

## Results of the gender survey

We wanted to understand the HBP Partners' perception of gender equality within the HBP, so that we could develop a gender equality strategy suited to their needs. We therefore conducted an online survey in May and June 2017. The return rate was very good: the survey received 240 clicks, from which 160 answers were complete. From these results, we identified four groups of participants: female leaders, male leaders, female staff without leadership responsibility, and male staff without leadership responsibility, since the responses from each of these groups differed substantially to many questions. In addition to the online survey, we analysed employment statistics and conducted a Good Practice Study, including interviews, to collect innovative policies from the partner institutions.

### Women are under-represented in leadership

The first interesting result was that HBP Partners largely over-estimate the share of women in HBP leadership and education activities compared to the actual numbers. Among leaders, 41% of men and 21% of women think women and men are equally represented in decision-making positions in the HBP. Junior staff are even more optimistic. This subjective perception differs from the real representation: there is an average share of 15 % women in leadership positions in the HBP, if we consider the governing bodies, SP (Deputy) Leaders, Work Package and Task Leaders. However, the numbers differ widely between the SPs.

### Recruitment and career development

The talent pool of female candidates in many STEM (science, technology, engineering and mathematics) fields is smaller than that for male applicants. Another reason for the under-representation might be the fact that the majority of HBP Partners have been recruited to their position in the HBP through their networks, i.e. personal contacts and/or past collaboration. This shows the need to look outside the personal networks to recruit more qualified women, e.g. through women in STEM organisations.

The results also show the potential of highly qualified female PhDs and Postdocs that are currently considering leaving science, but who might be convinced to stay if the conditions fit their needs. The survey also shows the need to show appraisal to the science managers within HBP, and offer them specific training.

### Education

What can be done to promote diversity through education activities? Participants underline their interest in receiving training on leadership, career planning and networking opportunities. HBP should offer both mixed and women-only programs to cater to different audiences. We are currently planning several events, and the Education programme is actively looking to increase its share of female faculty and participants.



### Work-life balance

While 39 % of male leaders say their wife or partner pursues their own career, 94 % of female leaders have a partner who is also highly qualified. Therefore, the HBP should raise awareness among its partner institutions on the importance of dual career offers in case of relocation, so that scientists have an attractive offer for their equally qualified partners to be able to pursue their career and change locations; in particular, 88 % of female respondents expressed this need!

### Good Practice Study

From the 15 interviews for the good practice study, we have collected many practical ideas on how to promote gender equality within the HBP, from guidelines and a resource list for finding more female candidates and speakers, to relocation support and babysitting at HBP events.

### Gender Action Plan

Regarding the planned Gender Action Plan for HBP, we can rely on the support of the majority of HBP leaders: 73 % of female leaders and 57 % of male leaders are in favour of this initiative. The survey results give important insights for the HBP equality strategy, which will help to develop the Gender Action Plan.

**Thanks to everyone who participated!**

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