

2024 GEDIP Annual Monitoring

BASIS FOR RESOURCE ALLOCATION AND IMPLEMENTATION OF MEASURES

1.1 Data collection - Human Resources

Gender distribution

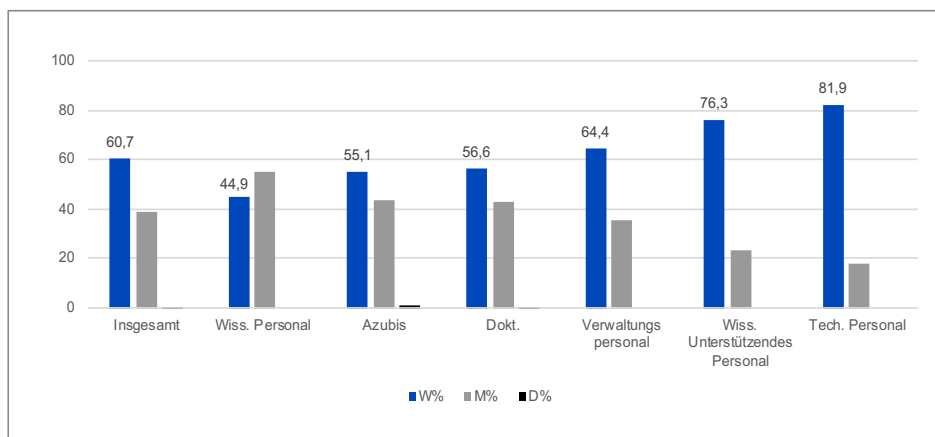


Figure 1: Gender distribution (Women, Men and Non-Binary) at DKFZ across staff categories. Total employees, scientific staff, Azubis, Doctoral Researchers, Administrative staff, Scientific support staff, Technical support Staff.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

Age

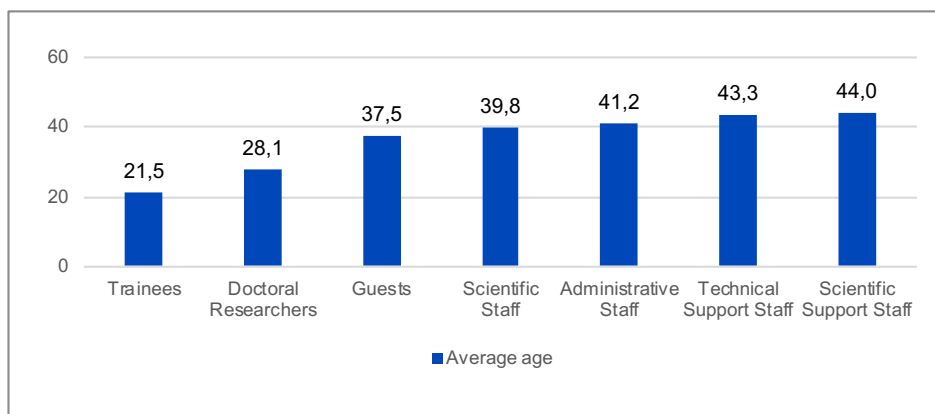


Figure 2. Average age by staff category. Trainees refers to Azubis.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

Nationality

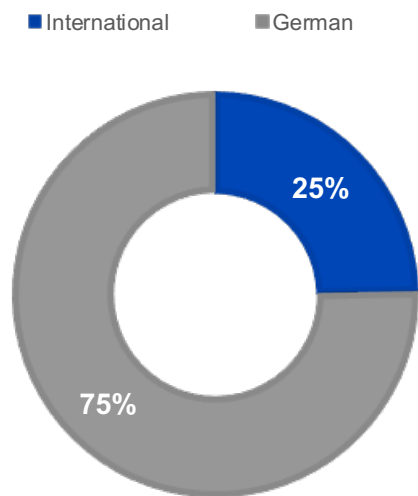


Figure 3. Distribution of Employee Nationalities. December 2024.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

