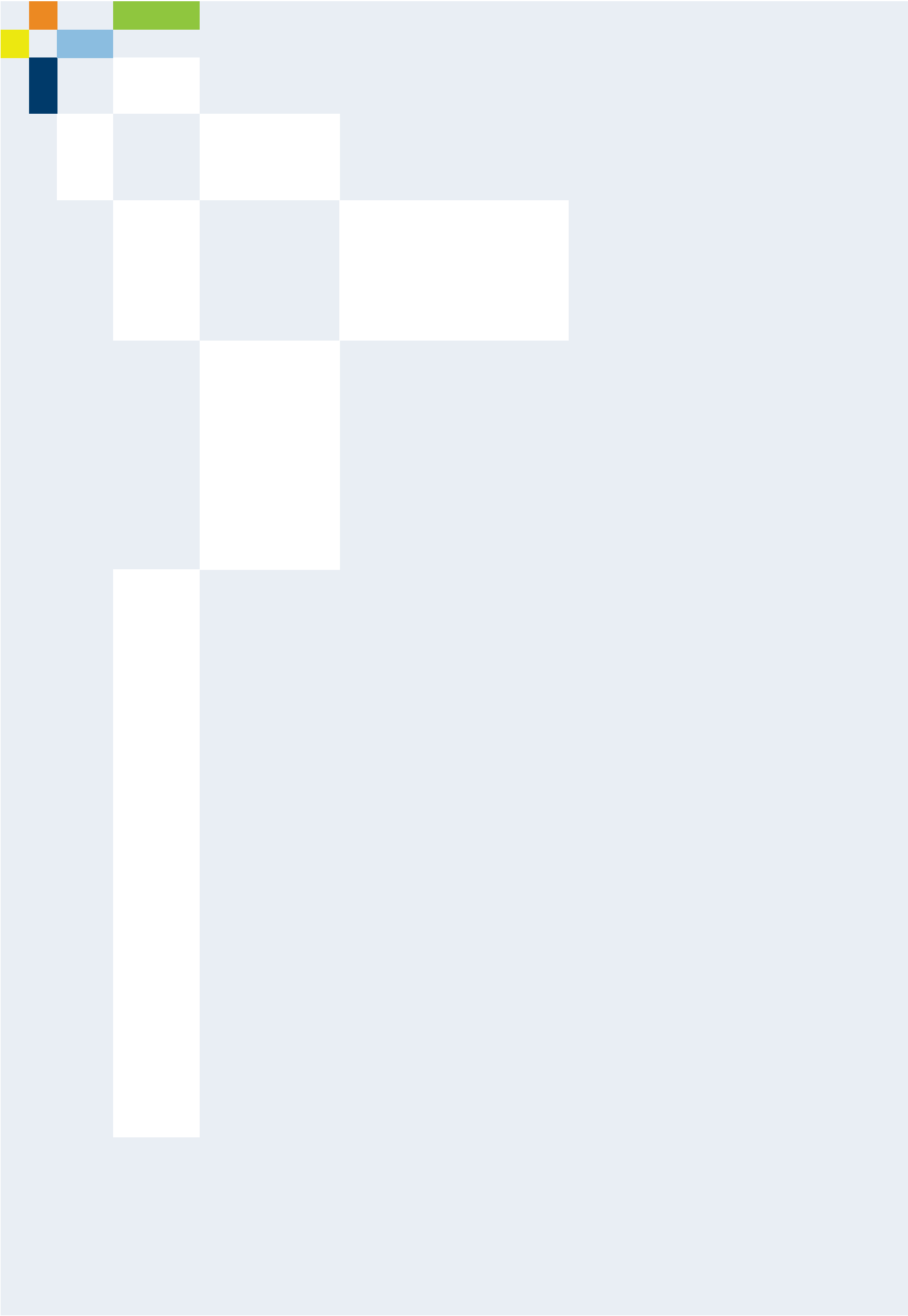




# Gender Equality Action Plan

for the acatech Office

acatech (Ed.)



