

2025 GEDIP Annual Monitoring

BASIS FOR RESOURCE ALLOCATION AND IMPLEMENTATION OF MEASURES

Notes — Data was collected with three gender categories (Women, Men, and Gender Diverse). When data collection for Divers people was zero for all measured categories, this gender designation is not included in the plot. We recognize that this is likely does not reflect the reality of employee gender as our data is categorized by legal gender, not self-identified gender.

Data collection - Human Resources

Gender distribution

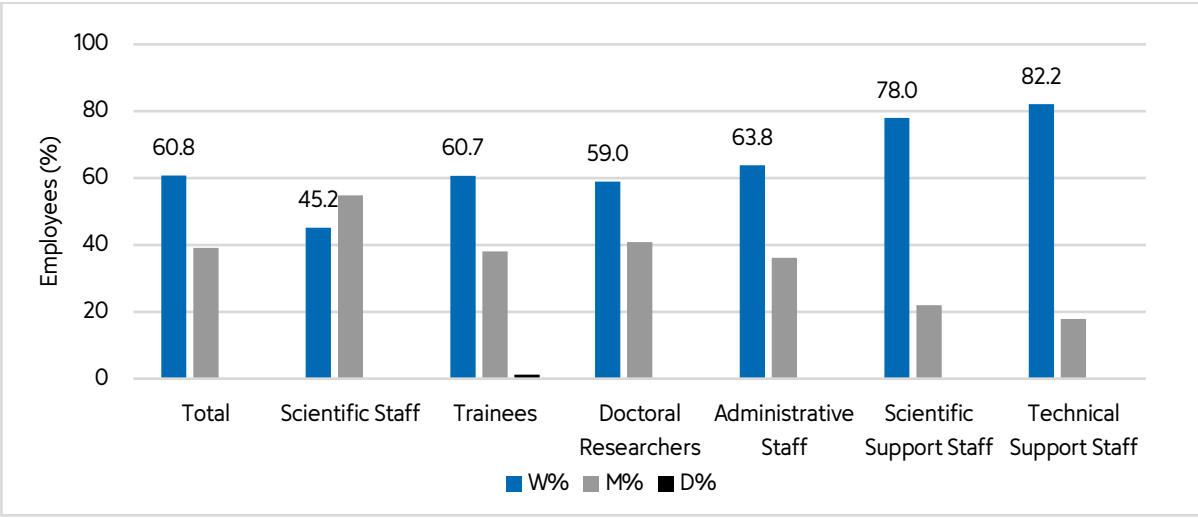


Figure 1: Gender distribution (Women, Men, and Non-Binary) at DKFZ across staff categories: Total employees, scientific staff, trainees (azubis), doctoral researchers, administrative staff, scientific support staff, and technical support staff.

Source: Human Resources Reporting Period: 01/2025-12/2025

Age

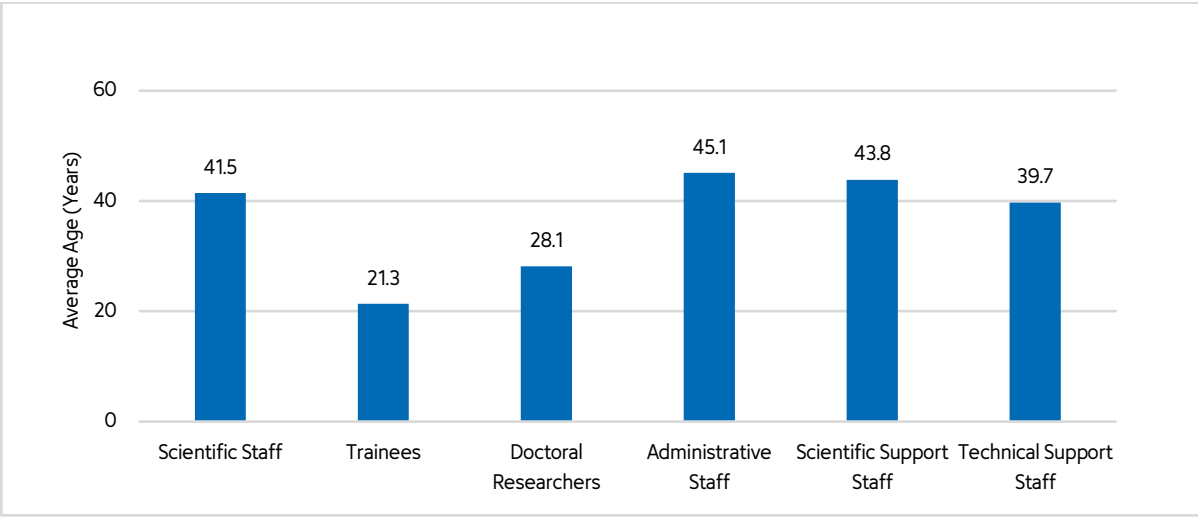


Figure 2: Average age by staff category. Trainees refers to Azubis.

