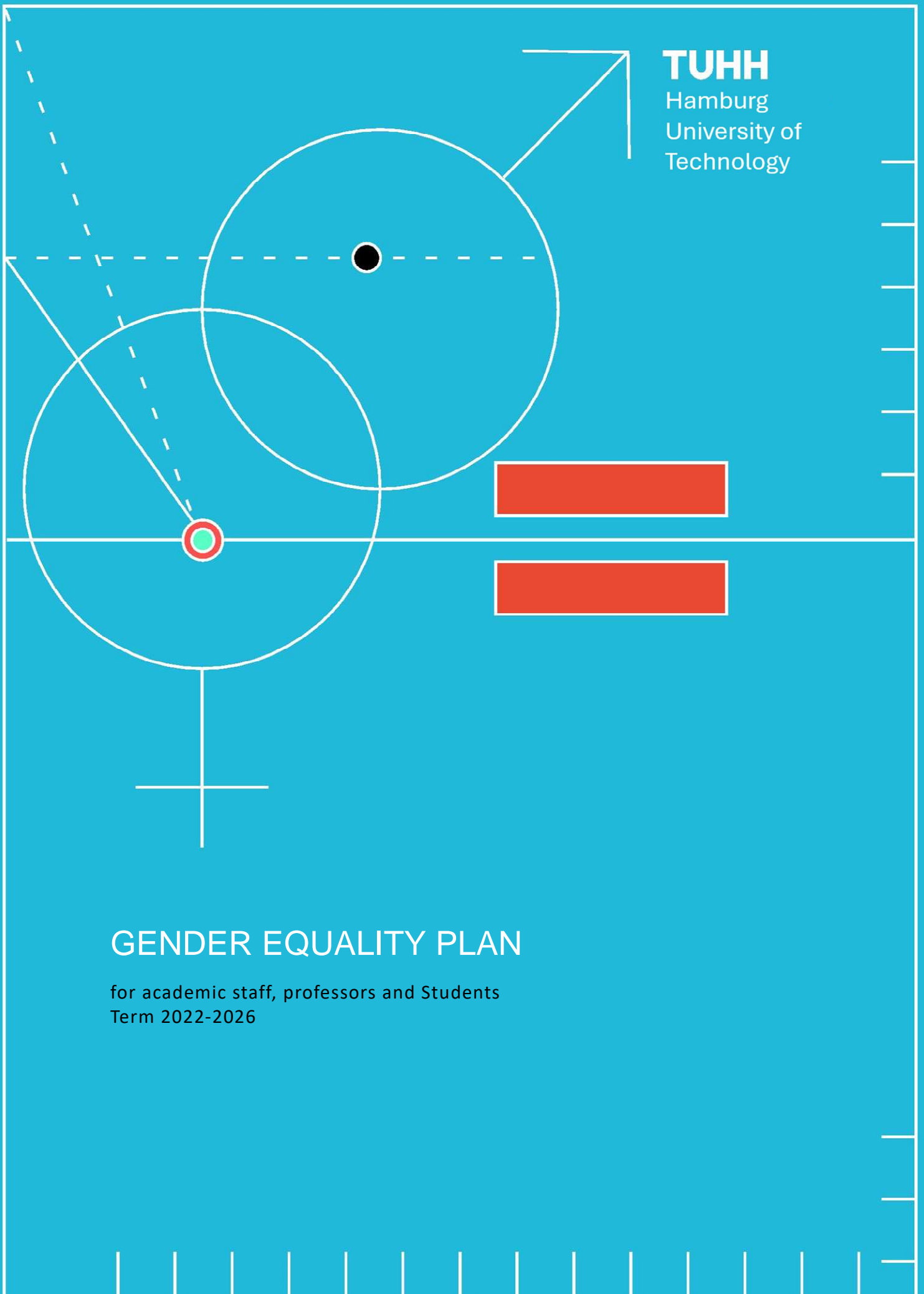
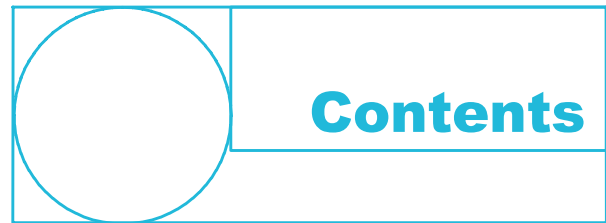




GENDER EQUALITY PLAN

for academic staff, professors and Students
Term 2022-2026



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1

Preamble

Under the guiding principle "Technology for people", Hamburg University of Technology contributes to the development of society's technical and scientific competence by advancing the state of science and technology, training young engineers using modern teaching and learning methods, promoting technology transfer and the founding of companies. The university sees itself as a competitive, family-friendly and sustainable institution with high standards of performance and quality and also faces up to the challenges in the area of gender equality.

