



**TECHNISCHE
UNIVERSITÄT
DRESDEN**

Gender Equality Commissioner and Women´s Representative

Plan for the Promotion of Women 2019 - 2023 AT TECHNISCHE UNIVERSITÄT DRESDEN



Plan for the Promotion of Women 2019-2023 at Technische Universität Dresden

Drawn up on 10th December 2019

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1 Preamble

Gender equality is understood as a quality criterion and cross-sectional task at Technische Universität Dresden (TU Dresden). This voluntary commitment is also the framework for the TU Dresden Plan for the Promotion of Women (PPW), which was last adopted in 2014 and continues with the PPW 2019-2023.

The Saxon Women's Promotion Act (SächsFFG) stipulates the advancement of women, the compatibility of family and career in the public service, and is the normative basis of the present plan. The law states that a plan for the promotion of women "describes the situation of female employees, evaluates the previous advancement of women in the individual areas and in particular develops measures to implement necessary personnel and organisational improvements [...] to increase the proportion of women"¹. For TU Dresden as an excellent institution for research and teaching, the present plan consequently describes the situation of female employees and students and specifies which measures are to be used to further approach the ideal of gender equality and family friendliness in the validity period. It is therefore part of TU Dresden's strategy to incorporate equal opportunities into the core processes of the university.

PW 2019-2023 puts the situation of female employees in technology and administration at the center of its considerations - this also takes place against the background of the recommendations in PPW 2014 (Section 3.4.3 - Measures for women in technology and administration - sentences 1 + 2) to create a plan for the promotion of women explicitly for those employed in technology and administration. The plan supports the overall university goal of offering everyone the same opportunities as well as utilising all existing potential. Along with this, the reduction of current disadvantages for women should be promoted. The available instruments for university development are supplemented by a number of documents. These include

- The Gender Equality Concept 2018 (<https://tu-dresden.de/tu-dresden/chancengleichheit/ressourcen/dateien/gleichstellung/GK2018.pdf?lang=en>)
- Personnel Development Concept 2019 (https://tu-dresden.de/karriere/arbeiten-an-der-tud/personalentwicklung?set_language=en)
- Target Agreement Audit Family-friendly University 2016-2019 (<https://tu-dresden.de/tu-dresden/chancengleichheit/ressourcen/dateien/familienfreundlichkeit/zielvereinbarung-audit-familiengerechte-hochschule-2016-2019?lang=de>) hereafter referred to as Audit 2016 - 2019.

The Personnel Development Concept 2019 and Audit 2019 equally involve scientific and scientific support staff in their objectives. With a focus on the topic of gender equality, the Gender Equality Concept 2018 represents a comprehensive strategy to promote women in science (academic staff and students). With the conceptual orientation of the PPW 2019-2023, TU Dresden is making a further contribution to the practical and result-orientated creation of synergies.

¹ See section 4 sentence 2 of the Saxon Women's Promotion Act (SächsFFG) in the version of 1st April 2014 <https://www.revosax.sachsen.de/vorschrift/3637-Saechsisches-Frauenfoerderungsgesetz>

2 Purpose

As part of the desired cultural change towards improving opportunities for women, TU Dresden has defined the following goals:

- Increasing the proportion of women in management and managerial positions
- Eliminating the underrepresentation of women² in all work areas as well as in academic committees and in academic self-government
- Supporting the professional career and expanding options for further training with a focus on the group of female employees in technology and administration
- Promotion of measures to reconcile studies and work with family and care responsibilities
- Improving the structural framework, especially for female employees and students

3 Structure of the chapters

In section 4 of sub-sections 4.1 - 4.4 (Current figures on female employees and students as well as measures to remedy the underrepresentation of women), PPW 2019-2023 primarily presents the relevant data from personnel statistics for the individual employee groups and from committee support. The figures should complement the statistics in the 2018 equality concept in a meaningful manner and not repeat them, so reference is made to the Gender Equality Concept 2018 where appropriate. If the under-representation of women has been identified by the inventory (this applies in particular to the groups of university professors, academic staff, students in certain subject areas as well as women in committees and management positions in academic self-administration), proven and promising measures to remedy this situation are discussed.

With an excursus on the topic of fair pay (section 5), the PPW 2019-2023 illustrates the positive effect of gender-sensitive pay. In Section 6 (Topics on professional development and personal satisfaction), PPW 2019-2023 describes in sub-items 6.1-6.6 further concrete measures and strategies for the implementation of the aforementioned purpose, always with a focus on women in technology and administration.

Initially, measures to support career paths for female employees as well as the topic of further training (6.1 + 6.2) are discussed. This part of the plan is closely linked to the 2019 personnel development concept and accordingly refers to this.

The basic support for the implementation of these measures to promote women in their professional careers are the compatibility of study and work with family and care responsibilities (6.3), health and social issues (6.4) and dealing with harassment, discrimination and violence (6.5). A lot of preparatory work has already been done on the compatibility field, especially in the course of the Audit 2016-2019, so that reference is made to where this is appropriate. Section 6.6 provides an overview of all ongoing, planned and recommended measures that are aimed at opening up

² Underrepresentation (definition): "Underrepresented (describes) the status of women or men if their respective share of employees in a single area (...) (meaning salary or career groups) is below 50 percent (...). " See §§3 sentences 2 and 10 law for the equality of women and men in the federal administration and in the companies and courts of the federal government (federal equality law – BglG- https://www.gesetze-im-internet.de/bglg_2015/BjNR064300015.html)

better opportunities for women at TU Dresden in particular.

4 Current figures on female employees and students and measures to remedy the underrepresentation of women

4.1 Scientific employees³

As of 1st December 2018, the proportion of women among academic staff was below 31% in all groups (entire group) with the exception of academic assistants (47.1%) and student assistants (45.5%). The proportion of female professors is very low at 16.9%. The proportion of female research assistants is 30.1%. The proportions of scientific management positions are not balanced. In 2018, the ratio of the heads of the Central Institutions and Central Scientific Institutions is 82.6% men to 17.4% women. Between 2014 and 2018, the proportion of permanent female academic staff remained at an average of 29.9%. This has been a steady upward trend in professorships since 2014. In 2014, the proportion of women was 14.7%, in 2018 it was 16.9%.⁴ The proportion of female professors on permanent contracts rose from 12.4% to 16.4% by 2018.

At the professorship level, TU Dresden strives to achieve a 23-29% share of women by 2030, which in turn is based on a targeted share of women in new appointments of 25-30%. This objective is calculated according to the cascade model, in which the objectives for the proportion of women at each scientific qualification level are determined by the proportion of women at the qualification level directly below.⁵ In order to achieve this goal, new measures were formulated in the Gender Equality Concept 2018, which should work in addition to proven or measures in need of modification from past equality concepts (2009 and 2014). This includes further strengthening the instrument of active recruitment on a sustainable basis. Since April 2019, active recruitment has been supplemented by a mandatory introductory field screening by the organising agency prior to the publication of each advertisement in order to be able to make changes in time to optimise the description of the profile and tasks with a view to attracting excellent female scientists.

The anchoring of the calculated targets from the Gender Equality Concept 2018 is also expected to have positive effects in the target agreements made every three years between the university management and the five areas. The Eleonore Trefftz Guest Professor Programme will be made more flexible and will continue as a measure that will help to attract promising female scientists to TU Dresden. Appointments to a professorship with a tenure track are increasingly being considered at TU Dresden as a goal-orientated option to attract excellent female scientists. The

³ Tables for personnel statistics at TU Dresden 2014-2018 in the appendix, 8.1.

⁴ Information after research in the phone book of TU Dresden (Status: 22.03.2019, 22 facilities in total)

⁵ See Deutsche Forschungsgemeinschaft (DFG, German Research Foundation): The Research-Oriented Standards on Gender Equality (https://www.dfg.de/download/pdf/foerderung/grundlagen_dfg_foerderung/chancengleichheit/forschungsorientierte_gleichstellungsstandards_2017_en.pdf) Compare in-depth the Gender glossary of the University of Paderborn <https://www.uni-paderborn.de/universitaet/genderportal/gender-glossar/kaskadenmodell>

existing family-friendly framework conditions at TU Dresden make the tenure track option a successful model that is very attractive for female scientists with family or caring work, as the path to a professorship becomes more transparent and predictable. The tenure track professorship starts in an early career phase and, after a successful probation phase, provides for an immediate transition to a lifetime professorship.⁶

According to the target in the Gender Equality Concept 2018, the proportion of female academic staff is to be increased to 40-45% by 2030. The implementation of the framework code on dealing with fixed-term employment and the promotion of career prospects at universities in the Free State of Saxony, as well as the fixed-term standards, have resulted in improvements in the contract terms of academic staff, both at household and third-party funded positions. Currently around 85% of those employed at TU Dresden have at least a 1-year contract and around 40% of this group have at least a 3-year contract. In the case of financing solely from third-party funds, the contract term is based exclusively on the approved project duration or the approved subsections. To support the implementation of the gender equality mandate and increase transparency in the allocation of budget-financed permanent positions, the 2018 equality concept provides for the stringent inclusion of decentralised gender equality officers, not only as previously practiced in the case of permanent employment, but also playing an active role in the future in such recruitment procedures.