Source: Human Resources Reporting Period: 01/2025-12/2025

### Nationality

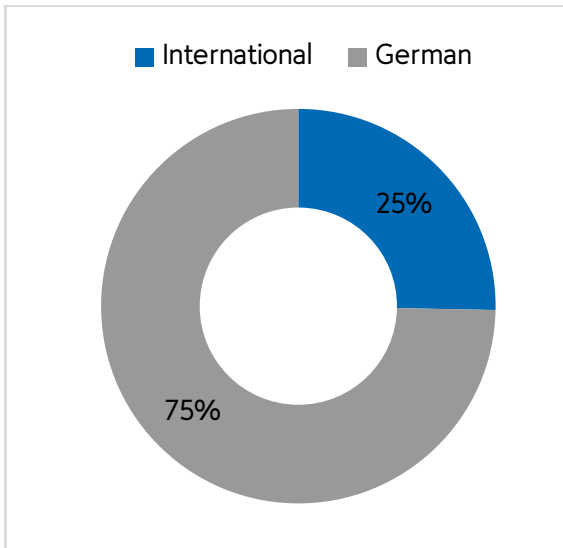


Figure 3. Distribution of Employee Nationalities

Source: Human Resources Reporting Period:01/2025- 12/2025

### Parental leave

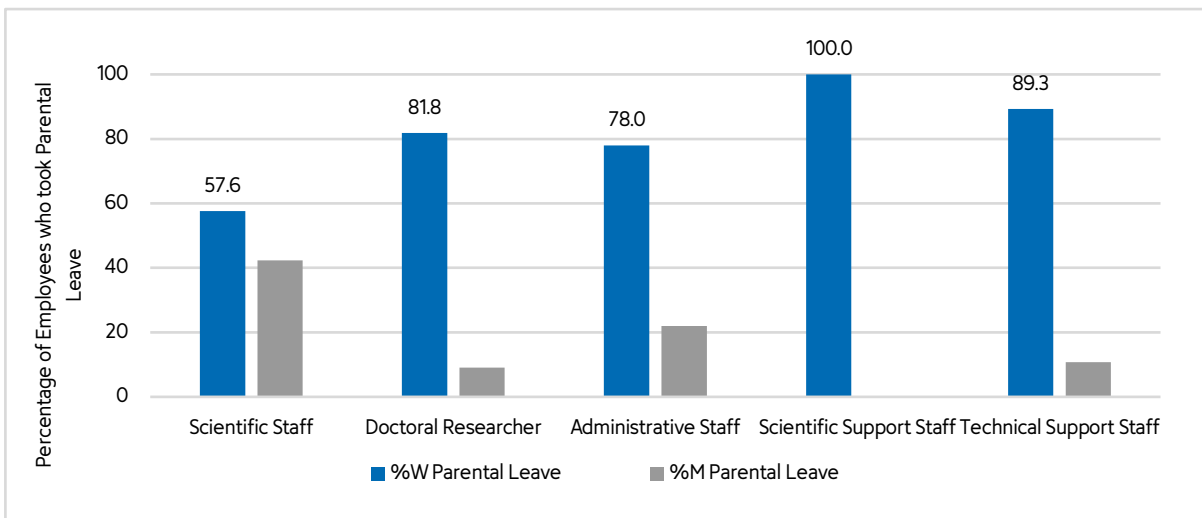


Figure 4. Gender distribution of parental leave across staff categories.