According to § 3 (5) sentence 3 of the Hamburg Higher Education Act (HmbHG), it is the task of the universities to contribute to the realization of gender equality and to increase the proportion of the underrepresented gender in scientific and artistic staff, among other things by drawing up gender equality plans. For the TUHH, this means realizing gender equality at all qualification levels and the proportion of women in the field of science in particular. Gender equality is a cross-cutting task for the TUHH, which means that all organizational units, especially those involved in the planning and implementation of organizational and personnel measures, have a duty to achieve the objectives of the Gender Equality Plan. They are supported in this by the Equal Opportunities Unit.

The TUHH recognizes that gender identities are far more diverse than women and men and that gender does not consist of two lifelong fixed and mutually exclusive categories, but that people identify as trans, inter, genderqueer or non-binary, for example. The TUHH will address the challenges in this area in a diversity concept.

The low proportion of women reflected in the statistics of this plan makes it clear that there is still an urgent need for action in the promotion of women in the field of science and among students at the TUHH- an issue this Gender Equality Plan seeks to address.

As part of its commitment to equality, TUHH has held the "Family-Friendly University" certification since 2013 and undergoes re-auditing every three years.

In accordance with § 16 (2) of the Hamburg Higher Education Act (Hmb- GleitG), the TUHH has its own equality plan for technical, administrative and library staff. The Equal Opportunities Office works together with the TVP Equal Opportunities Officers on a basis of trust, so that the integration of equal opportunities into the university's overall activities is further strengthened.

2

Inventory

The Executive Board is actively committed to gender equality and in particular to the implementation of DFG's research-oriented gender equality standards. The Executive Board is supported by the full-time Equal Opportunities Officer, the Equal Opportunities Officer, the Academic Committee for Equal Opportunities, the Equal Opportunities Department of the AStA and through cooperation with established experts in various areas of the TUHH.

TUHH has either developed its own measures or participates in Hamburg-wide programs at all qualification levels to attract and encourage women to study science and technology. In order to encourage more women to study science, the TUHH has been involved in Girls' Day since 2000, with over 120 participants each year. It also participates in the MINT:pink program of the Science & Technology Initiative to increase the proportion of girls in scientific and technical upper secondary school profiles. The TUHH also introduces young students to robotics with the Roberta project, which has been running since 2004. The TUHH is involved in the Hamburg Pro Exzellenzia plus program, which offers a wide range of workshops and networking opportunities as well as the possibility of doctoral scholarships or scholarships to start the postdoctoral phase. The Hamburg Research Academy (HRA) is the central point of contact for nine Hamburg universities for those interested in doing a doctorate, doctoral candidates, postdocs, junior professors and their academic supervisors. The TUHH has been involved in the HRA since it was founded, giving early career researchers access to a wide range of training opportunities.

The TUHH considers a family-friendly structure essential, given the societal importance of balancing work, studies, and family life, and the increasing significance of this issue in academia. With the "Family-Friendly University" audit, TUHH aims to structure existing activities and develop binding measures for ongoing improvement in the future.

The institution was first awarded the "family-friendly university" certificate on March 14, 2013. In 2016 and 2019, the TUHH successfully underwent and completed the re-audits, thus further systematizing and optimizing the goals set for family-friendliness and integrating them even more strongly into everyday university life. The measures are coordinated by the Family Office, which was created in 2013. In order to continuously improve the services offered, this office is also in regular contact with the family offices of other Hamburg universities, the Studierendenwerk Hamburg and the Ministry Science, Research, Equal Opportunities and Districts (BWFGB).

In 2019 and 2020, TU Hamburg also took part in the "gb" equal treatment check, sponsored by the Federal Anti-Discrimination Agency, and received a certificate for the examination of gender equality in working life.

