

Gender Equality in Physics and other fields of basic research: a case study from the European funded project GENERA and the GENERA Network

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Abstract:

Gender Equality is one of the 17 sustainability goals of the United Nations and defines one of the five priorities of the European Union in forming the European Research Area.

During the last decades several activities have been initiated to improve Gender Equality in basic research. The overall progress in Europe is regularly monitored and presented by the European Commission in the “She Figures”:

“Women make up less than 50 % of doctoral students, doctoral graduates and academic staff. In the top academic grade in particular, women are a clear minority and their position since 2013 has improved only slightly. The share of women is considerably smaller in science, technology, engineering and mathematics than over all pooled fields of R&D, across the career path.” (She Figures 2018)

Started in September 2015, the EU-funded GENERA project was taking a detailed look at the traditional underrepresentation of female researchers in physics. Following a “from physics for physics” approach the GENERA consortium assessed the status quo and prepared all tools necessary to tailor and implement gender equality plans (GEPs) and measures in the participating institutions.

Evolving from the project, GENERA Network has been founded in 2018 to continue to commonly address Gender Equality. It is supported within the EU-funded ACT-on-Gender project as one of the seven Communities of Practice.

After an introduction to Gender Equality in basic research the activities of GENERA project and GENERA Network shall be presented together with the possibilities for institutions to participate and take advantage from GENERA Network.

Biography:

Thomas Berghöfer studied physics and astrophysics at the universities in Marburg, Bochum, Munich. He received a PhD from the LMU Munich and worked as a PostDoc at the MPE (Garching), UC Berkeley and Hamburg Observatory. At DESY (Hamburg) he then became a program manager for the federal funding of astroparticle physics has been engaged in several international cooperations in research, technology and gender equality. He coordinated the EU-funded GENERA project and is currently involved in the coordination of the GENERA Network, which has been founded in 2018.

Lia Lang studied in Munich, Stockholm and Berlin and holds a master degree in gender studies from the Humboldt University. She worked as a Project Manager in the overall coordination team in the EU-funded GENERA project. Currently she is involved in the Horizon2020 project ACT-on-Gender as facilitator of the GENERA Network Community of Practice and leads the working group on career development. She is based in DESY Zeuthen/Berlin.