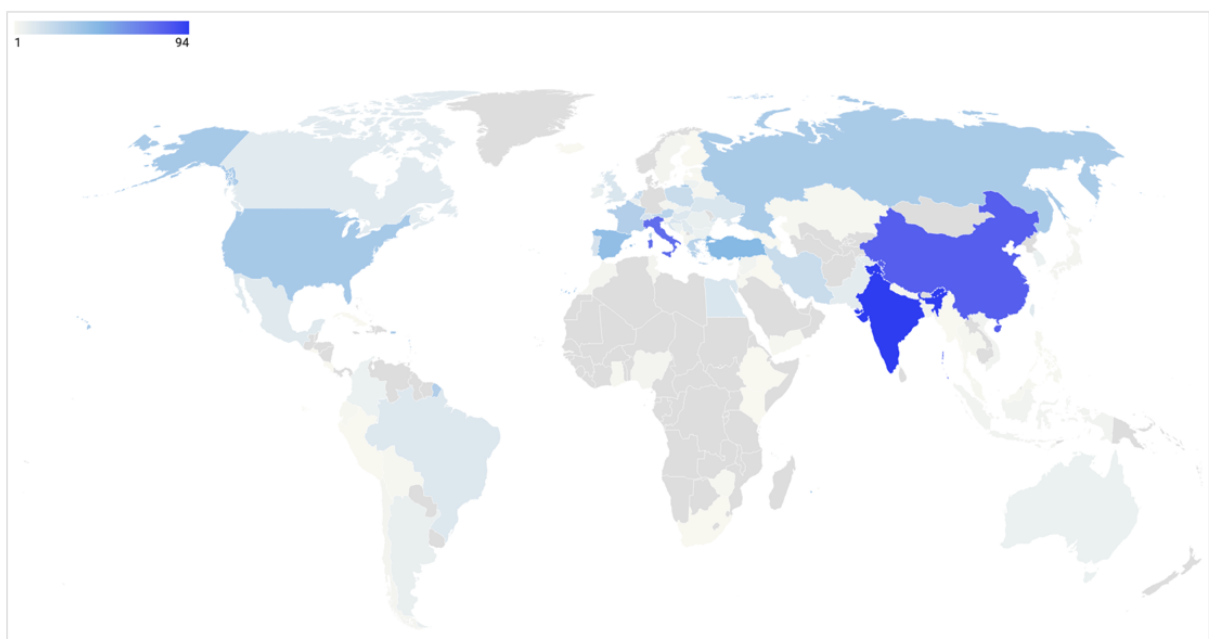


Figure 4. Global Distribution of employees' nationalities, excluding Germany. Darker blue indicates higher numbers (maximum 94 employees).

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

Parental leave

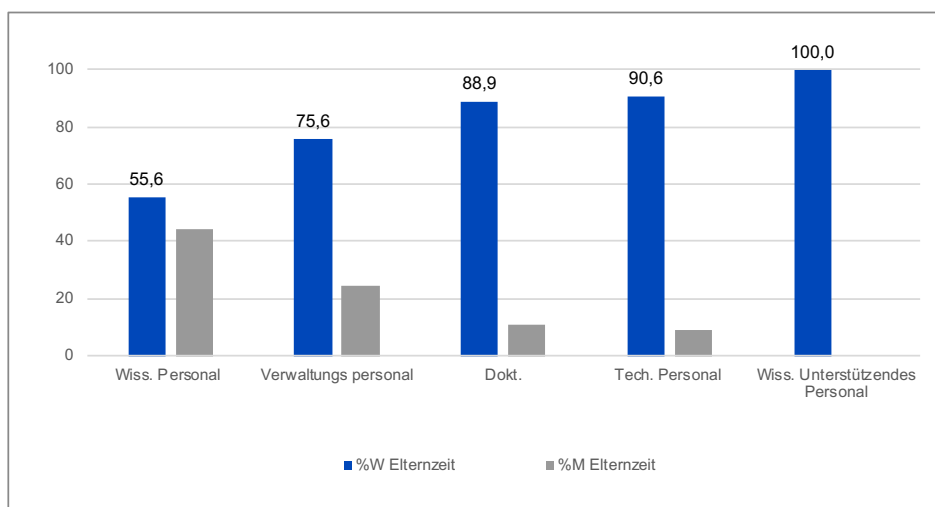


Figure 5. Gender distribution of parental leave across staff categories.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