3

Statistics 2014 - 2020

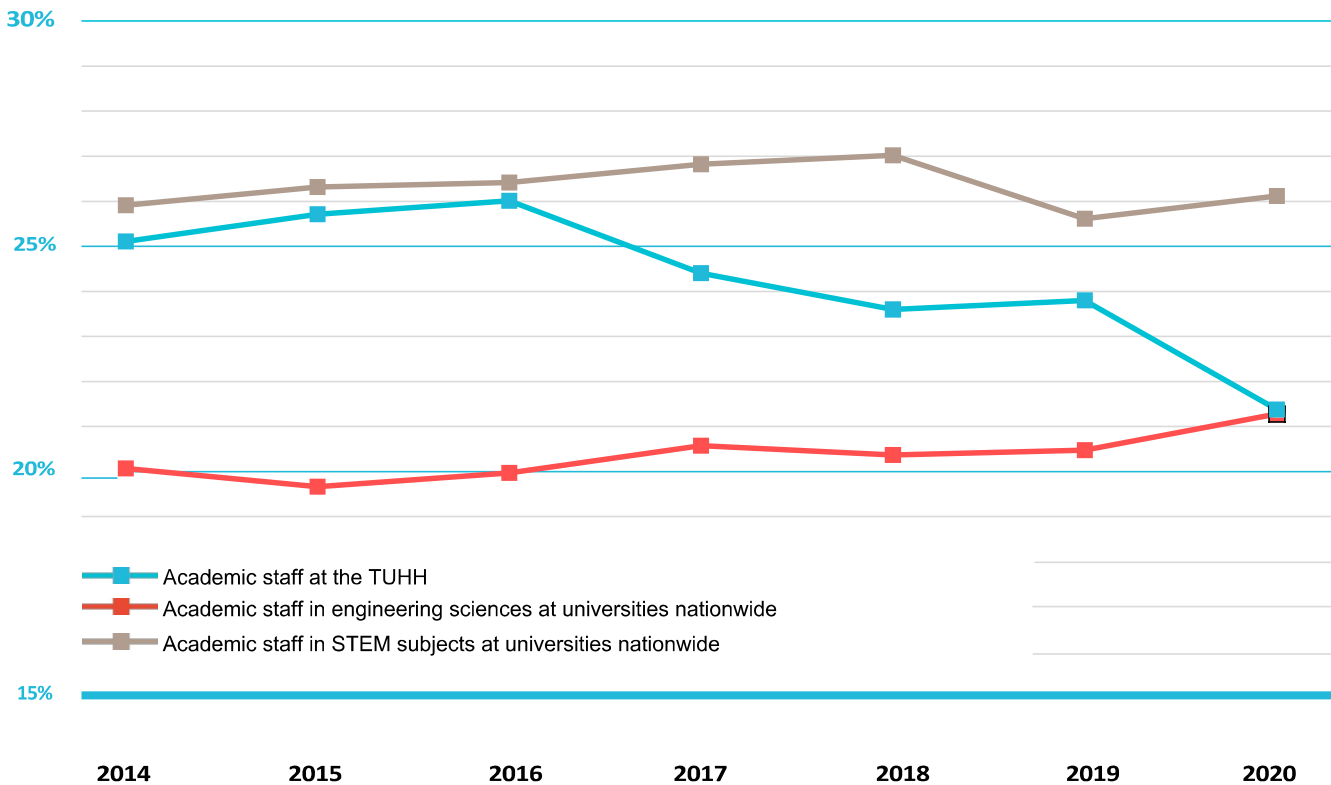


Fig. 1: Percentage of female academic staff at the TUHH² and nationwide in engineering and STEM subjects³, 2014 - 2020 ⁴

Figure 1 shows that in 2020, the proportion of women¹ among academic staff (including professorships) at the TUHH was 21.3%, which is almost identical to the national proportion of women among academic staff in engineering. However, contrary to the national trend, the proportion of women among TUHH's academic staff has fallen since 2016.

In 2021, the proportion of women in academic positions at TUHH rose again to 22.8%, which is not shown here because nationwide comparison data for 2021 were not yet available at the time of preparing this plan. Nationwide, the proportion of women among academic staff in STEM (MINT) subjects between 2014 and 2020 averaged around 26%, with a slight upward trend, except for a small decrease in 2019.

¹ The data collected at the TUHH only covers male and female gender in the period under review. Non-binary persons and persons of the third option were not included. An adjustment will be made in the course of the new case law on the third option.

² Source: TUHH Human Resources Department

³ Federal Statistical Office, Personnel at universities, Series 11, Series 4.4

⁴ At the time of writing, the comparative figures for Germany are only available up to 2020