4.2 Students

In the past ten years, the proportion of new students at TU Dresden has varied between 43% and 46%. The proportion of female students is around the same level. There are clear differences between the multiple disciplines. With some degree programs, the proportion of women is less than 20%. This is currently the case in ten courses in engineering (ING/ STEM) and four courses in construction and the environment. The proportion of new students in the ING area is constantly a little over 20%.

As in previous versions, the aim of the 2018 Gender Equality Concept is to increase the proportion of women in such courses of study. One measure, for example, is the continuation and conceptual expansion of the STEM coordination unit in the Staff Unit Diversity Management. In addition, a pilot project focusing on schools is to be initiated in which students will act as STEM ambassadors to specifically recruit female students.

4.3 Scientific support staff⁷

The proportion of women among science support staff was not underrepresented in any group in the administration as of 1st December 2018. The proportion of female directors (Executive Managers for the Schools are also taken into account) was 54.5%. The proportion of Unit Heads (including Heads of Staff Units and Leonardo office)⁸ is 73.2%. The group of administrative employees (central / decentralised) has a share of women of 81.8%, the share of university

⁶ See the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ): The Tenure-Track-Programm - <https://www.bmbf.de/de/wissenschaftlicher-nachwuchs-144.html>

⁷ Tables for personnel statistics at TU Dresden 2014-2018 in the appendix, 8.1.

⁸ Information after research in the phone book of TU Dresden (Status: 29.03.2019, 41 positions in total)

secretaries is also very high at 98.7% and the number of trainees is 60.0% female.

As of 1st December 2018, skilled workers in research and teaching were significantly underrepresented in technology at 9.7%⁹. The group of female laboratory technicians is prominently represented with 75.8%, and among technical assistants, it is as high as 81.9%. On the other hand, skilled workers are proportionately in the lower third with 22.8% and female trainees with 23.5%.

4.4 Committees and management positions in academic self-government

The proportion of women in the professorships - which is still too small - is directly reflected at TU Dresden in the filling of management positions and the composition of the committees. Women are significantly underrepresented in management positions, a situation that should be counteracted primarily by targeted measures in the personnel development concept 2020.

The proportion of women with voting rights in the **Senate** of the term of office (current term of office) 2014 to 2019 was 18.1% in 2018 (see Figure 1) based on the group of university professors, 50% for academic staff and other staff 50%. Figure 1 shows the proportion of female students. After the last election, this was 25%.

Figure 1¹⁰: Women in the Senate

2014 to 2019								
University Professors			Academic Staff			Other Employee		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
11	2	18,18	4	2	50	2	1	50

Students 2018 - 2019		
Total	Thereof	%
4	1	25

⁹ The professional career as a skilled worker in research and teaching should become more attractive for women. This is being achieved at TU Dresden and supported by the measure of a "technicians" academy (see section 6.1 Measures to support career paths for female employees)

¹⁰ Source in figures in 4.4, unless otherwise stated, committee support TU Dresden.

The proportion of women among voting members in the **Extended Senate** of the term of office (current term of office) 2014 to 2019 was 0% in 2018 (see Figure 2) based on the group of university lecturers, 25% for academic staff and other staff / - inside 0%. Figure 2 shows the proportion of female students. After the last election, this was 25%.

Figure 2: Women in the Extended Senate

2014 to 2019								
University Professors			Academic Staff			Other Employees		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
11	0	0	4	1	25	3	0	0

Students 2018 - 2019		
Total	Thereof Women	%
4	1	25

The University Council is composed of equal numbers of female and male and has been headed by a woman for 9 years now. The proportion of women among voting members in the University Council of the term of office (current term of office) 2015 to 2019 was 5% with five female members in 2018.

In 2018, the proportion of women in the **University Executive Board** of the 2015-2020 term (current term) was 0%.

In 2018, women were represented as voting members in all **Senate commissions and other committees and commissions**, as shown in Figures 3 to 12.

Figure 3: Women in the **Senate Commission on Planning, Budget and Structure**

2014 to 2019								
University Professors			Academic Staff			Other Employees		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%

6	0	0	2	1	50	1	0	0
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Students 2018 - 2019		
Total	Thereof Women	%
2	0	0

Figure 4: Women in the **Senate Commission for Research and Young Academic**

2014 to 2019								
University Professors			Academic Staff			Other Employees		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
6	2	33	2	1	50	1	0	0

Students 2014 - 2019		
Total	Thereof Women	%
2	2	100

Figure 5: Women in the **Senate Commission for Teaching**

2015 to 2018								
University Professors			Academic Staff			Other Employees		
Total	Thereof Women	%	Total	Thereof Woman	%	Total	Thereof Women	%
20	4	20	5	1	20	2	1	50

2015 to 2018								
Students 2015 - 2016			Students 2016 - 2017			Students 2017 - 2018		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
10	1	10	10	3	33	10	2	20

Figure 6: Women in the **Senate Commission on Gender Equality and Diversity Managementbildung**

2014 to 2019								
University Professors			Academic Staff			Other Employees		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
6	5	83,33	2	2	100	1	1	100

Students 2014-2019		
Total	Thereof Women	%
2	2	100

Other committees and commissions:

Figure 7: Women in the **Library Commission**

No term of office in the classical sense											
University Professors			Academic Staff			Other Employees			Students		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
15	1	6,66	0	0	0	0	0	0	2	0	0

Figure 8: Women in the **Chief Information Officer - CIO - (IT- Steering Committee)**

No term of office in the classical sense											
University Professors			Academic Staff			Other Employees			Students		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
3	0	0	0	0	0	6	1	16,66	0	0	0

Figure 9: Women in the **Chief Information Officer (CIO)- Advisory Council**

No term of office in the classical sense											
University Professors			Academic Staff			Other Employees			Students		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
12	0	0	2	0	0	15	2	13,33	1	0	0

Figure 10: Women in the **Environment Commission**

2015 to 2018											
University Professors			Academic Staff			Other Employees			Students		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
14	4	28	1	0	0	1	1	100	2	2	100

Figure 11: Women in the **Commission Quality in Studies and Teaching**

2015 to 2018											
University Professors			Academic Staff			Other Employees			Students		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
6	0	0	2	1	50	1	1	100	2	0	0

Faculty councils

The proportion of women amongst voting members in the faculty councils of the term of office (last term of office) 2018 to 2021 was 2018 (see table "Faculty councils" in the appendix, 8.3) based on the group of university lecturers 19.6%¹¹, for academic staff 34% and 56.3% for other employees. The table "Faculty councils" shows the proportion of female students. After the last election, this was 43.5%.

School Committees and School Councils

School Committees and School Councils were created for the first time in 2018. The proportion of women among voting members in the School Committees for the term of office (current term of office) 2018 to 2021 was 15.4% in 2018 (see table "School Committees and School Councils" in the appendix, 8.3), based on the group of university teachers/ professors, for academic staff 27.3% and 50% of other employees. The table "School Committees and School Councils" shows the proportion

¹¹ Percentages in the document have been rounded to one decimal place. Please take the detailed information from the tables in the appendix, 8.3.

of female students. After the last election, this was 37%. The proportion of women in the School Councils was 7.7%.

The proportion of women in **leadership positions in the elective office** of the term of office (current term of office) 2015 to 2020 was 0 % in 2018 (see Figure 12) in the group of **School spokespersons**, 5.6 % in the group of **deans** and 16.4 % at the level of **vice deans** or **deans of studies**.

Figure 12: Women in **management positions in the electoral office**

2018 to 2021								
Department Secretaries			Dean			Per Dean and Dean of Studies		
Total	Thereof Women	%	Total	Thereof Women	%	Total	Thereof Women	%
5	0	0	18	1	5,56	61	10	16,39

A look at the proportion of women on the **appointment commissions** shows a positive trend: the appointment regulations amended in 2016 provide for the participation of at least three women in each appointment committee, including at least one female professor, in §6. Compliance with this regulation "Gender equality monitoring in appointment procedures", which was introduced by the statistics sheet introduced in 2014, is queried as a regular part of the appointment file. With an average share of 39% women in the appointment commissions, TU Dresden is now close to the 40% quota recommended by the Science Council.