Source: Human Resources, Reporting Period: 01/2025-12/2025

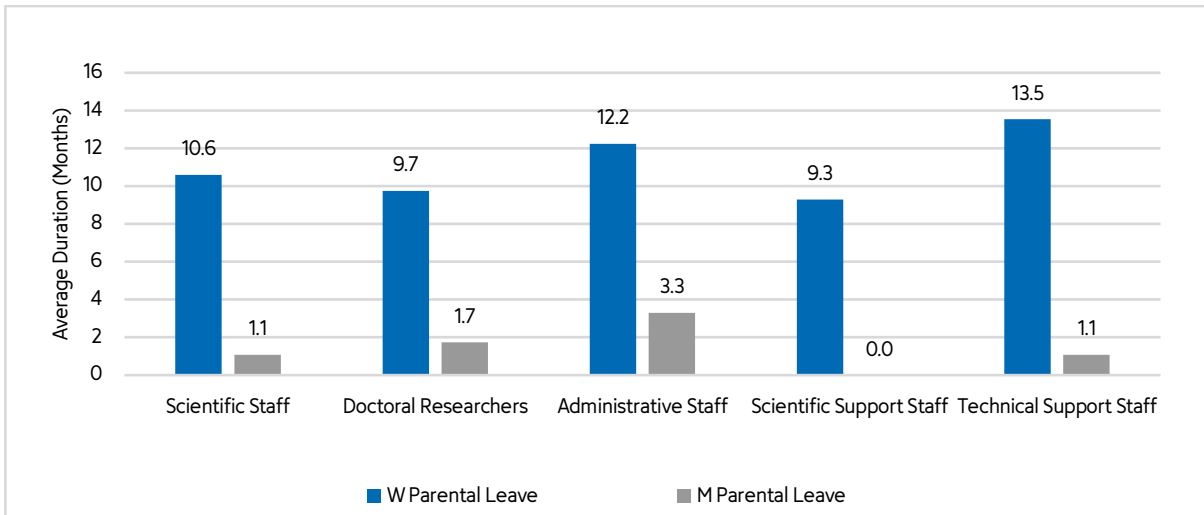


Figure 5. Time spent on parental leave by gender and across staff categories.

Source: Human Resources, Reporting Period: 01/2025-12/2025

### Leading and junior positions

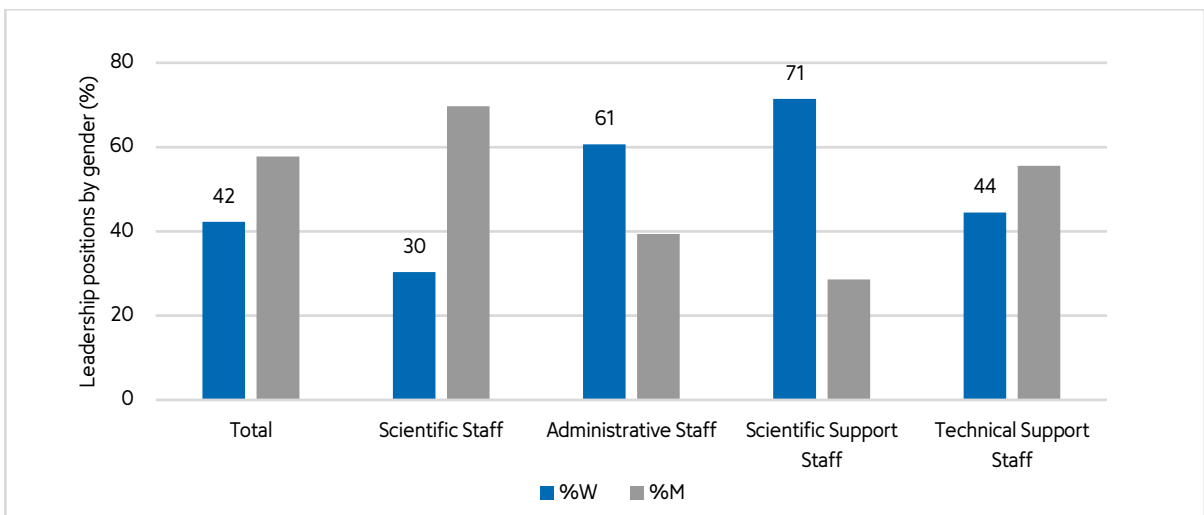


Figure 6. Gender distribution of leadership positions across staff categories. From left to right, all leadership positions, scientific leadership positions, administrative leadership positions, scientific support staff leadership positions, and technical leadership positions.