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# 1 Objectives

In the updated version of the "Principles for Gender Equality at acatech", which was presented to the Joint Science Conference (GWK) in 2018, acatech establishes the goal of equal treatment of women and men. This goal is based on the need to comply with federal and regional gender equality legislation, as well as the conviction that in order to provide policymakers and society with advice that is in the public interest, it is necessary to consider as broad and balanced a range of perspectives as possible. Accordingly, it is hoped that the measures set out in this document will help put an end to the existing inequalities as soon as possible and leverage the potential of mixed-gender bodies to ensure the continued excellence of the Academy's work and advice going forward.

acatech's structure and working methods as a science-focused, but not strictly scientific organisation mean that the cascade model cannot be directly applied. The reason for this is that instead of being divided into distinct disciplines, the Academy's work focuses on themes that are addressed on an interdisciplinary basis.

**acatech is committed to bringing the percentage of women among the Academy's members into line with the proportion**

**of female professors in the STEM subjects and other innovation-oriented research fields. Since acatech wishes to act as a role model within the technological science community, it is particularly committed to increasing the number of women in prominent positions and ensuring their visibility.**

acatech's guidelines commit the Academy to the highest standards in its provision of advice to policymakers and society. It seeks to provide advice that is science-based, independent, political-party-neutral and in the public interest. **Advice for policymakers and society that is in the public interest must be sensitive to the different circumstances and needs encountered by women and men in some aspects of their everyday lives. This needs to be considered when selecting the topics on which the Academy provides advice, in the development of the content and in the presentation of the results, and is absolutely key to fully leveraging the potential for innovation.**

In order to identify and prioritise targeted gender equality measures, Section 2 expands on the review of the current situation presented in the 2017 GWK report,<sup>1</sup> focusing on acatech's particular structure and working methods. Various ways in which the proportion of women at acatech might be increased are proposed. Section 3 describes the evaluation schedule and sets out acatech's targets for gender equality. Section 4 identifies concrete measures and sets out interim goals based on the proposed approach.

<sup>1</sup> | See acatech (Ed.): *Monitoring-Bericht 2017* (Gemäß § 3 Abs. 3 Wiss FG), Munich 2017.



## 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 Executive Board, Board of Trustees, General Assembly, Senate and acatech Office. 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 co-operation 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 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).

### 2.2 Women at the acatech Office

The data presented in the GWK report refers to the acatech Office, 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.

Women account for 44.8 % of all staff at the acatech Office (Fig. 1). They make up 50 % of employees in civil service grades E12

Pay grade (Valid as of 31.12.2017)	Full-time employees		
	Woman	Men	% women
Equivalent to senior civil service grades			
E15	0	6	0,00
E14	8	12	40,00
E13	5	5	50,00
<b>Total</b>	<b>13</b>	<b>23</b>	<b>36,10</b>
Equivalent to higher intermediate civil service grades			
E12	2	2	50,00
E11	1	2	33,30
E10	1	0	100,00
E9b	4	0	100,00
<b>Total</b>	<b>8</b>	<b>5</b>	<b>61,50</b>
Equivalent to intermediate civil service grades			
E9a	3	2	60,00
E8	1	1	50,00
E6	0	0	0,00
E5	1	1	50,00
<b>Total</b>	<b>5</b>	<b>4</b>	<b>55,60</b>
<b>Total all pay grades</b>	<b>26</b>	<b>32</b>	<b>44,80</b>

Fig. 1: Percentages of women at acatech Office by civil service collective agreement (TVöD) pay grades.  
Figures valid as of 31.12.2017

and E13 and 40 % of employees in pay grade E14. However, in 2017 there were no women among the heads of the priority themes (E15) (Fig. 1) or senior management (who are not covered by collective agreement).

As a family-friendly employer committed to supporting work-life balance, acatech has a successful and well-established working time model (Figs. 2 a+b). In Fig. 2 b it is of particular note that, between beginning of 2016 and mid-2018, more men than women took parental leave. However, parental leave durations, on average, were much shorter for men than women.



