

2022 GEDIP Annual Monitoring

BASIS FOR RESOURCE ALLOCATION AND IMPLEMENTATION OF MEASURES

1.1 Data collection - Human Resources

Gender distribution

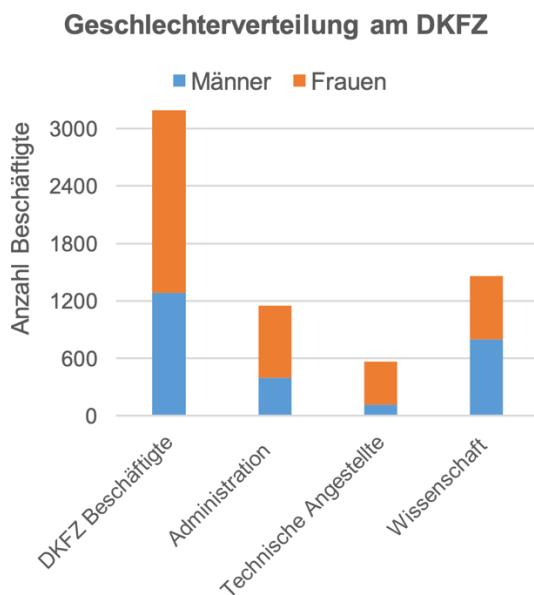


Figure 1: Gender distribution at DKFZ. Total DKFZ employees, Administrative staff, Technical Staff, Scientific Staff

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

Age

Scientific Career Stages	Average age
Doctoral researchers	27
Postdocs	33
Staff Scientists	37
Junior Group Leaders	38
Professors	53

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

Nationality

% International Employees	23
Number of nations represented	88

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

Parental leave

Number of employees on parental leave	87
% women	74
Average parental leave length:	
Women	11.2 months
Men	1.9 months

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

Leading and junior positions

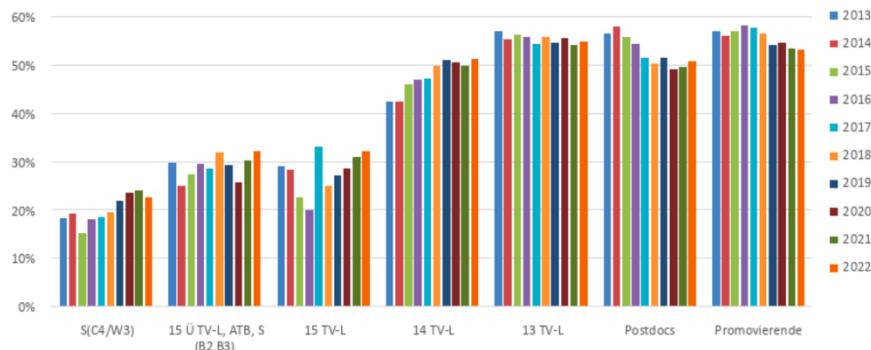


Figure 2: Women in scientific and non-scientific positions (2013–2022)

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

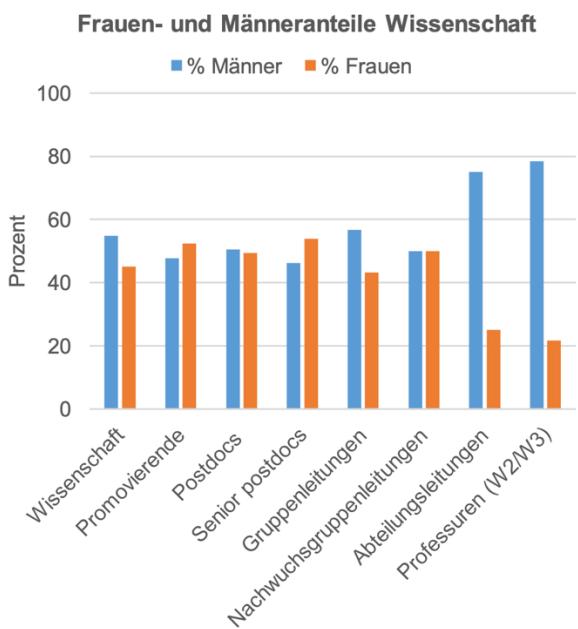


Figure 3: Gender distribution across scientific career levels.

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

1.2 Data collection - Composition of committee members

International PhD office

Committee	Number of members	% women
Graduate Program Committee	10	20
Winter Selection 2021/22 Evaluators	48	29
Summer Selection 2022 Evaluators	49	27
Interview panels:		
Winter reviewers	47	30
Summer reviewers	54	26

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

International Postdoc Office

Selection committees	Number of members	% women
Clinician Scientist Program	12	41.6
Postdoc Program	8	50

Source: 2022 Kuratoriumsbericht, Reporting period: 10/2021-09/2022

Scientific Leadership

2022 Selection Committees	Average % women	Average % men
Junior Group Leaders	27.6	72.4
Division Heads	30	70
W3 Professorships	60	40

Source: Appointments and Early Career Recruitment Department, Reporting period: 01/2022-12/2022

1.3 Data collection - Grants, publications, patents and awards

Grants

	% women	% men
Third Party-funding holders	25	75

Source: Grants Office, Reporting period: 01/2022-12/2022

Publications

	% women	% men
First authors Publications	40	60
Last authors Publications	19.1	80.9

Source: DKFZ Library, Reporting period: 01/2022-12/2022

Founders

	% women	% men
Founders	6.7	93.3

Source: Innovation Management, Reporting period: 01/2022-12/2022

Awards

	% women	% men
Scientific Award holders (>10,000 Euros)	40	60

Source: Strategic Communication and Public Relations, Reporting period: 01/2022-12/2022

1.4 Data collection - Scientific events

Internal events

	% women	% men
Science@DKFZ Keynote Speakers	50	50

Source: WiRa Office, Reporting period: 01/2022-12/2022