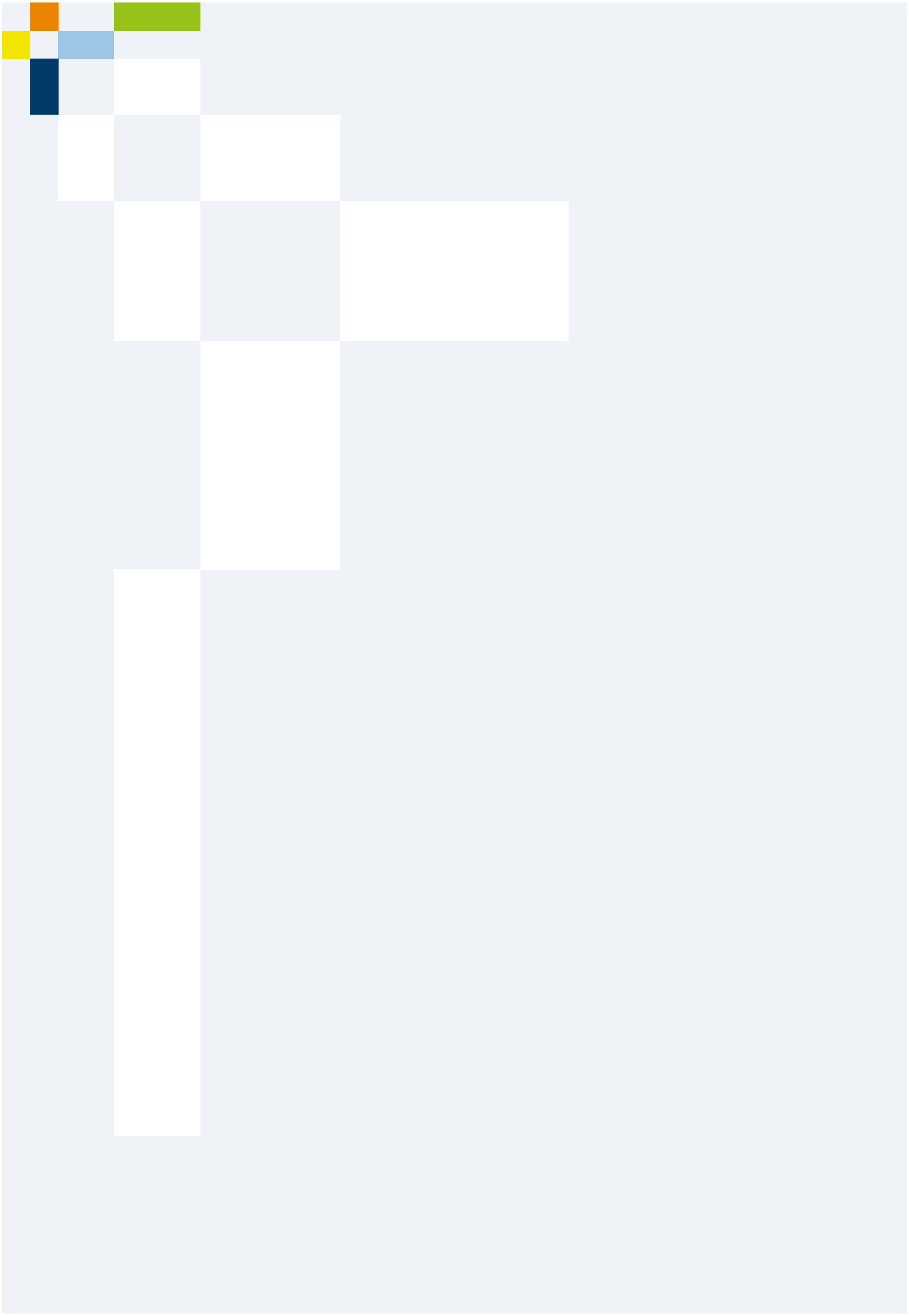
Gender Equality Report and Action Plan for the Secretariat

acatech (Ed.)

