



# **Gender Equality Plan 2025-2028**

Faculty of Spatial Development  
and Infrastructure Systems

TH Köln

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Faculty of  
Spatial Development and  
Infrastructure Systems

**Technology**  
**Arts Sciences**  
**TH Köln**

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## Preamble

The Faculty of Spatial Development and Infrastructure Systems recognizes its significant responsibility in educating future decision-makers in a changing world. In an era of global challenges, we aim to empower our students to develop innovative and sustainable solutions for shaping the future. To make these efforts successful, we seek to consider and incorporate diverse perspectives. Equal opportunities are a core principle for us, and we are committed to integrating equality into all aspects of our activities.

As the newest faculty at the university, we see a particular opportunity to pursue progressive and forward-thinking approaches, both in our teaching, research, and transfer activities, as well as in our organizational structures. Our commitment to developing an inclusive identity underscores our dedication to fostering equality and equal opportunities within our structures and processes. This entails identifying current gaps in equality and proactively addressing them by thoughtfully incorporating solutions into our faculty planning and development.

We strive to create a culture of respect and recognition, where all members of the faculty – students, educators, and staff – can fully realize their potential. We consider equality vital to realizing our educational and research ambitions, and we strive to demonstrate this commitment in all our activities.

With this equality plan, we commit to actively promoting equality and addressing existing imbalances through concrete measures to create a fair and inclusive faculty for everyone.

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# 1 Assessment

Our review of the gender distribution among students and staff highlights notable imbalances, with certain areas reflecting an underrepresentation of women.

## Students

Female students make up 44.39% of our student body, while male students account for 55.35%. An area of concern is the gender disparity among graduates, where the percentage of women is only 34.15%. However, this figure relies solely on data from 2023 alone. When looking at the period from 2022 to 2025, female graduates constitute about 46%, while male graduates make up 54%. A deeper analysis by master's program reveals that men dominate the REM program with around 79% of the graduates, whereas women are notably overrepresented in the NRM program at nearly 66%. The IWRM program maintains a relatively balanced gender distribution, with men at 51.52% and women at 48.48%. This gender ratio largely reflects our applicant pool. Given that about 70% of our applications originate from outside Europe and that the subjects offered by Faculty 12 often reflect traditional gender-specific choices in STEM fields, we consider these numbers encouraging. Comprehensive data for the bachelor's program are not yet available.

## Doctoral Candidates, Academic Staff, and Faculty

Women represent 43.75% of our doctoral candidates, which has been consistent with figures from previous years. Women comprise 53.57% of our academic staff. Among adjunct faculty and special-purpose educators, women account for 50%. The most significant imbalance appears in our professoriate, where women remain markedly underrepresented at 14.29%. This imbalance in senior academic level underscores the need for targeted action.

University-wide, the TH Köln's Gender Equality Framework Plan 2025–2028 outlines objectives and measures that all faculties should integrate. We highlight several key initiatives here, as they align with the priorities of Faculty 12.

