



Deutscher
Akademikerinnenbund
e.V.



Afsar Soheila Sattari
CIR – DAB - Germany
a.sattari@goal-epmts.de

Dr. U. Struwe
Competence Center Technology-Diversity-Equal
Chances e.V.

National Pact for Women in MINT Careers Komm, mach MINT (Come, Act in MINT Fields)

Background, Goals, Network – Steps of Implementation

<http://www.komm-mach-mint.de/English-Information>
www.komm-mach-mint.de

A Short description to “Komm, mach MINT” (Come, Act in MINT Fields)

Komm mach MINT – the National PACT for Women in MINT Careers aims to change the image of working and studying in MINT fields in the society. It allows women to change their competencies and attitudes and raise their empowerment.

“Komm mach MINT” is part of the qualification initiative of the German Federal Ministry for Education and Research, named “Promotion via Education”, which was launched in 2008 aiming to promote women's participation in the fields of Mathematics, Informatics, Natural Sciences and Technology (MINT). Over 140 partners have already supported this objective with their various activities by the young women's orientation at school, university or at work. The office of “Komm, mach MINT” is located in the Competence Centre Technology-Diversity-Equal Opportunities e. V.

The Ministry for Education and Research supports the National Pact for Women in MINT careers. This Pact is intensely supported by its partners in political and business associations, scientific establishments, public law corporations, research organisations, NGOs, Press and media.

The portal www.komm-mach-mint.de provides one with an overview of the wide range of offers to retrieve female junior employees with practical tips, recommended procedures and a nationwide project map.

Utilising the power of the network

Studying or vocational training in mathematics, information technology, natural sciences and engineering courses open up great career opportunities.

In 2008 only 15 % of all female beginners at the universities had chosen mathematics and natural science courses and only 8 % of them the engineering courses. Meanwhile this statistic has changed in favor of women and girls. The demand for university graduates and skilled employees in MINT fields rises and will keep on rising in forthcoming years. Business associations and scientific centres can and will not relinquish the female potential. Nowadays the young women have the best requirements and are good skilled and qualified for MINT careers as never before.

More women at all levels: The pact goals

Young women are the pact target group at their intersection between school and university and their transition to occupation. Acting jointly with its numerous partners the pact aims are:

- At the universities: Increasing the percentage of female beginners in natural science and engineering courses up to european standard at least; meaning an average increase of five

percent.

- increasing the percentage of new hires of women in MINT careers up to the percentage of female university graduates in the respective subjects, at least.
- increasing the percentage of women in leading positions at universities and research centers up to 1% per year.
- significant increase of the percentage of women in leading positions in involved companies in pact, referring to their own self-defined targets.

Pulling together: Pact Partners

Networking plays a key role within the pact. Research centres, companies, associations, etc. commit as pact partners to advance joint goals. The associations and alliances are important multipliers for the pact and provide it with a broad publicity. Networking helps the pact to advertise its successful initiatives and to develop its new ideas and integrate them into established structures.

Up to June 2013 more than 140 partners in media, business and scientific fields were won for the pact. Its success is going on and on.

Where the strings come together: The office as a junction point

The office "Komm mach MINT" was established in the first phase of the pact. It is the central junction point of the pact partners networking. The office combines the activities of the pact, cares for a wide range of public relations and informs and advises the pact members. The web portal and publications of the office inform all about data and facts from the MINT-world and simultaneously convey the female pupils and students the role models respective to their future careers.

Networking within the pact

The national pact is built on cooperation of companies, universities, research centres and schools in many German Federal States. They enforce together the goal of winning more women for MINT fields. In this way the sustainable initiatives concerning MINT fields are created and established. The stronger the partner is, the stronger the network and the generated synergies becomes.

A few examples:

- Pro-femMINT -Women in mathematics, informatics, natural science and technique is the name of a project and a network established by the University of Applied Sciences Kaiserslautern, which is supported by universities, schools, companies and politics, in order to carry out further actions for girls and women in MINT fields in the region Rhineland-Palatinate/Saarland.
- The Federal State Government of Lower Saxony, the chambers, associations and employment agencies have built a network as pact partners, named the Qualification Offensive Lower Saxony.
- The companies Hewlett Packard and Bosch boost their exchange on further development and improvement of diversity, based on their shared mentoring programme.
- The University of Osnabrück and the Harting Technology Group launched the MINTTechnikum (a kind of technical school) together to provide the women more practical apprenticeship within their studies or vocational trainings.