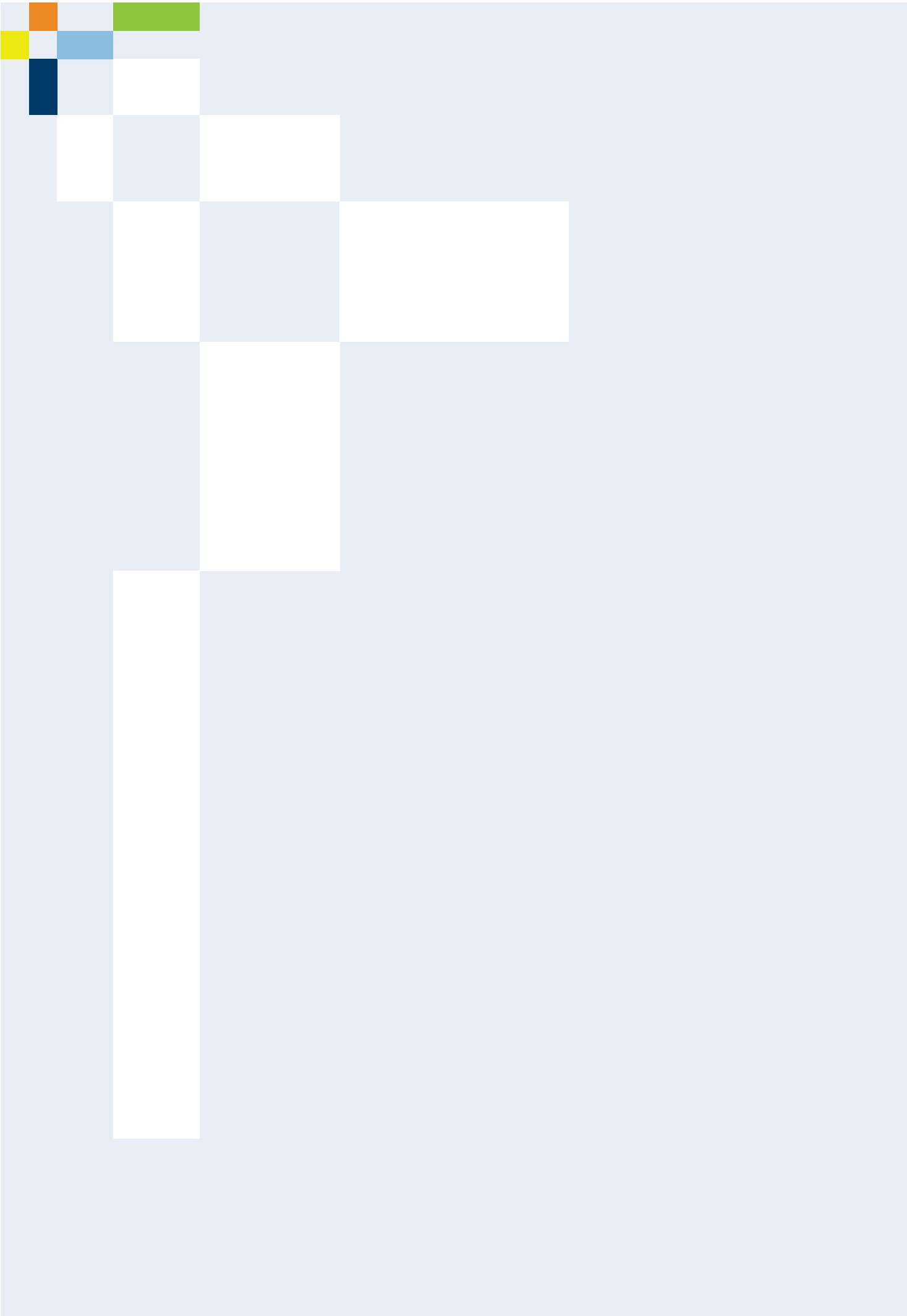




Gender Equality Action Plan

for the Academy

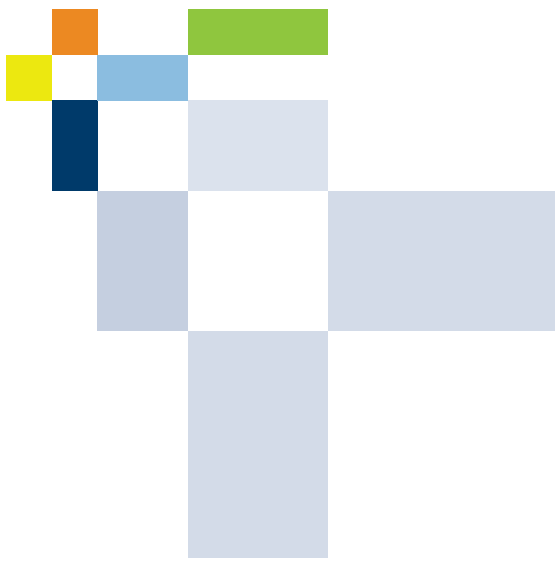
acatech (Ed.)



Gender Equality Action Plan

for the Academy

acatech (Ed.)



Contents

1 Objectives	5
2 Review of the current situation	6
2.1 acatech's structure and working methods	6
2.2 Women in the Academy	6
2.3 Women in the Executive Board	8
3 acatech's gender equality goals and evaluation schedule	9
4 Measures	10
4.1 Measures to increase the percentage of women in the Academy	10
4.2 Incorporating the gender dimension into policy advice	11
4.3 Overview of the Academy's gender equality measures up to 2020	11
Appendix	12
Table 1 Students in Germany, winter semester 2016/2017	12
Table 2 Women obtaining PhDs in the engineering sciences	13
Table 3 Project groups	14



1 Objectives

In the updated version of the "Principles for Gender Equality at acatech" which was presented to the Joint Science Conference (GWK) in 2018, acatech establishes the goal of equal treatment of women and men. This goal is based on the need to comply with federal and regional gender equality legislation, as well as the conviction that in order to provide policymakers and society with advice that is in the public interest, it is necessary to consider as broad and balanced a range of perspectives as possible. Accordingly, it is hoped that the measures set out in this document will help put an end to the existing inequalities as soon as possible and leverage the potential of mixed-gender bodies to ensure the continued excellence of the Academy's work and advice going forward.

acatech's structure and working methods as a science-focused, but not strictly scientific organisation mean that the cascade model cannot be directly applied. The reason for this is that, instead of being divided into distinct disciplines, the Academy's work focuses on themes that are addressed on an interdisciplinary basis.

