

2023 GEDIP Annual Monitoring

BASIS FOR RESOURCE ALLOCATION AND IMPLEMENTATION OF MEASURES

1.1 Data collection - Human Resources

Gender distribution

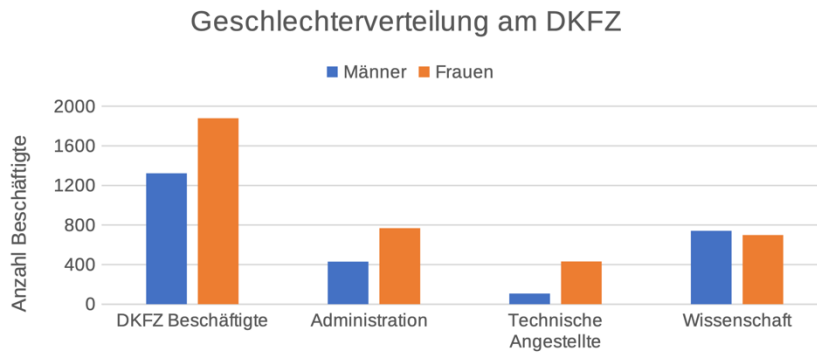


Figure 1: Gender distribution at DKFZ. Total DKFZ employees, Administrative staff, Technical Staff, Scientific Staff. March 2023.

Source: 2023 Kuratoriumsbericht, Reporting period: 10/2022-03/2023

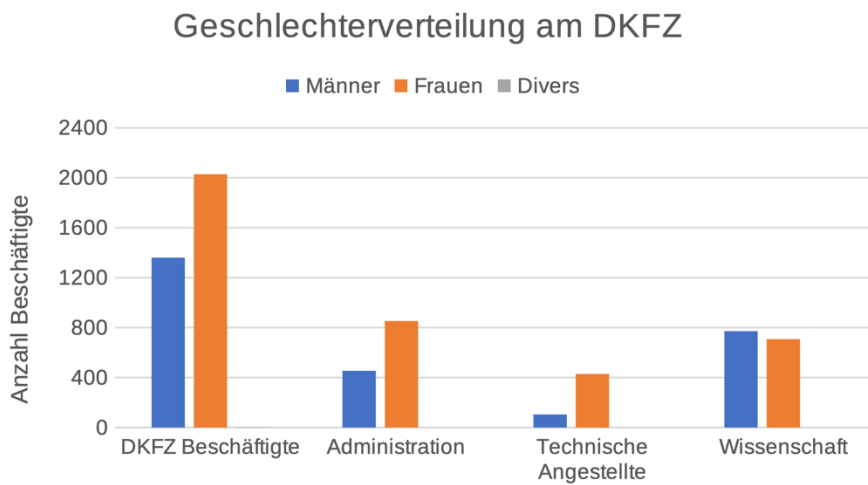


Figure 2: Gender distribution at DKFZ. Total DKFZ employees, Administrative staff, Technical Staff, Scientific Staff. March 2024.

Source: 2024 Kuratoriumsbericht, Reporting Period: 4/2023-03/2024

Age

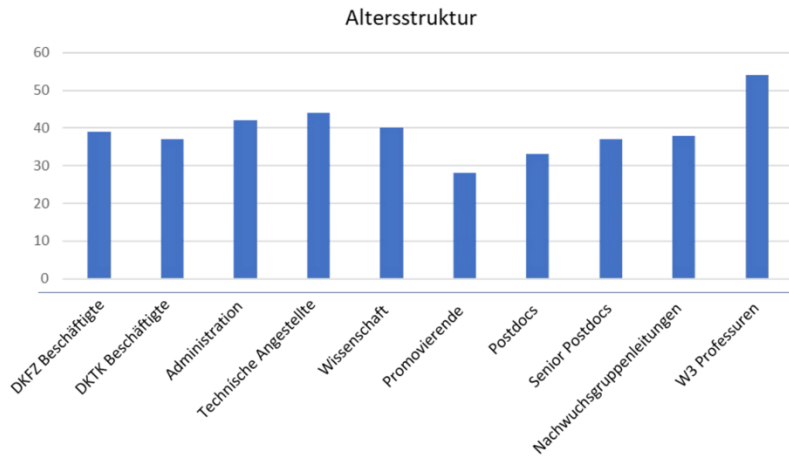


Figure 3: Average age by job category. March 2023.