At TU Dresden, there are targeted measures to relieve women who participate in committees. Since April 2014, the group of decentralised equal opportunities officers working part-time has been given guidelines on relieving duties, which provide for household-financed relief of up to 30% of regular working hours. In 2011, the University Executive Board decided on a programme for the allocation of bonus funds to recognise the involvement of professors and academic staff in committee work, in which they are often disproportionately stressed compared to their colleagues. This measure to promote equality is financed by the professor programs I and II. Since 2011, 83 female scientists from twelve faculties could be honored with 1,000 to 3,000 EUR. This measure, which is currently managed centrally, is to undergo further development with a view to the scope and design of the bonus funds and to be located decentrally in the operational implementation.

As part of the personnel development concept, a four-part workshop programme for deans and School spokespersons was started at the beginning of 2019. With a view to the diverse and complex challenges associated with these offices, the programme aims to address the following issues and strategies (1) strategic challenges and fields of action, (2) leadership requirements, (3) tools for leadership and organisational development, and (4) to promote administrative structures and processes. In the future, it will be implemented regularly after new elections and in particular

motivate this group of employees to perform management and leadership tasks more strongly and support them in developing a common understanding of roles. The program is to be expanded prospectively and also address the group of Vice Dean as well as the Dean of Studies in adapted formats.

Last but not least, this structured offer is linked to the expectation that the proportion of women in management positions at the university will increase visibly in the coming terms of office.

5 Equal Payment

Equal pay for employees with the same job and similar qualifications is a basic prerequisite for a gender equality and equal opportunities orientated personnel policy¹². In the German legal area, this was last demanded by the Pay Transparency Act. Since 2017, the principle of equal pay has been established in section 7 of the Pay Transparency Act. All private and public institutions have to pay equal pay for women and men for the same and equivalent work. Discrimination based on gender is prohibited.

Nationwide, the gender pay gap for comparable jobs with similar qualifications in 2018 was six percent¹³. Here, professors in the W salary are also to be included: a salary ranking by the German University Association shows that the difference in their gross monthly salaries compared to their male colleagues in the same year is up to 650 euros (W3).¹⁴ The Pay Transparency Act aims to ensure equality of pay for everyone Levels of employment by creating the legal basis for transparency in payment systems. This also includes an individual right to information for all female employees about what colleagues earn in the same position.

In the Gender Equality Concept 2018, the topic of "Equal Pay Instead of Gender Pay Gap" as part of the planned quality management is the basis for a measure which, under the leadership of the Chancellor, in cooperation with the Office of Equal Opportunities and Women's Representatives and the Personnel Council, carries out an equal pay check at TU Dresden. This means that a university-wide examination procedure is initiated for the group of university lecturers as well as for all TV-L employees, among others. Using questionnaires, statistics and evaluation matrices, it can be determined to what extent salaries are "paid according to transparent, non-discriminatory criteria"¹⁵. Analogous to the HTW Berlin fee check (1), a control check is recommended (i.e. also a check of the Discrimination potential in TV-L as an awareness-raising measure), (2) a statistical analysis (e.g. analysis of the job plan), (3) the creation of a criteria grid for alternative job

¹² Act on the promotion of pay transparency between women and men (Pay Transparency Act - EntgTranspG 2017) <https://www.gesetze-im-internet.de/entgtranspg/BJNR215210017.html>

¹³ Federal Statistical Office (Destatis 2019) Press release No. 098 - https://www.destatis.de/EN/Press/2019/03/PE19_098_621.html;jsessionid=411A7F6074C43260EB7DB64A85D0BE8D.internet741

¹⁴ Forschung und Lehre (Hrsg., veröffentl. 11/2018, aktualisiert 03/2019): Gender Pay Gap. Professorinnen bei W-Besoldung im Nachteil. - <https://www.forschung-und-lehre.de/professorinnen-bei-w-besoldung-im-nachteil-1255/>

¹⁵ The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (2017): Das Entgelttransparenzgesetz: Ein Leitfaden für Arbeitgeber sowie für Betriebs- und Personalräte. S.59. <https://www.bmfsfj.de/bmfsfj/service/publikationen/das-entgelttransparenzgesetz--ein-leitfaden-fuer-arbeitgeber-sowie-fuer-betriebs--und-personalraete/118300>

evaluation¹⁶ as well as final pair comparisons and testing of gender-appropriate evaluation methods.¹⁷

6 Topics concerning professional development and personal satisfaction

6.1 Measures to support career paths for female workers

If the concept of career for scientific employees is directly linked to the attainment of the next higher qualification level, career is more flexibly defined for scientific support staff in technology and administration. In this context, the term describes an expansion of the work content and responsibilities, more decision-making powers, (possibly for the first time, otherwise) more personnel responsibility and the change to the next higher pay group. The willingness to take more responsibility and to act independently in the individual professional course is to be continuously supported by the employer as an active and positive moment also with regard to the development of the overall organisation. The proportion of women is disproportionately high, particularly in administration, so the 2019-2023 Women's Promotion Plan pays specific attention to the available and possible instruments to support motivated female employees.

The recently established measures at Technische Universität Dresden include the annual meetings to be carried out by the superiors, which are intended to promote the exchange of current needs and potential and to ensure advice and coordination on possible development measures. Questions about the compatibility of family and work are an explicit part of the annual interviews.

The following presents three measures for the individual promotion of the professional career, which are aimed particularly at women in the scientific support field of activity and which were designed in 2018 in close cooperation between equal opportunities officers and administrators of the partner institutions of DRESDEN-concept. Until the FFP is updated, they should be checked or established in pilot formats:

a) The (female) "Technicians" Academy

Since 2015, the Helmholtz Zentrum Dresden Rossendorf (HZDR) has been managing the female "Engineering Academy" in cooperation with the Saxon Education Company for Environmental Protection and Chemical Professions Dresden GmbH (SBG). In 2016, it received the Innovation award for Continuing Education from the Free State of Saxony and has been open to interested parties from 2018. It will supplement the regular spectrum of certified training courses to teach well-founded knowledge in the areas of expertise, radiation protection, occupational safety, IT, communication, social competence by monoeducational offers, which are specifically aimed at women. The partner institutions in DRESDEN concept supplement this offer with guided tours in

¹⁶ The International Labour Organisation (IOL) Germany (O.J): Promoting equity: Gender-neutral job evaluation for equal pay. A step-by-step guide https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_104692/lang--en/index.htm

¹⁷ Sünne, Andresen and Ulrike Richter (2019): Gleiches Entgelt für gleichwertige Arbeit? Bericht zum egcheck-Projekt an der HTW Berlin. - <https://www.htw-berlin.de/einrichtungen/zentrale-referate/frauenfoerderung-gleichstellung/entgeltgerechtigkeit/>

their laboratories and technical facilities. The public relations work on this measure should make it clear that the aim is to promote existing skills and not to exclude female employees through exclusively created offers. For this purpose, a project's own website offers a contemporary possibility for information, exchange and networking.

b) The "internship program"

The offer is aimed at female employees in technology and administration. During the implementation, employees are exchanged for a period of one to three months. Participants are "guests" outside of their facility in other facilities. The objective is an intensified dialogue at the specialist level as well as a flexibilisation and optimisation of one's own work processes in dealing with problem-solving development and the best practice routines of other institutions, e.g. in third-party fund management. The measure is also suitable for targeted career advancement through formats such as representations and "on trial management". The HZDR provided the impetus for the measure with the concept of a "personnel exchange program" developed in 2018.

c) The (female) "Head of department pool"

This measure is designed as a cost-neutral discussion and advisory service for individual localisation in the career for female employees in technology and administration analogous to the Maria Reiche mentoring program for female scientists at TU Dresden. The aim is to create a pool of mentors (personalities with managerial experience in management from various departments: administration, business, science, politics) by activating the expertise and expanding the contacts of the Expert Advice Network Dresden e.V. founded in 1992 and the Dresden group of the German Association of Academics. Such mentoring is particularly suitable for an exploratory discussion with a view to taking on a (management) position in science management (interface between the above-mentioned departments), technology and administration.

6.2 Training

Professional careers that aim to deepen technical competence supported in every phase, as should careers with a focus on the management position. Training measures are generally relevant in order to be able to carry out the very specific fields of work and activities according to the latest standards. Expanding and deepening technical skills is therefore a high priority for many employees. These educational offers strengthen careers in terms of professionalisation and ensure long-term job satisfaction. With the Center for Continuing Education (ZfW), TU Dresden offers its scientific staff and executives an in-house opportunity to expand their knowledge and develop skills. In addition to a wide range of workshops, the ZfW also offers individual advice / coaching and networking opportunities (e.g. collegial case advice).