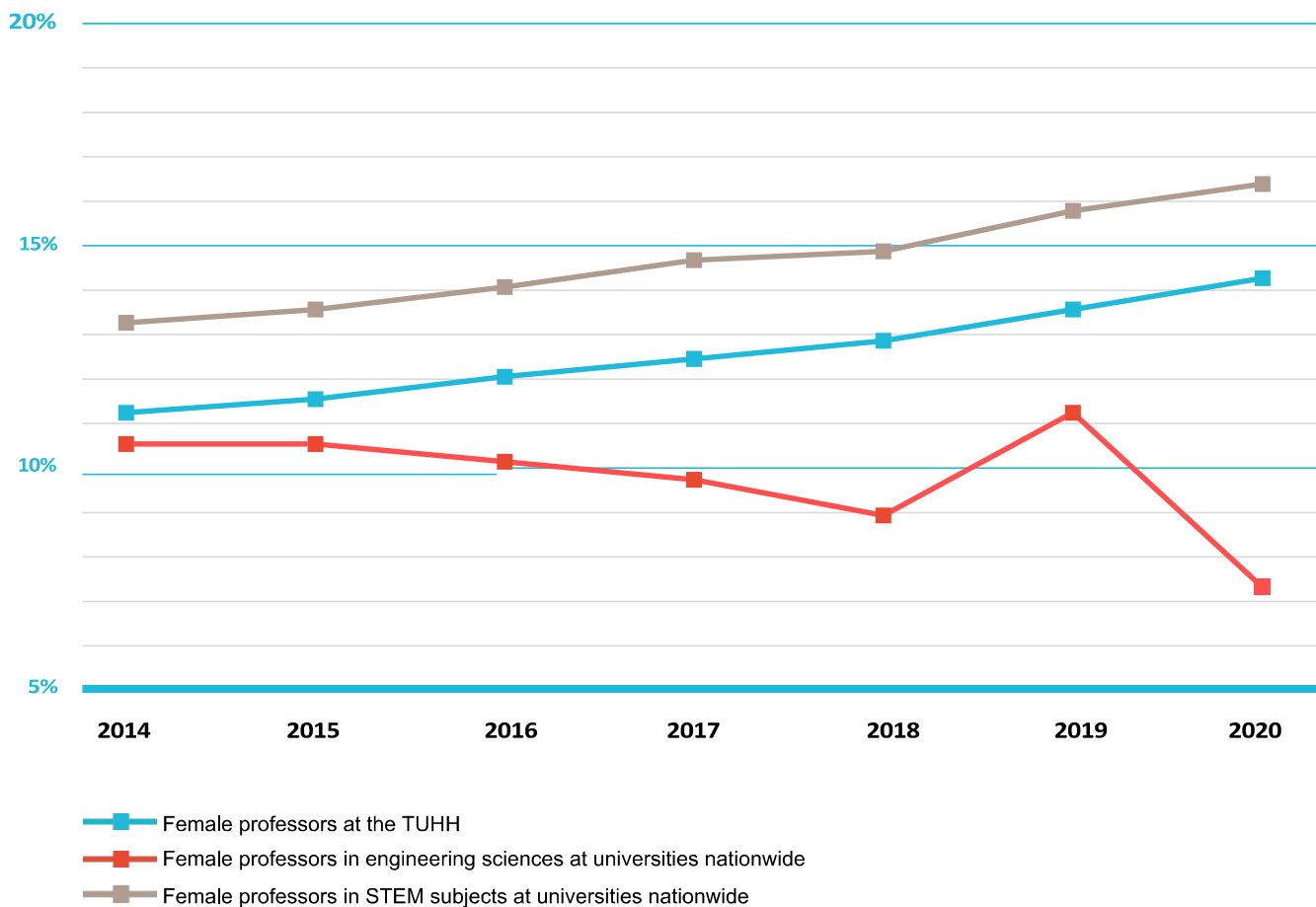


Fig.2: Percentage of women professors at the TUHH⁵ and nationwide in engineering and STEM subjects⁶, 2014 - 2020 ⁷

Figure 2 only shows the proportion of female professors among academic staff and here, too, the decline in the proportion of women at the TUHH is evident. Contrary to the nationwide trend, the proportion of women here fell from 10.6% in 2014 to 7.4% in 2020 and is therefore only half as high as the proportion of women nationwide in engineering. This was 14.3% in 2020, while the figure for STEM subjects was 16.4%. In 2019, there was a short-term increase in the proportion of female professors to 11.2%, before the trend from previous years continued in the following year 2020 with a fall to 7.8%.

It should be noted here that due to the low total number of 99 professorships in 2020, a personnel change of one to two people already means several percentage points.

In 2021, the proportion of women at professorial level at the TUHH rose again to 10%, not shown here, as nationwide comparative figures for 2021 were not yet available at the time of reporting.

⁵ Source: TUHH Human Resources Department

⁶ Federal Statistical Office, *Personnel at universities, Fachserie 11, Series 4.4*

⁷ At the time of writing, the comparative figures for Germany are only available up to 2020