acatech is committed to bringing the percentage of women among the Academy's members into line with the proportion

of female professors in the STEM subjects and other innovation-oriented research fields. Since acatech wishes to act as a role model within the technological science community, it is particularly committed to increasing the number of women in prominent positions and ensuring their visibility.

acatech's guidelines commit the Academy to the highest standards in its provision of advice to policymakers and society. It seeks to provide advice that is science-based, independent, non-political party-specific and in the public interest. **Advice for policymakers and society that is in the public interest must be sensitive to the different circumstances and needs encountered by women and men in some aspects of their everyday lives. This needs to be considered when selecting the topics on which the Academy provides advice, in the development of the content and in the presentation of the results, and is absolutely key to fully leveraging the potential for innovation.**

In order to identify and prioritise targeted measures for increasing the representation of women, Section 2 expands on the review of the current situation presented in the 2017 GWK report,¹ focusing on acatech's particular structure and working methods. Various ways in which the proportion of women at acatech might be increased are proposed. Section 3 describes the evaluation schedule and sets out acatech's targets for gender equality. Section 4 identifies concrete measures and sets out interim goals based on the proposed approach.

1 | See acatech (Ed.): Monitoring-Bericht 2017 (Gemäß § 3 Abs. 3 Wiss FG), München 2017.