To strengthen and develop intercultural skills, employees from technology and administration have had the free qualification offer "SprInt" since 2012 in the context of the internationalisation strategy in the Excellence Initiative. In addition, there are in-house training courses on the use of SAP software as well as information technology and media didactics. A wide range of advanced training courses for this target group can be found in the training center of the Free State of Saxony (FoBiz, formerly AVS) in Meißen.

The need - based expansion of the existing offers is planned in the personnel development concept 2020. Women with family and / or caring responsibilities will benefit from this in particular. The

preparation of new and the transfer of existing learning content (e.g. at the Center for Continuing Education) into digital formats will help to make individual learning processes more flexible and promote the family-friendliness of further and advanced training.

6.3 Compability of study and employment with family and care tasks

The study "Vereinbarkeit 2020"¹⁸ (Compatibility 2020) shows three "clusters" of life plans for employees in Germany;

- 67 % „will sich sowohl beruflich entwickeln als auch genügend Zeit für Familie und Privatleben haben (would like to develop professionally, as well as have enough time for family and private life);
- 22,3 % hat einen klaren Fokus auf die Selbstverwirklichung im Beruf (have a clear focus on self-fulfilment at work);
- 9,7 % verwirklicht sich hauptsächlich im Privatleben (achieve their goals in their private life).“

The numbers clearly show the enormous importance of this topic. It is no coincidence that it is a recognised strength of TU Dresden that family friendliness has been established as an issue that affects many areas and a core task.

In this context, it is worth mentioning that by 2020 there will be a lack of three million skilled workers nationwide and at the same time 3.4 million people will need care¹⁹. Since women in Germany predominantly take on nursing duties (64% of cases) and surveys show that,

- 30% have difficulty reconciling these tasks with their job;
- 61% get additional time off as well
- 62% would like financial support.

In general, and especially to support female employees, further measures must be taken to ensure compatibility.²⁰

TU Dresden has been certified as a family-friendly university since 2007. To date, it is one of 106 universities in Germany - most recently in re-audit 2019 – that has drawn up a target agreement on family and care friendliness for its staff and students.²¹ The compatibility of family and work is

¹⁸ berufundfamilie (2015): Vereinbarkeit 2020 - Von Lebensentwürfen zur individualisierten Personalpolitik. S.4.

<https://www.berufundfamilie.de/index.php/arbeitgeberattraktivitaet/lebensentwuerfe-personalpolitik>

¹⁹ berufundfamilie (2018): Broschüre „Zukunftsfähige Personalpolitik gestalten“. S. 5. - https://www.berufundfamilie.de/images/dokumente/Broschuere_berufundfamilie.pdf

²⁰ Initiative Gesundheit und Arbeit (2019): Beruf und Pflegeverantwortung, betriebliche Unterstützungsmöglichkeiten für pflegende Angehörige. S.7.

²¹In addition, the university is a member of the "Dresden Network for Work and Family" and a partner in the Single Parents Network Dresden and thus committed to the goals of these networks. See Dresdner Netzwerk für Beruf und Familie (2017) - <https://tu-dresden.de/tu-dresden/chancengleichheit/familienfreundlichkeit/dresdner-netzwerk-beruf-und-familie> , see also Alleinerziehenden Netzwerk Dresden (2018): Ziele und Aufgaben des Alleinerziehenden Netzwerkes Dresden. <https://www.alleinerziehende-dresden.de/netzwerkpartner/aktuelles-aus->

treated accordingly in HR development as a cross-cutting issue and linked to all measures and activities. In this context, the annual discussions already mentioned play a special role, as they contribute to an improved work-life balance on a very individual level, in that the work aids made available for the discussions focus in particular on the aspects of working conditions, workload and compatibility with private life and work.

Among the contractually relevant measures at TU Dresden, the implementation of the family policy component according to WissZeitVG is noteworthy. This means that fixed-term employment contracts are extended by up to two years per child to compensate for the multiple burden of childcare in addition to a scientific activity and qualification or to compensate for family-related leave of absence. More flexibility for employees has been provided since 2015 by a university holiday care offer during the winter holidays to compensate for the lack of childcare, and, since 2018, also for the summer holidays.

In the course of implementing its goals in the target agreement audit family-friendly university 2016-2019 and in the gender equality concept 2018 and in the personnel development concept 2019, TU Dresden strives to maintain the already high standard of family friendliness and expand it further. This applies above all to the range of childcare options and the continuation of the coordination center for family friendliness, the latter in order to enable the continuous implementation and further development of projects and measures. In addition, targeted support for all employees is planned through a "contact and re-entry program for employees during family-related time-outs" and "support offers for scientists with family tasks during science-related stays abroad". Flexible working models (e.g. job sharing, shared management positions) and working time models (e.g. part-time work and options for mobile work) are addressed in all framework plans.

Considering the situation of the students, TU Dresden supports the expansion of part-time study and e-learning programs throughout the university and offers an expanded compensation for disadvantages as well as special study plans. This encourages more prospective students and students with family commitments to study and enables them to successfully complete their studies.

Family means not only parenting, but also caring for (grand) parents and life partners. In order to support students and employees with (impending) nursing responsibilities, independent nursing advice has been available on the TU Dresden campus since July 2019, which is supplemented by home visits as well as topic-specific lectures and seminars²². Furthermore, the digital nursing guide provides central information on the compatibility of nursing tasks with studying and working.²³

[dem-netzwerk](#)

²² Further information and contact to this project from the Diversity Management department at https://tu-dresden.de/tu-dresden/chancengleichheit/familienfreundlichkeit/pflegeberatung?set_language=en

²³ See Coordination Office for the Promotion of Equal Opportunities at Saxon Universities and

6.4 Health and social issues

TU Dresden recognises it as one of its tasks to maintain and promote the long-term and sustainable health and performance of its employees and students. For this purpose, the University Health Management (UGM) offers extensive health-related offers and measures.

Advisory services and contact persons for students and employees on occupational, radiation and environmental protection are available here. The amended Maternity Protection Act has been implemented at TU Dresden since 1st January 2018 and also includes a comprehensive risk assessment for pregnant women at TU Dresden, which results in protective measures and changes in working and study conditions. A major innovation is that students are now also included in the scope.

With the UGM, TU Dresden also provides offers on occupational health care, exercise and sports, healthy nutrition, mental health, but also on time management, first aid and equal opportunities. TU Dresden was able to achieve extensive measures here, such as an accessible (barrier-free) guidance and orientation system, the design of barrier-free forms, a lecture series and a qualification programme for inclusive education. Also controlled by the UGM is the Company Integration Management (BEM), which can work out and implement individual assistance for employees who have been ill for a longer period of time and are voluntarily participating, in order to make it easier for them to return to and secure their job.

On the annual Health Day, employees and students can get comprehensive information on a wide range of health issues. The visit is counted as working time for employees. For students, too, participation means no restriction in their course of study. There are no courses on this day.

The growing number of older people deserves increasing attention in a healthy coexistence. Many of them have specialist and experience knowledge for which transfer concepts are missing in the younger workforce. The reverse is the transfer or flow of knowledge not optimised. It is therefore recommended to develop formats for future-orientated knowledge management. This includes, for example, models in which tandems from different generations bring their expertise together. An age check of the workforce is also recommended in order to develop needs-based personnel policy instruments. Appropriate approval of relaxation and special vacation periods is an important component.²⁴

6.5 Dealing with harassment, discrimination and violence

In its basic structure, TU Dresden clearly positions itself against discrimination. The promotion of diversity is an important core element for an equal and respectful cooperation. This objective was anchored in the Diversity Strategy 2030²⁵ as well as in the Mission Statement for Personnel Development (2017).

²⁴ berufundfamilie Service GmbH (o.J.): Quick-Check. Arbeit und Alter – Potenziale und Erfahrung nutzen - <https://www.berufundfamilie.de/arbeitgeberattraktivitaet/alternde-belegschaft-generationenmanagement>,

²⁵ Stabstelle Diversity Management (2016): Diversity-Strategie 2030 TU Dresden - <https://tu-dresden.de/tu-dresden/chancengleichheit/ressourcen/dateien/DS2030.pdf?lang=de>

Central building blocks on this path are:

- a) Gender-sensitive language and image communication
- b) Security on campus
- c) Guideline of the Technische Universität Dresden on dealing with harassment, discrimination and violence.

a) Gender-sensitive language and image communication

The perception and assessment of groups of people is influenced by their presence in speech or images. An equal representation of all groups of people is therefore crucial on the way to equal opportunities. In the 2018 equality concept, the updating and binding introduction of the guideline "Gender-equitable in language and image" was mentioned as a measure. The guide was already updated in 2017, with this renewed push the decision of the Federal Constitutional Court (-1 BvR 2019 / 16- Rn. (1-69) are taken into account, which demands the possibility of communicating gender diversity when providing personal data²⁶.

