



Working Group of
Equal opportunities
In the Society of
German Physicists

Situation of German Female Physicists 2008

Examples of Best Practice



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DESY

Spokesperson of the AKC, Germany

Dresden 2008



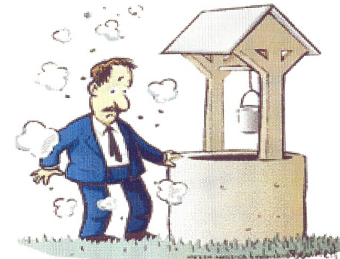
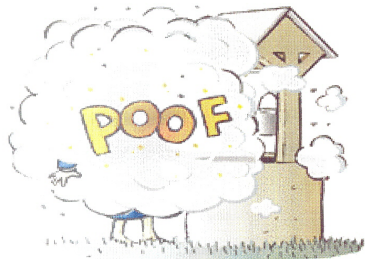
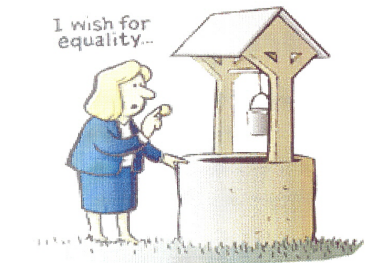
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Outline



- **Introduction**
- **The Working Group of Equal Opportunities in the DPG (AKC)**
- **Equal Opportunities in the Helmholtz Society**
 1. **Mentoring Programs**
 2. **Physics at the Terascale and DCC's**
- **The Working Group of Women's Representatives at DESY**
- **Conclusions**

What are Equal Opportunities ?



My own definition :

If at DESY (or CERN or in your own institution) there are a female director and a male secretary.....

And nobody is wondering about this !

Situation in Germany 2008

- **Germany has a chancellor who is a female physicist**
- **Women have 28 % of salary less than men on the same qualification level**
- **20 % of the Diploma or Master Students in Physics are women**
- **14.5 % of the PhD Students are women**
- **The number of female professors in physics is still not higher than 5%**
- **12.7 % of the DPG members are women (~7000)
230 members has the AKC , 13.3 % are men**



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The working Group of Equal Opportunities



The AKC is representing the female physicists in the DPG and in the public

Goals of the AKC:

- Better working conditions for female physicists
 - Equal opportunities for male and female physicists
 - More female physicists in leading positions and positions with decision rights
 - Support for female students and young professionals in physics
 - Support for DCC's (Dual carrier couples)
-



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Other activities of the AKC



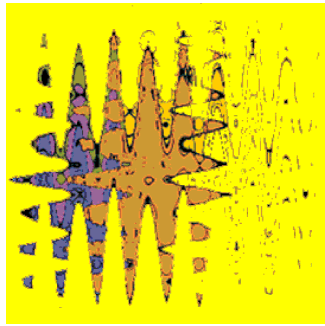
- The AKC supports the annual Conference of German Female Physicists

2008 in Muenster

<http://www.physikerinnentagung.de>

- The AKC offers networking workshops for the leaders of projects for school girls
- The AKC offers workshops on different subjects, like carrier planning, soft-skills ect.
- The AKC performs in collaboration with other female scientist's organizations workshops on networking. The longtime goal is an interdisciplinary collaboration and a common representation

Conference of German Female Physicists



- Organized each year on different places 2008
Münster
- Up to 300 participants:
 - School girls, students, physicists from industry, universities, non-university institutes
- Broad Program:
 - Talks about the professional situation of female physicist
 - Workshops
 - Professional advice, networking, having fun
 - Scientific Talks and Poster





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New Questionary

The AKC is planning a new questionnaire about the situation of male and female physicists

Has the situation changed ?

We will do this together with IUPAP where such a questionnaire is under work for all countries

Hertha-Sponer-Prize: A scientific Prize for Female Physicists

Who was Hertha Sponer ?