2 Review of the current situation

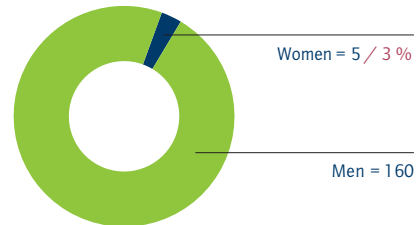
2.1 acatech's structure and working methods

acatech sees itself as a flexible working academy, comprising a network of members from the scientific and business communities. It is composed of various bodies, each with their own structure: Executive Board, Board of Trustees, General Assembly, Senate and acatech Office. The mission of the Academy as a whole is to add value for citizens by providing policymakers and society with independent advice that is in the public interest, promoting cooperation between science and industry, representing the technological sciences at home and abroad, and fostering young talents in the STEM subjects. A broad spectrum of different perspectives is key to the provision of balanced advice, and acatech has followed this principle in the composition of its project groups and networks ever since it was founded. The first pillar of the Academy comprises the scientific Members, who are invited to join acatech because of their outstanding scientific achievements and high professional reputation. They are drawn from the fields of engineering, the natural sciences and medicine, as well as related fields in the humanities and social sciences. New members are invited to join acatech with the specific aim of bringing new ideas and perspectives to the Academy. The second pillar of the Academy is the Senate, whose members are leading figures from technology companies and organisations, as well as the major science organisations. acatech's Members and Senate work on an unpaid basis through thematic networks and project groups. Meanwhile, different stakeholders from civil society are represented on the Academy's management and supervisory bodies (the Executive Board and Board of Trustees).

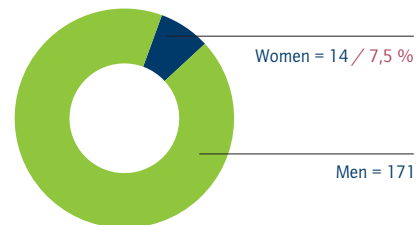
2.2 Women in the Academy

As of December 2017, women made up 12 % of all of acatech's Members. However, the percentage of women varies strongly across the different age groups (Fig. 1). The proportion of women in the over-72 age group was just 3 % in 2017. However, with 45.5 %, this number was much higher for the under-50s, which is the youngest and smallest group of acatech's Members. While this figure is already much higher than the overall percentage of female professors in Germany (23.4 % in 2016), the difference compared to the percentage of female professors in the engi-

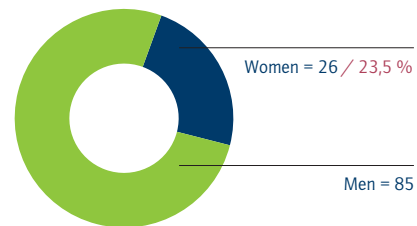
acatech Members, freed from duties (aged >72: 165)



acatech Members (aged 60-72: 185)



acatech Members (aged 50-60: 111)



acatech Members (aged < 50: 33)

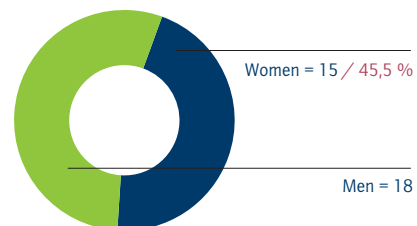


Fig. 1: Percentage of women among acatech Members by age group (December 2017)

neering sciences (12.1 %) is even greater (Federal Statistical Office data, 2018). The overall proportion of women among the Academy's not freed from duties, ordinary Members is 16.7 %. If the overall representation of women among the Academy's ordinary Members is to be strengthened, it will be necessary to further increase the number of women that are elected to become acatech Members among the younger cohorts of under 50- and 50- to 60-year-olds.

acatech's Members carry out the Academy's work on an unpaid basis through thematic networks and working groups. Only one

of these 14 groups is chaired by a woman, which is equivalent to 7.1 %. The percentage of women in the different working groups varies significantly. The working groups where women are best represented are the Education group (50 %), the Healthcare Technologies group (33.3 %) and the Technology Communication group (25 %) (Fig. 2). The groups with the lowest percentages of women are Energy and Resources (7.6 %), Product Development and Production (11.1 %) and Materials Science and Engineering (11.9 %). However, the latest Federal Statistical Office data for the whole of Germany (see Table 1 in the Appendix) indicates that the low percentage of women in the Product Development and Production group is simply a reflection of the low proportion of women currently studying the relevant subjects. On the other hand, while women account for 33.1 % of PhDs in the field of Materials Science and Engineering (see Table 2 in the Appendix), the percentage of women in the corresponding acatech thematic network is much lower. Women are particularly underrepresented in the Energy and Resources group, since they account for 20 % of all students in the field of renewable energy and 35 % in the field of environmental technology (see Table 1 in the Appendix). The same applies to Healthcare Technologies – while the propor-

tion of women in the working group is 33.3 %, one would expect this figure to be higher given that women account for 45 % of both healthcare technology and medical informatics students.