With the amendment of the personal statute law (§ 22 sentence 3 PStG), it is now possible to avoid selecting "female" or "male" when asked to state the sex of a person or to use the term "diverse" to be registered at the registry office. TU Dresden is thus at the beginning of an internal discussion in the course of which university-internal documents and forms with personnel data, written communication in personnel procedures as well as certificates, also have to be modified. Mindfulness in dealing with image material in public relations will always be an issue. By maintaining gender and diversity-sensitive communication, TU Dresden sets an example for the acceptance of diverse self-determination.

b) Security on campus

The subjective well-being and a feeling of self-determined ability to act during studies and work are essentially supported by a feeling of physical security. In particular, women, people with disabilities and people with a migration background feel that they are exposing themselves to risks in certain contexts. TU Dresden endeavors to implement security-related and organisational measures to ensure a subjective feeling of security for everyone.

This includes self-defense and self-assertion courses for women offered by the University Sports Centre. Panic locks were installed in some lecture halls and seminar rooms in 2016. The lighting system was partially converted to LED and expanded in places. TU internal emergency number HA 20000 has been added to the guidance and orientation system, which is usually located in the entrance area and is therefore easy to find. A leaflet for students on occupational, health, fire and environmental protection²⁷ with important information was also published.

²⁶ BVerfG (2017): Beschluss des Ersten Senats vom 10. Oktober 2017 - 1 BvR 2019/16 - Rn. (1-69) - http://www.bverfg.de/e/rs20171010_1bvr201916.html

²⁷ Dezernat Liegenschaften, Technik und Sicherheit TU Dresden (2014): Merkblatt für Studierende zum Arbeits-, Gesundheits-, Brand- und Umweltschutz - https://tu-dresden.de/ressourcen/dateien/die_tu_dresden/arb_umw_schutz/nptu_arbeitsschutz/npas_unter_weisungen/unterweisungshilfen/Unterweisungshilfe_Merkblatt-fr-Studierende.pdf?lang=de

The real estate department deals with the implementation of professional crisis and emergency management, which deals with the conceptualisation and implementation of the project "*Sicherheit am Campus*" (Security on Campus) is entrusted. The project deals with the optimisation of the security of people on and off campus, and the crisis management. In this context, it is advisable to set up and maintain a website on the topic of security on campus, as well as to enable further training in the areas of prevention, self-protection and emergency management.

To c) Guideline of Technische Universität Dresden on dealing with harassment, discrimination and violence

Responding to the General Equal Treatment Act (AGG), which came into force in 2006, TU Dresden already committed itself to exclude disadvantage for reasons of ethnic origin, gender, religion or belief, disability, age or sexual identity. In the guidelines of Technische Universität Dresden for dealing with harassment, discrimination and violence adopted in 2019 ([https://www.verw.tu-dresden.de/Amtbek/PDF-Dateien/2019-17 / 01_sonstO30.10.2019.pdf](https://www.verw.tu-dresden.de/Amtbek/PDF-Dateien/2019-17/01_sonstO30.10.2019.pdf)) the scope of protection against discrimination and the offer of a complaints office was extended to the students. The directive regulates (preventive) measures, sanctions and responsibilities. The new office of a representative for complaints about harassment, discrimination and violence is the new complaints office. This enables transparency, short paths during processing and the possibility of systematic recording.

The results of the student survey "Diversity Monitoring"²⁸, which also recorded discrimination experiences of students at TU Dresden, clarify the risk of discrimination in this group and support the generation of needs-based (preventive) measures. In the medium term, regular monitoring of discrimination experiences in a university context is to be implemented in a broad participation process together with the complaints office. The results of the first employee survey at Technische Universität Dresden in May and June 2019 on experiences with sexual harassment and discrimination should also be reflected.

The measures described in the best practice catalog of the Federal Conference of Women and Equal Opportunities Officers at universities also provide useful impulses for the expansion of TU's internal anti-discrimination work²⁹. In addition to the establishment of support structures, such as working groups and advice centers as well as training and evaluation offers, concrete preventive measures and public relations work on the topic are also discussed.

²⁸See Diversity Monitoring – Vielfalt durch Transparenz fördern. <https://tu-dresden.de/ing/informatik/ai/mci/forschung/forschungsgebiete/diversity-monitoring>

²⁹ Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen (bukof) (o.J.): Best Practice: Aktionsfeld 8 "Moralische Belästigung, sexualisierte Diskriminierung und Gewalt" Total E-Quality. - <https://bukof.de/wp-content/uploads/Aktionsfeld-8-SDG-Total-E-Quality.pdf>

6.6 Overview of ongoing, planned and recommended measures

Equal Opportunity					
Addressing the under-representation of women					
Targetgroup	Measure	Current Status			Page
		ongoing	planned	recommended	
staff	Active recruitment and field screening	x			6
	Anchoring the target corridors in the Target agreement talks	x			6
	Expansion of Eleonore Trefftz Guest Professor Programme		x		6
	Expansion of tenure track option	x			6
	Involvement of decentralised equal opportunities officers in the event of limitation and new appointments for budget-financed permanent positions		x		6
	Mandatory participation of at least three women in appointment committees	x			12
	Expansion of recognition of committee work		x		12
	Workshops on the Office of the Head of the Department or/ and the dean	x			12f.
Students	Expansion of the previous MINT/STEM coordination office		x		7
	Pilot project: Students as MINT/STEM ambassadors		x		7
Equal Payment					
staff	Equal Payment Check			x	13
	Preparation of a catalog of criteria for gender-neutral, alternative Job evaluation			x	13f.
	Testing the alternative job evaluation			x	14
PROFESSIONAL DEVELOPMENT AND PERSONAL SATISFACTION					
Career paths for women with a focus on technology and administration					
staff	annual meetings	x			14
	„Technikerinnen“-Akademie		x		14f.
	„Internship program“		x		15
	„Abteilungsleiterinnenpool“		x		15
Further Education					
staff	Preparation of new and transfer of existing learning content (e.g. at the Center for Continuing Education) into digital formats to make individual learning processes more flexible and promote the family friendliness of offers		x		16

6.6 Overview of ongoing, planned and recommended measure

PROFESSIONAL DEVELOPMENT AND PERSONAL SATISFACTION					
Family and caring duties					
Target group	Measure	Current Status			Page
		ongoing	planned	recommended	
Staff and students	Preservation and expansion of childcare options as needed, and implementation of other ones Projects and measures	x			17
	Contact and re-entry program during or after family-related breaks		x		17
	Support programs for childcare needs in Context of stays abroad		x		17
	Flexible working models		x		17
	Flexible working time models		x		17
	Extended compensation for disadvantages and Special study plans for students	x			17
	Digital care guide	x			18
	Nursing advice on the TU Campus	x			18
Health and social affairs					
Staff and Students	UGM: Offers for prevention, nutrition, sports,emotional health	x			18
	UGM: Advice on working, radiation and Environmental protection	x			18
	Risk assessment for pregnant women	x			18
	Operational integration management	x			18
	Implementation of inclusive measures (e.g. barrier-free guidance and orientation system)	x			18
	UGM: Tag der Gesundheit/ Health Day	x			18
	Age check			x	19
	Intergenerational knowledge management			x	19
Dealing with harassment, discrimination and violence					
Staff and Students	Gender-sensitive language and image communication		x		19
	Systematisation Security on the Campus		x		20
	Implementation of the guideline of the Technische Universität Dresden for dealing with harassment,		x		20
	Discrimination and violence		x		21
	Evaluation and use of the results of the		x		21
	Student survey "Diversity Monitoring		x		21

7 Entry into force

The Women's Advancement Plan is a further development of the Women's Advancement Plan 2014 - 2018. After approval by the staff council, it comes into force with its publication. It must be adapted to current developments within the four-year period of its validity after two years. If the Women's Support Plan has not been implemented, the University Executive Board will explain the reasons for this as part of the adjustment due after two years and, after the next Women's Support Plan has been drawn up, the women's representative will publish it in the office.