Source: Human Resources, Reporting Period: 01/2017-12/2025

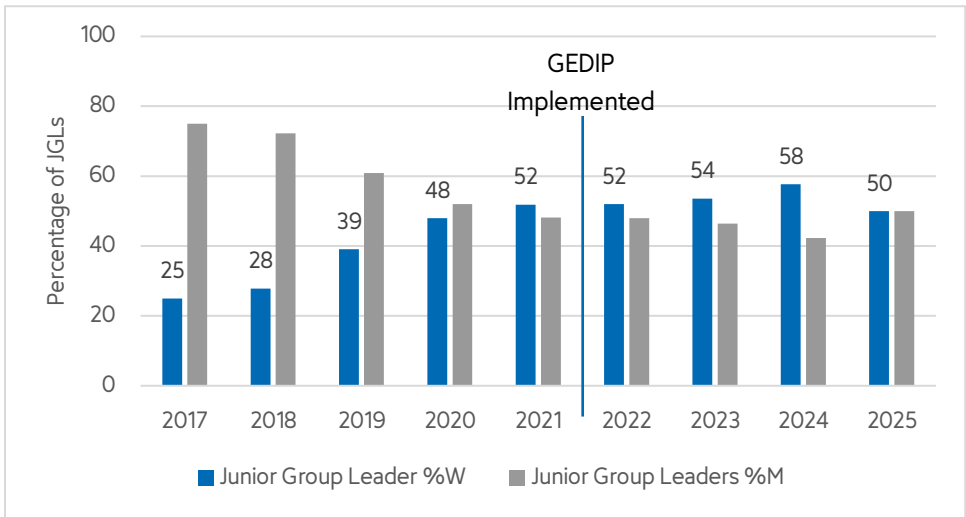


Figure 7. Gender distribution of Junior Group Leaders 2017-2024.

Source: 2025 Kuratoriumsbericht, Reporting Period: 01/2017-12/2025

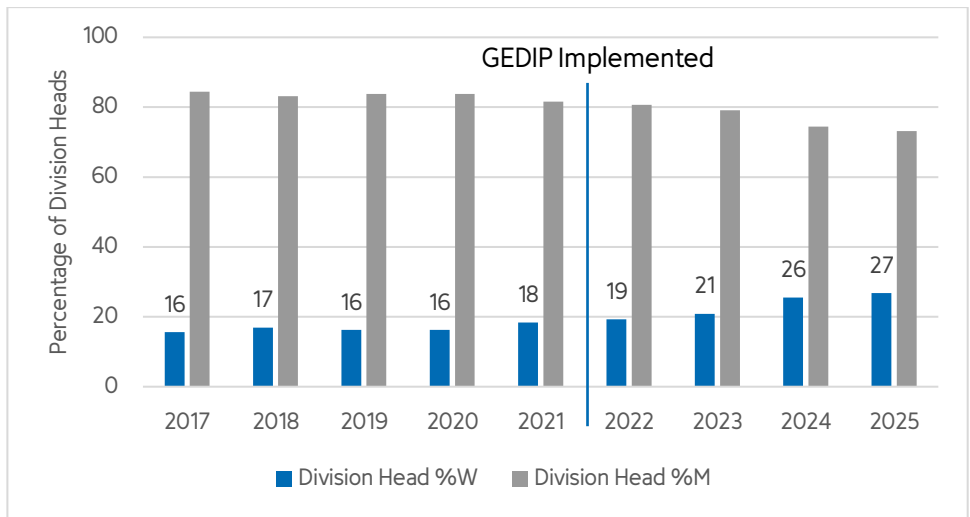


Figure 8. Gender distribution of Division Heads 2017-2025.

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

## 1.2 Data collection - Composition of committee members

### International PhD office

Committee	Number of members	% women
Graduate Program Committee	10	20
Summer Selection 2025 Evaluators (written applications)	47	28
Interview panels*:		
Summer 2025 reviewers	58	38

Source: International PhD Program, Reporting Period: 01/2025-12/2025 \* only one selection was completed during 2025

### International Postdoc Office

Selection committees	Number of members	% women
Clinician Scientist Program	9	56
Postdoc Program	12	33

Source: International Postdoc Program and Clinician Scientist Program, Reporting Period: 01/2025-12/2025

### Scientific Leadership

2025 Selection Committees	Average % women	Average % men
Junior Group Leaders	30	70
Division Heads	41.7	58.3
W3 Professorships	46.3	53.7

Source: Appointments and Early Career Recruitment Department, Reporting period: 01/2025-12/2025

### 1.3 Data collection - Grants, publications, patents and awards

#### Grants

	% women	% men
Third Party-funding holders	32	68

Source: Grants Office, Reporting period: 01/2025-12/2025

#### Publications

	% women	% men
First author publications	43.5	56.5
Last author publications	21.7	78.3

Source: DKFZ Library, Reporting period: 01/2025-12/2025

#### Company Founders

	% women	% men
Founders	20	80

Source: Innovation Management, Reporting period: 01/2025-12/2025

#### Awards

	% women	% men
Scientific Award holders (>10,000 Euros)	35	65

Source: Strategic Communication and Public Relations, Reporting period: 01/2025-12/2025

### 1.4 Data collection - Scientific events

#### Internal events

	% women	% men
Science@DKFZ Keynote Speakers	56	44

Source: WiRa Office, Reporting period: 01/2025-12/2025