Pay grade (Valid as of 31.12.2017)	Part-time employees		Employees on leave	
	Woman	Men	Woman	Men
Employees covered by collective agreement				
Equivalent to senior civil service grades				
E15	0	1	0	0
E14	2	3	0	2
E13	4	1	1	0
Total	6	5	1	2
Equivalent to higher intermediate civil service grades				
E12	1	0	0	0
E11	0	0	0	1
E10	1	0	0	0
E9b	4	0	1	0
Total	6	0	1	1
Equivalent to intermediate civil service grades				
E9a	4	0	0	0
E8	1	0	0	0
E6	0	0	0	0
E5	2	0	1	0
Total	7	0	1	0
Total all pay grades	19	5	3	3

Fig. 2 a) No. of women and men who worked part-time or took leave in 2017 (either for a few months or the entire year)

		No.	Person months
100 % parental leave	Woman	3	37
	Men	6	17
Part-time parental leave	Woman	0	0
	Men	3	18

Fig. 2 b) Breakdown of parental leave at acatech Office  
01/2016 – 06/2018



### 3 acatech's gender equality goals and evaluation schedule

At the core of acatech's work is the belief that new technologies become established thanks to a combination of research, innovative business models, appropriate regulatory frameworks and an open-minded attitude towards technology among the public. It follows that equal weight should be given to the views of women and men in the selection of topics on which the Academy provides advice, the development of the content and the presentation of the results. **acatech is strongly committed to integrating the gender dimension in the advice it provides. It aims to develop a range of measures and methods to this end by 2020.**

Simply basing the Academy's gender equality goals on the cascade model would fail to adequately reflect how acatech understands its role. Because of its special function in terms of providing policy advice and the impact that this has on society, acatech believes that it has a duty to act as a role model and achieve its own gender equality goals as soon as possible. **In the interests of equal participation, it is necessary to increase the proportion of women in management and decision-making bodies at the acatech Office.**

Every year, the figures for the previous year are compiled to produce the Joint Science Conference (GWK) report. All of the data presented in Section 1 and published in the report is collected on an ongoing basis. This means that we also have a data set that continuously documents any changes in gender equality. Additional analysis of the data can thus be carried out as and whenever necessary.

## 4 Measures

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

In spite of all the work-life balance measures and family-friendly policies, it has not yet been possible to introduce a wider range of perspectives by ensuring that at least 30% of the heads of the Academy's priority themes are women. An analysis of applications in recent years reveals that both men and women apply for positions as heads of priority themes. Consequently, this is one particular area where the gender equality principles adopted by acatech in conjunction with the Federal Ministry of Education and Research (BMBF) need to be better implemented. This will involve a careful study of the current application situation, the participation of both men and women in the selection interviews, and the involvement of the equal opportunities officers. It should also be mandatory to discuss and agree on development opportunities and further training requirements during staff appraisals. In order to increase the number of applications received from women and obtain external validation of the measures taken at the acatech Office, acatech will apply for Germany's Total-E-Quality-Award in 2019. Our aim is to communicate and establish the acatech Office's active gender equality policies and gender equality targets as a corporate objective, with a view to at least two heads of priority themes being women by 2020.

### 4.2 Incorporating the gender dimension into policy advice

The integration of the gender dimension into the Academy's advice to policymakers and civil society will primarily need to occur at the level of the projects run by acatech. The first step will involve raising awareness among staff at the acatech Office. We need to find ways of identifying, analysing and communicating data so that we provide genders-sensitive advice in the different thematic fields. We will develop and test various methods and approaches to this end over the coming years.

### 4.3 Overview of the acatech Office's gender equality measures up to 2020

The table in Fig. 3 provides an overview of the measures being taken to address the different gender equality goals. Our aim is to obtain Germany's Total-E-Quality-Award in 2019 as a visible endorsement of the Academy's activities in this area.

Female decision-makers	Incorporating the gender dimension into our advice
Appoint 2 female heads of priority themes	Identify gender-sensitive issues in the themes we address
	Communicate data gender-sensitively
	Support the Academy in the achievement of its gender equality goals

Fig. 3: Gender equality measures at the acatech Office up to 2020





## 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](http://www.acatech.de)



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