8 Annex

8.1 Tables in personnel statistics TU Dresden 2014-2018

8.2 CLASSIFICATION LEGEND

Employment Group				
Lower Service	Middle Service	Higher Intermediate Service	Higher Service	Other
Azubi - E04	E05 - E09 M.D.	E09 G.D. - E13 G.D.	E13 H.D./E13Ü E15Ü, A, W/C	Fest HD, STDV SHK/FHK/WHK

GROUPS OF EMPLOYEES IN ADMINISTRATION AND TECHNOLOGY

Administration	
Head of Department	Director
	Executive Manager for the School
Employees in administration central/decentralised	Administrative employees
	Administrative employees in Examination Office
	Member in higher service
	Member in other office duty
University secretaries	University secretary
Trainee	Apprentice; administration specialist.
Technology	
Laboratory assistants	Laboratory technician/ materials tester
Technical Assistants	Techn. Ass./ Chemotechn.
Skilled workers in research and teaching	Official Auxiliary in lab or research institution
Skilled workers	Skilled workers
Trainees: AZU;Gardener; AZU;Ind.mech.:Ger.-/F.t. AZU;Mechatronics engineer AZU;Microtechnologist AZU;Electr.f.Ger.u.Sys. AZU;Production mechTextile AZU;Biological laboratory assistant AZU;Building material tester AZU; Animal keeper AZU;IT specialist	

8.3 List of Figures

- Figure 1: Women in the Senate
- Figure 2: Women in the Extended Senate
- Figure 3: Women in the Senate Commission on Planning, Budget and Structure
- Figure 4: Women in the Senate Commission on Research and Young Academics
- Figure 5: Women in the Senate Commission on Teaching
- Figure 6: Women in the Senate Commission on Equality and Diversity Management
- Figure 7: Women in the Library Commission
- Figure 8: Women in the Chief Information Officer - CIO - (IT Steering Committee)
- Figure 9: Women on the Chief Information Officer (CIO) Advisory Board
- Figure 10: Women in the Environment Commission
- Figure 11: Women in the Quality in Studies and Teaching Commission
- Figure 12: Women in leading positions in Elective Office

8.4 Tables for section 4.4

- Table "Faculty Councils" (2018-2021)
- Table "Area Councils and Area Colleges" (2018-2021)

Annex 8.1
Tables on Personnel
Statistics at TU Dresden
2014-2018

**Additional work for the promotion of
women 2019 - 2023**

Groups / proportions in numbers and percentages	Scientific staff Status: 1 st December 2014	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service	Other
	Professors Total	457	396	61	450	7	0	0	0	457	0
	No. of women	67	49	18	65	2	0	0	0	67	0
	Percentage of women	14,7%	12,4%	29,5%	14,4%	28,6%	0,0%	0,0%	0,0%	14,7%	0,0%
	thereof junior professors Total	18	0	18	17	1	0	0	0	18	0
	No. of women	4	0	4	4	0	0	0	0	4	0
	Percentage of women	22,2%	0,0%	22,2%	23,5%	0,0%	0,0%	0,0%	0,0%	22,2%	0,0%
	Total scientific staff	3.581	460	3.121	2.225	1.356	0	0	36	3.540	5
	No. of women	1.078	136	942	475	603	0	0	8	1.067	3
	Percentage of women	30,1%	29,6%	30,2%	21,3%	44,5%	0,0%	0,0%	22,2%	30,1%	60,0%
	of which research assistants with doctoral degrees Total	n.a.**									
	No. of women										
	Percentage of women										
	Research assistants Total	493	0	493	0	493	0	0	0	0	493
	No. of women	218	0	218	0	218	0	0	0	0	218
	Percentage of women	44,2%	0,0%	44,2%	0,0%	44,2%	0,0%	0,0%	0,0%	0,0%	44,2%
	Student assistants Total	2.026	0	2.026	0	2.026	0	0	0	0	2.026
	No. of women	780	0	780	0	780	0	0	0	0	780
	Percentage of women	38,5%	0,0%	38,5%	0,0%	38,5%	0,0%	0,0%	0,0%	0,0%	38,5%

* without a senior prof.

** stat. Entry only from 2016

**Additional work for the promotion of
women 2019 - 2023**

Groups / proportions in numbers and percentages	Administration Status 1 st December 2014	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Heads of department Total	n.a.								
	No. of women									
	Percentage of women									
	administrative staff central/decentral Total	669	353	316	416	253	12	367	193	97
	No. of women	565	312	253	336	229	10	329	160	66
	Percentage of women	84,5%	88,4%	80,1%	80,8%	90,5%	83,3%	89,6%	82,9%	68,0%
	University secretaries Total	222	201	21	135	87	7	215	0	0
	No. of women	221	200	21	134	87	7	214	0	0
	Percentage of women	99,5%	99,5%	100,0%	99,3%	100,0%	100,0%	99,5%	0,0%	0,0%
	Trainees Total	8	0	8	8	0	8	0	0	0
	No. of women	6	0	6	6	0	6	0	0	0
	Percentage of women	75,0%	0,0%	75,0%	75,0%	0,0%	75,0%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Technics Status: 1st December 2014	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Laboratory assistants Total	74	49	25	44	30	2	70	2	0
	No. of women	63	44	19	34	29	1	60	2	0
	Percentage of women	85,1%	89,8%	76,0%	77,3%	96,7%	50,0%	85,7%	100,0%	0,0%
	Techn. Assistants Total	93	53	40	58	35	0	93	0	0
	No. of women	80	44	36	47	33	0	80	0	0
	Percentage of women	86,0%	83,0%	90,0%	81,0%	94,3%	0,0%	86,0%	0,0%	0,0%
	Skilled workers in Research and teaching Total	182	109	73	166	16	0	182	0	0
	No. of women	23	14	9	18	5	0	23	0	0
	Percentage of women	12,6%	12,8%	12,3%	10,8%	31,3%	0,0%	12,6%	0,0%	0,0%
	Skilled Workers Total	98	75	23	82	16	0	98	0	0
	No. of women	26	20	6	15	11	0	26	0	0
	Percentage of women	26,5%	26,7%	26,1%	18,3%	68,8%	0,0%	26,5%	0,0%	0,0%
	Trainees Total	75	0	75	75	0	75	0	0	0
	No. of women	12	0	12	12	0	12	0	0	0
	Percentage of women	16,0%	0,0%	16,0%	16,0%	0,0%	16,0%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in absolute numbers and percentages	Scientific staff Status: 1 st December 2015	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service	Other
	Professors	456	398	58	450	6	0	0	0	456	0
	Total										
	No. of women	66	55	11	63	3	0	0	0	66	0
	Percentage of women	14,5%	13,8%	19,0%	14,0%	50,0%	0,0%	0,0%	0,0%	14,5%	0,0%
	thereof junior professors Total	17	0	17	16	1	0	0	0	17	0
	No. of women	4	0	4	3	1	0	0	0	4	0
	Percentage of women	23,5%	0,0%	23,5%	18,8%	100,0%	0,0%	0,0%	0,0%	23,5%	0,0%
	Total scientific staff	3.542	443	3.099	2.161	1.381	0	0	31	3.502	9
	No. of women	1.054	134	920	420	634	0	0	11	1.041	2
	Percentage of women	29,8%	30,2%	29,7%	19,4%	45,9%	0,0%	0,0%	35,5%	29,7%	22,2%
	of which research assistants with doctoral degrees	n.a.**									
	Total										
	No. of women										
	Percentage of women										
	Research assistants	483	0	483	0	483	0	0	0	0	483
	Total	213	0	213	0	213	0	0	0	0	213
	No. of women	44,1%	0,0%	44,1%	0,0%	44,1%	0,0%	0,0%	0,0%	0,0%	44,1%
	Percentage of women										
	Student assistants	1.923	0	1.923	0	1.923	0	0	0	0	1.923
	Total	745	0	745	0	745	0	0	0	0	745
	No. of women	38,7%	0,0%	38,7%	0,0%	38,7%	0,0%	0,0%	0,0%	0,0%	38,7%

* ohne Senior-Prof.