Source: 2023 Kuratoriumsbericht, Reporting Period: 10/2022-03/2023

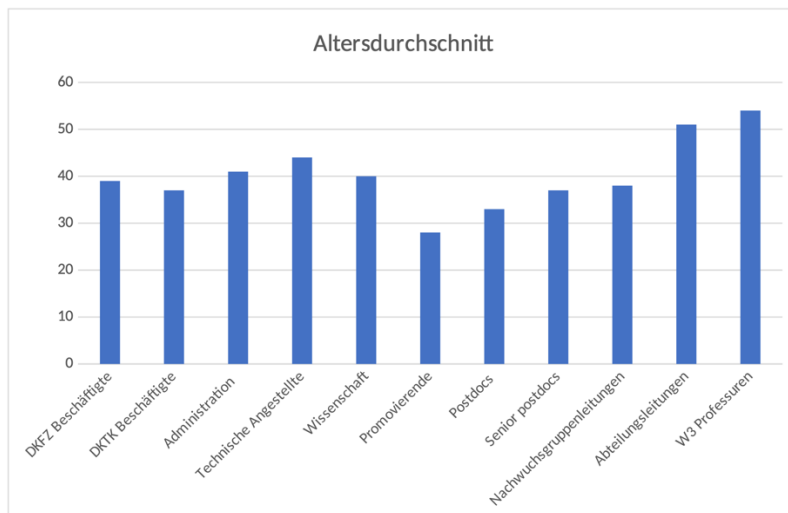


Figure 4: Average age by job category. March 2024.

Source: 2024 Kuratoriumsbericht Reporting Period: 4/2023-03/2024

Nationality

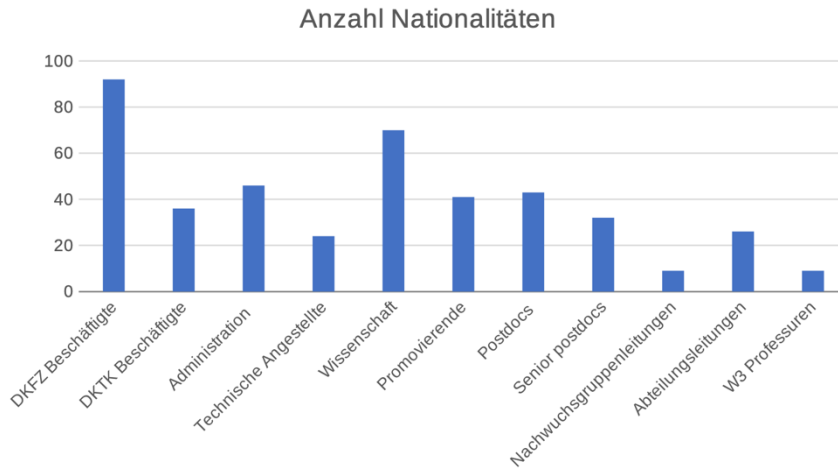


Figure 5: Number of nationalities by job category. In total, 92 nations are represented. March 2023.

Source: 2023 Kuratoriumsbericht, Reporting Period: 10/2022-03/2023



Figure 6: Number of nationalities by job category. In total, 86 nations are represented. March 2024.

Source: 2024 Kuratoriumsbericht, Reporting Period: 4/2023-03/2024

Parental leave

	10/2022-03/2023	04/2023-03/2024
Number of employees on parental leave	85	64
% women	87	83
Average parental leave length:		
Women	12.72 months	14.36 months
Men	1.9 months	3.45 months

Source: 2023 and 2024 Kuratoriumsbericht, Reporting period: 10/2022-03/2023 and 4/2023-03/2024