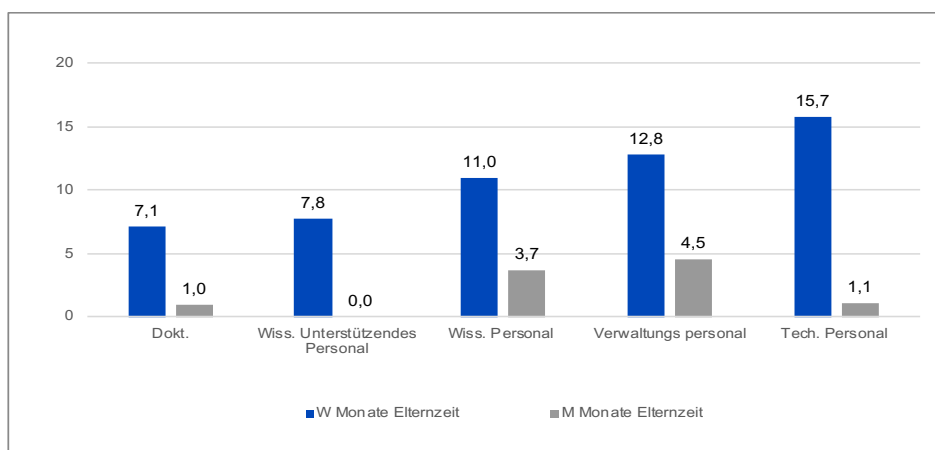


Figure 6. Time spent on parental leave by gender and across staff categories.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

Leading and junior positions

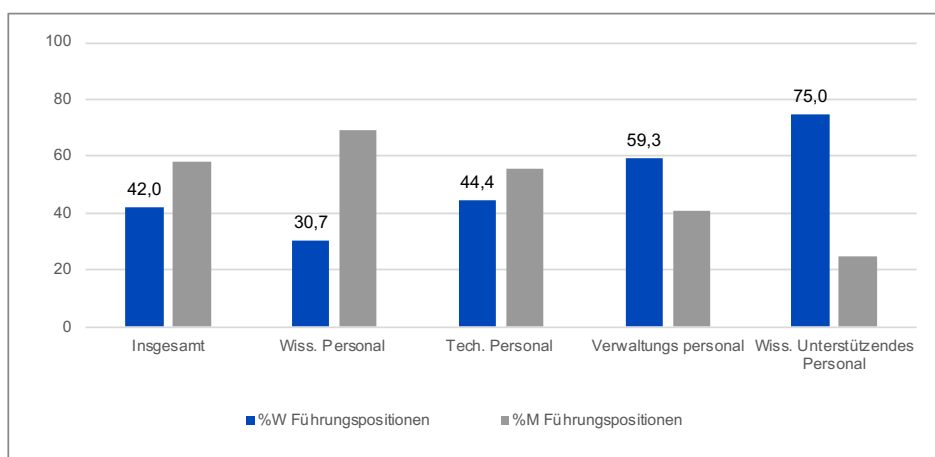


Figure 7. Gender distribution of leadership positions across staff categories. From left to right, all leadership positions, scientific leadership positions, technical leadership positions, administrative leadership positions, scientific support staff leadership positions.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