** stat. Erfassung erst ab 2016

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Administration Status 1 st December 2015	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Heads of department Total	8	5	3	8	0	0	0	1	7
	No. of women	4	4	0	4	0	0	0	1	3
	Percentage of women	50,0%	80,0%	0,0%	50,0%	0,0%	0,0%	0,0%	100,0%	42,9%
	administrative staff central/decentral Total	697	362	335	420	277	10	386	200	101
	No. of women	587	318	269	333	254	7	346	166	68
	Percentage of women	84,2%	87,8%	80,3%	79,3%	91,7%	70,0%	89,6%	83,0%	67,3%
	University secretaries Total	214	191	23	128	86	9	205	0	0
	No. of women	213	190	23	127	86	9	204	0	0
	Percentage of women	99,5%	99,5%	100,0%	99,2%	100,0%	100,0%	99,5%	0,0%	0,0%
	Trainees Total	8	0	8	8	0	8	0	0	0
	No. of women	7	0	7	7	0	7	0	0	0
	Percentage of women	87,5%	0,0%	87,5%	87,5%	0,0%	87,5%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Technics Status: 1st December 2015	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Laboratory assistants Total	77	51	26	39	38	3	72	2	0
	No. of women	65	46	19	28	37	2	61	2	0
	Percentage of women	84,4%	90,2%	73,1%	71,8%	97,4%	66,7%	84,7%	100,0%	0,0%
	Techn. Assistants Total	100	57	43	57	43	0	98	2	0
	No. of women	83	48	35	43	40	0	81	2	0
	Percentage of women	83,0%	84,2%	81,4%	75,4%	93,0%	0,0%	82,7%	100,0%	0,0%
	Skilled workers in Research and teaching Total	174	107	67	159	15	0	174	0	0
	No. of women	22	12	10	17	5	0	22	0	0
	Percentage of women	12,6%	11,2%	14,9%	10,7%	33,3%	0,0%	12,6%	0,0%	0,0%
	Skilles Workers Total	90	75	15	78	12	0	90	0	0
	No. of women	22	19	3	14	8	0	22	0	0
	Percentage of women	24,4%	25,3%	20,0%	17,9%	66,7%	0,0%	24,4%	0,0%	0,0%
	Trainees Total	69	0	69	69	0	69	0	0	0
	No. of women	11	0	11	11	0	11	0	0	0
	Percentage of women	15,9%	0,0%	15,9%	15,9%	0,0%	15,9%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Scientific staff Status: 1 st December 2016	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service	Other
	Professors Total	448	388	60	438	10	0	0	0	448	0
	No. of women	68	56	12	65	3	0	0	0	68	0
	Percentage of women	15,2%	14,4%	20,0%	14,8%	30,0%	0,0%	0,0%	0,0%	15,2%	0,0%
	thereof junior professors Total	14	0	14	14	0	0	0	0	14	0
	No. of women	3	0	3	3	0	0	0	0	3	0
	Percentage of women	21,4%	0,0%	21,4%	21,4%	0,0%	0,0%	0,0%	0,0%	21,4%	0,0%
	Total scientific staff	3.588	439	3.149	2.155	1.433	0	0	34	3.537	17
	No. of women	1.095	130	965	425	670	0	0	12	1.079	4
	Percentage of women	30,5%	29,6%	30,6%	19,7%	46,8%	0,0%	0,0%	35,3%	30,5%	23,5%
	of which research assistants with doctoral degrees	1.090	349	741	838	252	0	0	0	1.086	4
	Total	327	94	233	186	141	0	0	0	327	0
	No. of women	30,0%	26,9%	31,4%	22,2%	56,0%	0,0%	0,0%	0,0%	30,1%	0,0%
	Percentage of women										
	Research assistants	488	0	488	0	488	0	0	0	0	488
	Total	213	0	213	0	213	0	0	0	0	213
	No. of women	43,6%	0,0%	43,6%	0,0%	43,6%	0,0%	0,0%	0,0%	0,0%	43,6%
	Percentage of women										
	Student assistants	1.907	0	1.907	0	1.907	0	0	0	0	1.907
	Total	809	0	809	0	809	0	0	0	0	809
No. of women	42,4%	0,0%	42,4%	0,0%	42,4%	0,0%	0,0%	0,0%	0,0%	42,4%	

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Administration Status: 1 st December 2016	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Heads of department Total	8	6	2	8	0	0	0	0	8
	No. of women	4	4	0	4	0	0	0	0	4
	Percentage of women	50,0%	66,7%	0,0%	50,0%	0,0%	0,0%	0,0%	0,0%	50,0%
	administrative staff central/decentral Total	712	392	320	422	290	13	376	213	110
	No. of women	592	341	251	331	261	10	337	170	75
	Percentage of women	83,1%	87,0%	78,4%	78,4%	90,0%	76,9%	89,6%	79,8%	68,2%
	University secretaries Total	204	189	15	119	85	8	196	0	0
	No. of women	202	188	14	118	84	8	194	0	0
	Percentage of women	99,0%	99,5%	93,3%	99,2%	98,8%	100,0%	99,0%	0,0%	0,0%
	Trainees Total	8	0	8	8	0	8	0	0	0
	No. of women	5	0	5	5	0	5	0	0	0
	Percentage of women	62,5%	0,0%	62,5%	62,5%	0,0%	62,5%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Technics Status: 1st December 2016	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Laboratory assistants									
	Total	75	51	24	42	33	2	71	2	0
	No. of women	60	45	15	28	32	1	57	2	0
	Percentage of women	80,0%	88,2%	62,5%	66,7%	97,0%	50,0%	80,3%	100,0%	0,0%
	Techn. Assistants									
	Total	93	56	37	54	39	0	92	1	0
	No. of women	77	47	30	40	37	0	76	1	0
	Percentage of women	82,8%	83,9%	81,1%	74,1%	94,9%	0,0%	82,6%	100,0%	0,0%
	Skilled workers in Research and teaching									
	Total	168	106	62	150	18	0	168	0	0
	No. of women	19	10	9	14	5	0	19	0	0
	Percentage of women	11,3%	9,4%	14,5%	9,3%	27,8%	0,0%	11,3%	0,0%	0,0%
	Skilled Workers									
	Total	94	77	17	83	11	0	94	0	0
	No. of women	25	19	6	18	7	0	25	0	0
	Percentage of women	26,6%	24,7%	35,3%	21,7%	63,6%	0,0%	26,6%	0,0%	0,0%
	Trainees									
	Total	72	0	72	72	0	72	0	0	0
	No. of women	17	0	17	17	0	17	0	0	0
	Percentage of women	23,6%	0,0%	23,6%	23,6%	0,0%	23,6%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Scientific staff Status: 1 st December 2017	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service	Other
	Professors Total	445	383	62	439	6	0	0	0	441	4
	No. of women	68	60	8	67	1	0	0	0	67	1
	Percentage of women	15,3%	15,7%	12,9%	15,3%	16,7%	0,0%	0,0%	0,0%	15,2%	25,0%
	thereof junior professors Total	16	0	16	16	0	0	0	0	16	0
	No. of women	3	0	3	3	0	0	0	0	3	0
	Percentage of women	18,8%	0,0%	18,8%	18,8%	0,0%	0,0%	0,0%	0,0%	18,8%	0,0%
	Total scientific staff	3.812	442	3.370	2.299	1.513	0	0	37	3.759	16
	No. of women	1.164	133	1.031	474	690	0	0	12	1.149	3
	Percentage of women	30,5%	30,1%	30,6%	20,6%	45,6%	0,0%	0,0%	32,4%	30,6%	18,8%
	of which research assistants with doctoral degrees	1.184	350	834	883	301	0	0	0	1.180	4
	Total	365	97	268	196	169	0	0	0	365	0
	No. of women	30,8%	27,7%	32,1%	22,2%	56,1%	0,0%	0,0%	0,0%	30,9%	0,0%
	Percentage of women	490	0	490	0	490	0	0	0	0	490
	Research assistants	223	0	0	0	223	0	0	0	0	223
	Total	223	0	0	0	223	0	0	0	0	223
	No. of women	45,5%	0,0%	0,0%	0,0%	45,5%	0,0%	0,0%	0,0%	0,0%	45,5%
	Percentage of women	1.875	0	1.875	0	1.875	0	0	0	0	1.875
	Student assistants	799	0	799	0	799	0	0	0	0	799
	Total	799	0	799	0	799	0	0	0	0	799
	No. of women	42,6%	0,0%	42,6%	0,0%	42,6%	0,0%	0,0%	0,0%	0,0%	42,6%

* ohne Senior-Prof.