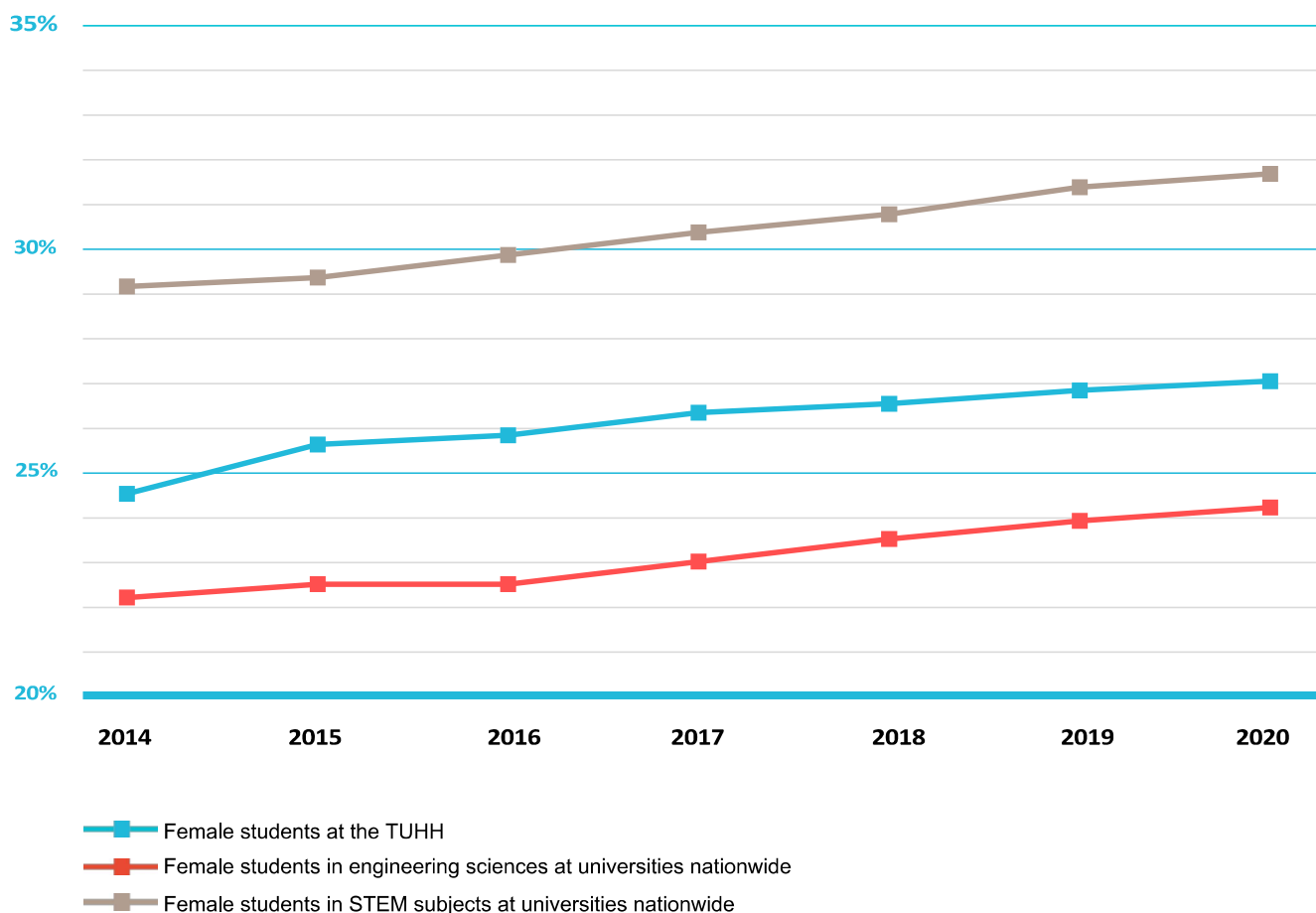


Fig.3: Percentage of female students at the TUHH⁸ and nationwide in engineering degree programs and STEM subjects⁹, 2014 - 2020 ¹⁰

Figure 3 shows that the proportion of female students at the TUHH has risen steadily from 24.6% in 2014 to 27.1%. It is higher than the proportion of female students in engineering degree courses nationwide, which has also risen steadily from 22.3% in 2014 to 24.3% in 2020. The proportion of female students in STEM subjects, which is also steadily increasing, is slightly higher than the proportion of female students at the TUHH.

Figure 4 shows the career stages classified by the DFG as relevant for the cascade model: Number of enrolments, number of degrees, number of doctorates, and professorships (not broken down here into junior, W2/W3/C4 professorships due to the low total number). The equally relevant career stage of habilitation is not shown, as the number of habilitations very low in the period covered. There were three habilitations at the TUHH in 2014 and one in 2015, one of which was by a woman. There no habilitations at the TUHH in 2016 and 2017, and one and two in 2018, 2019 and 2020 respectively. Due to this small number of cases, it is not possible to make any definitive statements about the proportion female habilitations at the TUHH; the figures are given here for the sake of completeness, but are not shown in the graph below. The graph was supplemented by the number of female students.