acatech
NATIONAL ACADEMY OF SCIENCE AND ENGINEERING



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1 Objectives

In its "Principles for Gender Equality at acatech", the Academy established the goal of equal treatment of women and men. In 2018, acatech published its first Gender Equality Action Plan which includes a commitment to review progress towards the plan's targets, evaluate the measures that have been implemented and update the plan as necessary after a period of two years. As well as complying with the relevant federal and regional gender equality legislation, these measures reflect acatech's conviction that it is necessary to consider as broad and balanced a range of perspectives as possible in order to promote technology in Germany in a manner that is in the public interest and in particular to strengthen public understanding of the importance of leading-edge technologies, as stipulated in acatech's **statutes**.

As the National Academy of Science and Engineering, acatech is strongly committed to ensuring that technology is both inclusive and shaped by appropriate values. Accordingly, acatech believes that it is imperative for technology development to be informed by European values right from the outset, in keeping with a "values by design" approach (see acatech IMPULSE *European Public Sphere*, 2020). Such an approach naturally includes gender equality, an issue on which acatech is guided by the EU's Gender Equality Strategy:

> *"The Strategy pursues a dual approach of gender mainstreaming combined with targeted actions, and intersectionality is a horizontal principle for its implementation. While the Strategy focuses on actions within the EU, it is coherent with the EU's external policy on gender equality and women's empowerment."*[1]

In its guidelines, the Academy commits to providing policy advice that reflects the scientific state of the art. This includes following best practice guidelines for the scientific community. In the Deutsche Forschungsgemeinschaft's new Code "Guidelines for Safeguarding Good Research Practice", Guideline 9 explicitly calls for gender and diversity to be taken into account:

> *"Researchers examine whether and to what extent gender and diversity dimensions may be of significance to the research project (with regard to methods, work programme, objectives, etc.). The context in which the research was conducted is taken into consideration when interpreting findings."*[2]

As far as acatech is concerned, this means examining the relevant context in terms of gender and diversity, particularly when developing work programmes and objectives, using sources and interpreting findings.

The principles outlined above translate into two concrete objectives for acatech. Firstly, the proportion of women on all the Academy's bodies and in particular in leadership roles should be increased to an initial target of 30%, while further gender equality measures should be implemented in the acatech Secretariat. And secondly, the gender perspective should be incorporated even more systematically into the advice that acatech provides to policymakers and the public.

Accordingly, the measures set out in this document are geared towards ending existing inequalities as soon as possible and continuing to leverage the potential of mixed-gender bodies to ensure the ongoing excellence of the Academy's work and policy advice. To help identify and prioritise targeted measures for increasing the representation of women, Chapter 2 presents the latest figures on the percentage of women at acatech and the changes in these figures compared to the last report. Chapter 3 offers a critical evaluation of these changes. Finally, Chapter 4 sets out a series of concrete measures for implementing equal opportunities at acatech.

1 | See EU Gender Equality Strategy 2020–2025 (https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy) [Retrieved: February 15, 2021].

2 | See DFG Code (https://www.dfg.de/download/pdf/foerderung/rechtliche_rahmenbedingungen/gute_wissenschaftliche_praxis/kodex_gwp_en.pdf) [Retrieved: February 15, 2021].

2 Review of the current situation

2.1 acatech's structure and working methods

acatech sees itself as a flexible working academy comprising a network of members from the scientific and business communities. It is composed of various bodies, each with their own structure: the committees, the Executive Board, the Board of Trustees, the General Assembly, the Senate and the Secretariat. The mission of the Academy as a whole is to add value for citizens by providing policymakers and society with independent advice that is in the public interest, promoting cooperation between science and industry, representing the technological sciences at home and abroad and fostering young talents in the STEM subjects. A broad spectrum of different perspectives is key to the provision of balanced advice, and acatech has followed this principle in the composition of its project groups and networks ever since it was founded.

