

## **Gender Equality Plan / Gender Equality Concept of FernUniversity in Hagen**

The European Commission is committed to promoting gender equality and equal opportunities in research and innovation. Despite progress achieved on gender equality in research and innovation under the Horizon 2020 research and innovation programme, implementation of EU gender equality objectives needs to be improved. Therefore, the European Commission has made some changes in its policy. One novelty is the **requirement of a gender equality plan (GEP) for all public bodies, research organisations and higher education establishments** within the European Union. Starting in 2022, the new condition serves as an eligibility criterion to get access to funding, such as the Horizon Europe programme.

### **Legislation on Gender Equality Plans in Germany**

The Federal Equity Law for the federal state of North Rhine-Westphalia in Germany, where the city of Hagen is situated, requires every higher education establishment to have a gender equality plan which consists of a central gender equality plan (applying to the whole institution) and the gender equality plans for the faculties and units.

### **The Gender Equality Plans of FernUniversity in Hagen**

Gender equality is a central development objective of the university and is considered an issue of shared and social responsibility based on a legal framework involving all areas of the university. The university has developed several instruments to implement gender equality in the last years, among them the [central gender equality plan](#), which applies to the whole university as well as [gender equality plans for the faculties and units](#). The focus areas of the central gender equality plan apply to the faculties and units through various gender equality measures, which are described in their gender equality plans. They are effective for three years and the faculties and units agree upon special quota and objectives that need to be fulfilled and evaluated by them.

### **The Gender Equality Concept of FernUniversity in Hagen**

The Gender Equality Concept complies with the requirements of a gender equality plan of the European Commission.

FernUniversity in Hagen has had a Gender Equality Concept since 2010. It serves to strategically specify and implement the objectives and measures of the university's central gender equality plan. Over time, the Gender Equality Concept has been extended and adjusted. Creative gender equality measures were created, based on FernUniversity's specific needs and demands, to improve the situation on short and long term. The concept runs for four years (2019-2022) and consists of five focus areas with a total of 24 measures and a budget of 2.4 million EUR. It involves all areas and target groups of the university, particularly (female) researchers. The single measures are evaluated on a regular basis and quantitative and qualitative data are collected to make sure the measures still comply with the corresponding objectives.

Thus, **the Gender Equality Concept fulfils the requirements of the gender equality plan** as stated by EIGE (Link):

1. conducting impact assessment/audits of procedures and practices to identify gender bias;
2. identifying and implementing innovative strategies to correct any bias;
3. setting targets and monitoring progress via indicators.

## Measures and objectives of the Gender Equality Concept (current period 2019-2022)

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Focus area/ Objectives	Measures
<p><b>Focus area: Students</b> Increase of the share of female/ male students and graduates in those study programmes, where they are underrepresented. Female students are to be motivated to pursue a career in natural sciences and economics, whereas male students are to be motivated to engage in human sciences.</p>	<p>Enhancement of communication with specific target groups</p> <p>Training for student advisors</p> <p>Career advice for female students</p>
<p><b>Focus area: Human Resources and Scientific Career</b> Increase of the share of female doctorates, post-doctorate students and professors. Gender equality objectives and measures need to be included in Human Resources and in all training programmes and advice services. Human Resources are to focus more on specific target groups in order to promote gender equality and equal opportunities. Stronger support of female researchers and their careers.</p>	<p>Further development of the HR concept „Quo Vadis FernUniversität“</p> <p>Promotion of gender equality in Fernuniversity's concept for alternative career options</p> <p>Individual career support services for women</p> <p>Leadership training concept</p> <p>Development of a recruiting concept for female scientists</p> <p>Network doctorates/ post-doctorate students</p> <p>Support of post-doctorate students</p> <p>Support and relief for work in university committees</p> <p>Support and relief for the Equal Opportunities Officers of the faculties</p>
<p><b>Focus area: Female Professors</b> Increase of the share of female professors (if underrepresented), especially in natural sciences and economics.</p>	<p>Fair and transparent appointment negotiations</p> <p>Recruiting concept</p> <p>Networking</p>
<p><b>Focus area: Research</b> Increase of the visibility of women in science and research as well as the visibility of gender studies at FernUniversity. Support and encouragement of networking of female researchers to promote interdisciplinary projects.</p>	<p>Gender studies</p> <p>Financial support for childcare during conferences</p> <p>Gender studies researchers' network</p> <p>Monitoring with focus on gender equality</p>
<p><b>Focus area: Gender Equality in Teaching</b> Teaching materials and study programmes are to promote gender equality and should be free of gender bias. They should also include content from the field of gender studies. Support and advice services for teaching staff will be provided to facilitate the change process.</p>	<p>Expertise and structures for „Gender Equality in Teaching“</p> <p>Include gender equality into study materials</p> <p>Gender toolkit</p> <p>Gender and queer studies study module</p> <p>Visiting professorships/fellowships with focus on gender and queer studies</p>