⁸ Source: TUHH student statistics

⁹ Source: Gemeinsame Wissenschaftskonferenz (ed.): Chancen- gleichheit in Wissenschaft und Forschung. 24th update on women in universities and non-university research institutions

¹⁰ At the time of writing, the comparative figures for Germany are only available up to 2020

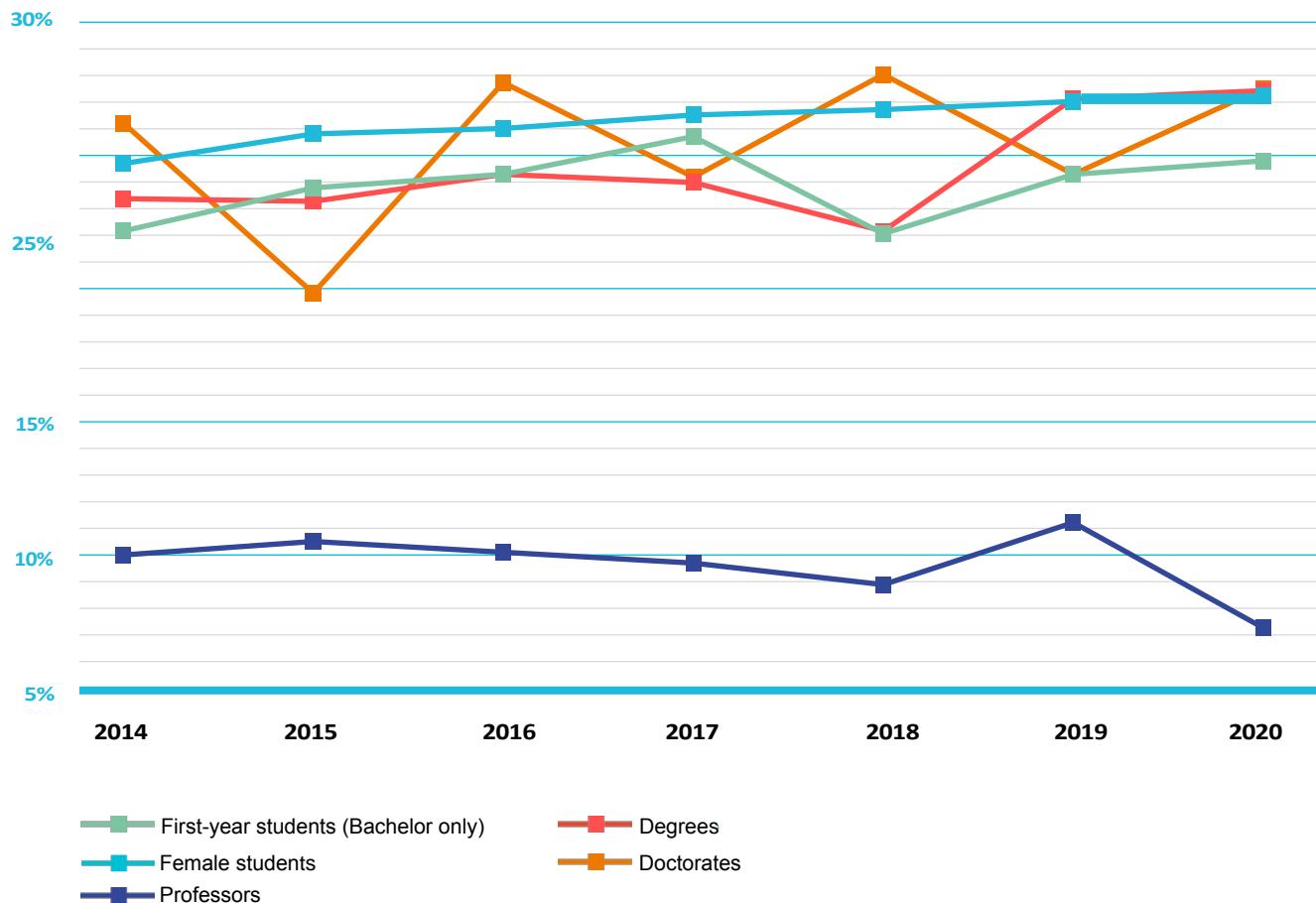


Fig.4: Percentage of women at scientific qualification levels¹¹ at the TUHH 2014 - 2020

The number of female first-year students has increased since 2014 and stood at 24.4% in 2020. Among all TUHH students, the proportion of women was 26.9% in 2020 and has also risen steadily since 2014. Apart from two dips in 2017/2018, the number of degrees completed by women at the TUHH is increasing. If it is assumed that a degree course lasts twelve semesters on average and the figures for first-year students from 2014 and the graduation figures for 2020 are considered, this shows that more women than men graduate in percentage terms. (assuming the students remain at the TUHH). The proportion of women completing doctorates fluctuated considerably between 2014 and 2020. A continuous increase in the share of women among doctoral graduates cannot be observed for the reporting period. The percentage of doctorates between 2014 and 2020 is almost the same as that of degree completions. Up to the academic level of the doctorate, the TUHH can increase its level

of the doctorate, the TUHH can increase its proportion of female academic staff, as shown above, nothing can be said about habilitations, as the absolute figures are too small. It is very obvious that the proportion of women drops sharply after the doctorate on the way to professorship.