The first pillar of the Academy comprises the scientific Members, who are invited to join acatech because of their outstanding scientific achievements and high professional reputation. They are drawn from the fields of engineering, the natural sciences and medicine, as well as related fields in the humanities and social sciences. New Members are invited to join acatech with the specific aim of bringing new ideas and perspectives to the Academy. The second pillar of the Academy is the Senate, whose members are leading figures from technology companies and organisations, as well as the major science organisations. acatech's Members and Senate work on an unpaid basis in thematic networks and project groups. Meanwhile, different stakeholders from civil society are represented on the Academy's management and supervisory bodies (the Executive Board and Board of Trustees). The Secretariat supports the voluntary work undertaken by the Members in developing, carrying out and managing the Academy's projects.

2.2 Women in the Secretariat

The following data refer to the acatech Secretariat, which coordinates the voluntary work carried out by acatech's Members and Senate and communicates the themes addressed by the Academy to interested members of the public. These figures are also included in the report of the Joint Science Conference (GWK) on the percentage of women in science and research.

Pay grade (Valid as of 31.12.2019)	Full-time employees		
Employees covered by collective agreement	women	men	% women
Equivalent to senior civil service grades			
E15	3	8	27,3 %
E14	19	13	59,4 %
E13	18	10	64,3 %
Total	**40**	**31**	**56,3 %**
Equivalent to higher intermediate civil service grades			
E12	4	1	80,0 %
E11	3	3	50,0 %
E10	2		100 %
E9b	11	1	91,7 %
Total	**20**	**5**	**80,0 %**
Equivalent to intermediate civil service grades			
E9a	6	1	85,7 %
E8	2	1	66,7 %
E6			0,0 %
E5	3	1	75,0 %
Total	**11**	**3**	**78,6 %**
Total all pay grades	**71**	**39**	**64,5 %**

Figure 1: Percentages of women in acatech Secretariat by civil service collective agreement (TVöD) pay grades (figures valid as of 31.12.2019)

In 2019, women accounted for 64.5% of all staff at the acatech Secretariat (Fig. 1). This is a significant increase compared to 2017 (44.8%). However, it is important to note that the number of staff employed by the Secretariat has almost doubled, from 58 in 2017 (see previous report) to 110 in 2019. The pronounced increase in the percentage of women can therefore be attributed to the recruitment of more women to fill these new positions. There has been a particularly notable rise in the percentage of women in positions equivalent to senior civil service grades. While there were still significantly more men in these positions in 2017 (when the proportion of women was just 36.1%), women now occupy the majority (56.3%) of positions equivalent to senior civil service grades.

As a family-friendly employer committed to supporting work-life balance, acatech has a successful and well-established flexible working time system (Figs. 2 a + b). Women made significantly

more use of part-time working arrangements and also took parental leave more frequently and for longer periods.

The proportion of part-time employees at acatech has declined compared to 2017 (see previous report). 24 out of a total of 58 employees worked part-time in 2017 (41.4%). The proportion of part-time staff fell to 23.6% in 2019, following an increase in the total number of employees to 110.

Pay grade (Valid as of 31.12.2019)	Part-time employees		Employees on leave	
Employees covered by collective agreement	women	men	women	men
Equivalent to senior civil service grades				
E15				
E14	2	1	1	1
E13	5			
Total	**7**	**1**	**1**	**1**
Equivalent to higher intermediate civil service grades				
E12	2			
E11	1	1		
E10	1			
E9b	7	1		
Total	**11**	**2**		
Equivalent to intermediate civil service grades				
E9a	4			
E8	1			
E6				
E5				
Total	**5**			
Total all pay grades	**23**	**3**	**1**	**1**

Figure 2a: No. of women and men who were working part-time or were on leave as of 31.12.2019 (either for a few months or the entire year)