The thematic networks and working groups establish project groups in which the Academy's Members collaborate on an unpaid basis with external experts from science and industry. The female scientists elected to the Academy show a level of engagement that is disproportionately high if we consider that just 16.7 % of acatech's active Members (i.e. those under the age of 72) are women. They play an active role both in the working groups and as experts but are not well represented among the chairs of the working groups and thematic networks (see Table 3 in the Appendix, which shows the percentages of women who chair project groups, are members of the groups or collaborate as experts. The figures refer to all ongoing projects, as well as projects that concluded with a publication in 2017). Increasing the visibility of those women who are already involved by giving them more leadership roles could help to encourage more women to volunteer their services for acatech's work.

Thematic networks and working groups	No. participants	No. women	% women 2017
TN Mobility, Logistics and Aerospace Engineering	33	4	12,10 %
TN Healthcare Technologies	27	9	33,30 %
TN Biotechnology and Bioeconomy	39	6	15,40 %
TN Energy and Resources	92	7	7,60 %
TN Information and Communication Technology	74	14	18,90 %
TN Nanotechnology	32	3	9,40 %
TN Materials Science and Engineering	42	5	11,90 %
TN Product Development and Production	72	8	11,10 %
TN Safety and Security	18	3	16,70 %
TN Society and Technology	169	29	17,20 %
WG Education	8	4	50,00 %
WG Basic Questions in Science and Engineering	14	2	14,30 %
WG Economics and Innovation Research	16	3	18,80 %
WG Technology Communication	12	3	25,00 %
Total	648	100	15,43 %

Fig. 2: Percentage of women in acatech's thematic networks and working groups (31.12.2017)



The Academy's *acatech am Dienstag* (acatech on Tuesday) format promotes open and self-critical communication between the science and engineering community and the general public and media. acatech invites people to these monthly events in order to discuss controversial topical technology issues at the acatech Forum on Munich's Karolinenplatz. The events are attended by interested members of the public and representatives of government, academia, industry and the media. An evaluation of the events held in 2017 reveals that women accounted for 23.7 % of active podium contributors (Fig. 3). This is higher than the percentage of female Academy Members.

2.3 Women in the Executive Board

The Executive Board is responsible for the Academy's scientific leadership. Its members are elected by the General Assembly and the Senate. acatech's Secretary General and Managing Director also serve as non-voting ex officio members of the Executive Board. A maximum of twelve members are elected from the General Assembly and up to six are elected from the Senate. At present, three of the Executive Board's 16 voting members are women (18.8%). There is thus scope to increase female representation on the Executive Board by electing more women.

<i>acatech am Dienstag</i> , topics 2017	Active contributions: keynotes, discussion, podium, moderation, etc.	
	men	woman
New autoMobility – the automated road transport and traffic of the future	4	1
Technology and science communication in the digital age	4	2
Microelectronics Meets Medicine – opportunities and risks of medical electronics	5	0
New electricity highways in Bavaria – are underground cables better than overhead power lines?	5	0
From bits to earth – prospects for bioeconomy	3	1
Education in Germany – how schools are incorporating digital technology	2	2
From plain cooking to high tech – tomorrow's food	2	0
Urban gardening, food computers – innovations in the fight against hunger	5	1
3D printing – technology, opportunities, visions	2	1
Epigenetics	2	2
Chemistry and society	4	2
Mathematics communication	4	1
Social media and digital science communication	3	1
Total number/percentage of male/female participants	45	14
	59	
	76,3 %	23,7 %

Fig. 3: Topics and active participants in the *acatech am Dienstag* dialogue events in Munich

3 acatech's gender equality goals and evaluation schedule

At the core of acatech's work stands the belief that new technologies become established thanks to a combination of research, innovative business models, appropriate regulatory frameworks and an open-minded attitude towards technology among the public. This core belief results in the need to equally weigh the perspectives of women and men in the selection of topics on which the Academy provides advice, the development of the content and the presentation of the results. **acatech is strongly committed to integrating the gender dimension in the advice it provides. It aims to develop a range of measures and methods to this end by 2020.**