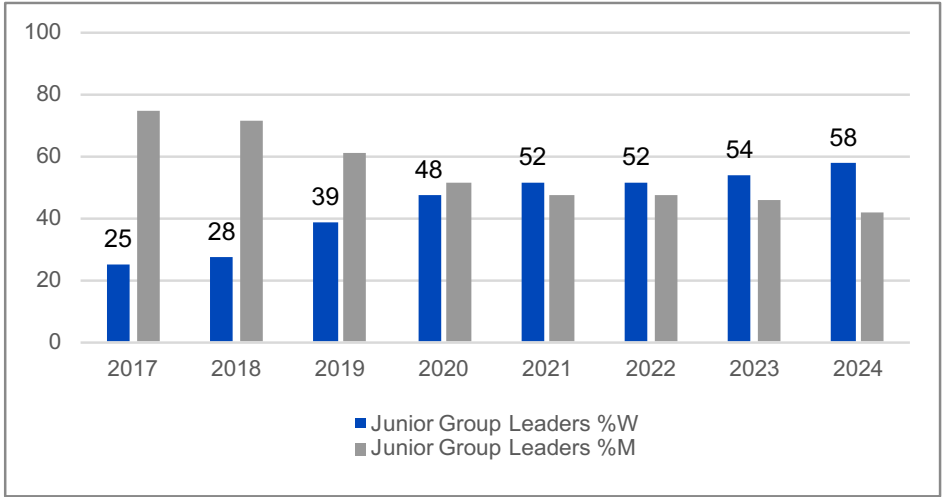


Figure 8. Gender distribution of Junior Group Leaders 2017-2024.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

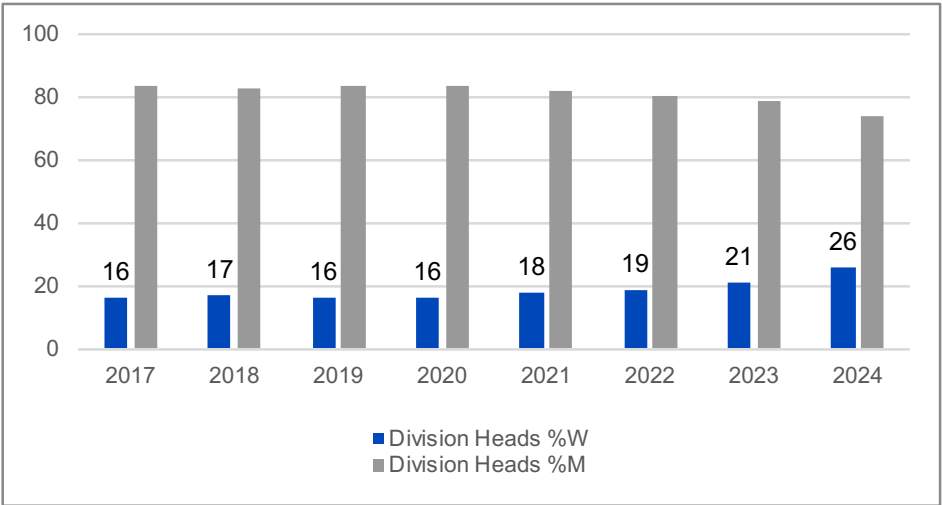


Figure 9. Gender distribution of Division Heads 2017-2024.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

1.2 Data collection - Composition of committee members

International PhD office

Committee	Number of members	% women
Graduate Program Committee	10	20
Summer Selection 2024 Evaluators	55	29
Interview panels:		
Summer 2024 reviewers	53	26

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

International Postdoc Office

Selection committees	Number of members	% women
Clinician Scientist Program	8	50
Postdoc Program	10	40

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2024-12/2024

Scientific Leadership

2024 Selection Committees	Average % women	Average % men
Junior Group Leaders	41.9	58.1
Division Heads	58	42
W3 Professorships	41.6	58.4

Source: Appointments and Early Career Recruitment Department, Reporting period: 01/2024-12/2024

1.3 Data collection - Grants, publications, patents and awards

Grants

	% women	% men
Third Party-funding holders	37	63

Source: Grants Office, Reporting period: 01/2024-12/2024

Publications

	% women	% men
First authors Publications	37	62.9
Last authors Publications	24.2	75.8

Source: DKFZ Library, Reporting period: 01/2024-12/2024

Founders

	% women	% men
Founders	33.3	66.7

Source: Innovation Management, Reporting period: 01/2024-12/2024

Awards

	% women	% men
Scientific Award holders (>10,000 Euros)	38	62

Source: Strategic Communication and Public Relations, Reporting period: 01/2024-12/2024

1.4 Data collection - Scientific events

Internal events

	% women	% men
Science@DKFZ Keynote Speakers	10	90

Source: WiRa Office, Reporting period: 01/2024-12/2024