Leading and junior positions

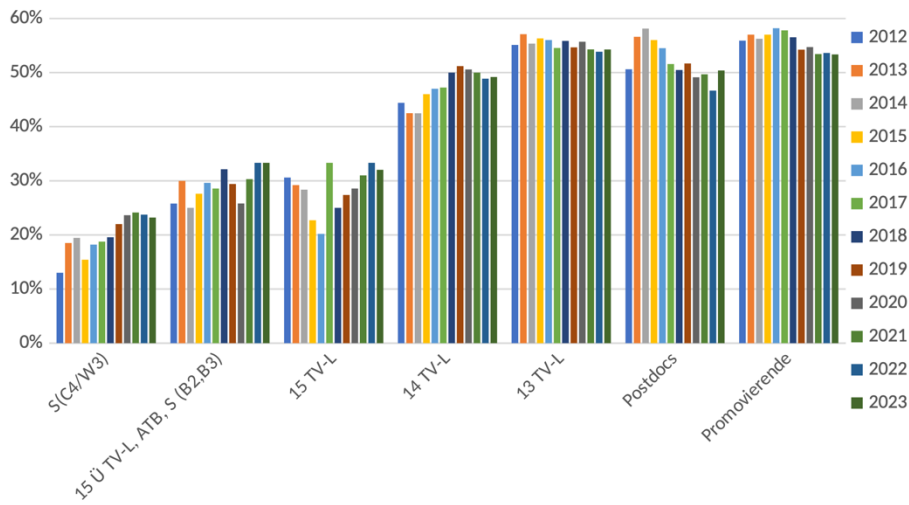


Figure 7: Women in scientific and non-scientific positions (2013–2023)

Source: 2023 Kuratoriumsbericht, Reporting Period: 10/2022-03/2023

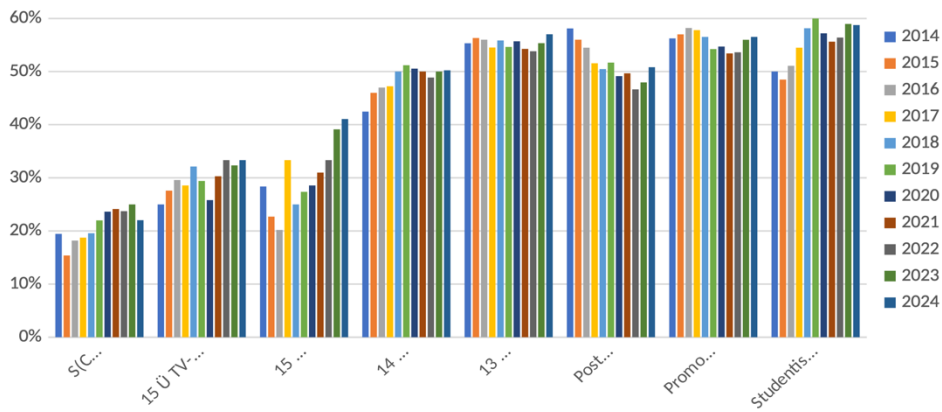


Figure 8: Women in scientific and non-scientific positions (2013–2024)

Source: 2024 Kuratoriumsbericht, Reporting Period: 4/2023-03/2024

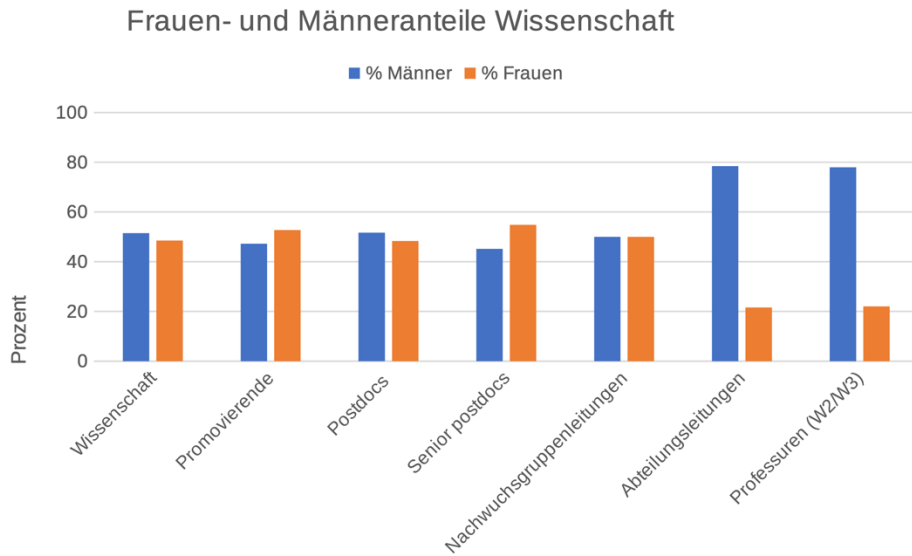


Figure 9: Gender distribution across scientific career levels. March 2023.