Simply basing the Academy's gender equality goals on the cascade model would fail to adequately reflect how acatech understands its role. Because of its special function in terms of providing policy advice and the impact that this has on society, acatech be-

lieves that it has a duty to act as a role model and achieve its own gender equality goals as soon as possible. acatech has concluded that action is currently required to increase the percentage of women in the Academy. **The aim is for 30 % of positions to be occupied by women on all acatech bodies.** Science has shown that a minority status starts to dissolve once a 30% threshold is reached.² In order to achieve this goal, as well as setting a target for new Members, it will also be necessary to introduce a range of measures regarding the composition of new thematic networks, working groups and project groups. These measures are described in Section 4.

„Established“ women who represent the Academy as experts in their field are particularly valuable as role models and demonstrate acatech's social engagement.

Every year, the figures for the previous year are compiled to produce the Joint Science Conference (GWK) report. All of the data presented in Section 2 and published in the report is collected on an ongoing basis. This means that we also have a data set that continuously documents any changes in gender equality. Additional analysis of the data can thus be carried out as and whenever necessary.

2 | See Kanter, R. M.: "Some Effects of Proportions on Group Life: Skewed Sex Ratios and Responses to Token Women". In: *American Journal of Sociology*, 82: 5, 1977, p. 965-990.



4 Measures

4.1 Measures to increase the percentage of women in the Academy

The figures relating to the age structure of the Academy's Members show that the proportion of women in the youngest age group of under-50-year-olds (45 %) is much higher than the proportion of women holding professorships of the C4/W3-pay grade in Germany. acatech aspires to remain committed to encouraging established female scientists to develop an interest in working with acatech from as early an age as possible so that they can subsequently join the Academy. There are two key aspects in this regard:

Firstly, a number of robust scientific studies have found that female scientists often become established in new fields within their discipline.³ This is an especially good reason to ensure that in particular younger women from science and industry are involved in acatech project groups. Secondly, it is important to publicise acatech's mission in women's networks – the Academy should reach out to women in a targeted manner. The Executive Board believes that it has a particular responsibility to commit to this task.

The women's quota introduced for German supervisory boards in 2016 and the even more effective programmes implemented by companies to increase the percentage of women in leadership positions also provide acatech with the opportunity to appoint more women to the Senate.

1. 30 %-target for Academy candidate lists

A temporary quota has been established, according to which at least 30 % of the candidates proposed for Academy membership should be women. Progress on this front is being monitored by the Executive Board. This will create a basis for significantly increasing the percentage of women throughout the entire membership process. A review will be carried out in 2020 to decide whether a quota should be introduced for the subsequent parts of the process.

2. More women in project leadership roles

While a disproportionately high number of women are actively involved in project work, they are underrepresented in

leadership roles. During the transition period, this problem can be mitigated by creating dual leadership positions. The goal should be for the Executive Board and thematic networks to reach out to women who might be interested in project leadership roles.

3. More women from industry in the Senate

In 2018, we expect to see a further increase in the number of women in management roles and supervisory boards in German companies. This will provide acatech with the opportunity to invite more prominent women from industry to join the Senate.

Public engagement

One of acatech's goals is to inform the public about new technologies from an early stage and discuss the fundamental issues regarding their introduction. acatech understands that, particularly at events focusing on new technologies, female speakers and participants in the discussions are important role models who can show both parents and young people that the technological sciences offer attractive jobs for women. Accordingly, acatech aims for these events to make a significant contribution to the promotion of young female talents in the STEM subjects.

1. "Women on the stage" at acatech am Dienstag

In 2017, 24 % of all people on the stage at these events were women (14 women out of 59 people in total). From 2019, we will be introducing a quota of at least 30 % in order to address two different goals. Firstly, we aim to specifically seek out female speakers to bring new perspectives to the discussion, thereby contributing to more balanced debates. Secondly, it may be necessary to include different technology themes in the programme in order to attract female speakers. However, acatech views this as an indication that it needs to broaden the range of perspectives in order to address additional sectors of society.