In summary, it can be concluded from the evaluation of the statistical data to date that the proportion of women among students lies between the national figures for the STEM subjects and engineering sciences and remains relatively constant until the doctorate. A decline in the proportion of women can be observed in the transition to professorships, where the TUHH's figures are below the national average and fell between 2014 and 2020, contrary to the national trend.

¹¹ Source: Gemeinsame Wissenschaftskonferenz (ed.): Chancen- gleichheit in Wissenschaft und Forschung. 24th update on women in universities and non-university research institutions

4

Goals and fields of action

The proportion of women at all academic qualification levels, except at the professorial level, is around 25% and has remained relatively stable. The proportion of women at the TUHH at these qualification levels is also above the national average for engineering. There is a sharp decline in the proportion of women during the transition to professorships. In 2021, the proportion of female professors at the TUHH was 10%, which is below the national average for female professors in the engineering sciences.

From this, two key areas of action for gender-equality work and for increasing the proportion of women can be derived. These should now be addressed to further advance gender parity at TUHH. The first priority is to raise the proportion of women at the professorial level; the second is to increase the number of female first-year students to sustainably strengthen the share of women across all qualification levels.

The target for the next five years should be based on the cascade model, meaning:

A) A long-term increase in the proportion of female first-year students to 50%. As the qualification level directly below this, the Abitur graduation figures are used for orientation (in 2021: 54.5% female, 45.5% male). As an interim step, the aim is to increase the proportion of female first-year students by 5% every two years, or at least to continue growing steadily as before (approximately 1% per year).

B) An increase in the proportion of female professors to 23.5%, which corresponds to the proportion of women at the qualification level below. To this end, the TUHH is aiming to fill 50% of new positions with women.

The fact that there are now more female professors offers a very favorable window of opportunity to pursue this goal in the coming years. However, it should be borne in mind that the proportion of women applying for professorships ranges from 10% to a maximum of 35%, depending on the department.

In addition to these areas of action, TUHH also aims to establish a dedicated Equal Opportunities Office, to enhance the compatibility of family life with study and work, and to anchor diversity more firmly within its institutional structures.

With reference to the previously defined objectives, the following measures can be identified as suitable for implementation or continuation.

4.1. Balanced Gender Ratio

Objective: To increase the proportion of women at professorial level:

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Documentation of professorship announcements in special databases	Female scientists	• Equal Opportunities Unit • Chairpersons of the appeal committees	2022
Headhunting for staffing ¹²	Female scientists	• Presidium	from 2023
Revision of TUHH's guidelines for the promotion of women	TUHH Total	• Committee for Gender Equality (AfG) • Presidium	Preparation by the AfG from 2022
Gender-balanced composition of appointment committees, ¹³ e.g., through the inclusion of female external members	Female scientists	• Equal Opportunities Unit • Presidium • Chairpersons of the appeal committees	Measure has been running since 2018
Development of a concept to compensate for above-average committee work	Professors	• Equal Opportunities Unit • Presidium	2023
Career development and networking programs for early-career female researchers	Young female scientists	• Equal Opportunities Unit • Graduate Academy	2022
Examination of the feasibility of women-only professorships	Young female scientists	• Equal Opportunities Unit • Legal department • Presidium	2023
Review of possible mentoring opportunities	Young female scientists	• Equal Opportunities Unit • Graduate Academy	2023
Development of guidelines for identifying and recruiting female researchers during appointment procedures	Appeals committees	• Equal Opportunities Unit • Appointment officer	2023
At least one woman must appear on 50% of all appointment shortlists	Young female scientists	• Presidium • Chairpersons of the appeal committees	2022

¹² Proposal: If no woman is appointed for one year, headhunting will be commissioned to identify qualified women for the three subsequent vacancies.