		No.	Person months
100 % parental leave	women	5	39
	men	4	9
Part-time parental leave	women	1	7
	men	1	1

Figure 2b: Breakdown of parental leave at acatech Secretariat 01/2019–06/2020

3 Evaluation of progress towards acatech's gender equality targets

We are particularly pleased to report that we came close to achieving the 30% target for female heads of priority themes. Three women were appointed as heads of priority themes (pay grade 15), accounting for 27.3% of the total (see Figure 1, Chapter 2.2). This meets and indeed exceeds the explicit gender equality target of two female heads of priority themes that was established in last year's Action Plan. No such positions were occupied by women in 2017. There has also been one woman on the Management Board since 2018. Consequently, the Secretariat has successfully promoted equal participation by increasing the proportion of women in its management and decision-making bodies. However, there is still a long way to go, and the percentage of women in leadership roles should be increased still further over the coming years.

The Academy's efforts to increase the percentage of women were recognised when it was awarded the Total-E-Quality Award in 2019. acatech also hosted the official awards ceremony, further increasing the visibility of its achievements in this area.

Figure 3: acatech receives its first Total-E-Quality Award. The award was accepted on behalf of the Academy by (left to right): acatech President Prof. Dr. Dieter Spath, Head of Event Management and Equal Opportunities Officer Regina Straub, and acatech Management Board member Prof. Dr. Martina Schraudner. (Photo: Total-E-Quality Deutschland/Kai Neunert)

As well as recognising its past achievements, the Total-E-Quality Award also commits acatech to further efforts. The Academy takes this commitment very seriously.

At the 19th Gender Summit held in Seoul in 2020, Prof. Dr. Martina Schraudner set out acatech's position in a paper entitled "Developing and Applying Methods of Sex/Gender Analysis in Research for SDGs".

4 Measures

The acatech Secretariat is pursuing two overarching goals. As well as striving to increase the percentage of women in leadership roles, it aims to take the gender dimension into account in all areas of the Academy's policy advice work. The Secretariat supports the Academy's efforts to increase the percentage of women involved in policy advice and is committed to incorporating the gender dimension into the content of the advice provided.

4.1 Measures to increase the percentage of women in leadership roles in the Secretariat

The percentage of women in the Secretariat is high and both men and women take advantage of parental leave and make use of flexible working arrangements. The restrictions introduced as a result of the coronavirus pandemic meant that working from home became common practice among our employees in 2020. We are planning to conduct a survey before the end of 2020 that will ask our staff about their experiences during this time so that the results can be used to inform the flexible working arrangements offered to our employees. In particular, acatech intends to investigate the specific needs of carers. In preparation for our forthcoming application for the Total E-Quality follow-up award, the survey also asks people about areas where they think gender discrimination needs to be addressed.

The Academy is also aiming to increase the proportion of women in leadership roles (pay grade E 15) to at least 30%. It will furthermore be necessary to keep monitoring the percentage of women across all pay grades (i.e. pay grades equivalent to senior, higher intermediate and intermediate civil service grades) in order to ensure that the progress achieved so far is maintained. This will include monitoring the gender distribution of job applications.

4.2 Incorporating the gender dimension into policy advice

After awareness of this issue was raised among the Secretariat's employees at events such as the Banz Abbey strategy meeting in 2018, it became apparent that – with the exception of SDG 4 (Quality Education) – hardly any gender-sensitive data are available for the areas that provide the focus of acatech's work (i.e. Sustainable Development Goals/SDGs 4, 8, 9, 11, 12, 13). This is confirmed in the latest OECD report[3].

The fact that awareness has increased among the Secretariat's staff is demonstrated by their specific requests for data to be made available. Individual members of acatech have also been invited to speak about the data availability issue. For instance, Prof. Dr. Martina Schraudner was invited to events hosted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU).