2. „acaLab" – identifying new themes for the Academy

One of acatech's guiding principles is that ideas should lead to innovations and innovations should in turn lead to opportunities to create prosperity. New ideas can be generated independently of established technology development pathways. In acaLab, we hope to develop a format that gives young female and male scientists a chance to discuss topics in-depth and develop ideas for innovations. The concept is still in its early stages, offering an excellent opportunity to design an approach that is especially attractive to young fe-

3 | Smith-Doerr, L.: "Flexibility and Fairness: Effects of the Network Form of Organization on Gender Equity in Life Science Careers". In: *Sociological Perspectives*, 47: 1, 2004, p. 25-54 sowie Elsevier: *Mapping Gender in the German Research Arena*, 2015. URL: <https://www.elsevier.com/research-intelligence/research-initiatives/gender-2015>.

male scientists. Our goal is for 50% of all those who take part in this format to be women. This should lead to ideas that enjoy particular support among female scientists gaining traction within acatech, so that more women become interested in working for the Academy.

3. Involving more of acatech's female scientists in media relations

acatech recognises its social responsibility to increase the number of female experts chosen to conduct interviews with the media. Between now and the end of 2019, we will therefore be placing greater emphasis on the selection of women and on actively monitoring the numbers of women selected.

4.2 Incorporating the gender dimension into policy advice

The integration of the gender dimension into the Academy's advice to policymakers and civil society will primarily need to occur at the level of the projects run by acatech. The first step will involve raising awareness among staff at the acatech Office. There is a need to find ways of identifying, analysing and communicating data so that the advice provided in the different thematic fields is gender-sensitive. Various methods and approaches will be developed and tested to this end over the coming years.

4.3 Overview of the Academy's gender equality measures up to 2020

The table below provides an overview of the measures being taken to address the different gender equality goals. Our aim is to obtain Germany's Total-E-Quality-Award in 2019 as a visible endorsement of the Academy's activities in this area.

Increase the percentage of women	Female decision-makers	Incorporating the gender dimension into our advice
Temporary quota: 30 % of candidates to be women	More female project leaders	Identify gender-sensitive issues in the themes we address
Communicate gender equality goals	Percentage of women in Executive Board to match percentage in Academy as a whole	Communicate data gendersensitively
Establish "acaLab" with 50 % female scientists		Raise awareness in acatech Office

Fig. 4: Measures for delivering acatech's gender equality goals at Academy level by 2020



Appendix

Table 1

Students in Germany, winter semester 2016/2017

Subject	Total				German		Foreign		
	Total	Men	Women	% women	Women	% women	Women	Total	% foreign students
Civil engineering	55375	39332	16043	29	13316	29	2727	9042	16
Mining/mining engineering	1934	1644	290	15	171	13	119	611	32
Chemical engineering	10044	6577	3467	35	2700	32	767	1688	17
Electronic power engineering	3507	2933	574	16	426	15	148	694	20
Electrical engineering/electronics	69517	60939	8578	12	5196	10	3382	17484	25
Power engineering (without electronics)	8524	6824	1700	20	1353	19	347	1336	16
Automotive engineering	13974	12975	999	7	734	6	265	2432	17
Precision engineering	617	573	44	7	34	6	10	76	12
Manufacturing and industrial engineering	8134	7011	1123	14	852	13	271	1717	21
Healthcare engineering	11942	6551	5391	45	4495	46	896	2078	17
Metallurgy and casting	1305	942	363	28	240	26	123	394	30
Information technology	110108	90161	19947	18	15258	17	4689	17992	16
Engineering informatics/computer engineering	12169	10413	1756	14	1264	13	492	2433	20
Nuclear engineering	6	6	0	0	0	0	0	4	67
Communication and information engineering	8555	7249	1306	15	775	13	531	2636	31
Plastics engineering	1585	1338	247	16	202	15	45	255	16
Food technology	4584	1925	2659	58	2459	58	200	331	7
Aerospace engineering	7201	6317	884	12	711	12	173	1022	14
Mechanical engineering	118692	105140	13552	11	10475	11	3077	20238	17
Materials science	1612	1160	452	28	279	25	173	480	30
Mechatronics	18158	16578	1580	9	1144	8	436	3761	21
Media informatics	17715	12069	5646	32	4922	31	724	1723	10
Media engineering	7090	4350	2740	39	2538	38	202	444	6
Health informatics	2869	1581	1288	45	940	42	348	615	21
Metal engineering	825	693	132	16	125	15	7	17	2
Microelectronics	289	246	43	15	8	6	35	162	56
Microsystems engineering	2900	2433	467	16	229	14	238	1237	43
Nautical science	1124	920	204	18	195	19	9	73	6
Optoelectronics	870	672	198	23	164	23	34	147	17
Physical engineering	4374	3557	817	19	635	18	182	936	21
Spatial planning	5781	2762	3019	52	2424	51	595	1048	18
Renewable energy	1292	1033	259	20	179	17	80	259	20
Shipbuilding/marine engineering	1085	918	167	15	134	16	33	232	21
Engineering cybernetics	586	468	118	20	102	20	16	65	11
Engineering mathematics	2169	1609	560	26	492	25	68	168	8
Textile and clothing engineering	3529	603	2926	83	2588	86	338	525	15
Environmental engineering (incl. recycling)	9381	6058	3323	35	2727	34	596	1317	14