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Administration Status: 1st December 2017	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Heads of department									
	Total	10	9	1	9	1	0	0	0	10
	No. of women	6	6	0	6	0	0	0	0	6
	Percentage of women	60,0%	66,7%	0,0%	66,7%	0,0%	0,0%	0,0%	0,0%	60,0%
	administrative staff central/decentral									
	Total	722	436	286	405	317	10	361	237	114
	No. of women	606	371	235	318	288	7	326	196	77
	Percentage of women	83,9%	85,1%	82,2%	78,5%	90,9%	70,0%	90,3%	82,7%	67,5%
	University secretaries									
	Total	207	180	27	127	80	8	199	0	0
	No. of women	205	179	26	126	79	8	197	0	0
	Percentage of women	99,0%	99,4%	96,3%	99,2%	98,8%	100,0%	99,0%	0,0%	0,0%
	Trainees									
	Total	10	0	10	10	0	10	0	0	0
	No. of women	7	0	7	7	0	7	0	0	0
	Percentage of women	70,0%	0,0%	70,0%	70,0%	0,0%	70,0%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Technics Status: 1st December 2017	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Laboratory assistants Total	69	48	21	40	29	0	67	2	0
	No. of women	56	42	14	27	29	0	54	2	0
	Percentage of women	81,2%	87,5%	66,7%	67,5%	100,0%	0,0%	80,6%	100,0%	0,0%
	Techn. Assistants Total	100	54	46	62	38	0	98	2	0
	No. of women	83	44	39	47	36	0	81	2	0
	Percentage of women	83,0%	81,5%	84,8%	75,8%	94,7%	0,0%	82,7%	100,0%	0,0%
	Skilled workers in Research and teaching Total	168	110	58	148	20	0	168	0	0
	No. of women	17	9	8	12	5	0	17	0	0
	Percentage of women	10,1%	8,2%	13,8%	8,1%	25,0%	0,0%	10,1%	0,0%	0,0%
	Skilled Workers Total	87	72	15	75	12	1	86	0	0
	No. of women	22	17	5	13	9	0	22	0	0
	Percentage of women	25,3%	23,6%	33,3%	17,3%	75,0%	0,0%	25,6%	0,0%	0,0%
	Trainees Total	65	0	65	65	0	65	0	0	0
	No. of women	16	0	16	16	0	16	0	0	0
	Percentage of women	24,6%	0,0%	24,6%	24,6%	0,0%	24,6%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Scientific staff Status: 1 st December 2018	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service	Other
	Professors	438	379	59	430	8	0	0	0	435	3
	Total	438	379	59	430	8	0	0	0	435	3
	No. of women	74	62	12	72	2	0	0	0	72	2
	Percentage of women	16,9%	16,4%	20,3%	16,7%	25,0%	0,0%	0,0%	0,0%	16,6%	66,7%
	thereof junior professors Total	14	0	14	13	1	0	0	0	14	0
	No. of women	4	0	4	3	1	0	0	0	4	0
	Percentage of women	28,6%	0,0%	28,6%	23,1%	100,0%	0,0%	0,0%	0,0%	28,6%	0,0%
	Total scientific staff	3.929	455	3.474	2.424	1.505	0	0	41	3.874	14
	No. of women	1.183	136	1.074	507	676	0	0	12	1.166	5
	Percentage of women	30,1%	29,9%	30,9%	20,9%	44,9%	0,0%	0,0%	29,3%	30,1%	35,7%
	of which research assistants with doctoral degrees	1.182	354	828	896	286	0	0	0	1.178	4
	Total	360	94	266	211	149	0	0	0	359	1
	No. of women	30,5%	26,6%	32,1%	23,5%	52,1%	0,0%	0,0%	0,0%	30,5%	25,0%
	Percentage of women	527	0	527	0	527	0	0	0	0	527
	Research assistants	527	0	527	0	527	0	0	0	0	527
	Total	248	0	248	0	248	0	0	0	0	248
	No. of women	47,1%	0,0%	47,1%	0,0%	47,1%	0,0%	0,0%	0,0%	0,0%	47,1%
	Percentage of women	1.888	0	1.888	0	1.888	0	0	0	0	1.888
	Student assistants	1.888	0	1.888	0	1.888	0	0	0	0	1.888
	Total	859	0	859	0	859	0	0	0	0	859
	No. of women	45,5%	0,0%	45,5%	0,0%	45,5%	0,0%	0,0%	0,0%	0,0%	45,5%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Administration Status: 1st December 2018	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Heads of department Total	11	11	0	10	1	0	0	0	11
	No. of women	6	6	0	6	0	0	0	0	6
	Percentage of women	54,5%	54,5%	0,0%	60,0%	0,0%	0,0%	0,0%	0,0%	54,5%
	Administrative staff central/decentral Total	746	453	293	439	307	6	344	268	128
	No. of women	610	378	232	336	274	5	299	218	88
	Percentage of women	81,8%	83,4%	79,2%	76,5%	89,3%	83,3%	86,9%	81,3%	68,8%
	University secretaries Total	225	202	23	132	93	1	224	0	0
	No. of women	222	200	22	130	92	1	221	0	0
	Percentage of women	98,7%	99,0%	95,7%	98,5%	98,9%	0,0%	0,0%	0,0%	0,0%
	Trainees Total	10	0	10	10	0	10	0	0	0
	No. of women	6	0	6	6	0	6	0	0	0
	Percentage of women	60,0%	0,0%	60,0%	60,0%	0,0%	60,0%	0,0%	0,0%	0,0%

**Additional work for the promotion
of women 2019 - 2023**

Groups / proportions in numbers and percentages	Technology Status 1 st December 2018	Total	Permanent	Fixed-term	Full time	Part time	Lower service	Intermediate Service	Higher Intermediate service	Higher service
	Laboratory assistants Total	66	45	21	41	25	1	64	1	0
	No. of women	50	37	13	26	24	0	49	1	0
	Percentage of women	75,8%	82,2%	61,9%	63,4%	96,0%	0,0%	76,6%	100,0%	0,0%
	Techn. Assistants Total	105	58	47	67	38	0	103	2	0
	No. of women	86	47	39	50	36	0	84	2	0
	Percentage of women	81,9%	81,0%	83,0%	74,6%	94,7%	0,0%	81,6%	100,0%	0,0%
	Skilled workers in Research and teaching Total	165	105	60	146	19	0	165	0	0
	No. of women	16	8	8	11	5	0	16	0	0
	Percentage of women	9,7%	7,6%	13,3%	7,5%	26,3%	0,0%	9,7%	0,0%	0,0%
	Skilled Workers Total	79	67	12	64	15	1	78	0	0
	No. of women	18	15	3	8	10	0	18	0	0
	Percentage of women	22,8%	22,4%	25,0%	12,5%	66,7%	0,0%	23,1%	0,0%	0,0%
	Trainees Total	68	0	68	68	0	68	0	0	0
	No. of women	16	0	16	16	0	16	0	0	0
	Percentage of women	23,5%	0,0%	23,5%	23,5%	0,0%	23,5%	0,0%	0,0%	0,0%

Annex 8.3
Tables for
Section 4.4

2018 to 2021

	University teachers			Academic Staff			Other Employes			Students until xx.xx.xxxx			Students from 30 th November 2018		
Faculty	Total / Women / %			Total / Women / %			Total / Women / %			Total / Women / %			Total / Women / %		
Mathematics	9	0	0	3	1	33,33	1	1	100				3	0	0
Physics	9	1	11,11	3	0	0	0	0	0				3	1	33,33
Chemistry and food chemistry	9	0	0	3	0	0	1	1	100				3	3	100
Psychology	9	3	33,33	3	1	33,33	1	0	0				3	2	66,66
Biology	7	1	14,29	2	1	50	1	0	0				2	0	0
Faculty of Philosophy	9	4	44,44	3	3	100	1	1	100				3	0	0
Language, literature and Cultural Studies	7	2	28,57	2	1	50	1	0	0				2	2	100
Educational Sciences	7	4	51,14	2	2	100	1	1	100				2	2	100
Faculty of Law	7	2	28,57	2	1	50	1	1	100				2	0	0
Economics	7	2	28,57	2	0	0	1	1	100				2	2	100
Computer Science	7	1	14,29	2	1	50	0	0	0				2	1	50
Electrical Engineering and Information Technology	9	0	0	3	0	0	1	0	0				3	0	0
Mechanical Engineering	11	1	9,09	4	1	25	1	0	0				4	2	50
Civil Engineering	7	0	0	2	0	0	1	1	100				2	1	50
Architecture	7	2	28,57	2	1	50	1	1	100				1	1	100
Transport Sciences	7	1	14,29	2	1	50	1	0	0				2	0	0
Environmental Sciences	9	3	33,33	3	1	33,33	1	0	0				3	1	33,33
Faculty of Medicine	11	2	18,18	4	1	25	1	1	100				4	2	50
Total	148	29	19,59	47	16	34,04	16	9	56,25				46	20	43,48

Table Faculty Councils 2018-2021

2018 to 2021

	University Lecturers			Academic Staff			Other Employees			Students from 30 th November 2018		
School Committee	Total / Women / %			Total / Women / %			Total / Women / %			Total / Women / %		
School Council												
Mathematics and Natural Sciences School Committee	15	-	-	5	1	20	3	1	33,33	5	4	80
School of Science Council	6	-	-	-	-	-	-	-	-	-	-	-
Engineering Sciences School Committee	27	2	7,41	9	3	33,33	4	1	25	9	3	33,33
ING School Council	3	0	0	0	0	0	0	0	0	0	0	0
Civil and Environmental Engineering School Committee	0	0	0	3	2	66,66	2	1	50	3	1	33,33
Civil and Environmental Engineering School Council	6	0	0	0	0	0	0	0	0	0	0	0
Humanities and Social Sciences School Committee	12	6	50	4	1	25	2	2	100	4	1	25
Humanities and Social Sciences School Council	5	1	20	-	-	-						
Medicine School Committee	11	2	18,18	4	1	25	1	1	100	4	2	50
MED School Council	6	1	16,66	-	-	-	-	-	-	-	-	-
Total School Committees	65	10	15,38	22	6	27,27	10	5	50	27	10	37,03
Total School Councils	26	2	7,69	0	0	0	0	0	0	0	0	0

Table School Committees and School Councils 2018-2021

Contact:

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