Source: 2023 Kuratoriumsbericht, Reporting Period: 10/2022-03/2023

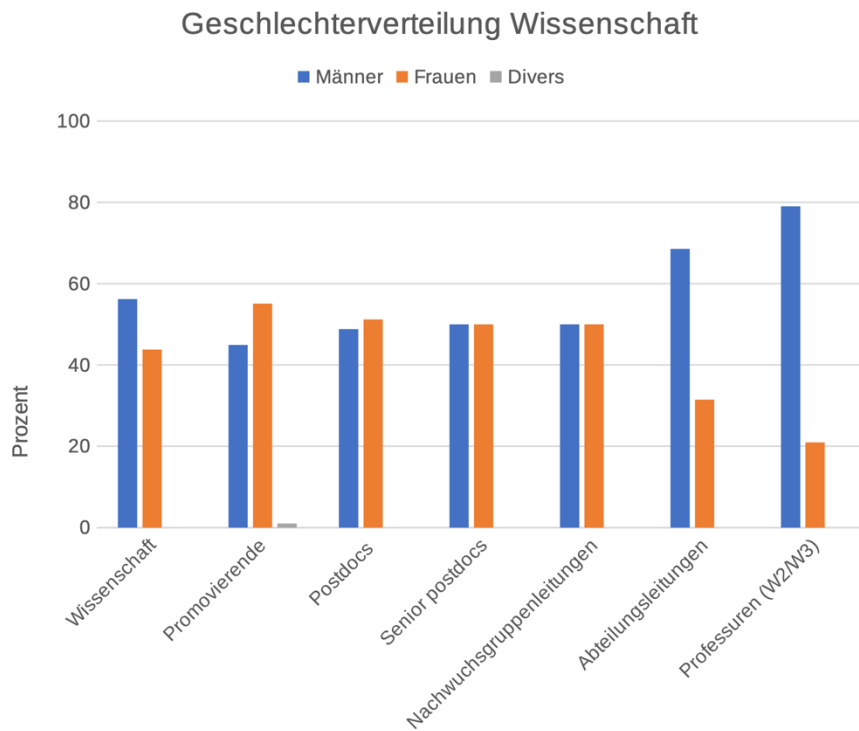


Figure 10: Gender distribution across scientific career levels. March 2024.

Source: 2024 Kuratoriumsbericht, Reporting Period: 4/2023-03/2024

1.2 Data collection - Composition of committee members

International PhD office

	Number of members	% women
Graduate Program Committee	10	20
Winter Selection 2022/23 Evaluators	55	31
Summer 2023 Selection Evaluators	49	33
Interview panels:		
Winter 2022/23 reviewers	57	26
Summer 2023 reviewers	57	32

Source: 2023 and 2024 Kuratoriumsbericht, Reporting period: 10/2022-03/2023 and 4/2023-03/2024

International Postdoc Office

Selection committees	2023		2024	
	Number of members	% women	Number of members	% women
Clinician Scientist Program	10	40	11	45
Postdoc Program	7	57	9	22

Source: 2023 and 2024 Kuratoriumsbericht, Reporting period: 10/2022-03/2023 and 4/2023-03/2024

Scientific Leadership

2023 Selection Committees	Average % women	Average % men
Junior Group Leaders	0	0
Division Heads	0	0
W3 Professorships	61	39

Source: Appointments and Early Career Recruitment Department, Reporting period: 01/2023-12/2023

1.3 Data collection - Grants, publications, patents and awards

Grants

	% women	% men
Third Party-funding holders	33	67

Source: Grants Office, Reporting period: 01/2023-12/2023

Publications

	% women	% men
First authors Publications	39.8	60.2
Last authors Publications	18.4	81.5

Source: DKFZ Library, Reporting period: 01/2023-12/2023

Founders

	% women	% men
Founders	/	/

Source: Innovation Management, Reporting period: 01/2023-12/2023

Awards

	% women	% men
Scientific Award holders (>10,000 Euros)	50	50

Source: Strategic Communication and Public Relations, Reporting period: 01/2023-12/2023

1.4 Data collection - Scientific events

Internal events

	% women	% men
Science@DKFZ Keynote Speakers	18	82

Source: WiRa Office, Reporting period: 01/2023-12/2023