Subject	Total				German		Foreign		
	Total	Men	Women	% women	Women	% women	Women	Total	% foreign students
Process engineering	11459	7238	4221	37	3421	35	800	1765	15
Transport engineering	5552	4190	1362	25	1165	24	197	664	12
Transport	0	0	0	0	0	0	0	0	0
Transport economics	2263	1508	755	33	604	32	151	352	16
Surveying	6179	4328	1851	30	1476	29	375	1068	17
Supply engineering	3917	3386	531	14	448	12	83	308	8
Materials engineering	6564	4928	1636	25	1190	23	446	1308	20
Business informatics	56783	44963	11820	21	8993	18	2827	7415	13
Business administration and engineering (majoring in engineering)	67998	53118	14880	22	11805	20	3075	8847	13
Business administration and engineering (majoring in business administration)	37348	27658	9690	26	8124	25	1566	4482	12

Source: Federal Statistical Office (Destatis), 2018

Table 2

Women obtaining PhDs in the engineering sciences

	University degree Without teaching qualifications ⁴			PhDs			Teaching qualifications ⁵		
	Total	Woman	% women	Total	Woman	% women	Total	Woman	% women
Total engineering sciences	3387	670	19,8 %	4719	833	17,7 %	656	234	35,70 %
Total engineering	181	45	24,9 %	105	20	19 %	88	33	37,5 %
Mining and metallurgy	55	8	14,5 %	81	17	21 %	0	0	0,0 %
Electrical engineering and information technology	1309	194	14,8 %	1810	309	17,1 %	221	91	41,2 %
Electrical engineering and information technology	347	38	11,0 %	846	110	13 %	81	15	18,5 %
Transport engineering, nautical science	228	27	11,8 %	120	12	10 %	6	0	0,0 %
Architecture, interior design	230	122	53,0 %	71	32	45,1 %	9	2	22,2 %
Spatial planning	93	41	44,1 %	66	21	31,8 %	4	3	75,0 %
Civil engineering	316	91	28,8 %	343	78	22,7 %	65	25	38,5 %
Surveying	7	2	28,6 %	47	15	31,9 %	0	0	0,0 %
Business administration and engineering majoring in engineering	116	22	19,0 %	31	10	32,3 %	0	0	0,0 %
Information technology	411	61	14,8 %	1021	150	14,7 %	182	65	35,7 %
Materials science and engineering	94	19	20,2 %	178	59	33,1 %	0	0	0,0 %

Source: https://www.destatis.de/DE/Publikationen/Thematisch/BildungForschungKultur/Hochschulen/PruefungenHochschulen2110420167004.pdf?__blob=publicationFile

4 | Includes exam groups "art degree" and "other degrees", excludes B.A.s and M.A.s.

5 | Includes Bachelor's and Master's teaching qualifications.