Following on from the progress made within the Secretariat, the next step is for employees at every level to raise awareness of the gender and diversity dimensions in the project groups, with a view to ensuring that the DFG (Deutsche Forschungsgemeinschaft) Guideline 9 on research design is implemented in the Academy's policy advice. This will require the importance of these dimensions to be specifically investigated for the corresponding subject areas and, where relevant, taken into account in the outputs.

Data for gender-sensitive policy advice must now be identified, analysed and communicated in the different subject areas. Various methods and approaches will be developed and tested to this end over the coming years.

The incorporation of the gender dimension into policy advice is becoming a key issue and is something that the Academy will be strongly advocating at the Munich Gender Summit in 2021. The summit will be hosted in conjunction with the DFG and the Alexander von Humboldt Foundation.

4.3 Communication of gender equality measures

The rising percentage of women in the Academy and the progress achieved with regard to the public visibility of female experts bear witness to acatech's success in raising awareness among its Members and Secretariat staff. Nevertheless, the lessons learned from the first Action Plan point to the need for continuous communication in order to achieve both the short-term targets for the next evaluation and the longer-term goals.

3 | See *Applying a gender lens on the SDGs. How are women & girls doing?,* OECD, March 2020 (https://www.oecd.org/sdd/applying-a-gender-lens-on-SDGs-OECD.pdf) [Retrieved: February 15, 2021].

Once the Gender Equality Action Plan has been approved by the Executive Board, its goals are published and communicated both internally and externally. The bodies and functions in the Academy and the responsible members of the Secretariat that are key to meeting the targets will receive ongoing support in their efforts and will be kept informed of the progress achieved. The Secretariat's staff will receive assistance in implementing the gender equality targets at the operational level.

The guidelines on the composition of project groups will now specify that women must be specifically sought for leadership roles and included as members of the project groups. A temporary quota is currently in place, according to which at least 30% of the candidates proposed for Academy membership should be women. Progress on this front is being monitored by the Executive Board. The Secretariat will draw attention to this target when responding to enquiries about candidates.

Although the percentage of women on the stage at *acatech am Dienstag* (aaD) events rose from 23.7% in 2017 to 25% in 2019, the figure is still some way short of the 30% target. Moreover, as acatech continues to develop its communication strategy, there should be a stronger focus on including female Academy Members in the communication delivered via the Academy's digital channels (social media, website) and on increasing their media visibility.

4.4 Overview of the Secretariat's gender equality measures up to 2022

The table below provides an overview of the different categories of gender equality actions.

Percentage of women in the Secretariat	Incorporating the gender dimension into policy advice
Meet 30% target for female heads of priority themes	Identify gender-sensitive issues in topics addressed by the Academy
Continue and step up monitoring of the percentage of women across all pay grades (i.e. pay grades equivalent to senior, higher intermediate and intermediate civil service grades)	Provide gender-sensitive data
Monitor gender distribution of job applications (as permitted by data protection regulations)	Help Academy to meet its gender equality targets (e.g. guidelines for project groups; draw attention to target for female candidates)
Survey on working from home and gender discrimination	Invite more female experts to give interviews and sit on Academy's bodies

Figure 4: Overview of the Secretariat's gender equality actions until 2022

About acatech – National Academy of Science and Engineering

acatech advises policymakers and the general public, supports policy measures to drive innovation, and represents the interests of the technological sciences internationally. In accordance with its mandate from Germany's federal government and states, the Academy provides independent, science-based advice that is in the public interest. acatech explains the opportunities and risks of technological developments and helps to ensure that ideas become innovations – innovations that lead to greater prosperity, welfare, and quality of life. acatech brings science and industry together. The Academy's Members are prominent scientists from the fields of engineering, the natural sciences and medicine, as well as the humanities and social sciences. The Senate is made up of leading figures from major science organisations and from technology companies and associations. In addition to its headquarters at the acatech FORUM in Munich, the Academy also has offices in Berlin and Brussels.

For more information, please see www.acatech.de.