## 2 Supplementary Measures

Objective	Measure <i>How is the objective to be achieved?</i>	Responsibility <i>Who's in charge for the implementation</i>	Additional Resources <i>Personnel, financial</i>	Quality Assurance <i>How is the achievement of the objective measured?</i>	Implementation Status
<b>Promotion of Early Career Researchers and Staff Development in the Academic Field</b>					
Parity among first-year students is established in all study programs	Orientation weeks and presence at informational events targeting women. Review during the redesign of study programs to ensure all genders are equally addressed and implement necessary adjustments.	Central Student Advisory, Equality Officers, Faculty of Spatial Development and Infrastructure Systems, Dean's Office	-	Feedback during events and long-term monitoring of the proportion of women in study programs where they are currently underrepresented	Ongoing
Strengthened networking among female students	Networking meetings are offered.	Equality Officers of the Faculty	-	Participation of female students, feedback	In planning
Visibility of scientific career paths for women → Female "ROLE MODELS"	When promoting our study programs, we ensure women are visible. This can be achieved through the selection of images for websites and brochures. Female students and staff are also specifically involved in public events (e.g., study info days).	Dean's Office, Marketing, Program Coordination	-	The proportion of female students increases or remains stable. In the long term, the number of female students, doctoral candidates, academic staff, and professors increases.	Ongoing
Study and further education programs are communicated and marketed in a gender-neutral way	Review and, if necessary, adjust the external communication of study and further education programs according to gender-sensitive language.	Marketing, University, Program Coordination	-	Number of female applicants	Partially implemented, ongoing
Equitable counseling during the course of study	Program advisors and professors support female students in a needs-based and gender-neutral manner regarding their studies and career planning. Female graduates (MSc) are specifically addressed and encouraged to pursue a doctorate.	Program advisors and professors, instructors	-	More female students complete their studies and potentially begin a doctorate	Implemented, ongoing

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Curricula facilitate the equitable development of competencies	Students are empowered to realize their potential autonomously and without restrictions imposed by gender-related expectations, due to elective choices within their academic programs	Faculty of Spatial Development and Infrastructure Systems	Program Directors	Existence of elective options (modules) within the curriculum that enable individualized focus areas	Implemented, ongoing
Study models are designed to be family-friendly, including the flexible scheduling of study periods	Part-time study options are integrated into the programs; students receive support in planning their part-time studies; specific information on childcare services and services offered by TH Köln is provided.	Faculty of Spatial Development and Infrastructure Systems	-	The option for part-time studies is utilized	Planned
Appointment of female professors	Appointment proposals are reviewed to ensure gender-sensitive competency profiles. The requirement profile is expanded to include "Gender Competence". Equality officers are involved early in the appointment process. Active search for suitable female candidates. Female reviewers are appointed. Specific information on childcare services and services offered by TH Köln.	Faculty of Spatial Development and Infrastructure Systems, Presidium, Appointment Committee Chair, Human Resources Department, Professors of Faculty 12	-	The number of female professors is increased and approaches parity	Ongoing
Compatibility of family and career (employees)	Flexible working hours and options for remote work; specific information on childcare services and services provided by TH Köln.	Faculty of Spatial Development and Infrastructure Systems, Dean's Office		The proportion of female employees rises to 50%	Ongoing
<b>Further Development of an Organizational Culture oriented towards Equal Opportunities</b>					
Enhancing visibility and awareness for gender topics within the faculty	Dedicated faculty web page	Faculty of Spatial Development and Infrastructure Systems	Gender Equality Officers, Dean's Office, Marketing Department	Review of Implementation Status. Information on gender equality and equal opportunities is visible.	Planned

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Use of Gender-Sensitive Language	Review all public texts of the faculty for gender neutrality and adjust if necessary; Reference the TH Köln guide on gender-appropriate language	Faculty of Spatial Development and Infrastructure Systems, Marketing (Online Editor(s))	-	Gender-sensitive language is used in all public texts of the faculty	Ongoing
Enhancing access to female-focused Information	Create an email distribution list for all female faculty members, including staff, professors, and students; Forward opportunities for professional development	Faculty of Spatial Development and Infrastructure Systems, Gender Equality Officers of the Faculty	-	Participation/Feedback Information on relevant offers and topics is known.	Implemented, ongoing
Networking among female staff and professors of the faculty	Twice-yearly meetings with a leading topic	Gender Equality Officers of the Faculty	-	Engagement with opportunities is evident, Regular meetings and exchange are established.	Planned
Improve gender balance in faculty and university committees	Increasing the proportion of female professors aims to realign the gender balance within various faculty and university committees.	Faculty of Spatial Development and Infrastructure Systems, appointment committee chair, executive board, presidency	-	The proportion of women in committees such as the dean's office, faculty council, etc., is increased.	Planned

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