Table 3
Project groups

Project	Project leadership				Project group (acatech Members + experts)				Additional external experts			
	Total	Men	Women	% female participants	Total	Men	Women	% female participants	Total	Men	Women	% female participants
HR working group	4	4	0	0,0 %	20	12	8	40,0 %	47	28	19	40,4 %
National skills monitoring	2	2	0	0,0 %	48	44	4	8,3 %	23	19	4	17,4 %
Student drop-out	2	2	0	0,0 %	40	20	20	50,0 %	13	9	4	30,8 %
Moderation NPE II	1	1	0	0,0 %	16	12	4	25,0 %	none			
Automated road transport and traffic	1	1	0	0,0 %	59	54	5	8,5 %	37	33	4	10,8 %
Technical decarbonisation solutions (iCCUS) - Phase II	1	1	0	0,0 %	15	12	3	20,0 %	none			
Geothermal energy in metropolitan areas	1	1	0	0,0 %	23	21	2	8,7 %	none			
Assessment criteria and appointments	1	1	0	0,0 %	13	11	2	15,4 %	28	24	4	14,3 %
Artificial photosynthesis	1	1	0	0,0 %	20	18	2	10,0 %	16	14	2	12,5 %
TechnikRadar	2	1	1	50,0 %	9	6	3	33,3 %	31	23	8	25,8 %
Schools competition (Years 5-10, secondary schools)	1	1	0	0,0 %	none				228	159	69	30,3 %
IT platforms for Smart Service Worlds	3	3	0	0,0 %	8	7	1	12,5 %	37	34	3	8,1 %
Materials of the future	2	1	1	50,0 %	5	5	0	0,0 %	4	4	0	0,0 %
Industrie 4.0 Scientific Advisory Council II	2	2	0	0,0 %	19	15	4	21,1 %	155	126	29	18,7 %
Individualised medical technology	1	1	0	0,0 %	29	27	2	6,9 %	13	10	3	23,1 %
Innokey 4.0 project	2	2	0	0,0 %	19	17	2	10,5 %	38	33	5	13,2 %
Machine learning MOOC	3	3	0	0,0 %	none				93	88	5	5,4 %
Systems theory safety and security	2	2	0	0,0 %	16	14	2	12,5 %	none			
Totals	32	30	2	6,3 %	359	295	64	17,8 %	763	604	159	20,8 %

Source: publicly available data from the acatech web site and participant lists from the individual project groups



About acatech – National Academy of Science and Engineering

acatech advises policymakers and the general public, supports policy measures to drive innovation, and represents the interests of the technological sciences internationally. In accordance with its mandate from Germany's federal government and states, the Academy provides independent, science-based advice that is in the public interest. acatech explains the opportunities and risks of technological developments and helps to ensure that ideas become innovations – innovations that lead to greater prosperity, welfare, and quality of life. acatech brings science and industry together. The Academy's Members are prominent scientists from the fields of engineering, the natural sciences and medicine, as well as the humanities and social sciences. The Senate is made up of leading figures from major science organisations and from technology companies and associations. In addition to its headquarters at the acatech FORUM in Munich, the Academy also has offices in Berlin and Brussels.

For more information, please see www.acatech.de



Editor:

acatech – National Academy of Science and Engineering, 2019

Munich Office
Karolinenplatz 4

80333 Munich | Germany

T +49 (0)89/52 03 09-0

F +49 (0)89/52 03 09-900

info@acatech.de

www.acatech.de

Berlin Office

Pariser Platz 4a

10117 Berlin | Germany

T +49 (0)30/2 06 30 96-0

F +49 (0)30/2 06 30 96-11

Brussels Office

Rue d'Egmont / Egmontstraat 13

1000 Brussels | Belgium

T +32 (0)2/2 13 81-80

F +32 (0)2/2 13 81-89

Board acc. to § 26 BGB: Prof. Dr.-Ing. Dieter Spath, Karl-Heinz Streibich, Prof. Dr.-Ing. Jürgen Gausemeier, Prof. Dr. Reinhard F. Hüttl, Prof. Dr. Hermann Requardt, Prof. Dr.-Ing. Thomas Weber, Manfred Rauhmeier, Prof. Dr. Martina Schraudner

Recommended citation:

acatech (Ed.): *Gender Equality Action Plan for the Academy*, Munich 2019.

This work is protected by copyright. All rights reserved. This applies in particular to the use, in whole or part, of translations, reprints, illustrations, photomechanical or other types of reproductions and storage using data processing systems.

Copyright © acatech – National Academy of Science and Engineering • 2019

Edited by: Prof. Dr. Martina Schraudner

Translation: Joaquin Blasco

Layout concept: Groothuis, Hamburg

Conversion and typesetting: technosatz, Cottbus

The original version of this publication is available at www.acatech.de

