: Programme «Science Goes Family» and Family-Friendly Leadership; Child care in the «Kinderhaus» and flexible offer at home or on campus; Support for students with children; Support for family duties and caring for relatives; Consulting for dual career couples.

Diversity: Counselling for students with physical impairment/ chronic illness; Mentoring for PhD-students in special circumstances; Activities for refugees; Diversity audit (2016-2018); Diversity climate evaluation; Policy inclusive leadership.

4.2. Representation of female scientists in appointment processes

Quota of women	2001-2006 N= 65	2007-2012 N= 102	2013-2018 N= 107	2019-2023 N= 80
Application	16%	25%	30%	29%
Short List Number 1	22%	36%	41%	51%
Appointment	17%	34%	41%	46%

4.3. Gender Equality: The Konstanzia Programm for female researchers.

Konstanzia MEiN for female doctoral students. Mentoring with Experts and international Networking; Goal: Establishment of an international network for career

development; One-to-one mentoring with an renowned professor; Stay abroad at an international university (2-8 weeks); Attend accompanying workshops like positioning and strategic career planning, communication, self-presentation/leading competences.

Konstanzia Fellowship for female postdocs:

- Mentoring with an external professor;
- Goal: Optimal preparation for a professorship;
- Network for fellows;
- Individual coaching and training;
- Co-funding;
- Duration: 24 months.

4.4. Family Support: The Programme «Science Goes Family».

ChildcareintheKinderhaus; Flexible child care at home or on campus (Plan B).

Career support for researchers with family obligations:

- Advice and checklists for pregnancy, parental leave, parental money, etc.;
- Comprehensive child care, e.g. child care center on campus, emergency home childcare service, vacation programmes and child care during university events;
- Flexible Working Conditions for postdocs with budget for student assistants and babysitters during parental leave;
- Travel grant when children have to be taken to conferences;
- Laboratory support during pregnancy;
- Guidelines for family-friendly leadership;
- Structural measures, e.g. academic age, considering parental duties when evaluating scientific achievements.