¹³ Target: 80 % of the appointment committees (BA) per year should be made up of at least 40 % women

Goal: To increase the number of female first-year students

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Girls'Day	Schoolgirls	• Family office • School contacts • SLS	implemented
Roberta Projekt	Schoolgirls	• SLS • Project managers • Robotik@tuhh.de	implemented
MINT:pink	Schoolgirls	• Deaneries	implemented
Girls-STEM-Camp	Schoolgirls (int.)	• robotik@tuhh.de	implemented
Girls for code – Learn to program	Schoolgirls	• School contacts • Holiday pass Hamburg	implementation ongoing
MINT 4 Girls (HH, S-H, NDS)	Schoolgirls	• School contacts • Deaneries	implementation ongoing
“Jugend forscht” (Youth researches) Girls club and mentoring ¹⁴	Schoolgirls	• Equal opportunities unit • Presidium	Ongoing since 2018
Increase the number of study programs in English language	Prospective students	• Executive board - VP Teaching	2024
Creation of new degree programs that are statistically more appealing to girls (e.g., “Human–Nature”)	Prospective students	• Executive board - VP Teaching	2024
Female students as role models in schools	Schoolgirls	• Equal opportunities unit • School contacts	2022
Exploring the use of social media to attract female students	Schoolgirls	• Equal opportunities unit	2022
Information days for parents and teachers as multipliers	Parents and teachers of female students	• Equal opportunities unit	2023

¹⁴ A program for girls taking part in “Jugend forscht,” offering a guaranteed university place and guidance from a mentor.

4.2. Professionalization of gender equality work

Objective: Development of a Gender Equality Management System

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Gender monitoring	Entire TUHH	• Administration • Equal Opportunities Unit	2023
Development of a data collection framework, including gender-specific data by subject area and qualification level	Entire TUHH	• Administration • Equal Opportunities Unit	2022
Review of reintroducing the Gender Equality Award for TUHH institutions or initiatives	Entire TUHH	• Equal Opportunities Unit • Presidium	2022
Development of a Diversity Concept	Entire TUHH	• Equal Opportunities Unit • Presidium	2023

Objective: Establishment of structures for professionalized gender equality work

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Reorganization and expansion of gender equality activities	Entire TUHH	• Presidium • Equal Opportunities Unit	From 2022
Continuation of the "family-friendly university" audit	Entire TUHH	• Equal Opportunities Unit	2022 2025

4.3. Improving the Compatibility of Family, Studies, and Work

Objective: Expansion and improvement of childcare services

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Expansion of the CampusNest into a regular daycare center	Members of the TUHH with children	• Family office • Presidium / Chancellor • Real estate management	2022
Continuation of reserved places at the SterniPark daycare center	Members of the TUHH with children	• Family office • Presidium / Chancellor	Continuation from 2022
Reorganization of the family office	Entire TUHH	• Presidium	2022
Babysitter fund audit for flexible childcare	Members of the TUHH with children	• Family office • Presidium / Chancellor	2022
Review of a hardship fund for families in need	Members of the TUHH	• Family office • Presidium / Chancellor	2023

Objective: Greater flexibility in working hours and work location

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Review of contract extension during parental leave for fixed-term academic staff ¹⁵	Members of the TUHH with children	• Legal department	2022
Examining the possibility of part-time study for students with family responsibilities	TUHH students with family responsibilities	• Legal department • Deans of Studies • Academic Senate	2023
Review of options to extend the standard study period for students with family responsibilities	TUHH students with family responsibilities	• Legal department • Study and teaching services	2023
Evaluation of the option to withdraw from examinations in the event of a child's illness	TUHH students with family responsibilities	• Legal department • Deans of Studies	2022
Inclusion of family-friendly regulations in the ASPO	TUHH students with family responsibilities	• Legal department • Deans of Studies	2023
Implementation of regulations for mobile and remote working	Entire TUHH	• Presidium • Administration • Staff Council	2022

¹⁵ Primarily applies to positions funded through third-party projects.

Objective: Strengthen the family-friendly working environment

MEASURE	TARGET GROUP	RESPONSIBLE	STATUS
Training program for managers on the topic of work–family balance	Managers	• Personnel development	2022
Improvement of maternity protection procedures	Pregnant students and employees	• Family office • Personnel department • Occupational safety	2022
Expansion of campus services for families	Members of the TUHH with children	• Family office	From 2022
Promoting visibility of family-related initiatives on campus	Entire TUHH	• Family office	From 2022

5

Conclusion

TUHH recognizes that implementing the Gender Equality Plan is a process of change requiring sustained and long-term commitment. Accordingly, the planned and already implemented measures must be continuously reviewed, adjusted, and—like this Gender Equality Plan—regularly updated. TUHH's primary objective is to ensure the consistent integration of gender equality into all strategic university decisions and to achieve the goals defined in the DFG's research-oriented gender equality standards.

The Gender Equality Plan represents an important foundation for creating a workplace and study environment in which the diversity of all university members is valued and everyone is empowered to develop their individual potential.

6

Validity

This equality plan was adopted at the meeting of the Academic Senate on 23.03.2022 and is valid for the years 2022 - 2026. We reserve the right to continuously monitor and adapt the measures, revise the equality plan and add a diversity concept.

Status: 23.03.2022