Editor:

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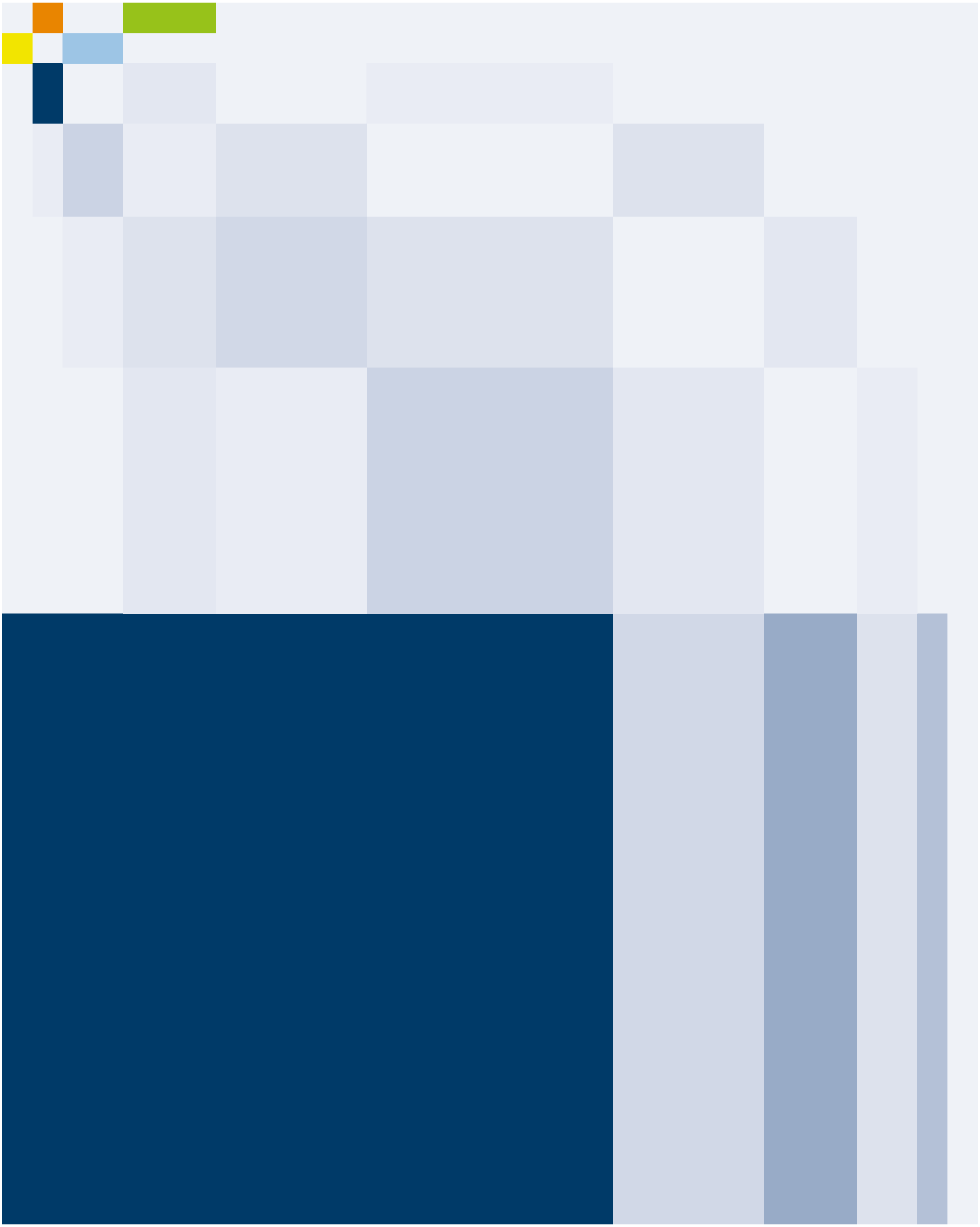
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