- Study of physics in Tübingen and Göttingen
- First female professor in Physics in Germany (1932)
- Had to give up her job 1934 during the NS-regime and emigrated first to Norway and later to the USA
- Worked as professor at the Duke University with James Franck and Edward Teller
- Has done very important work on spectroscopy and physics of molecules
- 1966 back to Germany



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Hertha-Sponer-Award: A Scientific Prize for Female Physicists



The Award

- Initialized by the AKC, since 2001 an award of the DPG**
- Since 2002 each year given to a younger female physicist**
- 3000 Euro**
- Should support and motivate young female**
- Helps the laureates in their carriers**
- Example : Hertha-Sponer-Award-Winner 2005**



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Equal Opportunities in the Helmholtz Society



- **Since 1996** exists a working group of the equal opportunity officers **AKFiZ**
- This working group is interlocked with analogous working groups from the Max-Planck-Society, Fraunhofer Society and Leibnitz Society
- Two meetings per year
- Every two years a workshop
- **Mentoring Program**
- **Excellent support by the President of the HGF**



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Equal Opportunities in the Helmholtz Society



The Mentoring Program

- » Is part of the Helmholtz strategy program
- » Goal: to prepare young women from the science and administration for leading positions
- » Cross mentoring mentor and mentee from different Helmholtz Institutions
- » Additional Mentoring PLUS modular training program
- » Each year about 25 pairs
- » Since 2004



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Equal Opportunities in the Helmholtz Society



The Helmholtz Alliance “Physics at the Terascale”

- Alliance between Helmholtz Institutes (DESY, GSI)
- Universities
- Max-Planck-Institutes

Particle Physics at LHC and ILC



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Equal Opportunities in the Helmholtz Society



One special point in the Alliance is equal opportunities

- **hiring of personal** will be done with special attention to increase the number of women in science
- **Equal opportunity officers** of Helmholtz Centers or Universities are members of the hiring commissions
- For the partner will be founded **1/2 position** – this money is spent
- **Mainly tenure track positions**
- **Teleworking** – Alliance has money for high speed internet connections and corresponding hardware
- **Places** in regular **child care** facilities
- **Membership** in **family care organizations** for short time child care
- **Additional paid** for leaves up to **5 days** for **emergency child care**

The Working Group of Women's Representatives at DESY

This we are :

5 (6) Departments
Technique
Administration
Science
Zeuthen
Guests
Equal Opp. Officer
(ab 2008)

Wissenschaft



Jenny List, FLC Isabell Melzer-Pellmann, Zeus

Technik



Yvonne Boro, D5 Christina Haupt, D5

Zeuthen: Vertrauensfrau



Hannelies Kluge

Gäste



Meike Flammer, XFEL

Verwaltung

GB



Sylvie Faverot-Spengler, GB / FH1 Katrin Lando, MHF-sl

Sie finden uns
Geb. 11, Raum 30, 31
Tel 1830
<http://fv-gb.desy.de/>

Sekretariat



N.N.

Elected by the female DESY staff



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The Working Group of Women's Representatives at DESY



**DESY has about 1600 staff
members**

2008 :

25.3 % women (incl. administration)

20.7 % female PhD students

25.4 % female Post-Doc's

**21% female leaders of young investigators (interne, Helmholtz,
Emmi-Noether)**

BUT :

11.8 % female staff (permanent)

**no female director, not enough female leaders of groups and
department, no female leading scientists**



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The Working Group of Women's Representatives at DESY



Our instruments:

Agreement about equal opportunities at DESY
Mentoring program of the HGF

PEP – update every two years

Annual meetings of all women at DESY in HH and Zeuthen

Annual report to the DESY council

Education meetings, workshops

**Instructions for the members of staff hiring
commissions**

Kindergarten in HH



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The Working Group of Women's Representatives at DESY



Our main task force:

About 70 women are working for the Equal opportunity officer in the staff member hiring commissions

Rights and Duties of the Deputy :

Deputy has the right to invite candidates for an interview

Deputy has the right to read all papers from the candidates

She takes part on all interviews and has a voice in the commission

She has to give there opinion in an internal paper

The formal paper of agreement or disagreement will be written by the E00

A veto from the E00 has a suspensive (1 week) effect



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The Working Group of Women's Representatives at DESY



Are we happy with this situation ?

NO

What is missing ?

- **More direct contact to our directors**
- **A general gender mainstreaming politics at DESY**
- **A better education of the leading personal concerning gender mainstreaming and equal opportunities**
- **More help in the daily work of the EOO**

Conclusions

There is some progress in Germany....
not mentioned:

**The paper of the DFG “Equal Opportunity
Standards for Science and Investigation “
(best of the market)**

**but we need women and men to make these
theoretical standards real !**

Thank you for your attentions